

## **EKL** **EUROTEX** KNITWEAR LIMITED

### Manufacturing & Sourcing Excellence (Knit, Woven & Sweater)

**EUROTEX KNITWEAR LTD.** is a 100% export oriented vertical setup composite knit industry, having own Knitting, Dyeing, Printing, AOP, Embroidery & Accessories, situated at Nayamati, Kutubpur, Fatulla, Narayanganj-1400, Bangladesh, which established in 1998.

#### About Eurotex

We ensure more green, not polluting environment in order to keep safe Earth for the better living. We want to make the world a better place. Implementing green practices in factories, homes and offices can help reduce waste, conserve resources, improve air and water quality, and protect ecosystems and biodiversity. Going green means pursuing knowledge and practices that can lead to more environment friendly and ecologically responsible decisions and lifestyles, which can help protect the environment and sustain its natural resources for current and future generations. Being eco-friendly or environment friendly is becoming more and more important. Eco-friendly products promote green living that helps conserve energy and also prevent air, water and noise pollution. They prove to be boons for the environment and also prevent human health from deterioration.

We are in constant pursuit of faster. We work to be fast in how we adapt to and connect with the constantly changing world around us. Through innovative design, iconic apparel and authentic partnerships, we aim to always push what's next. in both apparel and culture. That hustler's spirit can be felt across Eurotex categories, partnerships, offices, and countries. And we are always in search of talent that can help us set the pace at which apparel and culture collide, as well as finding better ways to connect and collaborate with our communities.

Eurotex Group started its journey as a house of Readymade Garments (RMG) engaged in manufacturing and exporting of Knit Apparels since 1998 and has been considered today as one of the biggest conglomerates with substantial establishment of its backward linkage of all kinds of knit garments, textile, wet processing & garments accessories. It has the state of art vertically integrated garments manufacturing facility which ensures one stop service to the buyers. We have established ourselves as an important garments manufacturer for a number of renowned brand apparels of Europe, USA & Canada, Australia, Japan

### Certified by



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BCI  
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www.bettercotton.org





# OWNERS DETAIL

**Md. Shahidul Islam**

Managing Director

**Md. Balayet Hossain**

Chairman

**Md. Shakhawat Hossain**

Director

**Zakir Hossain**

Director

**SK Ashraful Awal**

Director

## **Dhaka Office :**

Level # 3, Road # 29, House # 31, Sec # 7, Uttora, Dhaka-1230.

Phone : +88 02 8932172

## **Office & Factory Address :**

Nayamati, Kutubpour, Fatullah, Narayanganj-1400, Bangladesh.

Mobile: +8801711-891936, +8801730-015134

E-mail: zakir@eurotexbd.net, awal@eurotexbd.net

As it stands today, Eurotex Group became the name of lifestyle of its personnel, suppliers & buyers. For the greater commitment & care - Eurotex Group always plays a significant role in its every activity by protecting environment and have had vision to earn an iconic image among the green corporate houses. We are pretty much confident to achieve it of ours prevailing due to the personnel of the Eurotex Group are placed at their right positions according to their caliber and inspiration.

## VISION....

Our vision is to become a window through which all our interacting parties can see and feel their prospect and dream about their success. Eurotex will become a lifestyle towards its employees, suppliers, buyers and above all shall become a role model of a green corporate house which will be regarded as an icon brand in the country.

## MISSION....

Eurotex will be known as an entity whose main driven force is its human resources. With such a motivated, high skilled and professional workforce, Eurotex has started marching towards its glory of success which is not the profit but to enjoy the joy of life.

Providing values to our customers through continuous innovation and outstanding quality products and services while strictly implementing core values....

## Ethical Standard /Code of Conduct:

Ethical Standard /Code of Conduct:

### 1. Compliance with all laws and regulations

Eurotex Group shall comply with all laws and regulations of the country where it operates and ratified international conventions.

### 2. Prohibition of child labor

Eurotex Group shall not recruit any employee below the mentioned age restricted by the local law.

### 3. Prohibition of forced labor

Eurotex Group shall not force any employees for work rather they should be given the opportunity of voluntary work accomplishment.

