

Business Profile



FASHION POWER GROUP





Jalal Ahmed Knit Composite Ltd. starts its operation with the facilities of Knitting and Cut to sewn from 2022



Jalal Ahmed Knit Composite Ltd.

Tazkia Apparels Ltd. & Tazkia Fashions Ltd., Started its journey from 2021 combined with Woven & Knit



Tazkia Apparels Ltd.

Taharat Composite Ltd., another composite setup started on 2018 and getting the optimum success in last few years



Tazkia Fashions Ltd.

FNF Trend Fashion, with high grade of woven machineries moving on 2017 with the Capacity of all types of woven product



FSD Printing & Packaging, Started a printing factory in 2014.



Taharat Composite Ltd.

FKCL, with a complete composite setup, its started from 2008 and achieved Social and environment friendly certification



FNF Trend Fashion Ltd.

FSD Printing & Packaging Ltd.



➤ Far-Sur Young Fashion Ltd.

Started Its Journey from 2003



Fashion Power Bangladesh Ltd.



Fabrica Knit Composite Ltd.



History of Fashion Power Group

SPEECH OF MD & CEO



Fashion Power Group is a diversified agglomerate which has vertically integrated apparel and textile manufacturing facilities, with concerns in Accessories, Printing, Embroidery etc. Fashion Power Group started its journey in 2003 and till date, it has resulted in a conglomerate of 09 concerns.

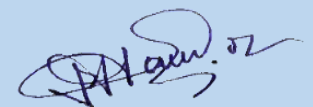
Fashion Power Group has a dedicated and skilled workforce of more than 12,500 employees and had an annual turnover of USD 178 Million for the year 2021-22. Fashion Power Group supplies quality apparels to globally renowned retailers and is focused on upholding the reputation of the ready-made garments and textiles industry of Bangladesh.

With diversified, yet distinguished, manufacturing capabilities in RMG and Textile Industry, Fashion Power Group become a leading supplier with uncompromising quality, higher volumes and well timed expansions.

Fashion Power is well reputed locally and globally for its diverse set of sustainability activities. The unique sense of ourselves is to export optimum quality garments to the stakeholders where we introduce the most modern quality management system (QMS) with maintaining the smooth flow of operation in our apparel industry. To ensure the maximum support, we introduce all type of facilities means one stop service station in our project. We are strongly maintaining the compliance standard along with fire safety and CSR activities as well as the client CoC.

Fashion Power Group believed in loyalty & trust.

Thanking you



Mijanur Rahman
Managing Director and CEO



Bangladesh
Textile Today
An Innovation

December 2022



The secret behind success of Fashion Power Group

- **Mijanur Rahman**
Managing Director, FPG



The secret behind success of Fashion Power Group

Mijanur Rahman, Director, BOHEA and Managing Director, Fashion Power Group (FPG)

Person on the Cover

He is working with several international brands and their suppliers to open up their markets for him.

My job is to build a strong relationship with the suppliers and other stakeholders to ensure that we can provide a high-quality product to our customers. We are currently working on a new product line for our customers and we are looking for suppliers who can provide us with high-quality raw materials.

Mijanur Rahman is the Managing Director of Fashion Power Group (FPG). He has been working in the textile industry for over 20 years and has a wealth of experience in the field. He has worked for several international brands and has helped them to establish a strong presence in the Bangladeshi market. He is currently working on a new product line for his company and is looking for suppliers who can provide him with high-quality raw materials.

Capacity expansion & new gear

Mijanur Rahman is looking for new gear to expand his capacity. He is currently working on a new product line for his company and is looking for suppliers who can provide him with high-quality raw materials.

Integrated manufacturing and export planning for their clients. It is the group's commitment to quality and service that has helped it to build a strong reputation in the market.

Progress of Bangladesh textile & apparel industry

Mijanur Rahman is looking for new gear to expand his capacity. He is currently working on a new product line for his company and is looking for suppliers who can provide him with high-quality raw materials.

Mijanur Rahman, Director, BOHEA and Managing Director, Fashion Power Group (FPG)

Fashion Power Group is a diversified conglomerate with a wide range of businesses. The group is currently working on a new product line for its customers and is looking for suppliers who can provide it with high-quality raw materials.

U.S. Women Power is a leading manufacturer of women's apparel. The company is currently working on a new product line for its customers and is looking for suppliers who can provide it with high-quality raw materials.

Textile Power Group (TPG) is a leading manufacturer of textile products. The company is currently working on a new product line for its customers and is looking for suppliers who can provide it with high-quality raw materials.

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Vision

Accelerate the apparel fashion and getting to the doorsteps all over the era where satisfaction level will be impressed.

Mission

We strive to attain our vision by practicing corporate governance, being transparent in our operations, continuous improvements of qualities and work process, developing expertise, sharing and caring the customer demands and needs, consistency of commitment, caring the social ethics and environmental parameters with maintaining networks with relevant area.

Our value

Transparency & long term relationship is the core value of ours.



State of the Art Factory in Bangladesh



FASHION POWER BANGLADESH LTD.

FABRICA KNIT COMPOSITE LTD.

TAHARAT COMPOSITE LTD.

FNF TREND FASHION LTD

TAZKIA APPARELS LTD.

TAZKIA FASHIONS LTD.

FAR-SUR YOUNG FASHION LTD.

FSD PRINTING & PACKAGING LTD.

JALAL AHMED KNIT COMPOSITE LTD.

Our
Projects



RMG UNIT

Production Area: 6,66,950 SFT
Production Capacity: 6.2 Million/M
Annual Turnover: \$ 178 Million
Total Lines: 160
Total Employee: 12,500

KNITTING & DYEING

Knitting : 3,90,000 KG/M
Dyeing : 8,50,000 KG/M
Finishing : 9,00,000 KG/M
Area: 77,000 SFT



PRINTING & PACKAGING

Area : 72,000 SFT
Capacity: 100,000 Pcs/Day



Accessories

Area : 74,000 SFT
Turnover: 2.2 million

EFFLUENT TREATMENT PLANT (ETP)

ION exchange water treatment: 4,500 CM/Day
Biological Effluent treatment: 4,500 CM/Day

