

Company Profile of Fashion Store Ltd.



Factory & Head Office :

81, Kalmessor, Board Bazar,
Gazipur - 1704. Bangladesh.



Introduction:

Fashion Store Limited Is A Limited Company Established As A 100% Export Oriented Garments Factory. The Company Is Exporting Garments To USA, Canada and Europe Also.

From The Very Beginning The Factory Is Fully Complying With All Human Right Parameters For Workers. The Company Is Providing All Facilities to Ensure Better Working Environment like Ventilation, Poor Lighting and Cleanliness, Supply Bacteria free Drinking Water, Sufficient Number of Hygienic Toilets, Medical Facility, Child Day Care and Dining Room.

The Company Is Committed To Manufacture Quality Garments under Lawful Human and Ethical Condition.

General Information:

Name of the Organization	: Fashion Store Ltd.
Business License No	: 1801
Factory License No	: 13517/Gazipur
BGMEA REG. No	: 4424
Year of Establishment	: 2007
Legal Aspect of the Organization	: A Private Company limited
Certified by	: WRAP (14672) BSCI (334287)
Factory & Head Office Address	: 81 Kalmessore, National University, Gazipur Sadar -1704, Bangladesh. : Fax : 880-2-9291365
Factory Location	: Ten Kilometer towards the North from the Hazrat Shah Jalal (Rm) International Airport, Dhaka, Bangladesh. It is Situated on Board Bazar, Gazipur
Advising Bank	: Islami Bank Bangladesh Ltd. Islampur Branch, Adel Complex, 41-42 Islampur Road Dhaka, Bangladesh. Tel : 880-2-57390383 Fax : 880-2-57390383 A/C No : 5919 SWIFT: IBBLBDDH110
Contact Person	: Md. Akramul Haque Chairman & Managing Director : Md. Saiful Islam Deputy Managing Director : Md. Shafiqul Islam Executive Director



Technical Information:

Floor Space	:	41,841 Square Feet.
Nature of Product	:	Shorts, Jackets, Pants, Denim/Twill Top & Bottom, Shirts, Jogging Suits, Fleece Top & Bottom, Padding Jacket
Product Type	:	All kinds of Denim Pant, Basic 5 Pocket Long pant, Ladies Stretch Denim, Girls Capri, Kids Pant, Fleece Jacket & Pant, Denim Long sleeve jacket (men's & women's) Ladies three Quarter, Ladies Blazer, Men's & Boys L-Sleeve Shirt, Bermuda Short pant, Skirt, Cargo Short, long Pant & Padding Jacket as well.
Total Manpower	:	1200 Persons

Production Capacity:

Name of Products	Pcs. / Day	Pcs. / Month
Basic 5 Pkt Long Pant	12,000	312,000
Ladies Stretch/Kids Pant Denim	10,000	260,000
Girls Capri	10,000	260,000
Padding Jacket	4,000	104,000
Trousers / Shorts	11000	286,000
Denim Long Sleeve Jkt	7000	182,000
Bermuda	10,000	260,000
Short Pant	30,000	312,000

Buyers Information:

Name of the Buyer	Country of Origin
M. Hidary & Company Inc.	USA
Takko	Germany
Piazza Italia	Italy
Mister Lady	Germany
Riachuelo	Brazil
Sportsdirect	UK
Euro Shoe/Bristol BV	Belgium
Renner	Brazil
Woolworth	Australia
Texlimport	Mexico
AlleWerden Glücklich	Turkey
Gor Factory	Spain
Coton	Turkey
Sumitex	Japan
Malwee	Brazil

Manpower Details:

Sl. No.	Name Of Section	Male	Female	Total
01	HRD & Compliance	07	03	10
02	Merchandising Section	04	00	04
03	Commercial Section	02	00	02
04	Accounts Section	02	00	02
05	Store	06	00	06
06	Time Section	02	00	02
07	Cutting Section	37	13	50
08	Needle Man	00	02	02
09	Production Staff	40	02	42
10	Sewing Section	185	567	752
11	Quality	56	83	139
12	Finishing Section	41	94	135
13	Maintenance	12	00	12
14	Security	18	02	20
15	House Keeping	8	15	23
	Total Manpower	420	781	1201

Cutting Section Details :

- Method of fabric inspection : Four point grading system
- Spread checking : 100% check during spreading.
- Cut piece checking : 100% check of component from Cut block.

