

Smile Apparels Limited



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ABOUT US

In 2006, **SMILE APPARELS LIMITED** had a thought of moving to textile industries since they are already producing high quality of product. However the challenge has to have, a world class textile, meeting all compliances, produces' high end knitwear. By this ,they created a team of experts from leading textile industries in Bangladesh . The management team has a 'total of over 20 years in the industry.

SMILE APPARELS LIMITED have a composite garment manufacturing facility with Knitting, Printing, Embroidery, cutting sewing and packing which is help to keep commitment of delivery on time .

The Company firmly believes that sustained growth can be possible only by partnering with customer and understanding their needs, providing customized and cost efficient product.

Strong business relationships, commitment to outstanding services and wide range of application know how make SMILE APPARELS LTD preferred partner for its customers.

The Total Number of employees working in this ORGANIZATION IS 650. Total production space is approximately 55,000 sq ft.
Total Number of Machines 500



OUR VISION

SAL's vision is to become leading sustainable Knitting company in Bangladesh by producing quality products and observing highest social, economic and environmental standards. Our aim is to deliver the highest quality products and prompt services to our customers. Our objective is to provide good value through a competitive atmosphere of defined systems and processes not compromising on quality.

Our vision is three-fold :

- ❖ Lead the Knitting industry in Bangladesh
- ❖ Observe highest social, economic and environmental standards
- ❖ Maintain a committed and satisfied clientele

fore active

ORGANISATION & RESPONSIBILITY

- ❖ Smile Apparels Ltd. Has a modern corporate management structure for effective functioning
- ❖ Our primary focus is Total Quality Management; and this reflect in our organization structure as well.
- ❖ All management personnel are given regular training and briefing on how to make the whole managerial structure more efficient.
- ❖ Organizational responsibility is planted in the root of his management system

The day to day working of the company has been departmentalized into various sections for optimum efficiency.

- Product Development
- Merchandising
- Production
- Quality Assurance
- Logistics
- Accounts & Finance
- Human Resources
- Compliance & Social
- Management
- Information Systems



SPECIALITY

We SMILE APPARELS LIMITED engaged a people of vast experience to handle all kind of fashion product and the facility designed keeping in mind to produce all range of product like considering any volume .

We produce

- Polo
- T-Shirts
- Sweatshirts
- Pant
- Jackets
- Vests
- Ladies Blazer

Main Fabric Quality

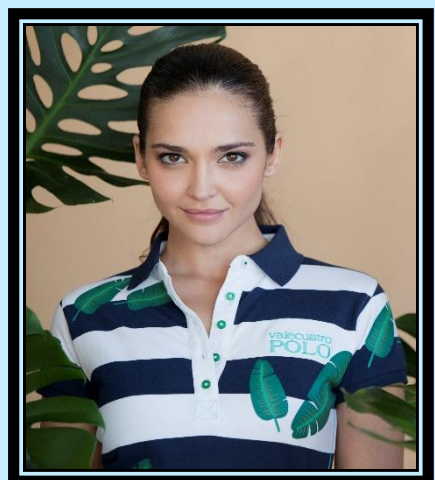
We are specialized in knitted fabrics in 100% cotton, Cotton-Polyester Blends, Cotton-Viscose blends, new fiber/yarn as blended bamboo/cotton, Mélange, Organic Cotton, Modal with or without elasthane. Fabrics are made with world class knitting and processing that gives great feel and comfort.

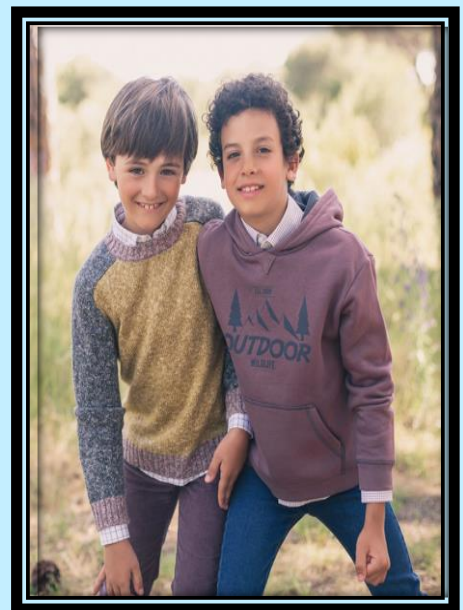
Current Customer:

Style & Design (Knitting Facility)

Single Jersey, Lycra single Jersey, Lcra rib, Interlock, Pique, Lycra pique, Single Lacoste, Double lacoste Honey comb pique, 1*1 rib, 2*2 rib, Varigated rib, Wa el, Flat back, Pointal. Jacquard, Fleece, France ter ry, Feeder stripe, Engineering stripe.

Brand We Are Supplying:







Our Factory Building:



Sewing Section Lines



Finishing Section, Iron & Packing.



Cutting Section, Sample Section.