High Grade
Machineries





FABRICA KNIT COMPOSITE LTD.				TAHARAT COMPOSITE LTD.				FNF TREND FASHION LTD.				TAZKIA APPARELS LTD.			
S/L No	Type of Machine	Brand	M-Qty	S/L No	Type Of Machine	Brand	M-Qty	S/L No	Type Of Machine	Brand	M-Qty	S/L No	Type Of Machine	Brand	M-Qty
1	S/L Needle Lock Stitch M/C (Auto)	Brother	435	1	Rib Cutter	Dino	3	1	Plain machine (Heavy) Auto	Brother	92	1	Plane Machine	JUKI	500
2	S/L Needle Side Cutter (Vertical) M/C (Auto)	Brother	30	2	Plan Machine	Juki	368	2	Velcro Tape cutter Round machine	Cutex	3	2	Two Needle Machine	JUKI	78
3	Two Needle Lock Stitch (Manual)	Brother	10	3	Over lock	Juki	187	3	Waist Tag Machine	Denison	4	3	Kanchai Machine	JUKI	25
4	Zikzak Multi Step (Auto)	Brother	2	4	Over lock	Juki	8	4	End cutting W/Long Handle M/c	Eastman	6	4	Over Lock (5th)	JUKI	49
5	Button Hole M/C (Auto)	Brother	36	5	Flat Bed	Juki	9	5	Pocket Herrer(chine stitch)m/c	Hams	1	5	Over Lock (4th)	JUKI	103
6	Bar tack M/C (Auto)	Brother	18	6	Cylinder Fed	Juki	35	6	Needle Detector	Hashima	1	6	Over Lock (6th)	JUKI	9
7	Feed of Arm 2 Needle (Manual)	Brother	10	7	Small Cylinder Fed	Juki	3	7	Fusing Machine	Hashima	3	7	F/A Machine	JUKI	9
8	Bas Machine	Brother	2	8	Mini Cylinder Fed	Juki	3	8	Plain machine (Heavy) Auto	Juki	364	8	Chain Stitch Machine 2 Needle	JUKI	15
9	Rib Cutter M/C (Auto)	Dino	6	9	Bartuck	Juki	4	9	5 Thread Over Lock machine	Juki	92	9	Chain Stitch Machine 3 Needle	JUKI	6
10	Pull Test Machine	Gaster	2	10	Chain-stitch	Juki	1	10	Button Hole Machine	Juki	8	10	Button Hole	JUKI	9
11	Needle Detector (Double Head)	Hashima	4	11	Two Needle	Juki	8	11	Bartack Machine	Juki	25	11	Button Stitch Machine	JUKI	8
12	S/L Needle Chain Stitch M/C (Manual)	Hikari	12	12	Feed Of The Arm	Juki	8	12	Button Stitch machine	Juki	8	12	Bartech Machine	JUKI	22
13	Shell Stitch M/C (Manual)	Inderli	2	13	Zig Zag	Juki	1	13	2 Needle Lock Stitch mahine	Juki	64	13	Blend Stitch Machine	JUKI	5
14	Zikzak Multi Step (Manual)	Juki	6	14	Hole Machine	Juki	5	14	Feed of the Arm	Juki	31	14	Flatlock Machine	JUKI	2
15	Over Lock 3 Thread (Manual)	Juki	4	15	Button Stitch	Juki	8	15	Vertical Machine	Juki	24	15	Zig Zag Machine	JUKI	2
16	Flat Lock Cylinder Bed (Manual)	Juki	15	16	Kansai Backtap	Kansai	7	16	Eyelet Hole	Juki	4	16	Suttle Stitch Machine	JUKI	4
17	Button Stitch M/C (Auto)	Juki	2	17	Kansai PMD	Kansai	5	17	Zigzag Stitching Machine	Juki	2	17	Snap Button Machine	JUKI	13
18	Snap Button M/C (Manual)	Juki	2	18	Over lock	Pegasus	185	18	Velcro Atteching machine	Juki	6	18	Feed of the Arm	JUKI	3
19	Over Lock 4 Thread (Manual)	Kansai	28	19	Flat Bed	Pegasus	13	19	Saddle stitching Machine	Juki	2	19	Loop Make	JUKI	5
20	Flat Lock Small Cylinder Bed (Manual)	Kansai	2	20	Cylinder Fed	Pegasus	42	20	Apw(Welting) Machine	Juki	4	20	Vertical Machine	JUKI	13
21	Flat Lock Special (Manual)	Kansai	10	21	Mini Cylinder Fed	Pegasus	3	21	Belt Loop Attaching Machine	Juki	1	21	Re-Cone Machine	JUKI	2
22	Kansai PMD M/C (Manual)	Kansai	2	22	Raw Edge Cutter	Pegasus	16	22	Cutting Machine	K.M	9	22	Eye Let Hole Machine	JUKI	1
23	Kansai PMD M/C (Auto)	Kansai	4	23	Raw Edge Cutter	Pegasus	8	23	Kansai Special Machine	Kansai	32	23	Thread Sucker Machine	JUKI	2
24	Picot M/C 2 Needle (Manual)	Kansai	2	24	Rib Cutter	Toyota	3	24	Snap Button	NISHO	25	24	Staple Pin Attach Machine	JUKI	2
25	Picot M/C S/L (Auto)	Kansai	1	25	Kansai SMOKE	Kansai	1	25	Carton Binding Machine	NISHO	2	25	Carton Binding Machine	JUKI	2
26	Cutting Machine 10"	KM	13	26	Snap Button	Nisho	8	26	Collar Turning Machine	Nissin	2	26	Cutting Machine (10")	JUKI	8
27	Cutting Machine 8"	KM	5	27	Vertical Machine		3	27	Collar Press Machine	Nissin	2	27	Cutting Machine 8"	JUKI	1
28	Thread Sucker	Modern	4	28	Cutting Machine	KM	7	28	4 Thread Over Lock machine	Pegasus	25	28	Silver Star Iron	JUKI	10
29	Snap Button M/C (Auto)	Nishoo	8	29	Needle Detector	Hashima	1	29	Belt Loop Trimmer Machine	Sicama	4	29	Vacuum Iron Table	JUKI	16
30	Iron Table	Nishoo	77	30	Fabric Inspection	UZU	1	30	3 Needle CHAIN Stitch mahine	Siruba	3	30	Cylinder Bed L Cutter Machine	JUKI	16
31	Fusing Machine	Oshima	1	31	Spot Cleaner		2	31	Blind stitch machine	TONY	2	31	Cylinder Bed Machine	JUKI	9
32	Over Lock 4 Thread (Auto)	Pegasus	322	32	GM C Cylinder Fed	Juki	1	32	Fabric Inspection Machine	UZU	1	32	Flat Bed Machine	JUKI	8
33	Flat Lock Raw Edge Cutter (Auto)	Pegasus	47	33	PIPING CUTTER	KM	1	33	Thread Suction	UZU	2	33	Auto Rib Cutter Machine	JUKI	2
34	Auto Placket Machine	Pegasus	5	34	Sew MAX Flat Bed	Juki	1	34	Vacuum table	Veit	17	34	Fusing Machine (450)	JUKI	1
35	Flat Lock Flat Bed (Manual)	Pegasus, Juki	35	35	Pipe Belt	Yamato	1	35	Steam iron w/Hose pipe	VEIT	21	35	Silver Star Iron	JUKI	10
36	Flat Lock Cylinder Bed (Auto)	Pegasus, Kansai	79	36	West Take Pin	KM	1	36	4 Feet 4 Lights Color Light Box	Vervide	1	36	Fabric Inspection Machine	UZU	2
37	Flat Lock Small Cylinder Bed (Auto)	Pegasus, Kansai	19	37	Thead Sucker	Juki	1	37	Button Hemming Machine	Vibe mac	8	37	CAD Machine	3D SYSTEM	1
38	S/L Needle Lock Stitch M/C (Auto)	Siruba	11	38	Generator	CUMMINS	1	38	Pocket Creaser Machine	Weishi	1	38	Metal Detector Machine	HASHIMA	2
39	Flat Seamer Piping (Auto)	Yamato	3	39	Compressor	PUMA	2	39	Raw Edge Cutter	Pegasus	8	39	GSM MACHINE	A & D	1
40	Viti 3 Needle (Manual)	Yamato	2	40	Boiler	Golden	1	40	Boiler	Perfect	1	40	Boiler	Big Boss	1
41	Over Lock 4 Thread (Manual)	Yamato, Siruba	86	41	Iron Table	Nisho	32	41	Generator	Electro	1	41	Generator	Perkins	2
42	West Tag Machine	Zusun	1	42	CAD Machine	3D System	1	42	Cad Printer	3D System	1	42	Newly Arrived Machine	Juki/Brother	703

GRAND TOTAL			1365	GRAND TOTAL			999	GRAND TOTAL			913	GRAND TOTAL			1682
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Sewing Machinery List

Our Operations



Products & Services

FPG offers the following products and services:

- Fabrics
- Casual Knitwear (T-Shirts, Polo Shirts, Tank Tops, Joggers, Hooded Jackets, Cardigans, Leggings, Trousers and Dresses)
- Fashionable Wear (Skirts, Gowns)



Manufacturing Process

FPG makes use of the following in the manufacturing process

- Most advance machineries
- In house knitting makes use of low profile hazardous materials
- Oeko-Tex 100 standard maintenance and management
- Dyeing Operation with low consumption of water ratio
- Garments Manufacturing Process make use of advance software in CAD

From the very beginning we use the most optimum QMS technologies to ensure product quality in all stages. This is then supplemented by concentrating on process manufacturing and process improvements. We have set Industrial Engineering and Work Study departments to get the achievement result in timely manner. Product risk assessment and root cause analysis are done by using statistical quality control system.

The R & D department help in developing new products and process improvements for incorporating the production with good quality at the lowest cost possible in the shortest time. This desire for quality is also shared by our team of highly qualified and competent professionals who under the capable and dynamic leadership of the corporate body have made our remarkable growth possible. It is with this shared vision that we are marching toward our goal of attaining acknowledged leadership in providing quality products at competitive price.

OUR OPERATIONAL
PROCEDURE



LPP®
S.A.

