



# COMPANY PROFILE OF





We are a major exporter of fashion apparel to international market. Specialized in all styles of Knit & woven bottoms and Tops. Modern machinery, skilled and dedicated workers are the strength of BRIDGENET. Company's Total Quality Assurance Management System and Continuous improvement of efficiency levels in all process ensure the product and service provides greatest possible value for the clients.

#### **OUR VISION:**

- ☐ To establish ourselves as a one stop source for the global Woven Apparel market.
- ☐ To satisfy and meet customer's expectation by developing and providing products and services on time, which offer value in terms of quality, price, safety & social responsibility.
- ☐ To assure complete compliance with the international quality standards.
- ☐ To provide the employees internationally acceptable working condition / standards.
- ☐ To promote the development and best use of human talent & equal opportunity employment.
- ☐ To procure the most advanced & sophisticated technology suitable for producing desired product.
- ☐ To attain highest level of competence through continuous development of the professional management system and to ensure complete transparency in all aspects of business.

#### **Factory Details:**

Our factory is located at North badda, 1 one kilometer east from the Gulshan and Baridhara. It has covered the floor space of total 22,000 sft. We specialize in heavier weights and bottom line garments such as pants, shorts, Bermuda and skirts etc. We also make casual Shirts, Overalls, Shortfalls and western type Jackets. Top importers, chain stores and mail order houses are our customers.

**Name of the Company : BRIDGENET APPARELS LTD.**

**ADDRESS : SHA 74, NORTH BADD. LEVEL 2, 5 & 6, BADDA, DHAKA-1212**

**Type of the company : LIMITED COMPANY.**

**Type of factory : 100% export oriented Knit & Woven Sewing Factory.**





**Product : Knit & Woven**

All kinds of Knit & Woven Garments such as T Shirt, Polo Shirt, Sweatshirts, Hoodies, Trousers, Chino Pants, shorts, Boxers, Bermuda's and skirts etc. We also make casual shirts, Overalls, Shortfalls and western type Jackets.

**No. of Sewing Lines : 8 lines ( 4 Lines Woven and 4 Lines Knit Production)**

**Production Capacity : 4 Line X 1500 PCS = 6000 PCS (T shirt/BOXER)**

**Per Month 6000 X 26 = 156,000 PCS ( KNIT PRODUCT)**

**4 Line X 1200 PCS = 4800 PCS ( 5 Pocket Basic Pant)**

**Per month 4800 X 26 = 124,800 PCS ( Woven Product)**

**BANK INFORMATION:**

**Account name : Bridgenet Apparels Ltd**

SBAC BANK LTD.

PANTHAPATH BRANCH,

DHAKA-1205. BANGLADESH

**ACCOUNT NUMBER: 0050111001139**

SWIFT : SBACBDDH

**BGMEA Membership no: 6258**

**Certification: BSCI**

(Business Social Compliance Initiative).

**CONTACT PERSON:**

Md. Asaduzzaman

Managing Director & CEO

Sha 74, North Badda, Level 5,6&7, Badda, Dhaka-1212, Bangladesh.

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Cell Phone # +8801759333555, +8801854777777



### General Information at a Glance:

Total Manpower	: Total Employee requirement 480
Total Factory Area	: 33000 Sqft.
Production Floor Space	: 22000 Sqft.
Fabric, Accessories, General & Finished Store	: 3500 Sqft.
Office, Dining & Others Space	: 7500 Sqft
No of Fire Fighter	: 100 Persons
Sitting Capacity of Dining Hall	: Dining Hall 1: Total Table=10×16 = 160 Persons

