

Project Outline

Tahersons Fashions Ltd.

www.tahergroup.com

Tahersons Fashions Limited

(A Concern Of Taher Group)

Knitting Solution

Beyond Contentment

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Company's Viewpoint

We are glad to introduce ourselves as a knitwear manufacturer in this emerging market. To be the part of market Tahersons Fashion initiate his journey in early 2004

As a knitwear emphasized project, here we are attentive to give best excellence with in short lead time as per demand. Quality is supreme pledge with a competitive price to bid competitive world. We provide benchmark superiority in every pieces.

TSFL can keep commitment through his backward linkage support, modern machines & technology perfect procurement and integrated teamwork.

We care for social responsibility which is internationally accepted. With workers safety, pay scale, work environment.

Our dedicated effort to beyond our clients expectation.

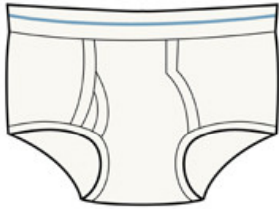
Company At A Glance

Name of Project:	Tahersons Fashions Ltd.
Factory Premises:	4700/H, Terminal Connecting Road Chandgaon, Chittagong.
Floor Space:	25,000 Sft.
Machineries:	157 Nos.
Workers:	330 Person
Production Capacity:	29,000 To 32,000 Dzn.
Range:	Knit Products, T-Shirt, Polo Shirt, Panty, Boxer, Cami.
Bank:	South East Bank Ltd Agrabad Branch, Chittagong, Bangladesh.
Swift Code:	SEBDBDDHAAGR
Contact Person:	Md Zahirul Hoque E-mail: zahir@tahergroup.com Gazi Atiqur Rahman. E-mail: atiq@tahergroup.com Tell: 88-031-2553501-3
Website:	www.tahergroup.com
Turnover:	
Certification By:	WRAP
Association with:	BGMEA 

Product Range

Product details & Production capacity(Per day in Doz)

Ready made garments (Tahersons Fashion Ltd)



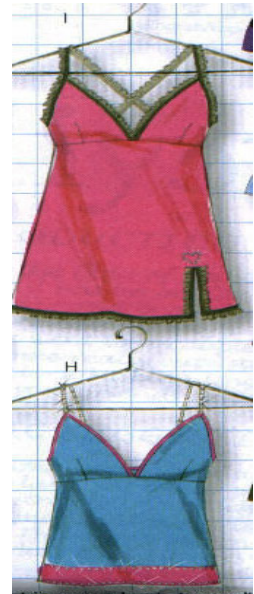
Briefs -1000 Doz



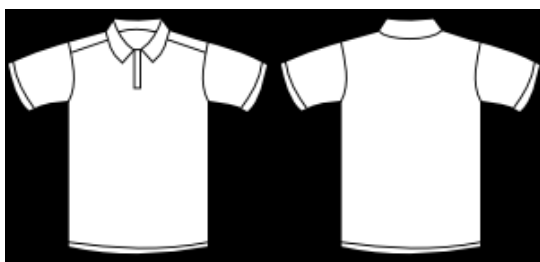
Boxer -1000Doz



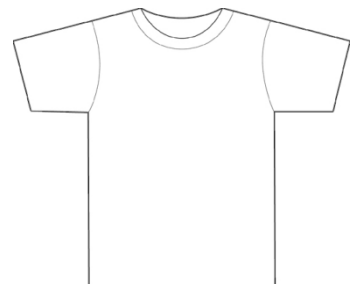
Panty -1200 Doz



Cami – 600Doz



Polo Shirt- 500Doz



T-Shirt – 800Doz

Sewing & Finishing Section

Our Sewing and Finishing facilities contain a full complement of the latest equipment to support our entire production facility. Our Sewing facility is operated by skilled workers and supervisors, most of who have been with us from the very beginning. Our Finishing facility is also fully equipped and skillfully prepares all the manufactured items for final delivery to the end buyer.



Sewing Section



Finishing Section

Utilities and Supporting Equipment

Our infrastructure is completed with the following very important utilities and supporting equipment.