### 4. Hours of Work

Eurotex Group shall not require workers to work more than the regular and overtime hours allowed by Bangladesh Labor Act, 2006 and Bangladesh Labor Rules, 2015. The regular work week shall not exceed 48 hours and workers shall be granted at least 1(one) day off for every seventh calendar day. In Eurotex worker may work up to 10(ten) hours in a day and overtime work week shall not exceed 12 hours. Provided that the total working hours of such worker shall not exceed 60 (sixty) hours in a week, and on the average 56(fifty-six) hours per week in a year. All overtime work shall be voluntary. Eurotex shall not request overtime on a regular basis and shall compensate all overtime work at the rate of twice of worker's ordinary rate of basic wage.

### 5. Compensation and Benefits

Eurotex Group shall pay at least the minimum wages comply with all legal requirements (Bangladesh Labor Act, 2006, Declared Latest Minimum Wage Gazette in Bangladesh & Bangladesh Labor Rules, 2015) on wages. The wages of a worker shall be paid before the expiry of the seventh working days following the last day of the wage period in respect of which the wages are payable. Where the employment of a worker is terminated by retirement or by his retrenchment, discharge, removal by the Eurotex or otherwise, all wages payable to worker's shall be paid before the expiry of the 30 (thirty) working days following the day of termination of worker's employment.

### 6. Regular employment

Eurotex Group shall fulfill the responsibility regarding the rights of workers recognized employment relationship established through local law and practice and must try to confront the legal obligations arising from established employment relationship.

### 7. Prohibition of sexual harassment & abuse



Eurotex Group shall provide a workplace environment which is free of any sexual and/or other form of harassment, abuse and any corporal punishment.

**8. Equal employment opportunities and non-discrimination**

Eurotex Group shall reward employee according to their individual performance. Eurotex Group will maintain the equal opportunity policy in recruitment, training and development, promotion, transfer, compensation and benefits etc. without any form of discrimination such as race, caste, color, religion, sex (including pregnancy), marital status, family status, sexual orientation, regional origin, age, disability and veteran status.

**9. Freedom of association**

Eurotex Group shall uphold the freedom of association and the effective recognition of the right to collective bargaining. All employees of Eurotex Group including in its corporate office and factories are free to join any kinds of legally approved and registered trade unions or any kinds of association.

**10. Health & workplace safety**

Eurotex Group shall ensure healthy work environment for all. The company shall provide a safe and healthy workplace setting to prevent accidents and injury to health arising out of linked with or occurring in course of work or as a result of the operation of employers' facilities. Company shall adopt responsible measures to mitigate negative impacts that the workplace has on the environment.

**11. Security**

Eurotex Group shall ensure physical and personnel security of employees in work place in terms of any untoward situation. Eurotex Group shall not employ any person in a place where life can be endangered.

**12. Respect towards employee's rights & fairness**

Eurotex Group shall adhere to all rules and conditions of employment that respect employees and maintain rights under national and international labor and social security laws and regulations.

**13. Respect for stakeholder's interest**

Eurotex Group shall recognize and have due regard for the legal rights as well as the interests of its stakeholders in supply chain and value chain and respond to their expressed concerns.

**14. Environment**

Eurotex Group shall act by country's environment act and internationally proclaimed environmental laws and standards in business operation. While doing so the core aim of Eurotex Group will be to care the nature and bring positive impact for society, environment and nation.

## Business Code of Conduct:

**1. Anti-Corruption Practices**

- Eurotex Group shall work against corruption in all its forms, including extortion and bribery.
- Eurotex Group prohibits the offer or acceptance of a bribe in any form on any portion of a contract payment, or the use of other routes and methods to provide improper benefits to the other related parties. Contributions to charity and sponsorships cannot be considered as bribery.

**2. Entity must be free from all political affiliation**

- Even though the employee has right to have their political ideology and affiliations but this should not be associated with the entity. The entity must not be used for any political activities or for any political affiliation.
- No resources of the group (both physical & intellectual as well as the business image and reputation) can be used for any political benefits, opinions, circulations or any activities relating to politics.

**3. Socially Responsible business entity**

Eurotex Group is committed to establish itself as a socially responsible business house. This includes but not limited to:

- Alignment with the standards, principles, guidelines and/or code of conducts of the national and international certifications and memberships, this company has for its management system, social & environmental compliance, product specifications and others.
- Committed to undertake such social business which will uphold internationally recognized human rights and labor rights and ensure the economic, social and ethical prosperity of the society.
- Act as a socially responsible manufacturer with much emphasis on conservation of natural environment and prevention of pollution as well as the continual improvement of its environmental management system.