### LIST OUR VALUABLE BUYER:



**At a Glance sheet of Fire Safety, Health Safety and Welfare Related Equipment**

**(A) Fire Safety Equipment:**

SL	DESCRIPTION	QTY
1	Fire Alarm Switch	10
2	Smoke Detector	17
3	Gang Bell	5
4	Fire Extinguishers (ABC)	50
5	Fire Extinguishers (CO2)	22
6	Fire Extinguisher (Foam)	0
7	Fire Hose Cabinet	2
8	Fire Water Drum	5
9	Fire Bucket	10
10	Sand Baket	18
11	Manila Rope	4
14	Gum Boot (pair)	20
15	Helmet	28
16	Blanket	8
17	Fire Mask	36
18	Bitter	10
19	Huck	10
20	Lock Cutter	5
21	Stretcher	10
22	Emergency Light	43
23	Exit light	22
24	Reserve Water Tank	2

**(B) Health and Safety Item/ Equipment:**



Sl. No.	Name of Item	QTY
1	Toilet: Male	8
2	Toilet: Female	15
3	Drinking Water Jar	10
4	Washing Facility (water tap)	50
5	Waste-Basket	102
6	Spittoons	0
7	Temperature Estimation Meter	3
8	Artificial Humidification	12
9	Mask	450
10	Scarf	450
11	Hand Gloves	4
12	Rubber Mate	50

**(C) Welfare Related Item/ Equipment:**

Sl. No.	Name of Item	Quantity
1	First Aid box (with day care center)	10
2	Madical Room	1
3	Dining Facility	1
4	Canteen Facility	1
5	Child Care Center	1
6	Grievance Box	8
7	Prayer Room	1



SL NO	MACHINE NAME	BRAND NAME	QTY
1	PLANE MACHINE	JUKI	120
2	PLANE MACHINE	JACK	80
3	OVERLOCK MACHINE 4TH	PEGASUS	35
4	OVERLOCK MACHINE 5TH	JUKI	16
5	TWO NEEDLE MACHINE	JUKI	39
6	FEED OF THE ARMS HAVY MACHINE	JUKI	12
7	BARTACK MACHINE	JUKI	16
8	KANSAI MACHINE(US)	KANSAI	10
9	CHAIN STITCH MACHINE	KANSAI	12
10	CHAIN STITCH MACHINE	JUKI	6
11	SNAPE BUTTON M\C	JUKI	12
12	BUTTON STITCH M\C	JUKI	12
13	VELCO ATTACH M\C	BROTHER	4
14	EYELET BUTTON HOLE M\C	JUKI	4
15	FLAT LOCK M/C	PEGASUS	12
16	CILINDER BEAD(ROYS CUT)M/C	PEGASUS	12
17	CUTTING MACHINE	EASTMAN	6
18	FABRIC INSPECTION MACHINE	MODERN	1
19	END CUTTER	NORBRAND	3
20	THREAD CUCCKING MACHINE	MODERN	1
21	SEWING STIM IRON	SILVERSTAR	14
22	FINISHING STIM IRON	SILVERSTAR	20
23	THREAD RECON MACHINE	UZU	2



24	COMPRESSOR MACHINE	FINI	9
25	DREEL M/C	NORBRAND	2
26	GRINDING M/C	NORBRAND	2
27	RIB CUTTER M/C	NORBRAND	4
28	T S P MACHINE	VSV-80	4
29	HEAT PRESS M/C	NORBRAND	2
30	LABEL CUTTING M/C	NORBRAND	6

### COMPANY VISION STATEMENT:

#### **OUR AIM IS TO IMPROVE THE FOLLOWING ASPECT:**

- A) A standard excellence in every aspect of business.
- B) Ethical and responsible conduct in all operations.
- C) Respects for rights of all individual.
- D) Respects for the environments.
- E) Respect for the social activities with participation.
- F) Respect and act upon the corporate social responsibilities (CSR) and sustainability activities with participation.

### OUR COMMITMENTS

- A. LEGAL REQUIREMENTS: Ensuring of all laws and regulation with its implication.
- B. CHILD LABOUR: No child labor engaged in our factory.
- C. FORCED LABOUR: Not to use any force or involuntary labor.
- D. HARASSMENT & ABUSE: Not to use corporal punishment, threats of violence or other forms of physical, sexual, psychological or verbal harassment or abuse each employee will be treated with dignity and respect.
- E. NON-DISCRIMINATION: Not to discriminate in hiring and employment practices, including salary benefits, advancement, on the basis of race, religion, age, nationality, social or ethnic origin, sexual orientation, gender, political opinion or disability.