NEW YORKER

TENDAM
GLOBAL FASHION RETAIL

REDTAPE

4F ✂ **DRK** ✂



AEON

JEANS **fritz**®

Crazy Line

oodji **TOYOSHIMA**

MEDICINE O'STIN



CAITAC CORP.
FASHION LIFE FRONTIER

MELON
FASHION GROUP

zolla **encuentro**



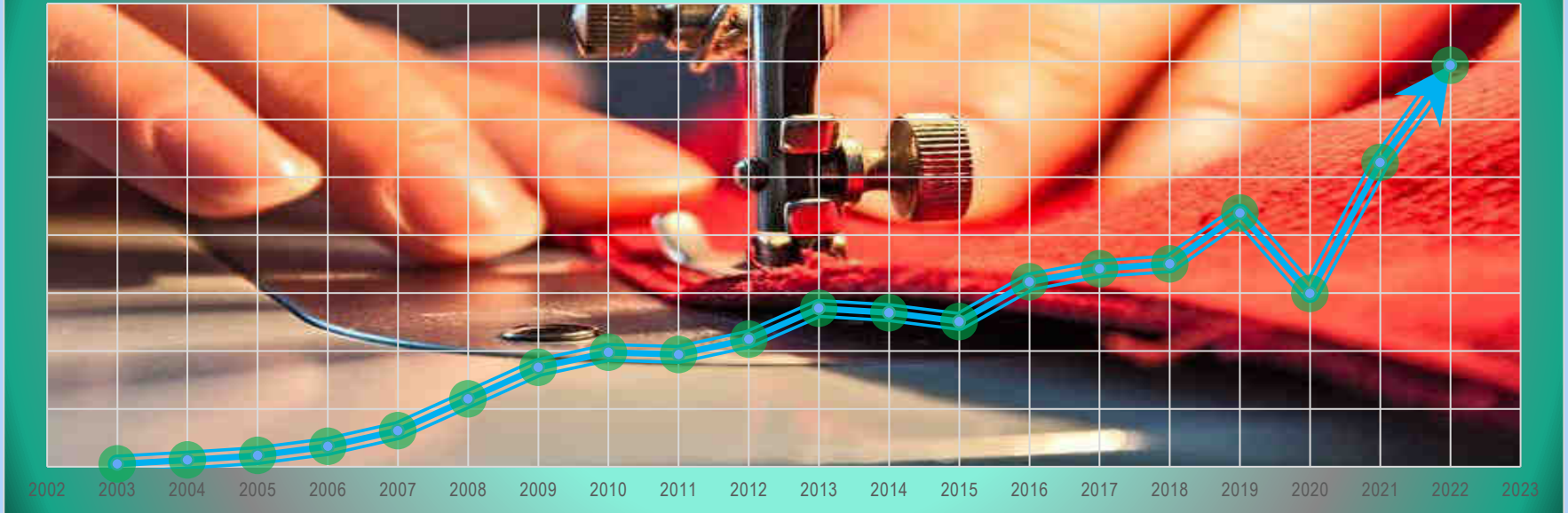
marisa

greenpoint

YM INC.

OUR MAJOR CLIENTS

GROWTH ON PRODUCTION

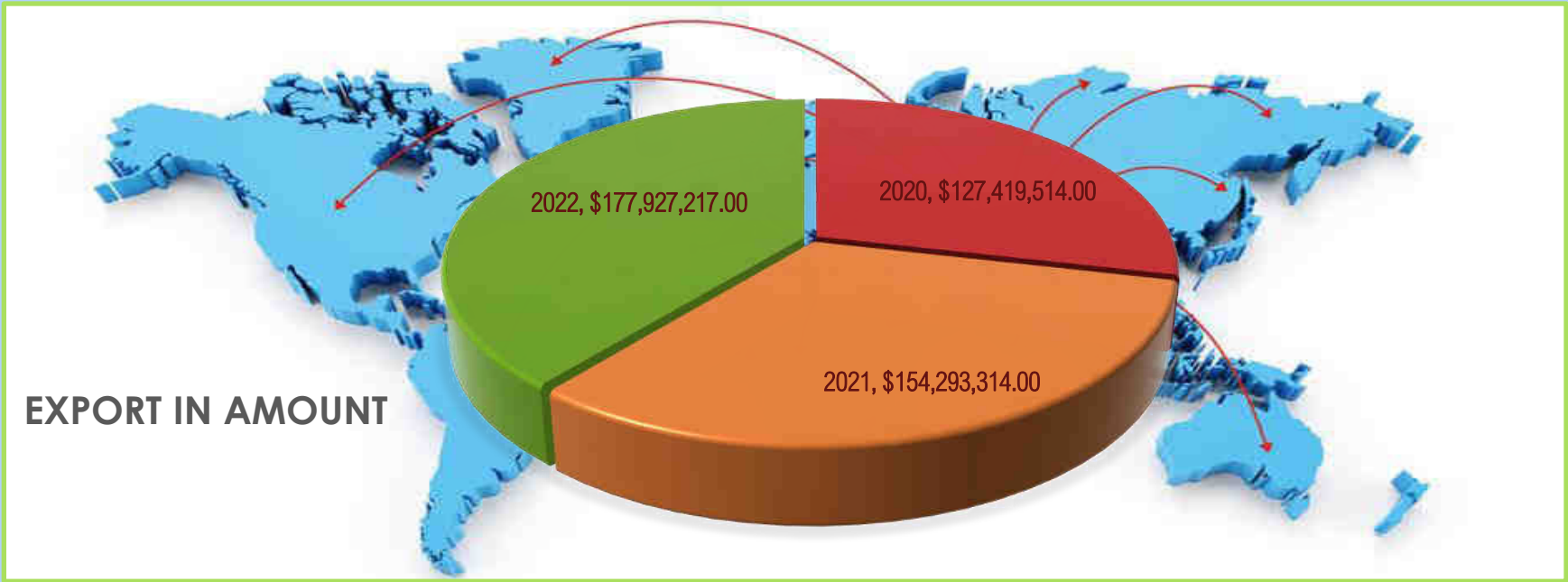


GROWTH

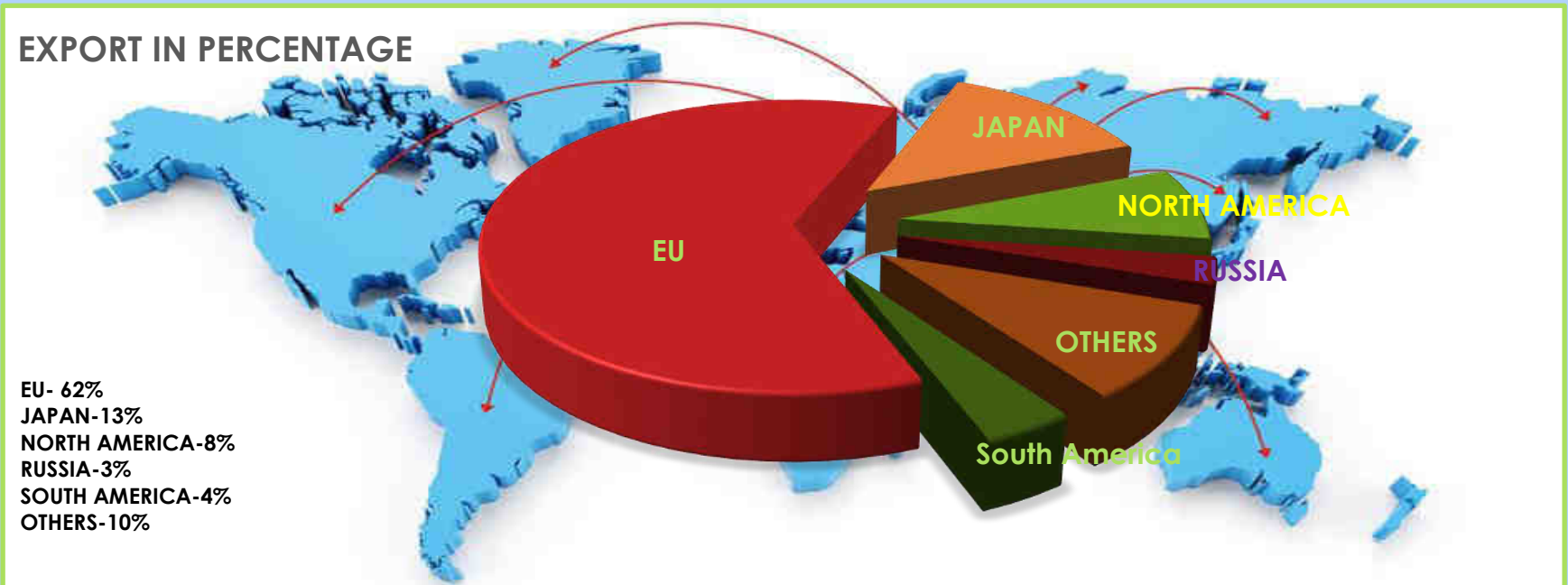
In last 03 years
Export growth
More than 37.5%
&
The Production
Growth more
Then 39.2 %