- Ensure through each business process and activities in such a way so as to contribute towards the community involvement and development and uplift overall economic and social parameter of the society.
- Act a good social neighbor across the boundary.

#### 4. Access to the data and information

Eurotex Group will ensure the access to its data and information by ensuring the proper protection and securing the same. As such the group categorized its information in a bellow mannered so that the interested parties understand the data and information accessibility principles of the entity.

- Financial information: Not accessible by general users and can only be accessed by nominated persons of the entity.
- Strategic information: Not accessible by general users and can only be accessed by nominated persons of the entity.
- Business confidential information: Not accessible by general users and can only be accessed by nominated persons of the entity.
- Operational information: The entity will ensure the accessibility of the common information related to its operation towards the internal interested parties. External parties shall require permission from the competent authority to access the data & information.
- Legal & general information: All legal & general information should be easily accessible by both internal & external parties.

#### 5. Distinct responsibility between board members & Management

Eurotex Group clearly distinguishes between its board and the management. Board members are persons holding the shares of the company and involve themselves in only those activities which are related to strategic development and corporate affairs of the entity.

On other hand professional management takes the strategic directives from the board and derives the operational plan from such strategic directives given by the board. Management presents to the boards for achieving the target set by the board, runs the day to day operation in manners which will ensure the implementation of broad guidelines set by the board members.

#### 6. Institutional Approach

All members who are connected with Eurotex Group shall regard the entity as a separate existence. This implies that all activities and the policies formulate must be benefitted to the entity and not to any individual. Each employee shall emphasize to the interest of Eurotex Group.

#### Employee Code of Conduct

##### 1. Comply with rules & procedures

Employees shall comply with all applicable land laws and company's COC and business ethics, policies, procedures, rules & regulations, Office Order, Office circular, notice guidelines etc. All employees shall abide by his/her superior's logical, lawful and professional instruction and guidelines.

##### 2. Health & Safety

Employee shall wear or use appropriate Personal Protective Equipment's (PPE) while working in workplace.

##### 3. Drug & Alcohol Substances

Usage of drug and alcohol substances in the workplace is strictly prohibited. Sale, produce or distribution of alcohol and illegal or controlled substances or drug related paraphernalia on company premises is prohibited. Smoking and chewing of betel leaf is also prohibited in the workplace and within the office premises.

##### 4. Anti-Bribery & Corruption

Eurotex Group prohibits the direct or indirect offering, giving, solicitation or acceptance of any bribe, whether cash or other inducement or advantage; to or from any person or company, wherever they are situated.

##### 5. Official Correspondence

- An employee should address his/her contact with the appropriate level of etiquette and make sure that s/he spelled their name correctly while communication.
- Senior (by designation) address or call his/her junior or subordinates by designation or by name;
- Each individual must respect each other
- Each individual must act with highest integrity

##### 6. Managerial behavior or Leading by Example

As a superior employee a manager is responsible to:

- Maintain open, honest, respectful and through communication with all team members;



- Provide information to team members about the objectives and duties of their positions, and have access to any operations manuals, policies, procedures, guidelines and practice frameworks applicable to their work;
- Inform team members of performance standards expected from them and objectively assess their performance against these standards.

#### 7. Avoiding conflict of interest

Employees shall not engage him/herself in the following activities without making full disclosure to and obtaining prior approval of the management:

- Be employed by any organization/ institution outside the group on a regular or consulting basis.
- Engage in any outside organization in which they have a personal interest.

#### 8. Acceptance or Giving of Gift & Benefits

- No employee should ask for or encourage the offer for personal benefits or gifts; and impartiality, or that of the Department, into question;
- A gift or benefit may not be kept or used for personal benefit and should be politely refused. If unavoidable, must be reported to the Department Head and such gifts are the property of the Department, or in return for favorable treatment of the donor may be guilty of misconduct;
- No employee shall provide any gift to any stakeholder for his personal benefit;
- Due to business requirement, if any gift is allowed as per approval of competent authority that will not be considered as personal benefitted gift.
- Following acts will be treated as gift:

- Cash, gift certificates, or a gift of package
- Tickets to any events or ticket for travelling other than business contract
- A loan, unless it is from a regular financial institution on normal terms
- Discount on Goods or services, unless the supplier makes them generally available to all employees in Eurotex Group
- Giving stocks, securities, bonds or pledge
- Entertainment, refreshment.