- F. HEALTH & SAFETY:** To provide employees with safe and healthy work place in compliance with all applicable laws and regulation, ensuring at a minimum reasonable access to portable water and sanitary facilities, fire safety and adequate lighting and ventilation.
- G. PROTECTION OF ENVIRONMENT:** To comply with all applicable environmental laws and regulations.
- H. HOURS OF WORK:** We strictly follow the working hours in comply with the law.

#### FACILITIES FOR THE WORKERS

1. **STAIR:** Two wide & open stairs are available in the production building. That are clearly marked for use of the workers.
2. **DINING FACILITIES:** Properly furnished one dining hall is available with all required facilities as defined by laws.
3. **VENTILATION:** Adequate ventilation system exists in the factory, which keeps the temperature comfortable for the workers. One thermometer has been set in every floor to record the temperature twice a day. Production floors are equipped with sufficient ceiling fans.
4. **LIGHTING:** Sufficient lighting arrangements are there with proper lighting shade fixed along with overhead channel.
5. **CLEANNESS:** The factory premises are always kept clean & clear of obstructions, cleaners sweep the floor at regular interval and effective arrangements are made to dispose off the waste to the nearby dustbin.
6. **WATER:** Sufficient water supplied from in-house tube-well available in the production floors including toilets. Moreover, each floor including dining hall arranged with sufficient tank for portable water.
7. **TOILET:** Sufficient numbers of toilet are available for male & female workers as per law requirements. Wash basin, soap & hand dryer are also available.
8. **EMERGENCY ELECTRICITY SUPPLY:** During the electricity failure, available generators can fulfill requirement of the whole complex. Sufficient numbers of tube lights and exit boxes are connected with battery Operated Instant Power Supply (I.P.S.).
9. **SALARY & WAGES:**

**A.** Salary and wages are paid to the staff and workers as per gazette notification of the government of Bangladesh.





**B.** Payment of salary and wages are made regularly within 7<sup>th</sup> working day of the following month after completion the wage period.

10. **BONUS:** Two festival bonus as per the company's rules and regulations are paid to each employee, who has completed one year of service.

#### 11. **LEAVE:**

**A. CASUAL LEAVE:** All employees are entitled to enjoy 10 days' casual leave in a year with full salary/wages.

**B. SICK LEAVE:** All staff & workers are entitled to enjoy 14 days' sick leave with full salary/wages.

**C. MATERNITY:** Female employees are entitled to enjoy 16 weeks (8 weeks prenatal & 8 weeks postnatal if she completes the 6-month service) maternity leave with benefit prescribed by law.

**D. EARNED LEAVE:** For adult worker 01 day leave for 18 days' work, subject to the completion of minimum 01-year service in the company.

**E. FESTIVAL LEAVE:** Minimum 11 days per year as per law.

#### **OUR RECRUITMENT POLICY**

**A. RECRUITMENT POLICY:** Recruitment is done as per following systems.

- 1) Serving notice/poster in important locations.
- 2) Personal contacts by own employees.
- 3) Head office hunting for manager/executive.

**B. SELECTION:** During the selection of the workers following factors are considered.

- 1) Good physical appearance/fitness
- 2) Age minimum 18 years. Must be supported by certificate from educational institution or local govt. authorities and confirmed by a registered doctor.
- 3) Educational qualification as per job profile if required.
- 4) Skill ness (practical for operators)
- 5) Wages/salary negotiation.
- 6) Joining date.

**C. JOINING:** Selected workers/trainees submit following to the personnel department on joining:

- 1) Prescribed application form duly filled.
- 2) Two passport size photographs & two stamp size photographs.
- 3) Educational certificates if required.
- 4) Experience certificate (if any)
- 5) Medical fitness certificate mentioning age.

**Note:** All the above processes are maintained prior to joining.





#### **D. SERVICE CONFIRMATION:**

On completion of 6 months' satisfactory job, company confirms the employee's service permanently. However, skilled worker's probation period may be extended for another 3 months' subject to the job performance.

