



# AKH

Group of Industries

# Factory Profile



# AKH Trims Ltd.

Harindhara, Tannery Road, Hemayetpur, Savar, Dhaka

Web: [www.akhfashions.com](http://www.akhfashions.com)

<b>Name of the Factory</b>	<b>AKH Trims Ltd.</b>
Facility Address	Harindhara, Tannery Road, Hemayetpur, Savar, Dhaka
Head Office Address	<b>AKH GROUP</b> 133-134 Hemayetpur, Savar, Dhaka Tel: 8155637-9, 9121277 Fax: 880-2-44065009
<b>Board of Directors</b>	<b>1. Mr. Delwar Hossain</b> Chairman AKH Group 133-134 Hemayetpur, Savar, Dhaka Tel: 8155637-9, 9121277
	<b>2. Mr. Samsul Alam</b> Managing Director AKH Group 133-134 Hemayetpur, Savar, Dhaka Tel: 8155637-9, 9121277
	<b>3. Mr. Abul Kashem</b> Deputy Managing Director AKH Group 133-134 Hemayetpur, Savar, Dhaka Tel: 8155637-9, 9121277
	<b>4. Mr. Firoz Uddin Howlader</b> Director AKH Group 133-134 Hemayetpur, Savar, Dhaka Tel: 8155637-9, 9121277
	<b>5. Mr. S.M Sadullah</b> Director AKH Group 133-134 Hemayetpur, Savar, Dhaka Tel: 8155637-9, 9121277
	<b>6. Mr. Mizanur Rahman</b> Director AKH Group 133-134 Hemayetpur, Savar, Dhaka Tel: 8155637-9, 9121277
<b>Head Office Contact Persons</b>	<b>01. Mr. Abdul Kaium</b> AGM E-Mail# kaium@akhfashions.com Cell# 01713-479234
	<b>02. Mr. Tilak Kumar Saha</b> Sr. Manager E-Mail# tilak@akhfashions.com Cell# 01713-479237

Name of the Owner:	<b>Md. Firoz Uddin Howlader</b>
Ownership type:	Private Limited Company
Years in Operation	2010
Monthly Production Capacity	US\$ 6,39,000+
Major Product	All kinds of Packaging & Accessories.
Major Customer / Client / Buyer	American eagle, Ben-Shermin, PVH, Kohl's, Perry Ellis, Baspro, Chaps, Sears, Eddie Bauer, GAP, US Polo, Costco, JC Penny, K-Mart, Wallmart, M&S, H&M, Burtons, BHS, Debenhams, Mackay's Stores, Next, Celio, C&A, Tchibo, Metro, Aldi, Shop Dorect, Kigili, Sainsbury, Charles Vogles, Primark, Bonmarche, Uniqlo (GU), Itokin (A.V.V), Honey, Taka-Q (Male & Co.), Arrow, Indian Terrain. Prominent-GU, DBEBZ, Asda, LF Credit, Tesco, Amazon, Target, GP, Fortunex, Regatta, Kik, Zara, Express,

**Year of Established: 2010**

### **Plant Description:**

AKH Trims Ltd. is one of the Greatest and Specializes Accessories Factory of our Country. This Company Possesses Comprehensive smooth production & uses current modern tecnolozoy. Our Factory is completely Compliance Factory and here we solve our any problem by Bangladesh Labor Law. Global Compliance rules and buyer special Requirements.

