



al-muslim group

- ✓ **A.K.M. Knit Wear Ltd.**
- ✓ **Pacific Blue (Jeans Wear) Ltd.**
- ✓ **Al-Muslim Washing Ltd.**
- ✓ **Al-Muslim Garments Acc. Ltd.**
- ✓ **Al-Muslim Yarn Dyeing Ltd.**
- ✓ **Al-Muslim Apparels Ltd**

- ✓ **OVER 28 YEARS IN APPAREL BUSINESS**
- ✓ **MORE THAN 28,000 EMPLOYEES**
- ✓ **DYNAMIC 170 SEWING LINES PRODUCING 4.5 MILLION GARMENTS PER MONTH**
- ✓ **ANNUAL TURN OVER US\$300 MILLION**
- ✓ **IN HOUSE SUSTAINABLE LAUNDRY FACILITIES WITH 5 MILLION CAPACITY PER MONTH**

**Message from The
Founder & Managing
Director**

“We are committed to build up long term partnerships with our customers by offering quality product & service, updated market information, superior garments and on time deliveries”

Md. Abdullah
Founder & Managing Director



AL MUSLIM GROUP



Our Mission

Our Vision

Sustainability Vision

"Our vision is to be inspired by sustainability, transforming Al-Muslim Group into the most sustainable apparel business on the planet"

We use our large scale abilities and global reach to create a positive impact on the apparel manufacturing process by investing in technology, continuous improvement and sustainable solutions.

Mission

"We will stand by all our stakeholders under any challenging circumstances"

We hold a positive approach when facing challenges in creating value for our customer. We work responsibly and believe in operational excellence. We empower our employees to succeed while treating them with respect and dignity. Continuous improvement towards a sustainable future is how we progress



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Our Values at Workplace -

We respect our people, treat them equally.

We value their contribution, respect their ideas, provide a safe working environment, to perform and empower themselves in order to reach greater heights in their career.

Honesty and integrity are paramount to us.

We believe in fair trade, adhering to rules and regulations of the country we operate in and remaining transparent in all our dealings.

Customer satisfaction is our main goal.

Customer satisfaction is our priority. We strive to supply the best quality apparel solutions to all our clients.

Quality is a way of life for us.

Across the entire organization, we have instilled a sense of ownership and accountability in every individual to continue the drive towards our future growth and success.

We value working as a team.

We value empowerment and teamwork everywhere we operate, because we know that when we unite and work together with full potential, nothing is beyond our reach. Success starts and ends with our unity.