Procedures for cutting : After getting approval to start cutting, cutting staff will open all rolls of fabric required for days cutting

After setting of the fabric, laying of fabric if laying single color then paper separator to be used to separate each roll, if laying other colors too, then will use different color to separate rolls. This will reduce shading problem.

The lay height not by any means exceed above 6"

Before start Cutting:

- Check that the marker is placed on the spread with edge parallel to the selvage of the piece goods. Verify that all cut pieces will complete. Also check that no markers are creased.
- Check for shading. Unless all parts are marked, it is essential to have a system to control shading.
- Check the sharpness of the cutting machine blade, do not use blunt blades, this will damage the fabric.
- While cutting the fabric make sure that: Cutting tolerance will exceed 1/32 of an inch.

During spreading cutting quality will fill-up the Spread check list. Will mark all defect parts during laying and will report in spread defect format. After cutting each cut blocks has to be checked by hard pattern. The cut block is to be placed in between two hard patterns and have to check for Miss Cuts, Matching plies, Notches.



CUT BLOCK INSPECTION:

Cut block inspection is made and recorded as per cutting component replacement report. The defect components have to be replaced immediately and placed in the layer from where rejected. This has to be recorded strictly.

Manpower of Cutting Section:

Category of Personnel	Number of Manpower
Staff	10
Helper	40
TOTAL =	50

Cutting Equipments Details:

Name of the Equipment	Size of Equipment	Quantity
Cutting Machine	10"	06 Nos
Cutting Hand Gloves	9"X5"	06 Sets
Cutting Table	40'X6'	01 Nos
	64'X6'	01 Nos
	72'X6'	01 Nos

Sewing Section Details :

- Production System : Assembled system
- Total Line : 10
- Total Machine in Each Line : 55
- List of Machineries : See Annexure A at Page 10
- Total Manpower : Female = 781 Male = 420

Sl. No.	Sewing Factors	Present Status
01	Sewing Quality Controlling	<p>The Factory has a Quality Control Department consisting of 4.0 Quality Controllers and Inspectors to control the In-Process Quality. The Quality Control Manager is the responsible person to monitor the department. He monitors the quality procedures of in process quality; performs inspection as per required AQL. And will prepare report accordingly twice daily. The sewing quality controller is to submit all reports directly to the Quality Assurance Manager. Quality Assurance Manager is to take action based on the report.</p> <p>The Quality Control Manager leads his team of Process Checkers, End Line Checkers and Roaming QC.</p> <p>Before In Put of new style Sewing Quality Controller assists Quality Assurance Manager in setting the quality layout, prepares QC specs for Process Checkers, and End Line Checkers, and also conducts Pre-production briefing. Sewing quality controller will measure three pieces per color per size of daily out put garments.</p>



Sl. No.	Sewing Factors	Present Status
02	Quality Assuring	<p>JUMANA has a Quality Assurance Department for assuring the overall quality. The Department is consisted of 4 well experienced as well as dedicated Quality Assurance Officers. Quality assurance Manager is directly under the supervision of the Managing Director. The Quality Assurance Department is not at all involved in any Production matter. They are only engaged in Assuring the Quality of the Products. Quality Assurance Manager is totally responsible for the Quality Assurance Department, starting from fabric inspection to the finishing.</p> <p>The overall responsibility of quality Assurance Department regarding distribution of duty, leave recommendation etc. Final Inspection will be conducted by him. QAM also conducts training to the Quality Department's personnel; conduct Pre/Post Production briefing. He will be responsible for quality of all sorts of samples. He will conduct Pre- Final Audit of the total garments based on AQL 2.5 before offering for Final Inspection to the Buyer's representative.</p>
03	AQL. Followed	AQL Level 2.5 is strictly followed in all steps in Sewing and Finishing sections of the entire group.
04	Daily Finishing Capacity	The Daily Finishing and Packing Capacity of Fashion Store Ltd. are 80% above of daily production. This is to avoid any back lock in the Finishing Section.
05	Folding System	Flat Pack to Standard Packing and Fancy Stand for required Folding.
06	Finishing Quality System	Garments are always checked 100% from Inside after thread cutting and 100% from Outside after ironing. Important components are 100% measured for acceptable tolerance. After Poly bagging, 100% checked for Get Up.
07	Pre-Final Audit	Garments are always sent for cartooning minimum thrice daily. Before sending for cartooning, Finishing quality Controller conducts audit and if it passes only then it is allowed for packing, otherwise all that garments are declared for re-check. After all garments are packed in the cartons, Quality Assurance Manager conducts Pre-Final inspection before offering for final inspection to the Buyer.