#### **E. DAILY WORKING HOURS AND OVER TIMES:**

- 1) Eight hours a day from 8.00 am to 5.00 pm with one hour lunch break (maximum 48 hours per week)
- 2) Maximum two hours' overtime per day (maximum 12 hours per week).
- 3) Friday is weekly holiday.

#### **FIRST AID BOX:**

Each floor has been provided with sufficient first aid box with following items:

1. Antiseptic Solution (Savlon)/2% Alcoholic Solution of Iodine/Rectified Spirit
2. Cotton (Sterilized)
3. Hexisol
4. Furasep Cream / Burnol-Plus Cream
5. Sterilized Bandages/Dressing (Surgical Gauge)
6. Roller Bandages
7. Adhesive Plaster/Surgical Tape (E.G. Micro Pore/Leucoplast)
8. Surgical Gloves
9. Savlon Cream
- 10 Surgical Scissors
- 11 Nix (Pain Relieving Gel)
12. Or Saline
13. Tourniquet
14. One Time Bandage (E.G. Neostrip)
15. Safety Pins
16. Burn Dressing
17. Triangular Bandage
18. Splint.
19. For safe.





#### **CORRECTIVE/DISCIPLINARY ACTION:**

- A) Verbal Motivation
- B) Verbal Warning
- C) Show Cause Notice - As per Bangladesh Labor Code 2006.
- D) Written Warning

**Note:** Disciplinary actions are taken as per existing rules and regulations.

#### **OUR HUMAN RESOURCES DEVELOPMENT POLICY**

##### **1. HUMAN RESOURCES DEVELOPMENT:**

In its efforts for human resources development in all spheres of activities Bridgenet Apparels Ltd. Offers various courses of training in-house courses of different duration are conducted for training/upgrading skill on quality control system, sewing machine operation, first aid, firefighting, standing operating procedure, personal protective equipment's, environment health & Safety and maintenance of machine etc. In addition, training workshop/seminars are conducted regularly for officers/ supervisors/ staffs on Q.C. system. Human rights, worker rights and general management following training courses are conducted:

- A. **QUALITY CONTROL SYSTEM:** Newly recruited quality inspectors are given four weeks training on quality control system covering piece goods, cutting, in-process and final audits.
- B. **MIDDLE MANAGEMENT COURSE:** We arrange middle management course to improve production, quality as well as management.
- C. **FIRST AID:** Selected workers are given training in every quarter on first aid by the medical officer.
- D. **FIRE FIGHTING:** Selected workers are given training on firefighting which cover duties of firefighting party, salvage party, cordon party and uses of different firefighting equipment's.
- E. **STANDING OPERATING PROCEDURE:** Every new worker is given standing operating procedure (SOP) training which covers the general duties and responsibilities of everyone within his/her duties in the factory.
- F. **PERSONAL PROTECTIVE EQUIPMENT:** This training program is modeled with a view to train up workers to deliver high-level performance in regularized safety and accident management. Through PPE training workers, supervisors and managers will come to know about safety measures. In addition to professional training, this PPE training will help the worker remain safe and save others not only inside the factory but also outside of it.

#### **CONCLUSION**

To achieve the goal, it should have a definite aim. In garments section, it is a team work. From the very beginning of BRIDGENET we are working as a team to achieve its fruitful goal.