GROWTH ON EXPORT





LAST 03 YEARS
OUR EXPORT &
EXPORT
TO
THE WORLD



OUR BANK
INFORMATION



Jamuna Bank Limited

16, Kamal Ataturk Avenue
Banani Branch
Banani C/A, Dhaka-1213

Swift Code: JAMUBDDH



Southeast Bank Limited

House # 82, CES (F), 1
Gulshan Avenue,
Dhaka-1200

Swift Code: SEBDBDDH6UL



NCC Bank Limited

House # 06, Road # 93,
Gulshan North/East Avenue,
Gulshan, Dhaka-1200

Swift Code: NCCLBDDHGSB



ORGANIC

BCI

Better Cotton Initiative



COTTON USA™



Ulusal Sistem Belgelendirme Hizmetleri Ltd. Şti.
İsmet Kaplan Mah. Hürriyet Bul. No: 41 Kavala Plaza
K: 2 D: 203 Çankaya - İsmir / Turkey
www.usb-t.com Tel: 0090.232.446.4416

CERTIFICATE OF COMPLIANCE
(Scope Certificate)
Certificate N° USB TEX2373-OCS-2019-01
Client N° USB TEX2373

Ulusal Sistem Belgelendirme Hizmetleri Ltd. Şti., USB declares that
Fabrica Knit Composite Limited
Bashad, Ashulia, Savar, Dhaka - Bangladesh
has been inspected and assessed according to the
Organic Content Standard (OCS)
- Version V.2 -

and that products of the categories as mentioned below (and further specified in the annex)
comply with this standard:
Garments

Processing steps / activities carried out under responsibility of the above mentioned company (by
the operations as detailed in the annex) for the certified products:
**Knitting, Fabric Dyeing, Finishing, Confectioning, Piece Printing, Storing, Trading,
Exporting, Importing**

This Certificate is valid until: **21 July 2020**

Place and Date of Issue: **Izmir, 22 July 2019**

Name of the authorised person:
Mrs. Ozlem Ozkan

This Certificate of Compliance provides no proof that any goods delivered by its holder are OCS
certified. Proof of OCS certification of goods delivered is provided by a valid Transaction
Certificate (TC) covering them.

The issuing body can withdraw this certificate before it expires if the declared compliance is no
longer guaranteed.

Accredited by: International Organic Accreditation Services (IOAS), Contract N°: 112

Stamp of the issuing body:  OCS Logo:  

This electronically issued scope certificate is the valid original version and it is provided with the QR code.

Ulusal Sistem Belgelendirme Hizmetleri Ltd. Şti.
İsmet Kaplan Mah. Hürriyet Bul. No: 41 Kavala Plaza
K: 2 D: 203 Çankaya - İsmir / Turkey
www.usb-t.com Tel: 0090.232.446.4416

CERTIFICATE OF COMPLIANCE
(Scope Certificate)
Certificate N° USB TEX2373-GOTS-2019-01
Client N° USB TEX2373

Ulusal Sistem Belgelendirme Hizmetleri Ltd. Şti., USB declares that
Fabrica Knit Composite Limited
Bashad, Ashulia, Savar, Dhaka - Bangladesh
has been inspected and assessed according to the
Global Organic Textile Standard (GOTS)
- Version V.5 -

and that products of the categories as mentioned below (and further specified in the annex)
comply with this standard:
Garments

Processing steps / activities carried out under responsibility of the above mentioned company (by
the operations as detailed in the annex) for the certified products:
**Knitting, Fabric Dyeing, Finishing, Confectioning, Piece Printing, Storing, Trading,
Exporting, Importing**

This Certificate is valid until: **25 July 2020**

Place and Date of Issue: **Izmir, 26 July 2019**

Name of the authorised person:
Mrs. Ozlem Ozkan

This Certificate of Compliance provides no proof that any goods delivered by its holder are GOTS
certified. Proof of GOTS certification of goods delivered is provided by a valid Transaction
Certificate (TC) covering them.

The issuing body can withdraw this certificate before it expires if the declared compliance is no
longer guaranteed.

Accredited by: International Organic Accreditation Services (IOAS), Contract N°: 112

Stamp of the issuing body:  GOTS Logo: 

This electronically issued scope certificate is the valid original version and it is provided with the QR code.



Sustainable



REPREVE®



What are we doing to save our planet from plastic bottle?? Do you know It takes 450 years to decompose into mud. Let's recycle it and make world great for our next Generation green, producing recycle polyester is dramatically batter for the climate creating 75% less Carbon emission then virgin polyester.



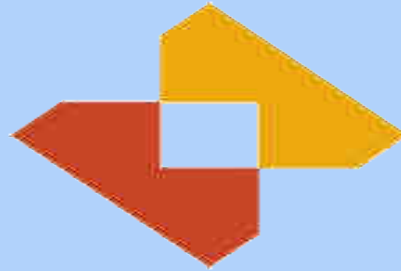
Platform Audits & Certification



NBCUniversal



Knowledge Partner



BetterWork

Membership



Building, Electrical & Fire Safety



Compliance Practices & CSR

- Prohibition of Forced Labor:
Facilities will not use involuntary or forced labor (ZT issue).
- Prohibition of Child Labor:
Facilities will not hire any employee under the minimum age established by law for employment (ZT issue).
- Prohibition of Harassment or Abuse:
Facilities will provide a work environment free of supervisory or co-worker harassment or abuse, and free of corporal punishment in any form (ZT issue).
- Compensation and Benefits:
Facilities will pay at least the minimum total compensation required by local law, including all mandated wages, allowances & benefits.
- Hours of Work:
Hours worked each day, and days worked each week, shall not exceed the limitations of the country's law. Facilities will provide at least one day off in every seven-day period, except as required to meet urgent business needs.
- Prohibition of Discrimination:
Facilities will employ, pay, promote, and terminate workers on the basis of their ability to do the job, rather than on the basis of personal characteristics or beliefs (ZT issue).
- Health and Safety:
Facilities will provide a safe and healthy work environment. Where residential housing is provided for workers, facilities will provide safe and healthy housing.
- Freedom of Association and Collective Bargaining:
Facilities will recognize and respect the right of employees to exercise their lawful rights of free association and collective bargaining.
- Environment:
Facilities will comply with environmental rules, regulations and standards applicable to their operations, and will observe environmentally conscious practices in all locations where they operate.
- Customs Compliance:
Facilities will comply with applicable customs laws, and in particular, will establish and maintain programs to comply with customs laws regarding illegal transshipment of finished products.
- Security:
Facilities will maintain facility security procedures to guard against the introduction of non-manifested cargo into outbound shipments (i.e. drugs, explosives biohazards and /or other contraband).

CSR (Corporate Social Responsibility)

- Group Insurance Coverage for all employees'

Good Practice

- Free Friday Clinic for the employee's family once in a month.
- Award for best performance and sustainable services once in a year.
- Scholarship provided for the best results of employee's kids.
- Attendance Bonus

Upcoming CSR

- Contributory Provident Fund
- Loan Scheme
- Medical Insurance



CHILD
CARE



FIRE
DRILL

Safety Measures

Fire Safety

- Fire Extinguishers
- Fire Blankets
- Smoke detectors
- Fire Hose Cabinet Boxes
- Fire Hooks
- Fire Beaters
- Stretchers
- Water Drums & Buckets
- Lock Cutters
- Gong Bells
- Safety Equipment such as gloves
- Helmets, Gas Masks
- Gumboots
- Trained Fire Fighter
- Trained Fire Rescue Team
- Trained First Aider

Electrical Safety

- Top Quality Cabling and Accessories
- Trained & Certified technician for electrical maintenance
- Maintenance & risk analysis records.
- Periodic Thermo graphic Scan

Building Safety

- Structural Assessment
- Bangladesh National Building Code (BNBC) during Construction
- Certification with Architectural & Structural Design Standard
- Ferro-scan

Electrical Safety

- Compatible Material Chart
- Material Safety Data Sheet (MSDS)
- Chemical Usage Policy & Procedure
- Regular Trainings & Careful Assessment



POLICIES
OF
ZERO TOLERANCE



Forced Labor

FPG does not use involuntary or forced labor. The CoC emphasizes that all employees should be working at factory voluntarily and no means should be adopted as a measure which may indirectly result in an employee working forcibly. Except security and protection of property, employees have not any restriction for free movement.