#### 9. Political activities

Every individual may have his/her own political view but no employee shall directly or indirectly active in any political activities in the company premises.

#### 10. Gambling, Borrowing, Collection of Premium, or Lending Money

- Gambling for money or any other purpose, borrowing or lending of money is prohibited
- Without prior written permission from concerned factory Head and group HR Head, collection of money, selling of commodities, tickets, lottery raffle or canvass at the corporate office or factory premises is prohibited.

#### 11. Signing of Business Contract

No employee shall sign any business contract or outgoing letter or document nor shall make any financial commitment on behalf of the company unless s/he is specifically authorized to do so.

#### 12. Invitation of Factory Visit

Personal guests of employees can meet in reception area but to visit company's premises, prior approval is required.

#### 13. Disclosure of Official Information

- Employee shall ensure the confidentiality and privacy of information obtained in his/her business relations with colleagues and external parties and must not use and/or disclose, or attempt to use or disclose such information for any improper or inappropriate use;

- No employee shall, during his/her service or after its termination, disclose to any person any information relating to the company or its clients or any trade strategies and confidential information, technical knowhow which have come to his knowledge while in the services of the company except when compelled to do so by a court of law.

#### 14. Copyright

- No employees shall reproduce any materials i.e. text, images, videos, software, paper, sound clip, etc. without prior approval from the management;



- No employee shall take any photograph of or from the company's premises, machineries without prior approval from the management.

#### **15. Speech to press or Media**

Without prior permission of the management no employee shall contribute to any press, radio, television, organization nor shall make public or publish any document paper or information of the company which may come into his custody or possession.

#### **16. Residential Address**

All employees shall inform the company in written within 3 working days of any change of his/her residential address.

#### **17. Notification of official circular, rules, policy, procedures etc.**

Employee shall read notices pasted on company's official Notice Boards or e-mails and employees deemed to have knowledge of the contents of all such notices affecting.

#### **18. Use of Company Assets**

All employees and other entrusted personnel are responsible for protecting Eurotex Group's assets. Resources such as computers, telephones, mobile sets, personal digital assistants, pen drives, machines, and similar technologies are provided to employees to perform their tasks in support of company business.

#### **19. Restriction on use of Company assets**

- The use of company's assets for personal purpose is strictly prohibited; either than officially issued car, appliances & furniture for home use.
- Employee shall drive company vehicles with required license.

#### **20. Return with good condition of Company Assets**

- Employee shall return all official records, assets, equipment's in good condition while s/ he will leave the service;
- The company shall deduct value of damaged assets if employee is responsible for damage.

#### **21. Removal of Company Assets**

No employee shall remove any property (including papers), etc. from the company's premises without prior consent of the concerned unit HR, Admin & CSR Head.

#### **22. Zero Tolerance**

No Employee shall exercise ZERO TOLERANCE issues. Consequence of exercising following Zero tolerance Issue is unforgivable offense that leads the employee to dismissal from job. The followings are ZERO TOLERANCE issues.

- Physical assault or abuse
- Theft;
- Monetary corruption
- Verbal abuse
- Sexual harassment
- Gift