Manpower of Quality Section:

Category of Man Power	Number of Manpower
Staff	09
QC / QI	130
Total =	139 Persons

Finishing Activities:

Inside Processing

Inside Process checkers check 100% of the garment from inside after thread cutting. The main things to be checked from inside is to check for; open stitch, open seam, missing Bar- tack etc. Inside Process checkers may need to trim un-cut thread but not on regular basis as a thread trimmer.

All defects are to be recorded in Process Checker hourly Defect Record Sheet.

Outside Process Checker's Job

Out side Process checkers checks 100% of the garment from outside after Ironing, so if there are any oil spots, then it is very easy to identify and rectify. Out side Process checkers work in a group. Three outside process checker form one group.

Procedure for Outside Process

Of the three checkers one will check front part; second person will check back part and third will check overall and will take 100% measurement of important part. For example if trouser: Waist, inseam, out seam. If shirt: Front part etc.

All defects are to be recorded in Process Checker's Hourly Defect Record Sheet.

Manpower of Finishing Section:

Category of Manpower	Number of Manpower
Staff	09
Others	126
Total =	135 Persons



Compliance:

Sl. No.	Issues of Compliance	Company's Status
01	Internal Compliance Team	Fashion Store Ltd. has its own dedicated Internal Compliance team having a Compliance Manager who is under the direct supervision of Managing Director. All the Compliance Officers are well educated in Local labor Law, Company law, as well as Environmental Law. They are also trained in Wages and Benefit policy, Health & Safety policy. The compliance officers conduct daily routine check of the factory and report to the Managing Director through the Compliance Manager. Compliance Manager is involved in Conducting Training Programs for workers on Compliance Issues.
02	Recruitment Policy	Fashion Store Ltd. has a written Recruitment Policy. All Recruits are above 18 years of age. It has a strong Recruitment committee, where the Managing Director directly takes part to recruit the workers and staffs considering the age first then experiences and skills.
03	Record Policy	Fashion Store Ltd. maintains Personal File for all workers and staffs with their full Bio-data and necessary particulars. The factory always arranges Attendance Card, makes record of Working Hour, Salary Statement, Leave Record, Disciplinary Action, etc.
04	Forced Labor	Fashion Store Ltd. has no any practice of use forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise.
05	Child Labor	No person is employed here at an age younger than 18 or younger than the age for completing a certain level of education in Bangladesh where such age is higher than 18.
06	Harassment or Abuse	Every employee is treated with respect and dignity. No employee is subject to any physical, sexual, psychological or verbal harassment or abuse.
07	Nondiscrimination	No person is subject to any discrimination in employment, including hiring, salary, benefits, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, or social or ethnic origin.
08	Health and Safety	Fashion Store Ltd. provides a safe and healthy working environment to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of employer facilities. FS believes that in a sound work place workers can give their best output to reach at the goal.
09	Freedom of Association and Collective Bargaining	Fashion Store Ltd. Management recognizes and respects the right of employees to freedom of Association and Collective Bargaining.