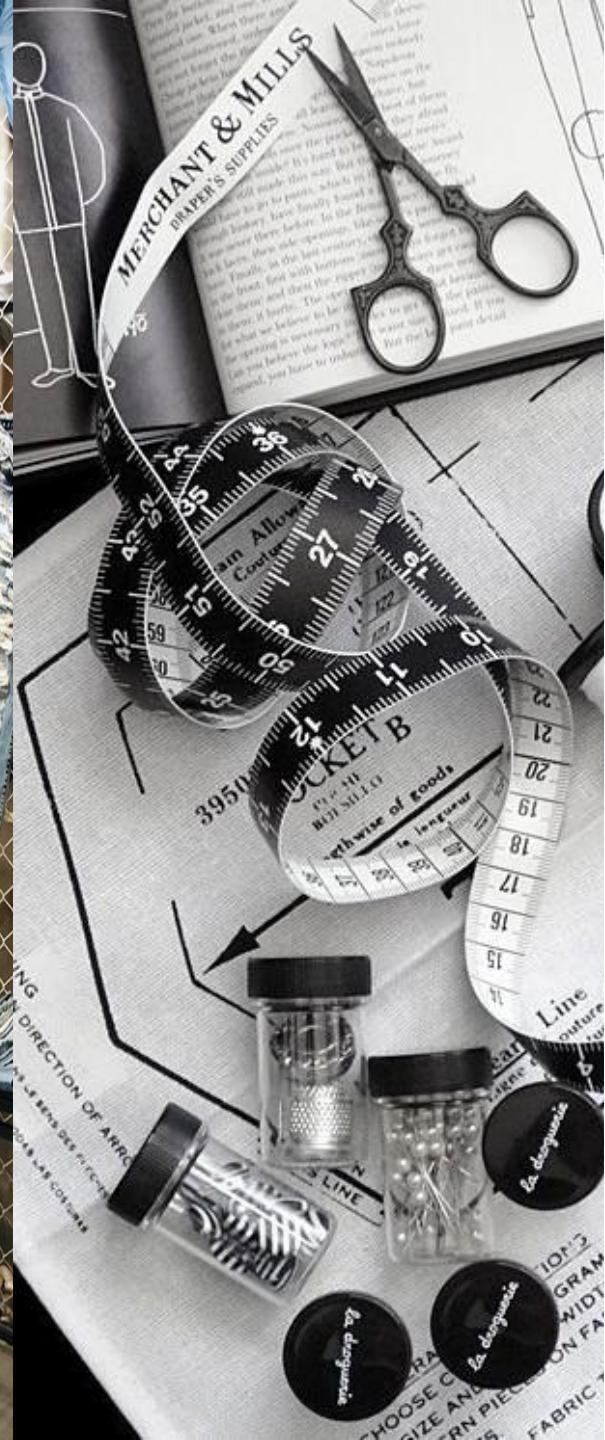
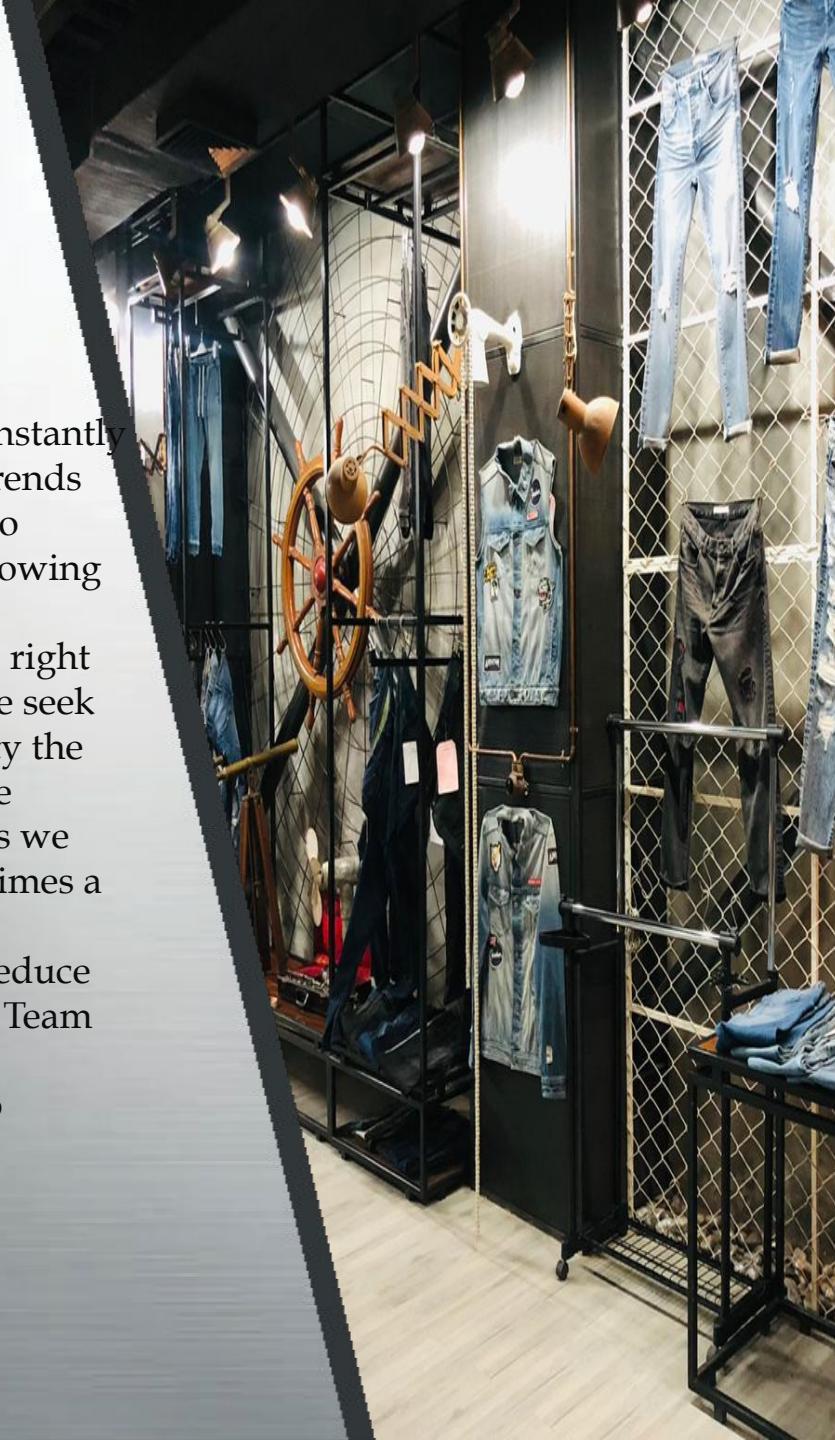
Quality Management Process :