FINISHING SECTION



## SAMPLE SECTION



## CUTTING SECTION







VISUAL OF MEETING ROOM





## BOXER & SHORTS



## TROUSER & JOGGERS





## HOODIES & JACKETS







MEN'S VEST



LINEN/ COTON PRINTED SHIRT













## DENIM/TWILL OVERDYED JACKET









## Men's Shorts/Bermuda/Cargo



**PYJAMA SET /SLEEPING WEAR**







## MEDICAL APRON

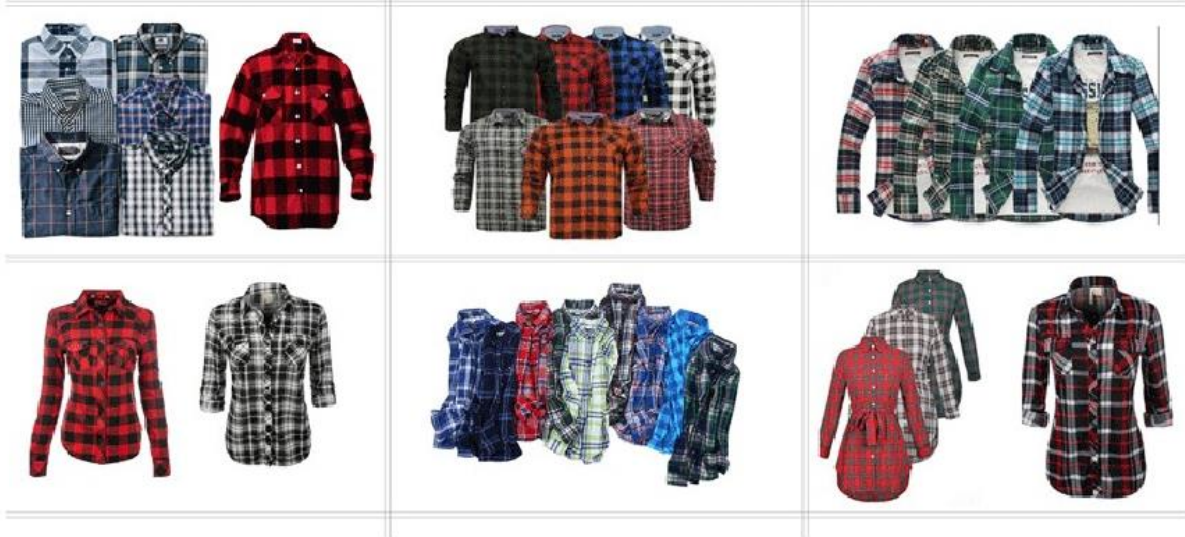


PRODUCT GALLERY





### CHECK SHIRT (GENTS & LADIES)



### OTHERS PRODUCTS



### THREE QUARTER



### LADIES SHORTS



### DENIM PANT

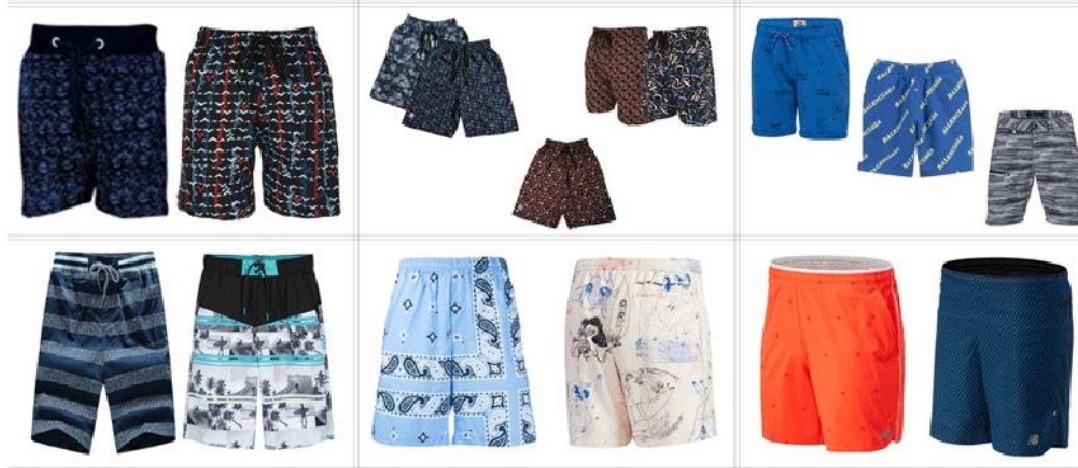




### DENIM JACKET & SHIRT



### PRINTED SHORTS



Exported to :  POLAND  JAPAN