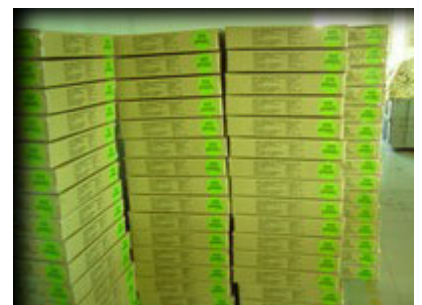
Machine Name	Brand	Origin	Capacity/batch	Units
Boiler	FULTONE	BANGLADESH	10 IRON	01
Generator	FG WILSON	United Kingdom	160 KVA	01
TOTAL				02

Machinery Details

Sl No:	Description Of Machine	Origin	Brand	Model No:	Unit
1.	BARTACK		BROTHER	KE 430D-01	06
2.	FLAT LOCK (Cylinder Bed)		PEGASUS	W664-33BC	15
3	FLAT LOCK		PEGASUS	W1562 N	25
4	PLAIN MACHINE		BROTHER & ZUKI	SL 7340-3	50
5	OVER LOCK		PEGASUS	M 852-13	35
6	KNIF SET CYLENDER MACHINE		PEGASUS	WZ64-01GB	04
7	PLANE KNIFSET		BROTHER	SL-777B-3	08
8	KNIFSET MACHINE		PEGASUS	W-1562-N-05B	04
9	BUTTON HOLE & ATTACHED		BROTHER & JUKI	BE-438& LBH-780	02
10	ONE STEP ZIGZAG LOCK STITCH		BROTHER	Z-8550A-031	02
11	KANSAI SPECIAL		KANSAI SP L	DFB-1411	02
12	CLOTH CUTTING		K.M	AU-V 10"	02
13	RIB CUTTING		DINO	PL-LU 922	01
14	THREAD RE-WINDING MACHINE		HASHIMA	HW-40 C	01
Total:					157

FACTORY AREA

	Area (Sq/Feet)
❑ Total area	=25,000.sq/ft
❑ Office area	= 800.sq /ft
❑ Store area (Inbond-1200)(Outbond-1400)	= 2,600.sq/ft
❑ Store Supply	= 8,00.sq/ft
❑ Cutting area	= 3,500.sq/ft
❑ Finishing area	= 2,500.sq/ft
❑ Quality inspection area	= 2,000.sq/ft
❑ Sewing area	=15,000.sq/ft
❑ Lunch room	=800.sq/ft6thfloor
❑ Child care & doctor's room	=500sq/ft 4th floor.
❑ Staircase facilities. [width- 48Inch] 02 on Each floor	
❑ Total number of workers = 330 Persons	



Factory Employee

Item	Number
Factory Management	08
Production Staff	15
Maintains Section	03
Quality Section	32
Cutting Section	25
Finishing Section	30
Operator	135
Helper	82
Total	333±

Quality Control and Assurance

Our quality control system has been refined and perfected over a long period of closely working with buyer's specific requirement and procedure. Multiple steps of quality checking and control are undertaken in each stage of production, which is starting from receiving the yarn, knitting the fabric, dyeing, cutting and then finally preparing the finished garment. Each piece of garment goes through different quality checks from fabric stage to final finishing stage. By remodeling & refining the system continuously, Tahersons features unique capability in terms of industry – low rework and repair rate, thereby high quality product in quickest possible time.

Procedure In Quality System

During piece goods inspection - we follow three point system.

- I. We inspect - at least 15% of the total rolls in the shipment.
- II. We select - at least one of the roll each color or more than one roll per color.
- III. We indicate as a major defect -- i.e.--slabs, mixed yarn, hole , needle mark , missing yarn , crease mark , foreign yarn, shading , oil mark , dirty, dye spot, color out ,broken pattern, grain line. Etc

Cutting Department

- a) Fabric Relaxation - We open fabric rolls before 24 hours start fabric spreading, rolls selection with same width & Sade dye lot.
- b) We follow - during spreading -- marking placement , running shading, fabric ply tension, layer counting, fabric edge controlling., fabric ply counting. over lapping & pilling direction.
- c)We follow - after cutting - narrow goods, cut pieces checked by original pattern. notches, mis - cut, ragged cutting, matching plies.

IN PROCESS

- 02.nos. inspector for 30-40.machines.
- To maintain record data - we provide a format against each machine.
- Sampling plan with allowable defects
- Measurement in critical process.
- Arrow sticker to identify defects.
- Inspect 07 pcs. from per bundle i.e> 24.pcs.
- AQL- 2.5. in process.
- About Reject Bundle - The inspector enters the operators name on the four tickets , places these tickets with the rejected bundle, & takes the bundle to the sewing supervisor for review. the sewing supervisor explain the problem to the operator ,shows the operator how to repair or correct the problem. & instructs the operator to 100% inspect the entire bundle, making all necessary repairs before starting to work another bundle.