We focus on continuous improvement on Quality Management System to safeguard our products . Below are some of the thumb rules we follow –

- A strict check point in each process of pre-production and production to ensure supreme quality of products.
- 100% bulk fabric shrinkage, skewness and color shade checking before cutting.
- Quality control for 100% garments we produce and 7-0 Random inspection procedure with corrective action plan for the high risk areas.
- The company also has the parallel management structures for both production and quality management. Our integrated Statistical Process Control (SPC) strongly assures the supply of quality merchandise to our Customer.
- Our QC teams are certified as CFAs (Certified Factory Auditors) by our Customers. CFAs are authorized to ship the goods on Customer's behalf.
- In the process of production, an individual tracking number is affixed inside all the garments to back track the fault till the responsible person.
- Our built-in quality conscious approach has enabled to achieve defect rate of under 2% by the customers quality audit team.

In-house Design Innovation Centre :

Our team of Designers constantly follow the latest fashion trends and translate the same into commercial business. Following the same, we prepare our collection by choosing the right fabrics and techniques. We seek to find in every personality the best and to match with the uniqueness of each brands we work with. We present 6 times a year our collection to our customers, so that it can reduce their work load and time. Team in Spain and Dhaka are continuously on the job to provide complete design solutions.



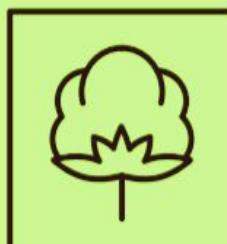
Our Products :

Our main strengths are

- ✓ Denim and non-denim bottoms/ jackets across all categories.
- ✓ Outerwear - Synthetic jackets with fake down and Padded jackets.
- ✓ Other Products - Chino shorts, Cargo shorts, Swimming shorts, Dungaree, PU Jackets and many more.



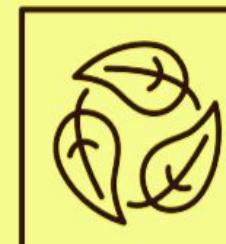
SUSTAINABLE PROCESS



ORGANIC
COTTON



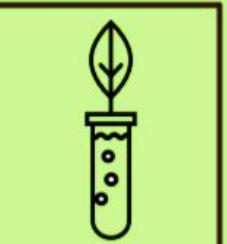
TREES
PLANTATION



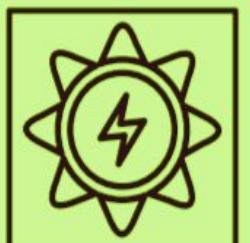
RECYCLED RAW
MATERIAL



RECYCLING
WATER TO REUSE



LESS CHEMICAL
CONSUMPTION



LESS POWER
CONSUMPTION

Sustainable Washing :

Sustainability is embedded in many of the daily processes in the company and it is a key factor in both strategic and operational decision making. Our long-term focus on sustainable production makes us a strong competitor in the industry. Our produced garments are with low impact to environment, made using less water, less energy, sustainable raw materials and much less chemicals by using advanced laundry technologies. We are one of the most advanced and updated production companies in the country with all latest machineries to produce sustainable garments.