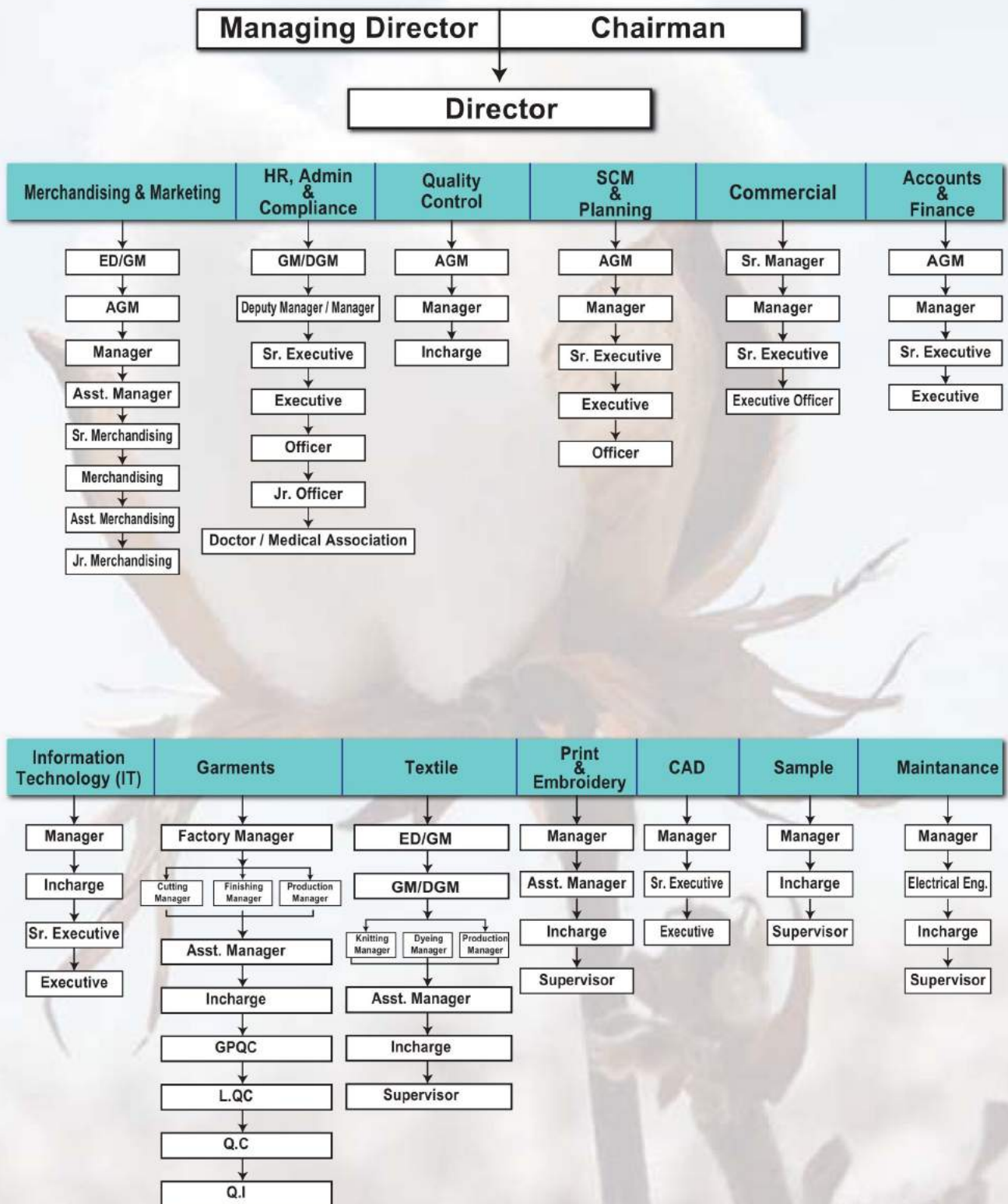
#### **23. Criminal Charges & Conviction**

Employee will be dismissed automatically without prior notice or pay in lieu thereof if s/he is convicted for any criminal offence from court.

#### **24. Diligence, care & attention**

- Employees are required to do their job effectively, impartially and to the best of their competency.
- Employee shall maintain accurate records and keep files associated with their work up to date;
- Employee shall carry out any agreed plans for improving work performance within timeframe;
- Employee shall comply with any Departmental policies in the workplace;
- Employee shall maintain a standard in dress and appearance;
- Employee shall not engage in any misconduct;
- Employee shall avoid negligence of duty;
- 'Go slow' is prohibited at any level.
- An employee shall not possess or carry any lethal weapon, arms or ammunition or explosive in the company premises;
- An employee shall not sleep at factory or office premises while on duty;
- An employee may write any anonymous letter to superiors or management.

# ORGANOGRAM





## Manpower of Eurotex Group

UNIT	Officer & Staff	Worker	Total
EUROTEX KNITWEAR LIMITED	288	1838	2126
EURO KNIT SPINN COMPOSITE LTD.	68	738	1260
EURO KNIT SPINN LIMITED	105	632	880
EURO APPAREL SOURCING INT.	25	-	25
BALLY COTTON KNIT DRESS LTD.	37	283	320
EURO DENIM & FASHION LTD.	58	465	650
EURO GREEN AGRO LTD.	20	120	140
TEX ASIA LIMITED	350	1654	2004
EURO PRINTING & PACKAGING	40	255	295
COLOUR PLUS PRINTING UNIT LTD.	27	370	397