Child Labor

FPG does not engaged any child labor at any form of terms. Very strict monitoring from the beginning of recruit to omit such kind of child entrance in the company. Process to ensure the prohibition of child recruitment-

- Documents Check such as proofs of age
- Psychological test
- Medical test by registered medical officer in company.



Harassment

FPG does not allow any harassment or abuse, it may mental or physical, in the company. To control, the following measures are maintaining periodically-

- Grievance & Complaint box
- Comfortable movement with confident to Admin Dept. and Welfare Dept. directly or through PC member.



Non-Discrimination

FPG always believes that basement of a employee is his own capacity, capability & ability. Every employee is getting promotion, increment and other facilities in basement of ability. Discrimination on any ground is not allowed in the company.

HUMAN RESOURCES (HR) POLICY

PURPOSE OF DOCUMENT

- The purpose of this document is to provide a detailed reference manual for all aspects of Human Resource Management of FPG.

REFERENCE DOCUMENTS

- The procedures to be adhered to by those responsible for the management of Human Resources are in accordance with the following documentation.

The Employment of Labor Act-2006 amendment 2018

Human resource of an organization is the main driving force for its operation, development and success. The employer should know how the employees will contribute to the company and the employees should get the proper evolution of his labor. HR policy is the media to convey the motive of the employer to the employees and the employee gets the information regarding the rules and regulation that will regulate their services and facilities that will be extended to them. HR policy establishes a bridge of bilateral relation between employer and employees; it is a contract of faith and dependence, which rules over both sides. Therefore, the employees working in different positions and departments are united in their common endeavor to contribute to the strength and growth of Fashion Power Group (FPG).

OBJECTIVES

FPG believes providing uniformity throughout the organization and based on that belief the objectives of the HR policies are as under:

- Attract quality employees with good caliber.
- Retain and motivate all employees with a view to maximizing their contribution with enhanced efficiency and productivity
- Provide a working environment in which employees at all levels and in conformity to their positions are treated fairly and consistently wherever they are required to work and thus developing and maintaining an effective workforce.
- Develop employees to assume position of authority and responsibility in the Organization with a thorough knowledge and commitment to the Organization's objectives.

To achieve the above objectives, the Organization recognizes the basis aspirations of employees as individuals which may be stated as:

- Employees desire worthy and challenging work
- Employees want to be associated with organization's objectives and feel committed to them
- Employees have joined the organization to pursue a meaningful career
- Employees are willing and ready to accept responsibility

Employees expect recognition of their contribution and rewards commensurate with their merit and performance.

HR policy of FPG will comprise of rules and regulations of the following steps of function:

- Recruitment
- Existing posts
- Requirements for each post
- Advertisement
- Committee
- Interview
- Evaluation
- Appointment
- Joining terms & conditions
- Medical fitness
 - Orientation & Induction
 - Training and Development
 - Attendance
 - Salary, wages and other facilities like House rent medical allowance, transport allowance, festival bonus and other incentive.
 - Promotion/Increment
 - Leave
 - Job specification, Duty Roster.
 - Duties and Responsibilities.
 - Disciplinary actions against Misconduct, in sub ordinance, nonresponsive to duties, breach of contract, and any activity against discipline.
 - Termination, Dismissal, Discharge, Resignation, Notice before resignation, Death.

Recruitment Policies:

Objective:

To plan for Manpower requirements on basis of hiring personnel form and ensure a fit between the people selected and job specification.

Coverage:

All levels

Policy

1.The need for recruitment may arise due to following:

- Additional business, which leads to a considerable Increase in work.
- A specialized skill not available with present Manpower.
- Vacancy caused by resignation and it is value adding to fill up the vacancy i.e. the need for the job still exists.

2. Head of the department / Manager should anticipate the need for additional manpower, based on which a projection/plan for the forthcoming quarter should be drawn up. The same should be recommended by head of department and forwarded to Human Resource Head for his comments and approved by the Managing Director, based on which the recruitment process shall be initiated. Personnel Requisition form should be filled up for all positions approved. Personnel Requisition for all positions currently existing in the company should be made available to HRD.



3. Prior to initiating an external search, suitability of employees within the company vis-à-vis the job profile under consideration should be determined. If there is an internal recommendation by the concerned department head, the same has to be ratified by HRD and Managing Director. On approval, the employee will be informed of the re-designation/promotion in writing.

4. Ex-employees may be considered based on performance during employment, reason for exit and quality of experience gained after leaving the company.

Sources of recruitment:

5. The order of preference for an external search will be:

- Direct contacts for top level
- Head Hunter
- Advertisements

However, depending on the urgency of the recruitment, a combination of the sources may be utilized.

6. Recruitment advertisement will be released directly (not through consultants) and will normally carry the name of the company. The decision to advertise should be approved by the Head of the Admin & Human Resources department.

7. Prior to utilizing the services of Head Hunter, HRD shall finalize their terms and conditions.

Interview Process:

8. Applications would be screened keeping in mind the position profile, based on which HRD prepares an initial short list of potential candidates.

9. Interviews will be free from bias and will adopt the principle “right person for the right job”.

10. Interview will be conducted as follows:

- For position in graded to the first round of interviews will be conducted by HRD team for initial screening and thereafter the second round of interviews will be conducted by the head of department.
- The short-listed candidates will meet the Head of Human Resource for a second round of interviews and final selection.

Joining Formalities

10. All documents required on joining, should be submitted in the date of joining. The employee will be handed the appointment letter after finalization. All appointment letters should be signed by the Head of Human Resource.

Requirements for job application:

- 1) A complete CV
- 2) Photocopy of Educational certificate.
- 3) National ID Card/Certificate form UC chairman or ward Commissioner.
- 4) Experience Certificate
- 5) Blood Group
- 6) PP Photo 04 Copies



After evaluation the candidate, will be on probation for a period of Three (03) months from the date of appointment. During this period, Daily jobs, attendance & conduct will be under scrutiny. If quality of works is not satisfactory it may be extending three (03) months more. During the period of probation, services can be terminated without assigning any reason if quality of works is not satisfactory if his performance is found satisfactory after six months his service will be regularized as a permanent employee of the company.

Orientation: After recruitment the candidate will undergo an orientation course of his job before he starts working. The orientation course includes introduction to all employees of the factory and the job to be done by him.

Attendance: The first and foremost duty for an employee is to attend his work place in time. Regular late presence is a ground of taking disciplinary action against the employee. In such cases the employee should be asked to explain the cause of late presence. If it becomes a regular practice by the employees, he will undergo disciplinary action and necessary proceeding may be drawn against him by a committee to dismiss the employee from his job.

Training and Development: Company will provide training necessary to ensure the job is done perfectly and effectively. This sort of training will help the employee for his further professional development.

Duty Roster: On the basis of the requirement of effective production process the factory management will prepare duty roster for the factory workers and employees which should be strictly followed by them for the interest of the company's production. Duty roster is not a hard and fast for all the time. The factory management may bring necessary changes in the duty roster as it is deemed by them.

When production is stopped for a period of time the factory people will follow the normal office time as scheduled by the management.

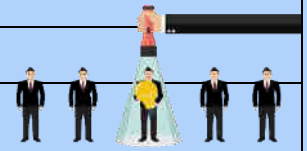
Job Description:

Job description will be provided as per the company requirements comparison with job designation and nature.

LEAVES:

Leave is a privilege and cannot be claimed as a matter of right. The manager or the person empowered to grant leave shall have the discretion to refuse or revoke the leave of any description when the exigencies of his services so require.