TABLE INSPECTION

To maintaining good quality - we make a inspection report from "sewing line finish garment".

- Date, hourly – production quantity, inspected quantity, rejected quantity & pass quantity.
- Identify defective & rectified quantity.

AUDIT / LOT PASS SYSTEM -- AQL - 2.5.

Before start finishing work - we follow audit / lot pass system through a format.

- Buyer, item , style, P.O.# , order quantity, audit time , lot quantity, sample quantity, measurement , defect allowed, total defects percent of defects. Pass/fail.
- Pass Allowed for start the finishing work.
- Fail Full lot - 100% re inspection.

PRE - FINAL INSPECTION

We make a pre final to avoid as below:

- Incorrect quantity.
- Incorrect price ticket / bar code , hang tag / otc tag , hanger & sizer cap, garment sticker /poly bag sticker.
- Carton - shipping mark printing problem. / carton sticker.
- Carton not as specified.
- Crushed or damaged cartons.
- Incorrect pre - pack > 1] assortments. 2] amounts. 3] pre- pack stickers.

Work Environment and Social Responsibility

Our Employees are our strength. We have realized this is an absolute **truth & reality**, at the very beginning and perhaps that is why most of our key employees have been with us since the inception of the group. Value our employees satisfaction above all else and strive to provide all the facilities and benefits needed to keep workers happy. Also believe in that healthy environment can keep workers happy and attentive to work. Our policy not to hire under-aged workers. From child care rooms to **pure drinking water**, we cater to our own moral duties by making sure that we leave a healthy environment. We are very conscious theirs safety for that we provided them first aid box, sick bed & quick hazard prevention training, fire drill . We try to realize all theirs problems in point of ourselves. Our approach is to make all our employees feel that they are all part of one large family that consider its wellbeing as a whole.

Employee Recruitment Policy

Our policy is to recruit only Adult Workers with a minimum age of 18 years. No discrimination based on gender, race, origin, religion, creed, complexion or nationality is made during recruitment.

- ❑ 01 :Gate gathering
- ❑ 02 :Personal Contact.
- ❑ 03 :Banner hanging
- ❑ **Working Age** :Minimum 18 years of age
- ❑ **How age is determined** :HRD officials preliminarily screens new workers Qualified doctor finally confirms age & issues written age certificate.
- ❑ **What age records are review**
 - 01. Birth certificate if available
 - 02. School certificate
 - 03. Doctor Evaluation. Etc.
 - 04.Local commissioner certificate.
 - 05.National ID Card.

WORKING HOURS

The policy of this company is to strictly abide by national laws on Working-hours, wages & benefits entitled by law.

Daily Working Hours Daily work-hours are 8 as established by laws of the country.

Standard Work week :Standard work-week comprises 48 hours as established by law.02 hours maximum. Payment system is

[basic salary x 2]X OT hrs.

208.hrs.

Permissible Maximum Work Week: Maximum 60 hours including OT hours.

Weekly Holiday: Friday.

WAGES

Minimum Wage For a Permanent Worker[helper] Tk. 1662.50/-

Frequency Of Payment Of Salary :Salary is paid once in a month. Payment is generally made within The 7th of the next month.

Available Leave Facilities

01. Maternity Leave- 128 days. [16-weeks].
02. Sick Leave –14 days [with full payment]
03. Earned Leave –01.day for every 18. working days.
04. Festival Holiday –11 days
05. Casual Leave – 10 days.

BENEFITS

Other facilities Available

01. Child Care Center
02. On-site doctor & Medicine
03. Canteen

How do workers know of their salary breakdown

01. From Employee Manual
02. Orientation & training
03. Pay slip.(Pay slip with salary breakdown is provided to each worker)

HEALTH, INDUSTRIAL SAFETY & HYGIENE

The policy of the company is to ensure the best possible industrial safety & to provide sanitation hygiene facilities to the employees.

Person responsible for Health & Hygiene :Medical Doctor / Welfare Officers
they take weekly orientation class weekly/ 15 days.

SANITATION

There are 27 toilets now available, 10 for male, 12 for female. Always cleanliness of toilets are maintained all along and running water is available round the clock in the bathrooms/toilets.

- Office Toilet - 03.Nos
- Male Toilet - 10.Nos.
- Female Toilet - 12Nos.
- Extra Toilet - 2.Nos.