## Professionals working for the Group

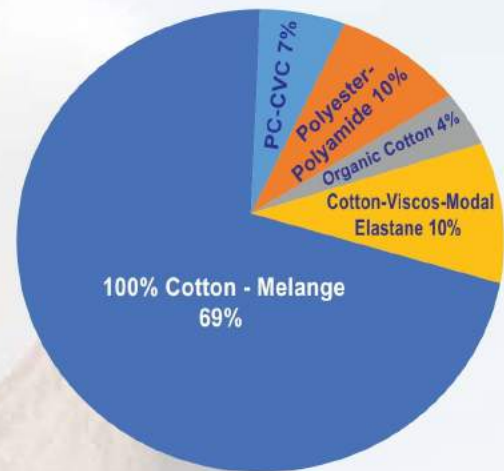
Sl. No.	Name of Education	Persons
01.	Masters	80
02.	BBA/MBA	27
03.	Industrial Engineering	08
04.	B.Sc.In Textile Engineering	06
05.	B.Sc. In Mechanical Engineering	03
06.	B.Sc. In Electrical Engineering	03
07.	B.Sc. In Computer Science and Engineering	02
08.	Graphic Designer	05
09.	CA (CC)	02
10.	MBBS	04
11.	PGDHRM	02
12.	L.L.B	01
13.	Diploma In Engineering	35