Particulars	No. of Days
Weekly Holiday	One (01) day (Generally Friday/Saturday). But an employee when required to work on a Friday/Saturday or holiday a “day off” shall be given as a substitute on any other day.
Casual Leave	Ten (10) Days / English Calendar Year
Sick Leave	Fourteen (14) Days / English Calendar Year
Festival Leave	At Least Eleven (11) Days / English Calendar Year



Maternity leave for Female Employee: A female employee after completion of 06-month service with FPG will be entitled for maternity leave provided. The leave application will come to the HR department along with medical certificate mentioning the expected date of delivery.

The period of leave will constitute with 08 weeks before and 8 weeks after delivery with pay. If the employee is not in a position to resume her duties after the expiry of her entitled leave she will be allowed to enjoy leave for her full recovery. In such cases her further absence will be treated as leave without pay (LWP).

Benefit in Case of Accident: If any employee faces any accident while working in organization or faces any road accident while traveling for company's official purpose, he/she will get treatment facility as per medical certificate from physician or from the Hospital authority where he was admitted for treatment and the period of absence for treatment will be treated as leave with full pay.

All employees will be in under coverage of insurance.

LEAVE RECORDS:

HR department will maintain a register to keep records of all types of leaves, file up the leave application along with attached certificate and other papers so that transparency can be maintained in every respect of keeping record.

Complain Handling:

Complain form the side of an employee should be handled very quickly and carefully so that the employee can get this pleasure that the management is very kind and caring to them. To settle minor, complain, his superior will discuss the matter with the employee and manage it tactfully with in very short time so that it cannot aggrieved farther.

If it is a big issue a committee will be formed as per the rules and regulations for quick investigation and settle the grievances of the employee in consultation with the incumbent for an amicable settlement for employee satisfied.

DISCIPLINARY ACTION FOLLOWING GROSS MISCONDUCT

Organization believes in a first place in goodwill, commitment and dedication of its employees. However, under demanding situations appropriate and definite disciplinary procedure may be applied.

The following acts and omissions by an employee would amount to gross misconduct warranting immediate disciplinary actions:

- Willful insubordination or disobedience, whether alone or in combination with others, in response to any lawful or reasonable order / instruction by their supervisor,
- Theft, fraud or dishonesty in connection with business or property (Zero tolerance),
- Taking or giving a bribe or any illegal payment (commission money) in connection with business (Zero tolerance),
- Habitual absence or unauthorized leave exceeding 10 calendar days,
- Habitual late attendance, habitual leaving early for or returning late from lunch break,
- Habitual non-compliance with any law or rule or regulation,
- Habitual negligence or neglect of work causing unacceptable loss, damage or injury to business or property,
- Treacherous or disorderly behavior (with superiors or sub-ordinate staff) or any act subversive of discipline which causes serious damage to the congenial working atmosphere in the office (Zero tolerance),
- Falsifying, tampering with or causing damage or loss to official records. Documents, etc. (Zero Tolerance).
- Resorting or inducing others to an illegal strike or go-slow:
- Drunkenness, gambling, riotous, disorderly or indecent behavior while on duty;
- Distribution or exhibition of any paper, hand bills, pamphlets or posters not related to company's business or interest within the office premises,
- Holding of non-functional meeting within the office premises without, permission of the authority,
- Leaving of work without permission, disappearance forms the seat or place of work without permission during duty hours,
- Lending to or borrowing money from a subordinate,
- Undignified, rude or indifferent dealing with any customer or fellow employee,
- Or any act subversive of discipline.

PRINCIPLES OF THE PROCEDURE

The principles of the disciplinary procedure adopted by Fashion Power Group are as follows:

- No disciplinary action will be taken until the alleged breach of discipline has been fully investigated;
- Employee will be advised of the nature of the complaint,
- A formal disciplinary interview will be held to enable a proper hearing of the case; and the employees will be given the opportunity to present their case;
- No employee will be dismissed for their first breach of discipline except in the case of gross misconduct as above;
- Fashion Power Group management will have the right to proceed with the disciplinary action depending on the severity of the occurrence:
- Employee activities "tantamount to sex abuse of any form will call for immediate termination, bypassing the standard disciplinary procedure and without giving any notice for termination.

PROCEDURE

The following stages of the disciplinary procedure are applicable

- a) Censure;
- b) Stoppage of increment or promotion on grounds of inefficiency, irregular attendance and misbehavior;
- c) Recovery from the pay of the employee of the whole or part of a pay to defray any pecuniary loss caused to the company/enterprise by negligence, default or breach of orders or of contract on the part of the employee;
- d) Reduction in rank;
- e) Dismissal from service;



RESIGNATION

OBJECTIVE

It is the policy of the Organization to make a reasonable effort to retain good employees who appear to be resigning due to reasons which might be corrected.

POLICY

When an employee announces his/her intention to resign, immediate steps should be taken to determine the real cause, and where possible and desirable. Correct the Situation in order to retain the employees.

ADMINISTRATION

- Permanent employee who wishes to resign must give two-month advance notice as stated in the letter of appointment.
- If a permanent employee resigns without giving notice, the Organization may claim two-month pay from the employee in lieu of notice.
- An employee's resignation must be made and accepted in writing and a copy should be sent to the HR Department. The Organization should always ascertain the reason for resignation.
- When an employee serves advance notice, immediate removal from duties may occasionally be desirable to minimize the adverse effect on other employees.

PAYMENT

Full and Final settlement will be done within 07 working days.

TERMINATION

OBJECTIVE

It is the policy of the Organization to make a reasonable effort to retain good employees. Before termination all facts must carefully be reviewed.

POLICY

It is sometimes possible that an employee is, not performing well because of various circumstances. Consequently, it is sometime possible to arrange for a transfer where his/her output may improve and thus prove mutually beneficial to both employees and the Organization.

ADMINISTRATION

For termination of the services of a permanent/temporary employee by the employer, 120 days" notice in the case of permanent employee and 60 days" notice in the case of Temporary Employee shall be given by his employer. Provided that pay for 120 days or 60 days, as the case may be shall be paid in lieu of such notice provided further that the worker whose employment is so terminated.

PAYMENTS

Full and Final settlement will be done within 07 working days.

All the policy may can change, amplification or amended if required in connection with business comparison with laws and amendment of new rules added in Bangladesh Labor Act.



In addition to the trainings provided through the different sustainability programs, a variety of generalized trainings are provided to FPG's employees' in monthly basis plan. These are included, but not limited, to the following

Particulars of Trainings

- ✓ Orientation of newly recruited workers and employees on Labor Act and Company regulations.
- ✓ Company CoC
- ✓ Working Hours, Extra Duties and it's calculations
- ✓ Compensation and Benefits
- ✓ Zero Tolerance policy
- ✓ Threat awareness
- ✓ Occupational Health & Safety
- ✓ Worker Rights and Responsibilities
- ✓ First Aid
- ✓ Safety Measures for Chemical Using
- ✓ Electrical safety Awareness
- ✓ Earth Quake Awareness
- ✓ Personal Protective Equipment
- ✓ Boiler Operating Procedure
- ✓ Fire Safety
- ✓ Expecting Mother Awareness
- ✓ HIV/AIDS
- ✓ Transmittable/Non-Transmittable diseases
- ✓ Machine Operating Procedure
- ✓ Disciplinary Procedure
- ✓ Grievance & Complaint Management
- ✓ Participation Committee function and contribution
- ✓ Environmental Awareness
- ✓ Buyer Code of Conduct
- ✓ Certification and Platform CoC



Our Trainings

TRAINING



Our Internal Audit & Control



The Audit Committee

The Audit Committee focuses on three key areas, such as

- Financial Reporting
- Risk Management
- Internal & External Audits (Legal Compliance)

Financial Reporting

- In any supply chain, Audit Committee use their techniques to ensure the competitive market price which is directly impact on finance as well as other financial terms are monitored strongly by them and it's a completely an independent team.
- Indirectly this committee monitor the materials check in check out along with necessity of industry.

Risk Management

- The company places great importance on a Risk Management and it is the board of higher authority of administration that is tasked with ensuring that appropriate risk management systems are

Internal & External Auditor

- The internal auditor (CHO & Factory) is responsible for the daily internal control of the Company's financial operations.
- An external auditor who is hired from the 3rd party company's once in a year to audit the financial statement of the Company.