Drinking Water: Pure portable water is also available in the floor in water jars and tested by authority.

SAFTY STEPS

First Aid Kits: There are Sufficient First Aid boxes with necessary medicaments that may come in aid of employees at the time of need.

Fire Extinguishers: Sufficient number of Fire Extinguishers are available to fire fight if fire breaks out in the floor. As government lay stipulate every 1000sft. must be provided with one extinguisher. Our factory has 1.5 fire extinguishers for every 1000sft as require.

A] ABCE DRY POWDER	05.KGS.	= 25.NOS.
B] CO2 -	04.KGS.	= 08.NOS.
	TOTAL	= 25.NOS.

Fire Hose: Fire Hose system is installed to fight in case of fire hazard.

Fire Alarm/Public Address System: There are both of the systems to announce messages to all employees in time of any hazard. The systems are interconnected so that messages may be transmitted everywhere at a time.

Fire Drill: Fire Drill is conducted once every month and is properly documented.

Maintenance of Fire Fighting Equipments: There is a system in place for maintenance & upkeep of the fire fighting Equipments. Maintenance In-charge is responsible for this.

Evacuation/Fire Safety Plan: An elaborate Evacuation Plan is displayed in each floor of the factory.

Marked Exits: All exits are marked with appropriate color & signs to help quick exit of employees working in the floor.

Emergency Lights: Emergency lights have been installed in the floor & stairways to help illuminate if power failure occurs or the time of emergency. There are 04 Emergency Lights in each floor.

Emergency Exits: Emergency Exits are distinctively displayed.

Lighting: Adequate lighting is provided to illuminate working area & workstations.

Occupational Safety: All machines are equipped with Safety Guard, Eye Guard, Needle Guard, Pulley Cover etc.

Mask & Gas Mask: All workers are provided with mask to protect micro-dust & gas.

Steel Gloves for cutters: Steel Mesh Gloves are provided to the cutting operators.

Contingency Plan for dealing with serious injuries

In case serious injury occurs to a worker at work-place, the patient shall be given First Aid if possible. If the injury is grave, the injured patient shall be rushed to the Emergency Department of Chittagong Medical College & Hospital(CMCH). CMCH is the foremost government medical Hospital in the country. So this is the right place for dealing with serious injuries..

Product Range Kasfi Knitting

Fabrics (kasfi Knitting) Production capacity (Per day in Kg)

<input type="checkbox"/> Single Jersey	1500 kg
<input type="checkbox"/> Single Jersey With Lycra Full Feeder	1200 kg
<input type="checkbox"/> Pique Polo	1500 kg
<input type="checkbox"/> Pique Polo With Lycra	1250 kg
<input type="checkbox"/> Single Lacoaste	1400 kg
<input type="checkbox"/> Double Lacotase	1400 kg
<input type="checkbox"/> 1x1 Rib	700 kg
<input type="checkbox"/> 2x2 Rib	600 kg
<input type="checkbox"/> 1x1 Rib With Lycra	800 kg
<input type="checkbox"/> 2x2 Rib With Lycra	800 kg
<input type="checkbox"/> Interlock	500 kg

Knitting Section

We have a fully equipped knitting section with following best quality machines. These machines are maintained and operated by highly trained professionals.

Sl No:	Description of Machine	Origin	Brand	Unit
01	Single Jersey 30 dia,	Taiwan	Smart	05
02	Rib 30 dia & 36 dia	Taiwan	Smart	03
<i>To Support</i>				
01	Air Compressor	Italy	Fini	02
02	Air Dryer	Italy		02
03	Generator (KVA-120)	United kingdom	Perkins	01

Embroidery

Sl No:	Description of Machine	Origin	Brand	Unit
01	22 Head 09 Multi Color	South Korea	Sun Star SWF	08

Packaging section (Pro-Packaging Ltd)

Packaging is finishing product for every shipment. For client's worthy time, we keen to maintain our schedule time. As we bonded factory we import paper for the strength of carton.

Machineries

- | | |
|----------------------|----------------------------|
| 1. Corrugation | 7. Stitching |
| 2. Pasting | 8. Dry cut |
| 3. Auto Shed Sutter | 9. Manual Hand Shed Cutter |
| 4. Pressure Machine. | |
| 5. Rotary | |
| 6. Sloting | |

Capacity (Per day)

7 Ply -- 3,000 pcs

5 Ply -- 4,000 pcs

3 Ply -- 7,000 pcs