This is how we try to make whole business environmental friendly and totally sustainable:

- Using recycled raw material
- Using organic cotton
- Reducing power consumption
- Reducing water consumption by using modern Jeanologia ozone machines
- Reducing chemical consumptions by Up&Core Tonello
- Recycling water to re-use in various purposes
- Using laser machines to avoid harmful pp spray



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ECO-FRIENDLY WASHING FACILITY

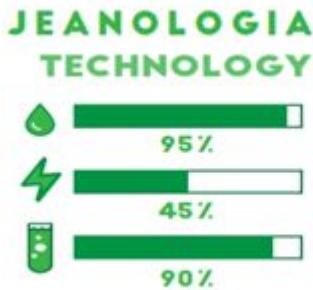
Our latest machineries are :

- ✓ Ozone by Jeanologia Spain
- ✓ Laser by Jeanologia Spain
- ✓ Fully automatic conveyor dryer
- ✓ Green Drying Machine
- ✓ UP Arm
- ✓ CORE Machine

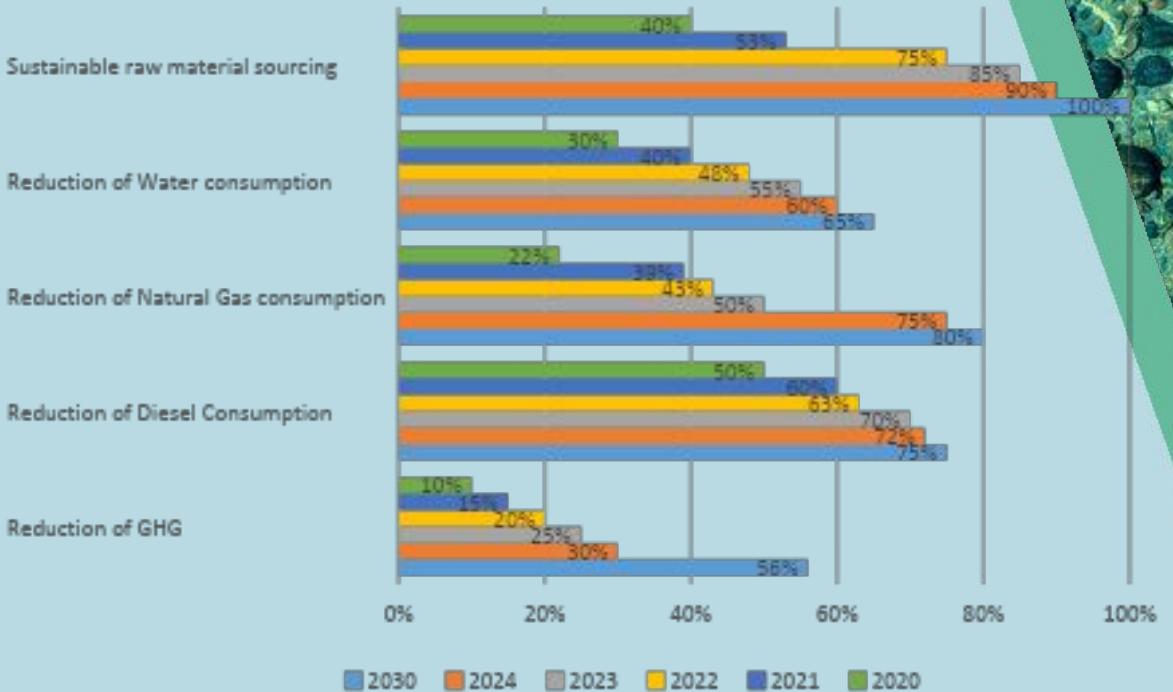
“Our EIM scores are under 33 Lt. per garment” – (Low Impact Process)

This means WATER COMSUMPTION is 0 to 33 Lt/garment. The total consumption will be the one resulting the quantity of water used in each process step. To supply our laundries we have machines that provide:

- ✓ Low liquidation machines
- ✓ ECO DRUM SYSTEM
- ✓ Engineered Embossed Drum Design
- ✓ Green Dryers