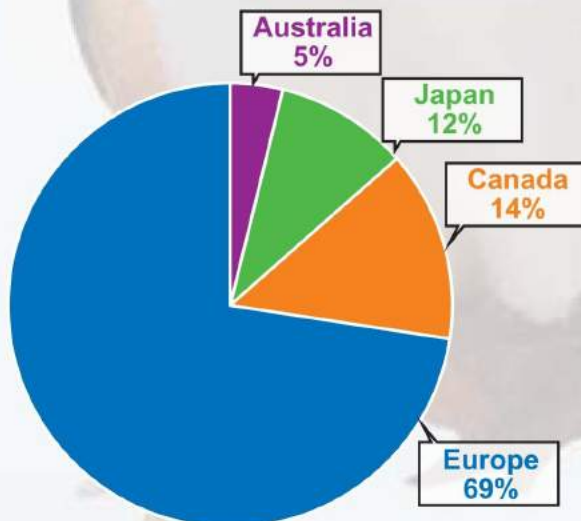
## STRENGTH



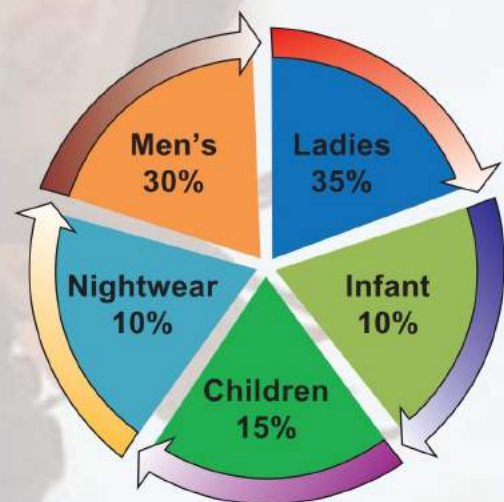
## FABRIC MIX



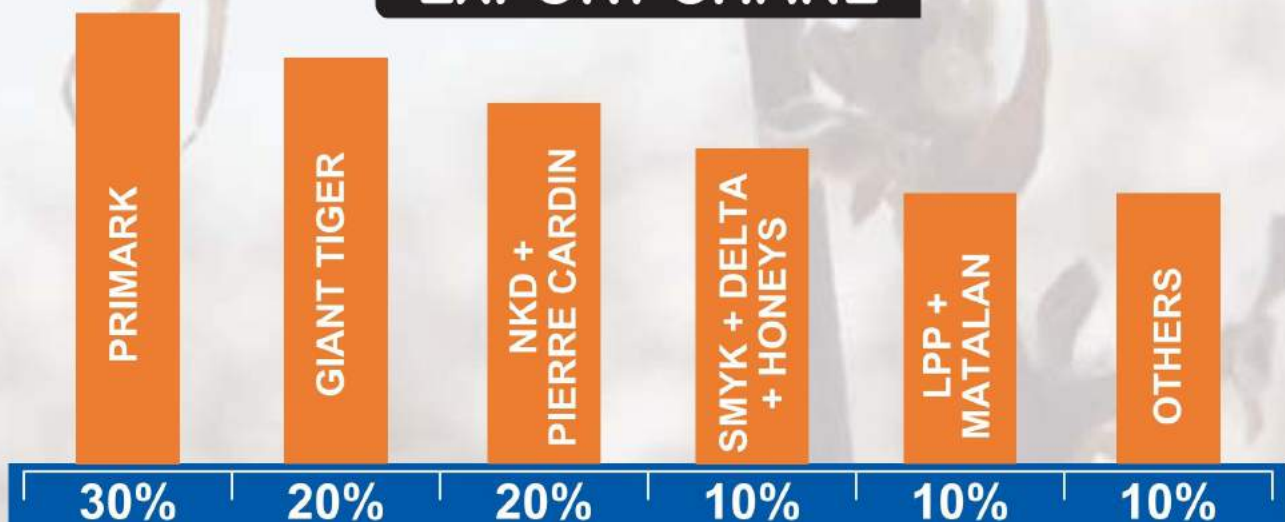
## SALES



## CATEGORY MIX



## EXPORT SHARE





## OUR CUSTOMERS



Pierre Cardin, Sports Direct, Matalan, Daniel Hechter-UK  
 Primark-Ireland, Lenta-Russia, Giant Tiger-Canada,  
 Wego, Honeys, Will Corporation, Sunmarino-Japan  
 Vroom & Dress man, Vespo Group-Netherland  
 NKD, Aldi, Lidl, Ernsting Family-Germany  
 Target, Best & Less, Cotton On-Australia  
 Renner-Brazil, Max-Dubai, Mango-Spain  
 Auchan, Sun City, Atlas, Gemo-France  
 Bel & Bo-Belgium, LPP, SMYK-Poland  
 Truworths-South Africa  
 Delta

## Total Turnover in US \$





## PRODUCT GALLERY



### Knit Fabrics:

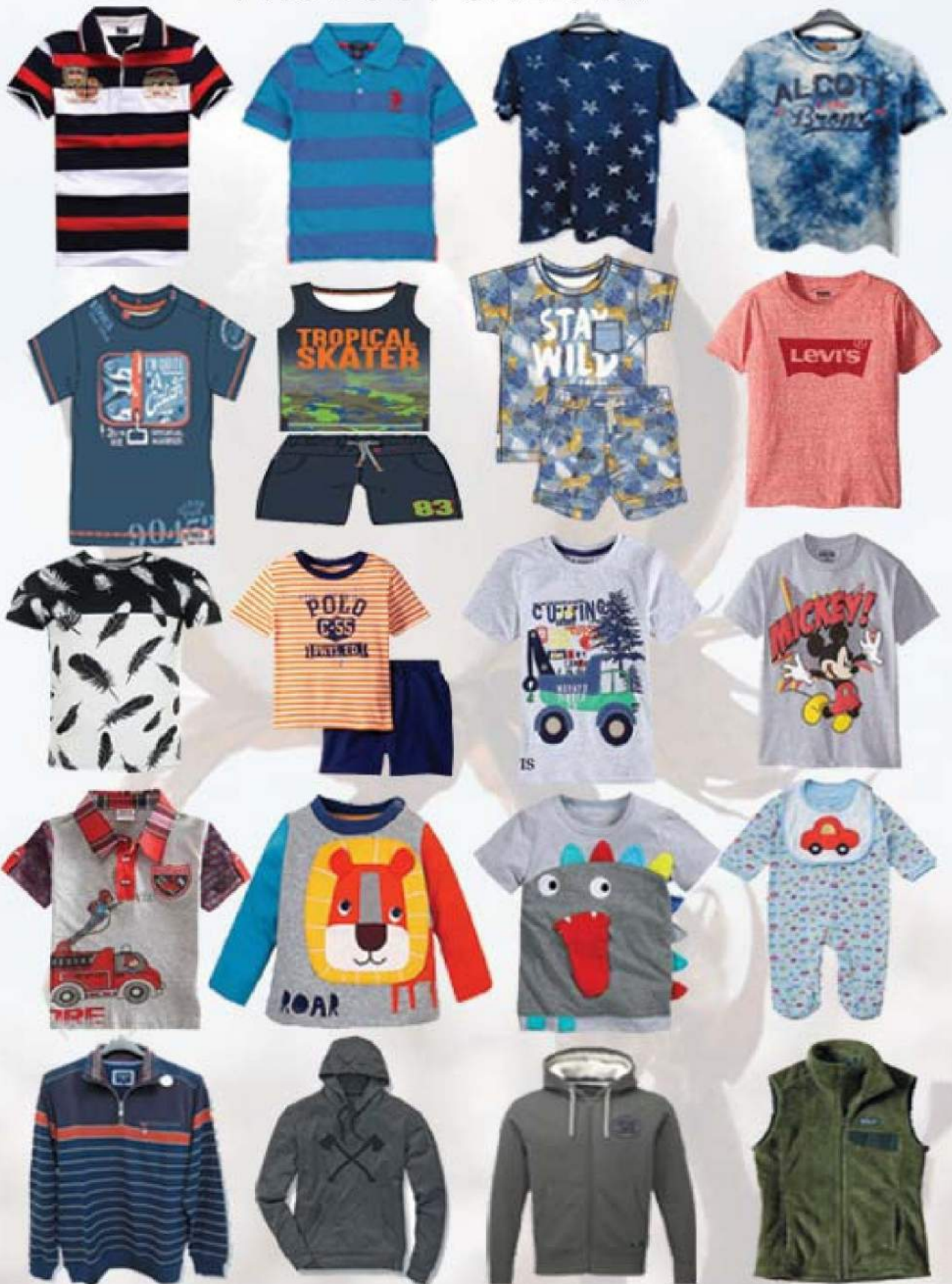
Single jersey, Heavy jersey, Pique Polo, Lacoste, Rib Interlock, Cotton Elastane, Cotton Viscose, Cotton Modal / Polyester Viscose, Polyester, Cotton Polyester, French terry / Fleece