### **Factory Responsible Persons:-**

General Manager(Factory) : Md. Ahsanul Habib  
[habib\\_akhp@akhfashions.com](mailto:habib_akhp@akhfashions.com) Cell# 01713479203  
 Manager Admin : Md. Saiful Huda  
[saiful\\_akhp@akhfashions.com](mailto:saiful_akhp@akhfashions.com) Cell# 01740074962  
 Manager Compliance : Md. Aminul Islam  
[compliance\\_akhp@akhfashions.com](mailto:compliance_akhp@akhfashions.com) Cell# 01731928363

### **Workplace Facilities/Best Practices**

- ❖ Separated washroom for male and female
- ❖ Dedicated dining hall
- ❖ Medical centre
- ❖ Child care centre
- ❖ Pure drinking water
- ❖ Industrial exhaust system
- ❖ Training facilities
- ❖ Two Festival Bonus

- ❖ Attendance Bonus
- ❖ Target Bonus
- ❖ Maternity Leave/Benefit
- ❖ First Aid Box
- ❖ Health & Hygiene
- ❖ Group Insurance
- ❖ Financial help for education and marriage ceremony
- ❖ Relief for Sidor and Flood affected area
- ❖ Cultural event (Picnic)

## ■ Manpower Analysis

Category / Section	Male	Female	Total
HRD	03	03	06
Store	05		05
Carton	10		10
Poly	05		05
Thread	08	08	16
Dye Cutting	01		01
Hanger	09	02	11
Screen Print	10	17	27
Manager	03		03
Maintenance	02		02
All Supervisor	04		04
Transport	01		01
Security	03		03
<b>Total</b>	<b>64</b>	<b>30</b>	<b>94</b>

## ■ Working Hour Analysis & others:-

Working Day Per Week	06 Days
Normal Working Hour per Day	08 Hours
Overtime Hour	02 Hours
Break	01pm-02pm
No. of Operating Shift (details)	01
Peak Season	Same round the year.
Energy Source	Electricity Generator
Water Supply	Deep Tube Well (20000 ltr per hour)
Payment Mode	Cash or Local L/C

## ■ Miscellaneous

Number of Toilets	Male	04
	Female	03
	<b>Total</b>	<b>07</b>
Dining Hall	01	
Clinic with Doctor's and Paramedics	Yes	
Percentage of Marker Share	USA	30%
	Canada	20%
	Others	50%

## ■ Fire Fighting Equipments

No. of Fire Fighting Extinguisher	ABC	16
	CO2	09
	Foam	01
	<b>Total</b>	<b>26</b>
Total No. of Fire Fighter	22 persons	
Fire Training Certificate Holder	20 persons	
No. of Smoke Detector	06 pcs	
Fire Hose Box	03 pcs	
No. of First Aid Box	01 pcs	
First Aid Certificate Holder	04 persons	
Drinking Water Tank	02 pcs	
Notice Board	01 pcs	
Total Emergency Light/IPS	08 pcs	
Total PC Members	06 Persons	

Safety Committee	06 persons
Fire Equipment Point	01
Dining Hall	01
Reserve Tank-96000 Ltr.	01
Complain/ Grievance Box	02
Exit/Emergency Exit sign	07
Drinking Water Tank(Big)-20000 Ltr.	01

## ■ Machinery List:-

### Section:-Carton

SL No	Machine Name	Model	Brand	Origin	Qty.
01	Corrugation Machine			China	01 Set
02	Gum Pressore Machine			Bangladesh	01 Set
03	Gum Pasting Machine			Bangladesh	01 Set
04	Dye-Cutting Machine			China	01 Set
05	Creasing Machine			China	01 Set
06	Paper Cutting Machine			China	01 Set
07	Auto Glue & Finishing			China	01 Set
08	Slotting Machine			China	01 Set
09	Stitching Machine			China	01 Set

### Section:-Poly

SL No	Machine Name	Model	Brand	Origin	Qty.
01	Zip Blowing Machine			Taiwan	01 Set
02	Surface Treater			Taiwan	01 Set

### Section:-Thread

SL No	Machine Name	Model	Brand	Origin	Qty.
01	Sewing Thread		Changlee	China	08 Set
02	Sewing Thread			Taiwan	02 Set
03	Hanks Machine			Bangladesh	07 Set