Machineries

Factory Machinery & Equipment

Production	From 60 Days
Lead time	After Order Confirmation
Floor	42,000 S ,Ft
Capacity Per month	450,000 pcs

Specification of M/C	Brand/Origin	Quantity (Set)
Plain m/c	Brother, China	66
Over lock m/c	Pegasus, china	50
over lock m/c for back latch	pegasus,japan	30
cylinder type o/l	Pegasus, japan	3
Sewing M/C for hamming Flat Sleeve	Pegasus, japan	1
flatbed interlock m/c for hemming	pegasus,japan	20
flatbed interlock for biding	pegasus, japan	15
Cylinder Bed m/c for under bed thread	Pegasus,japan	15
Small Cylinder Bed m/c	yamato,japan	4
cylender-bed m/c with left hand fabric	yamato,	10
Double Chain Stich m/c	Pegasus, japan	5
Twin Needle Direct Drive lock Stitch	Brother, China	2 5
Button Switch m/c	Juki, Japan	06
Button Holing m/c	Juki, Japan	08
Feed-Off-The-Arm	Juki, Japan	08
Bar tacking m/c	Juki, Japan	08
Picot m/c	Kansai, Japan	2
Elastic Inserting m/c (PMD)	Kansai, Japan	02
Rib Cutting m/c	Pl LU, Taiwan	4
Thread Sucking m/c	Nisho, Thailand	01
Flat seamer machine	Hashima, China	02
Fusing m/c	Hashima, China	01
Needle Detecting m/c	Hashima, China	1
Snap Button	Nisho, Thailand	04
Boiler (500kg)	G Boiler, BD	2
Iron Table	Uzu, Thailand	20
Steam Iron	Dragon, Korea	20
Carton Tape Joint m/c	Nisho, Thailand	2
Plane Machine Manual	Juki, Japan	21
Two Needle Machine Manual	Juki, Japan	4
Jhikajhaka Machine Computer	Juki, Japan	6
Total		366



Manpower At a Glance

Man power >> cutting

Criteria	No of people
Manager	01
Supervisor	01
Operator	15
Helper	06
Cleaner	04
Others	05

Man power >> Sewing

Criteria	No of people
In charge/Line Chief	02
Supervisor	14
Operator	201
Helper	42
Cleaner	06
Others	10

Man power >> Finishing /packing

Criteria	No of people
Manager/In charge	02
Supervisor	02
Folding Man	08
Packing Man	08
Poly Man	05
Iron Man	11
Spot Man	05
Others	10

Man power >> Quality

Criteria	No of people
Manager	01
Supervisor/GPQ/QC	06
QI	42



Inspection of Stitched Garments

We do a three tier Quality Checking before a garment is packed. First one is end line checking second one is 100% visual inspection and third and final 100% measurement checking. This ensures the product is free of any defects and stains.



Product Safety

SMILE APPARELS LIMITED follows comprehensive needle policy in order to assure product safety.

We use only azo-free dyes and environmentally safe chemicals in our products thereby assuring the best and safe garments for our valuable customers



Finishing

❖ Machinery & Human Resources

Finishing section has been connected in line with sewing section where Product has automatically shifted to Finishing section after sewing work that added a huge advantage to complete the job within less timeframe with good quality. We have also two lines of vacuum pressing tables with imported all steam Iron for crease free finishing and best appearance of the garments. Garments are steam pressed without shine mark for best appearance that lures end users.



FIRE PROTECTION, DETECTION & FIGHTING

Prevention

We have constructed Fire-fighting substation to get any fire related situation in control within short time with less massacre.

- ❖ Monthly Training is given to workers on how to prevent fires by making them aware of the most common sources of fire, in addition to that, we also have conduct fire drill in every month.
- ❖ Compulsory maintenance of all electrical devices are carried out on a quarterly basis
- ❖ Certified fire safety officer are always inspecting the premises round the clock for potential fire hazards.
- ❖ The factory area is declared a no smoking zone.

Detection

- ❖ State-of-the Art fire detection system from the 'LIFECO, UK' has been installed in the factory. Smoke and heat detection with 20-zone control panel has been setup to pinpoint the source of fire.
- ❖ Compulsory maintenance of all electrical devices are carried out on a quarterly basis
- ❖ Certified fire safety officer are always inspecting the premises round the clock for potential fire hazards.
- ❖ The factory area is declared a no smoking zone.

Fighting

- ❖ CO2, ABCE dry powder, foam etc are strategically placed so that those are easily visible and accessible.
- ❖ Fire suits, Mask, Lock cutters, Fire Beater, Fire Hook, Axe, Helmet, Blanket, Stretcher etc are also kept for emergencies.
- ❖ State-of-the Art fire hydrant system has been setup by LIFECO, UK with engine driver fire pumps, enough internal and external hose pipes and fire brigade connections.



POWER, LIGHTINGS & ELECTRONICS

- ❖ Instant Power Supply as well as 24-hr standby generator
- ❖ Fire suits, Mask, Lock cutters, Fire Beater, Fire Hook, Axe, Helmet, Blanket, Stretcher etc are also

EMPLOYEE TRAINING

Training Session For Employee

New Worker Orientation, Company COC, PPE, Machine safety, Fire Safety, Electrical Safety, Emergency Preparedness, Evacuation Training, Chemical Handling, Waste Disposal, Waste Water Reduction training sessions etc are held by trained HR professionals regularly.