Sl. No.	Issues of Compliance	Company's Status
10	Wages and Benefits	Fashion Store Ltd. Management also recognizes that wages are essential to meeting employees' basic needs. So The Company pays employees, as a Garments Floor, at least the minimum wage required by our local law in Bangladesh prevailing industry wage, whichever is higher, and always provides legally mandated benefits. Wages and overtime charges are paid within the 7 th of the following month. Fashion Store Ltd. Pays BD.TK.5300 equivalent to \$ 70.67(01 \$=75 BDT) as the monthly Minimum Salary to a new worker.
11	Hours of Work	Except in extraordinary business circumstances, employees are (i) not required to work more than the lesser of (a) 48 hours per week and 12 hours overtime or (b) the limits on regular and overtime hours allowed by the law of Bangladesh, and (ii) are entitled to at least one day off in every seven day period.
12	Overtime Compensation	In addition to their (Workers) compensation for regular hours of work, employees are compensated for overtime hours at such premium rate as is legally required in Bangladesh or at a rate equal to the double of their regular hourly compensation rate.
13	Leave & other Facilities	Fashion Store Ltd. provides all kinds of leave benefits to its worker as FS treats all the workers as its valuable asset. Maternity Leave Benefits, One festival Bonus, Yearly increment of Monthly Salary, Attendance Bonus, and Financial supports to all employees in accordance with the recommendations by the Social Welfare Committee.
14	Health & Hygiene	The Factory is lighted well with sufficient Tube lights, natural flow of air. All floors are well ventilated and well furnished with sufficient hygienic toilets. Toilets are cleaned and well maintained with detergent, liquid toilet cleaner and flashing with sufficient quantity of tap water. Workers are provided with pure & safe drinking water.
15	Doctor's Room / Medical Center	Considering the provision of health care facility to our workers and staffs under the prevailing labor act, HN has a complete dispensary supported by a Medical Officer trained in medicine and gynecology and two trained nurses. Necessary First Aid, along with supply of emergency medicines provided at free of cost from this dispensary. In the case of long term treatments of any worker, Fashion Store Ltd. takes the patient to a better hospital. Under the circumstances the authority takes necessary steps to provide full course of treatment.
16	Dining Hall	Dining hall is situated on the 5 th floor. Numbers of ayahs are engaged to maintain a hygienic environment taking necessary measures. Two hundred workers can sit at a time to take their lunch.



Sl. No.	Issues of Compliance	Company's Status
17	Recreational Facilities	We arrange an annual picnic or special feast for the workers every year on our Bengali New Years Day or Pamela Baishakh. All workers and staffs enjoy and celebrate the day with a festive mood. In the evening they participate in a cultural event.
18	Safety Facilities/ Fire Fighting	The Factory has two spacious exits. The Factory is also staged with full range of Fire fighting equipments. Aisles are properly marked and are kept clear at all time to easily move. Fire drills are conducted every month. Fashion Store Ltd. has its own trained designated Fire fighting team, First Aid, and Rescue team who can be easily distinguished by their uniform. Beside this 40% of work forces are trained on how to operate fire extinguishers.
19	Machine Guarding	All machines are equipped with safety guarding, Eye guard, Pulley guard and Needle guards etc.
20	Personal Protective Equipments	Fashion Store Ltd. provides Personal Protective Equipments, (PPE) such as Metallic Hand gloves for cutter man, Masks for all workers, Eye guard for Over lock, Bar tag, Hole, Button Stitch machine Operators, Nose mask for spot removers, Spectacles for relevant machine operators.
21	Power House	To overcome the effects of the irregular and insufficient power supply system of our country, FSL has set up a complete power supply unit to keep its production running. Heavy generator units have been set up for this purpose.
22	Workplace Temperature	Entire floors are well ventilated by installing sufficient number of exhaust fans and ceiling fans. Workers can work in moderate atmosphere.
23	Security	Fashion Store Ltd. maintains strong security procedure by its own security personnel. All floor and important place are under supervision of CC TV network.



ANNEXURE-A

MACHINERY LIST

SL. No.	Description of Machines	Total Number of Machines
01	Single Needle Machine	285
02	02 Needle Machine	33
03	04 Thread Over Lock	100
04	05 Thread Over Lock	32
05	06 Thread Over Lock	04
06	Button Lock Stitch Machine	02
07	02 Needle Feed of the Arm	01
08	03 Needle Feed of the Arm	07
09	02 Needle Chain Stitch	04
10	Single Needle Chain Stitch	02
11	Flat Lock	74
12	Kansai Special	15
13	Bar tag Computer	16
14	Button Hole Computer	08
15	Eyelet Hole Machine	01
16	Snap Button Machine	11
Total Number of Machines =		595

Supporting Machines

SL. No.	Description of Machines	Number of Machines
01	CNG Boiler, 30 Iron Set	01
02	Auto Thread Sucking Machine	01
03	Cutting Machine	06
04	Metallic Hand Gloves	06
05	Diesel Generator	02
06	Fusing Machine	01
07	Velcro / Label Cutter	01
08	Needle Detector	01
09	Spot Removing/Cleaning machine	01
10	Fabric Inspection machine	01
Total Number of Supporting Machines =		21
Grand Total Number of Machines =		616