### Garments:

T-Shirt, Polo Shirt, Sweat-Shirt/Jkt, Zip Hoodie, Jogging, Tank Tops, Children wear, Night Wear, Short Pant, Long Pant, Jogging Suite, Runners Pant, Functional Wear, Fashion Dresses, Sports Wear etc.



## PRODUCT GALLERY





# MACHINERIES & CAPACITY



## Dyeing & Knitting

- ★ Floor space : 238,142 Square Feet.
- ★ Man Power : 800 Person
- ★ Knitting Machine : 63 nos
- ★ Knitting per day : 20,000 kgs
- ★ Dyeing Machine : 27 nos
- ★ Dyeing per day : 25 Ton
- ★ Finishing per day : 35 Ton
- ★ Stenter machine : 03 nos
- ★ Open width compactor : 03 nos
- ★ Tension Free Dryer : 01 nos
- ★ Tub compactor : 01 nos
- ★ Slitting & squeezing machine : 04 nos
- ★ Brushing machine : 01 nos
- ★ Tumble dryer : 02 nos
- ★ Fabric inspection machine : 11 nos
- ★ Calender Machine : 01 nos
- ★ Hidro Machine : 01 nos
- ★ Washing Machine : 01 nos
- ★ Knitting Color Machine : 12 nos
- ★ Per Day (Color) : 10,000 Pcs

## Printing Unit

- ★ Floor Space : 55,000 Square Feet.
- ★ Man Power : 70 Person
- ★ All Over Print Machine : 02 Nos
- ★ Auto Coating Machine : 01 Nos
- ★ Digital Ink Jet Ergraving Machine : 01 Nos
- ★ Developer Machine : 01 Nos
- ★ Hardner Suction Machine : 01 Nos
- ★ Rubber Grinder Machine : 01 Nos
- ★ Capacity : 6,000 kgs/Day.







## Embroidery Unit

- ❖ Machines : 173 Head 10 nos.
- ❖ Man Power : 120 Person
- ❖ Capacity : 40,000 Pcs Per Day

## Garments Division

- ❖ Floor Space : 3,07,445 Square Feet.
- ❖ Production Line : 81
- ❖ Production Capacity : 5 Million (Per Month)
- ❖ Sewing Machine : 2250 Pcs.
- ❖ Iron : 190 Pcs.
- ❖ Boiler : 06 Pcs.
- ❖ Generator : 6 Pcs.
- ❖ Metal Detector : 06 Pcs.
- ❖ Pull Test : 2 Pcs.





## OUR FACTORY







LET'S WORK TOGETHER FOR A SUCCESSFUL  
LONG TERM PARTNERSHIP  
**THANK YOU**