### Section:-Hanger

SL No	Machine Name	Model	Brand	Origin	Qty.
01	Injection Molding		Golden Eagle	China	05 Set
02	Chiller			China	07 Set
03	Cooling Tower			China	02 Set
04	Mixer Machine			China	01 Set
05	Re-Cycling			China	01 Set
06	Crasser			Bangladesh	01 Set
07	Poly Re-Cycling			Bangladesh	01 Set

## Section:-Screen Print

SL No	Machine Name	Model	Brand	Origin	Qty.
01	Auto Heat Pasting Machine			China	02 pcs
02	Hand Dryer Machine			Germany	16 pcs
03	Belt Curing Machine			China	01 pcs
04	Production Table			Bangladesh	04 pcs
05	Camera Box			Bangladesh	01 pcs

## Section:-Maintenance

SL No	Machine Name	Model	Brand	Origin	Qty.
01	PFI 100KVAR			Bangladesh	01 Set
02	C O S 1000A			Bangladesh	01 Set
03	Voltage Stablaijer 250 KVA			Bangladesh	01 Set
04	Generator 250 KVA	HC-1444CI	Perking's	UK	01 Set
05	Water 5 HP	Pedrolla		Italy	01 Set
06	Pump Controller	Pedrolla		Italy	01 Set
07	MDB 1000A				01 Set
08	DB 500A				06 Set
09	Exhaust Fan			China	10 pcs

### **FESTIVAL LEAVE**

Company provides minimum 12 days festival leave to employees with full pay. Festival leave are circulated to workers before hand through notice as festival leave.

<b>Occasion</b>	<b>Total Days</b>
Eid-ul-Fitar	03
Shahid Day	01
Independence Day	01
Bengali New Year	01
Eid-ul-Azha	03
May Day	01
Shah-be-Barat	01
15 August	01
<b>Total</b>	<b>12 Days</b>



# Factory Machine Details:-



Printing Table (Screen Printing Section)



Molding Machine (Hanger Section)



Molding Machine (Hanger Section)



Bobbin (Hanger Section)



Corrugation Machine (Carton Section)



Auto Printing Slow ding Machine (Carton Section)



Bowling Machine (Poly Section)



Printing Machine (Poly Section)



Cutting Machine (Dye-Cutting Section)



Paper Cutting Machine (Dye-Cutting Section)



Hi speed Machine (Thread Section)



Hi Speed Machine (Thread Section)

## ■ Bank Details

Name of the Bank	Export Import Bank of Bangladesh Limited
Branch	Gulshan-02
Address of the Bank	Delta Life Tower, (Ground Floor 1 <sup>st</sup> Floor # 37, Road # 45 & 90, Gulshan North C/A, Gulshan-2, Dhaka-1212, Bangladesh

AKH conducts its business according to standards of good ethical, employment and environmental practice. AKH expects its Manufacturers to operate on the same principles. Specifically, AKH expects its Manufacturers (and their sub-contractors) to observe best practice and continuing improvement in the fields set out below, and in any other areas notified by AKH from time to time.

### **Scope of Application of the Code**

The Code affects all products published by AKH cross all its brands, namely:

- Goods manufactured and sourced directly for AKH.

AKH intends this Code to be applied to all of its relevant activities including those activities of its supply chain subject to such Manufacturers being within AKH's reasonable control or influence. AKH will, in its sole discretion, evaluate the extent of control and influence of AKH and its Manufacturers for all parts of the supply chain.

This Code will be observed by all manufacturers, who in turn will ensure that it is observed by their sub-contractors in the same terms.

### **THE ETHICAL STANDARDS (“THE CODE”)**

**1. Ethical policy:** AKH requires all its Manufacturers to conduct their businesses in an ethical manner. No contract will be entered into with any Manufacturer engaged in bribery, kickbacks or the provision of gifts, favors or services to gain a competitive advantage with AKH or any third party.