AT A GLANCE

Fabrica Knit Composite Ltd.

It was founded in 2006 as a garments manufacturing facility and exporter of garments for Men, Women and Kids with the operation of Cutting to Packing. But we really glad to say, the last couple of years it grows up more than 300 percent and this said unit has introduced all stages of production stated from Knitting, Dyeing, Finishing to Cutting, Sewing and Packing under one roof in new workplace of Bashaid, Ashulia, Dhaka, Bangladesh.

Fabrica Knit Composite Ltd. Always committed to ensure all types of quality standard each and every corner along with keeping the optimum standard of Code of Ethics.



RMG UNIT

06 STORYED BUILDING

26,500 SFT / FLOOR-159,000 SFT PRODUCTION AREA



DYEING UNIT

77,000 SFT
PRODUCTION
AREA

CAPACITY: 28
TON/DAY

FINISHING: 30
TON/DAY



KNITTING UNIT
20,000 SFT
PRODUCTION
AREA
CAPACITY: 15
TON/DAY



50 LINES
95,000 PCS/
DAY
WORKFORCE:
3150

IN HOUSE BIO-CHEMICAL BASE ETP PLANT
CAPACITY: 100 M³ / HOUR



IN HOUSE CHEMICAL LAB

FNF Trend Fashion Ltd.

It was founded in 2007 as a woven garments manufacturing facility and exporter of garments for Men, Women and Kids with the operation of Cutting to Packing with 03 lines. But we really glad to say, the last couple of years it grows more than expectation and now 12 lines are introduce in this project with the capacity of 15000 pcs/day in Jamgora, Nobuallah Mir Mansion, Ashulia, Dhaka, Bangladesh.

FNF Trend Fashion Ltd. Always committed to ensure the ethics of compliance along with commitment to the buyers.



RMG UNIT

07 STORYED BUILDING

14,000 SFT / FLOOR-98,000 SFT PRODUCTION AREA



12 LINES

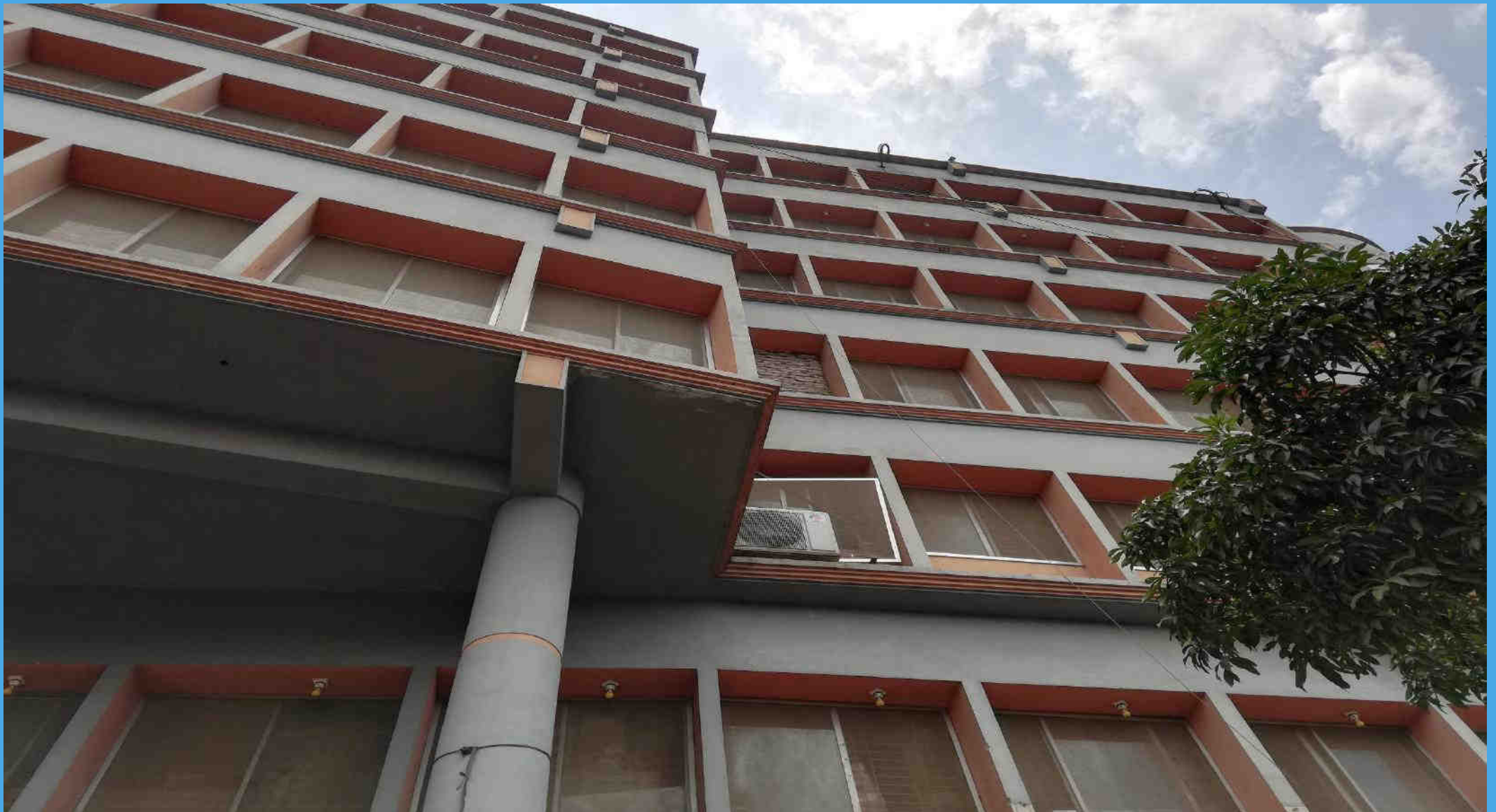
15,000
PCS/DAY
WORKFORCE:
1800



Taharat Composite Ltd.

It was founded in 2017 as a garments manufacturing facility and exporter of garments for Men, Women and Kids. But in a year itself introduce the knitting section in its operation where the capacity is more than 5 ton / day. Really make us proud to say for this project that growth is very faster than other project of us means start with 6 lines and in a year it becomes 20 line project with multi skilled operators and other workers' in Kundolbagh, Ashulia, Savar, Dhaka