First Aid Training

- ❖ There are in-house certified doctors and nurses
- ❖ Training sessions are held with groups of workers
- ❖ Specific training are given for most common injuries and accidents related with garments

❖ Quality Training

- ❖ 100% goods are checked for quality before shipment
- ❖ As we have own spinning section, we start the quality test at the time of purchasing cotton, then eventually
 - yarns are lab-tested for pilling resistance, color fastness etc.
- ❖ On arrival at our warehouse all colors are checked for any deviance from approved shade injuries and accidents related with garments
- ❖ Production only starts after buyer's approval on size-set sample
- ❖ Each section needs prior approval on quality before starting production from our design section

Housekeeping training section

- ❖ Our housekeeping and maintenance team are given weekly training on modern ways of doing their job
- ❖ We also train our employees so that they also feel connected with the whole process.

Quality Assurance Department

The quality assurance department comprises of quality control lab and the quality inspection team.

Quality Control Laboratory

Our products undergo quality control tests at our ultra-modern quality control laboratory to ensure that the garments meet stringent specifications.

Quality Inspection Team

The quality inspection team comprises of trained and experienced quality engineers who inspect and ensure quality at every stage from yarn to finished garment.



EMPLOYEE WELFARE POLICY

Employee welfare and job satisfaction is the prime focus of the company which is why many policies have been implemented for the benefit of the employees.

- ❖ All employees / workers are entitled to free medical checkup at our company
- ❖ Each floor of the factory has sufficient supply of pure drinking water
- ❖ Each floor is well ventilated and has sufficient number of ceiling fans to increase good airflow in the factory
- ❖ Each floor has sufficient number of wash rooms
- ❖ Each floor has sufficient lighting to facilitate production
- ❖ All employees are getting insurance coverage from the
- ❖ All the employees are entitled to overtime bonus, Eid festival bonus, house rent, attendance bonus and Friday bonus
- ❖ Spaces for prayers and dinner room are allocated
- ❖ We kept a medical center as well where the in-house doctor looks at any sick employee
- ❖ Canteen available for the employees to purchase food at a subsidized rate
- ❖ The working hours are normally 8 hours per day with a holiday on every Friday, normally all our production schedules are made so that no overtimes are
 - necessary, so that we get a fresh and rejuvenated employee every morning



SAFETY POLICY

- The company strives to provide safe and hazard free environment for all its workers
- Every floor has sufficient number of modern firefighting equipment in case of any emergency
- Each section has a group of people who have been trained for emergency actions in case of fire hazards
- Each floor has a clear exit route which eases entry and exit of the workers
- Each floor has first aid boxes where sufficient medicines are kept in case of any emergency
There is an in-house doctor who looks after the health of the workers and also alert for any medical emergency
- There is a monthly fire –drill arranged by our very own firemen
- Each of the factory floor has emergency exit staircase

RECRUITMENT POLICY

- This company strictly adheres to “100% child Labour free” policy
- This company encourages female employees to apply but does not adhere to any gender discrimination
- Wherever possible recruitment is made internally so as to increase job satisfaction by means of expectation of growth in this company
- The loyalty of the employees are higher in this company because they grow as the company grows
- There is an in-house training of operators which reduces the risk of shortage of skilled operators



SOCIAL & ENVIRONMENTAL ACCOUNTABILITY POLICY

We, as a group are aware of what impact we have on our society and environment. For this reason, we make our employees aware of social responsibilities and how to lead a better life. We strive to make our society and environment a better place.

Wastes utilization in the textile industry is gaining vital importance in the textile industry as international legislations are also to come into force in our country. We also make sure that we recycle what we can and dispose of our wastage in an environment-friendly manner. Our aim is to recycle 60% wastage by mid 2014.



Compliance Certification



Head Office and Factory:

2288, Bawnia uttarpara turag ,
Dhaka-1230, Bangladesh.

Phone: +880 2-9833307 +880 2 -9832824, +880 09666 711 366
www.smileapparels.com

BANK DETAILS

BANGLADESH COMMERCE BANK LTD.
GULSHAN BRANCH, PLADIUM SUPER MARKET,
CN (C)-1, A-2, 2ND FLOOR, ROAD #95, GULSHAN
CIRCLE-02, DHAKA-1212, BANGLADESH
SWIFT: BCBLBDDH. A/C: 674

CONTACT DETAILS

Md Rukunuzzaman
Managing Director

Smile apparels Ltd
Office: + 88 02 9832824
Cell [+880 1753896508](tel:+8801753896508)
E-mail: rokon@smileapparels.com
Skype: rokon.smile

Sabur Hossain sarder
Director

Smile apparels Ltd
Office: +88 02 9832824
Cell +880 1974071376
E-mail:
sabur@smileapparels.com
skype:sabur.smile