**2. No Forced Labour:** Business Partners must maintain employment on a voluntary basis respecting the right of employees to decide to work or not. Business Partners shall not use forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise in the manufacture or in their contracting, subcontracting or other relationships for the manufacture of their products.



**3. No Child Labour:** Manufacturers shall not engage in child labor. Workers can be no less than age 15 (or 14 where the law of the country of manufacture allows), or the age at which compulsory schooling has ended, whichever is greater. In situations involving hazardous working conditions, we require that workers are at least 18 years of age.

**4. No Harassment or Abuse & Disciplinary practices:** AKH requires that all its Manufacturers comply with management practices which recognize the dignity of the individual and the right to a workplace free of harassment, abuse and corporal punishment. The company shall not allow behavior including gestures, language and physical contact that is sexually coercive, threatening or exploitative.

**5. Freedom of Association and Collective Bargaining:** AKH requires all its Manufacturers to respect the rights of their employees to freedom of association and to organize collective bargaining in a lawful and peaceful manner; Manufacturers shall not interfere with or attempt to dominate or control bodies representing workers, nor shall they discriminate against workers choosing to belong to them.

**6. No Discrimination:** AKH recognizes and respects the cultural differences found in the world. We will favor Business Partners who ensure that no employee shall be subject to any discrimination in employment, including hiring, salary, benefits, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age (other than normal hiring or retirement limitations), disability, sexual orientation, nationality, political opinion, union participation, social or ethnic origin or membership in any legal organization. Employment decisions will be made on the basis of knowledge, skill, efficiency and ability to do the job and meet its requirements.

**7. Health and Safety:** AKH will only utilize Business Partners who provide safe and healthy work environments for their employees. Factories producing Lenny merchandise shall provide adequate first aid supplies, fire exits and safety equipment, well-lit workstations, clean restrooms and ensure that all are well maintained and in good working order. Worker housing, where provided by the Business Partner, must meet a reasonable standard of health and safety.

**8. Compensation and Benefits:** AKH will seek Business Partners who share our commitment to the betterment of wage and benefit levels that address the basic needs of workers and their families so far as possible and appropriate in light of national economic conditions. Manufacturers shall fairly compensate their employees by providing wages and benefits which are in compliance with the local and national laws and regulations of the jurisdictions

in which the Manufacturers are doing business, or which are consistent with the prevailing local standards in the countries, if the prevailing local standards are higher.

**9. Hours of Work/Overtime:** Business Partners shall maintain reasonable employee work hours in compliance with local standards and applicable national laws of the countries in which Business Partners are doing business. In the absence of exceptional circumstances, AKH will favor Business Partners who utilize less than a sixty-hour work-week and not those who, on a regularly scheduled basis, require employees to work in excess of a sixty-hour workweek. Where this is not established at a lower level by local laws, AKH defines a standard work week to be not more than 48 hours and considers all hours in excess of this amount to be overtime, whether mandatory or not. Business Partners are required to compensate employees for overtime hours including such premium rates as are legally required in the country of manufacture, or in those countries where such laws do not exist, at a rate at least equal to their regular hourly compensation rate. Unless exceptional circumstances exist, employees should be permitted at least one day off in every seven-day period, and leave privileges.

**10. Regular employment is provided:** Obligations to employees under social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of labor-only contracting, sub-contracting, or home-working arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment, nor shall any obligations to be avoided through the excessive use of fixed term contract of employment.

**11. Environmental Requirements:** AKH will favor Business Partners who conduct their business using progressive environmental practices and take active steps to preserve and protect the well-being of the environment. All Business Partners must adhere to all applicable environmental laws and regulations regarding protection and preservation of the environment in their country.

**12. Management System:** Top management shall define the company's policy for social accountability and labor conditions to ensure.

**13. Documentation System:** The existence of certain documents is often legally required, and provides evidence for the Company with respect to correctness of the information given.

*This standard in fully abide by the National laws and regulations  
and based on the International standards*

**Signature of  
AUTHORITY**