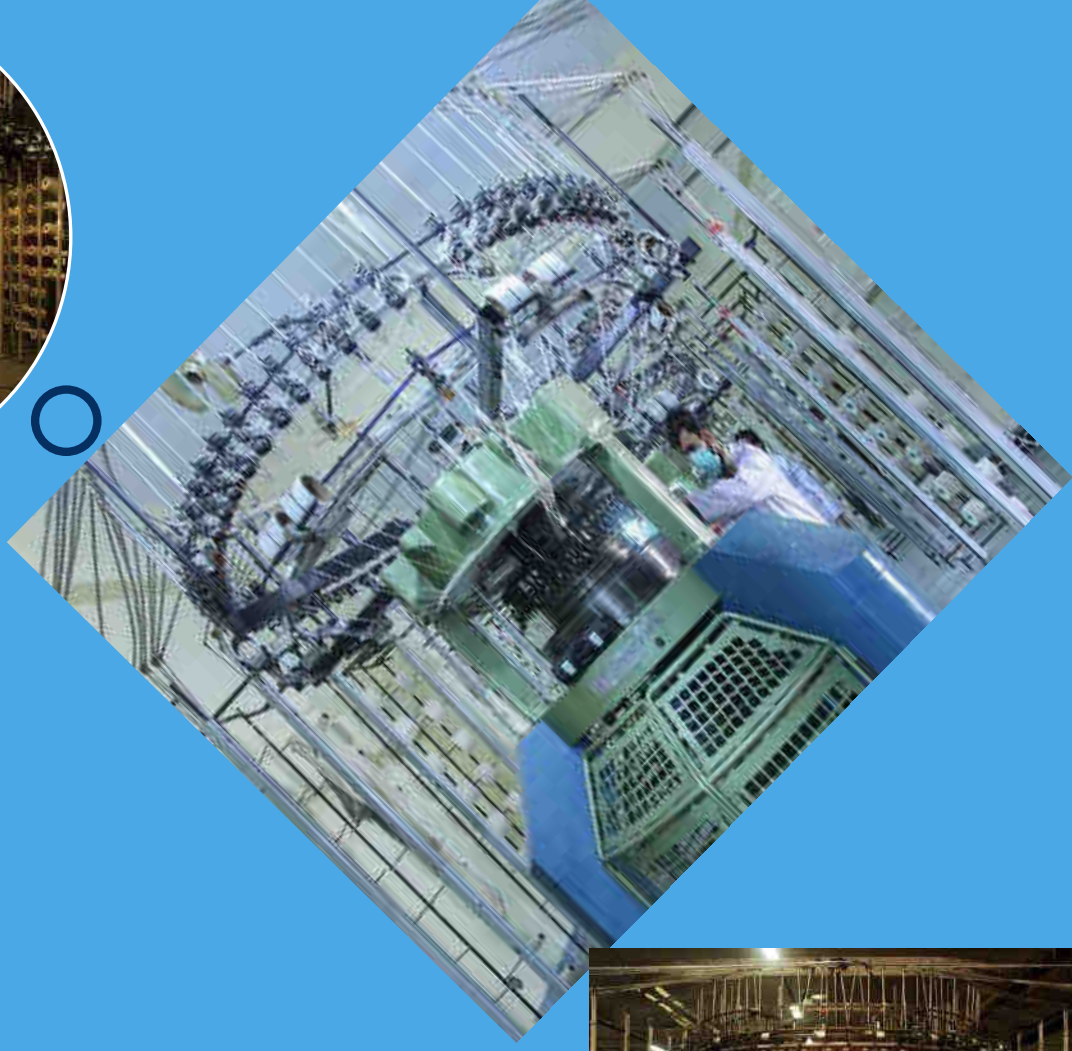
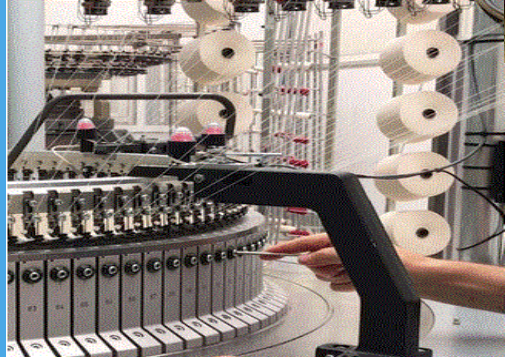
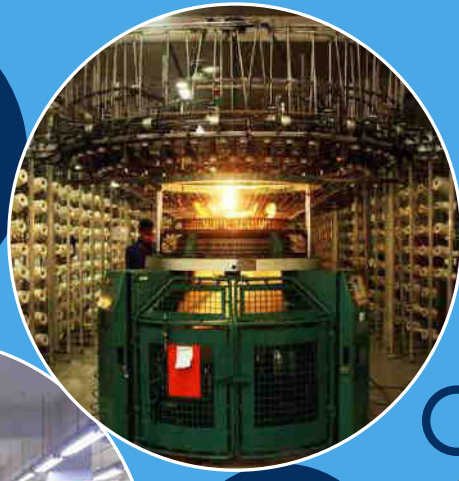
The main concern of this project is any types of Fashion product with optimum quality standard with the best practice of compliance & administration.



RMG UNIT

07 STORYED BUILDING

15,000 SFT / FLOOR-105,000 SFT PRODUCTION AREA



KNITTING UNIT
20,000 SFT PRODUCTION AREA
CAPACITY: 05 TON/DAY

32 LINES

52,000 PCS/DAY
WORKFORCE: 1750



FSD Printing & Packaging

18,000 SFT PRODUCTION AREA



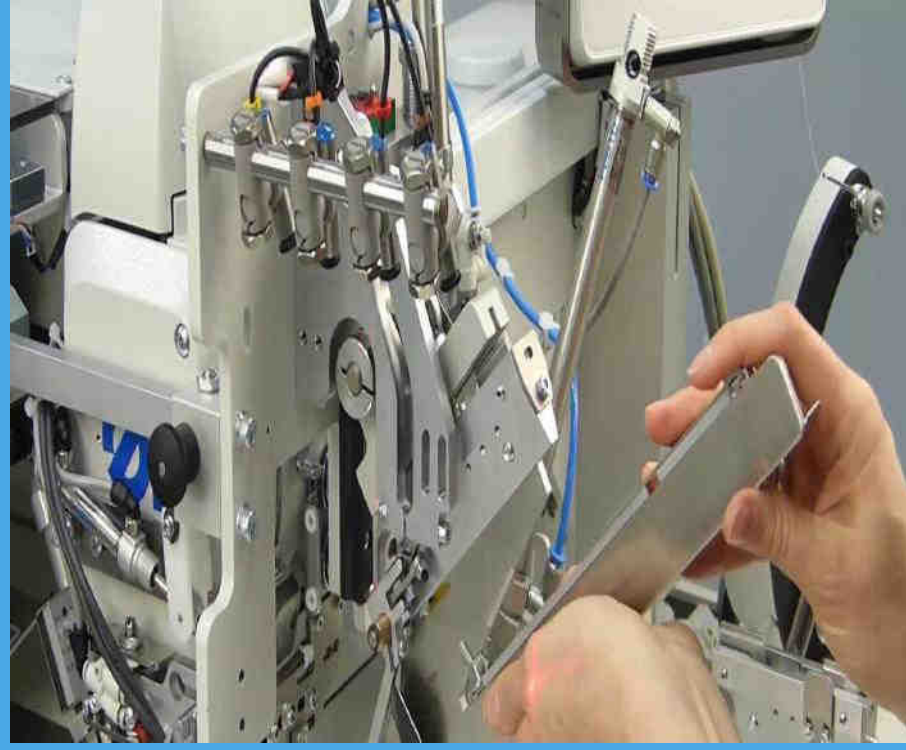
Takia Apparels Ltd. & Tazkia Fashions Ltd.

It was founded in April 2021 as a combined project of Knit and Woven with the capacity of 10,00,000 Pcs/Month with high graded machineries. It is situated in Kumkumari, Gouripur, Ashulia, Savar, Dhaka, Bangladesh. From the beginning of this said project, it is fully compliance with ACCORD recognition along with introducing the optimum QMS techniques as well IE based productions.

The main concern of this project is any types of Fashion product with optimum quality standard with the best practice of compliance & administration.



18,500 SFT / FLOOR-111,000 SFT PRODUCTION AREA
TOTAL LINES- 34 (KNIT-16 LINES & WOVEN-18 LINES)
PRODUCTION CAPACITY- 12,00,000 PCS/MONTH



SAMPLE & R&D WITH STORAGE
49,000 SFT



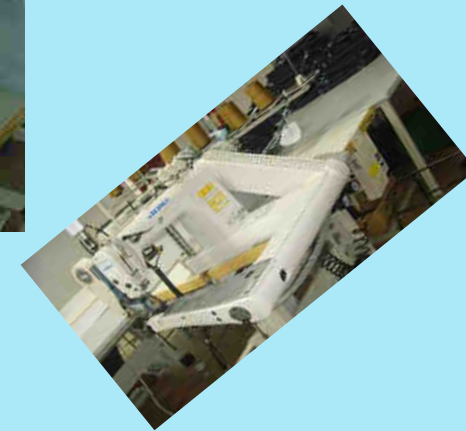
IN 2023
WE ARE GOING
TO
INTRODUCE THE
NEW PROJECT
WITH 24 LINES

MASTER MIND JEANS LTD.

HOPEFULLY 160
LINES WILL
INCREASE IN 200
LINES IN 2023
WITH HIGH GRADE
MACHINERIES FOR
KNIT & WOVEN



IN HOUSED MACHINERIES





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House # 14, Road # 13, Sector # 03, Uttara, Dhaka-1230, Bangladesh

Procurement & Marketing

House # 09, Road # 02, Sector # 03, Uttara, Dhaka-1230, Bangladesh

China Sourcing Office (Fabrics & Accessories)

Shaoxing Lenore Textile Co., Limited, No 5001, Bldg. no O, Guan you zhuihu yuan,
The intersection of Yuanjiang Road and Zhong Xing Road,
Yuecheng District Shaoxing, Zhejiang China. Zip code:312000

The Journey to Be Continued...