Sustainable Statistics



Year	Reduction of GHG	Reduction of Diesel Consumption	Reduction of Natural Gas consumption	Reduction of Water consumption	Sustainable raw material sourcing
2030	56%	75%	80%	65%	100%
2024	30%	72%	75%	60%	90%
2023	25%	70%	50%	55%	85%
2022	20%	63%	43%	48%	75%
2021	15%	60%	39%	40%	53%
2020	10%	50%	22%	30%	40%

Sustainable Product Initiative

Social compliance Score verified by H&M - 69.00%

Environmental Score verified by ITS - 65.00%

HIGG Index

- Higg Index (Social)
- Environmental (FEM 3.0)
- Assessment for 2018 completed and verified.
- Score - Platinum



ETP



Rain Water Harvesting

ETP information

- We have a biological ETP plant with the capacity of 220m³/hour and extending 280m³/Hour. Our ETP status is **"GREEN"** certified by H&M.

Environmental Project:

- Higg FEM 3.0 (C&A, H&M, Bestseller);
- Clean Chain (C&A);
- Sustainable Chemical Management (SCM) for (C&A);
- BluHive (Bestseller);
- Best Chemical Management Program (BCMP) for (H&M);
- Rain Water Harvesting (H&M);
- Water Treatment Plant (WTP) for own project;
- Water Recycle for (H&M);
- Zero Liquid Discharge (ZLD) for Department of Environment (DoE);
- 3R (Reduce, Reuse and Recycle) for Department of Environment (DoE);
- Waste Recycle Survey for (H&M);
- Zero Discharge of Hazardous Chemicals (ZDHC) for (C&A, H&M);
- Solar Panel Survey for (H&M);



EMBROIDERY, PRINTING, POLY & QUILTING FACILITY :

Al-Muslim Group is equipped with fully integrated compliance Embroidery , Sequins, Poly, Printing and Quilting unit.

We hold a huge capacity in every segment as mentioned below:

- ✓ Embroidery - 650000 pcs per month
- ✓ Printing - 520000 pcs per month
- ✓ Quilting - 200000 yards per month
- ✓ Poly - 200000 yards per month





**AL-MUSLIM GARMENTS
ACCESSORIES LTD.**

A name with sustainable quality

Al-Muslim Garments Accessories Ltd. established in year 2008 with a multi-dimensional B2B business model for RMG sector. A state-of-the-art & eco-friendly garments accessories manufacturing facility which is certified by our leading partners H&M, C&A, NEXT, BESTSELLER and CELIO.

Certifications of AGAL :

- ✓ GOTS
- ✓ FSC
- ✓ RCS 2.0
- ✓ OEKO-TEX®100

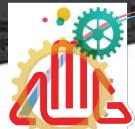


Products of AGAL :

- ✓ Sewing Thread
- ✓ Pocketing
- ✓ Twill Tapes
- ✓ Drawstring
- ✓ All types of Elastics
- ✓ Heat Transfer Labels
- ✓ Hang Tags/ Waist Tags/ Joker Tags
- ✓ Printed Labels
- ✓ Photo Board
- ✓ Polybag
- ✓ Gum Tape
- ✓ Woven Belts



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Testing Laboratory:

Al- Muslim Textile Testing Laboratory is one of the finest in-housed lab in the country where we are consistently ensuring the best of quality products to our customers. We are able to perform Physical and Chemical tests in JIS, AATTC and ISO methods.

Al- Muslim Textile Testing Laboratory is approved by our leading partners BESTSELLER, C&A, NEXT, CELIO and H&M.

Al- Muslim Textile Testing Laboratory is accredited by Bereau Veritas.



JACK & JONES CERTIFIED LABORATORY

AL-MUSLIM TEXTILE TESTING LABORATORY
Under the expert guidance of Lab Manager Md. Mahrurul Talukder has been approved by JACK & JONES to conduct physical test on calibrated laboratory equipment, in accordance with below mentioned test list:

General Testing		Physical Performance	
Tensile Strength	ISO 1052	Tensile Strength	ISO 1052
Fastness to Light	ISO 1052	Colorfastness to Sunlight	ISO 1052
Fastness to Washing	ISO 1052	Seam Strength of Garment Items	ISO 1052
Fastness to Bleaching	ISO 1052	Wrinkle Recovery	ISO 1052
Fastness to Oxidative	ISO 1052	Shade Variation	ISO 1052
Fastness to Perspiration	ISO 1052	Shade Variation and Recovery	ISO 1052
Fastness to Chlorine	ISO 1052	Shade Variation	ISO 1052
Dimensional Stability	ISO 1052	Shade Variation	ISO 1052
Dimensional Stability - Apparels Assessment after washing	ISO 1052	Shade Variation	ISO 1052
Arras Strength	ISO 1052	Fastness to Phenolic	ISO 1052
Arras Strength - Garment Items	ISO 1052	Fastness to Phenolic after wash	ISO 1052
Dimensional Stability	ISO 1052	Fastness to Phenolic after wash	ISO 1052
Color fastness		Dimensional Change to washing	
Fastness to Rubbing	ISO 1052-XII	Dimensional change to washing	ISO 1052-XII
Fastness to perspiration	ISO 1052-XII	Dimensional change to washing	ISO 1052-XII
Fastness to water	ISO 1052-XII	Dimensional change to washing	ISO 1052-XII
Fastness to sea water	ISO 1052-XII	Dimensional change to washing	ISO 1052-XII
Fastness to artificial light	ISO 1052-XII	Dimensional change to washing	ISO 1052-XII
Fastness to phenolic	ISO 1052-XII	Dimensional change to washing	ISO 1052-XII
Physical test		Stability & appearance test	
Mass per unit area	ISO 22327	Dimensional change to washing	ISO 4389 with JACK & JONES + SELECTED
Tear resistance	ISO 10393-1	Dimensional change to washing	ISO 4389 with JACK & JONES + SELECTED
Tensile strength	ISO 10393-1	Change in appearance after wash	ISO 4389 with JACK & JONES + SELECTED
Aborption of water	ISO 10393-1	Twist/stability after wash	ISO 54322-3
Resistance to pilling	ISO 10393-2	Twist/stability after wash	ISO 54322-3
Seam strength	ISO 10393-3	Twist/stability after wash	ISO 54322-3
Button pull force	ISO 10393-3	Twist/stability after wash	ISO 54322-3
Date:	17/3/2017	Date of expiry:	17/3/2028
By:	Naja Thrye Johansen Quality Manager, JACK & JONES	Signature:	Naja Thrye Johansen

FACTORY SAFETY STANDARDS

ACCORD
on Fire and Building Safety in Bangladesh

Letter of Recognition

The Accord on Fire and Building Safety (Accord) hereby recognizes that:

A.K.M. KNT WEAR LTD. (9178)

Has successfully completed all remediation measures required from the Accord initial inspection for fire, electrical and structural safety conducted in March 2014.

Accord inspectors have physically inspected all items on the initial inspection plan, developed from the Accord initial inspections and approved by the Accord Chief Safety Inspector.

The Accord initial inspections covered minimum life safety issues in the areas of fire, electrical, and structural safety based on an inspection standard developed with the Government of Bangladesh and the Accord partners to ensure a safe working environment.

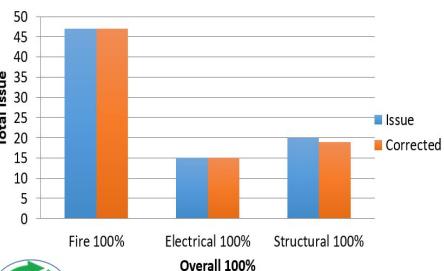
Factory safety is a continuous process which requires regular monitoring, maintenance, and in-factory safety systems and practices. The Accord will continue to support the factory in maintaining its industrial safety and further advancing such culture of safety and health at the factory.

The Accord extends its congratulations to A.K.M. KNT WEAR LTD. (9178) for achieving this safety milestone.


Rohit Wadia
Managing Director
Stitchwise Bangladesh Accord Foundation
Accord on Fire and Building Safety in Bangladesh
Date: 07/04/2014

*The letter of recognition verifies that the factory has successfully remediated all items from the initial inspection of the verification inspection. This letter of recognition should not be considered to be a certification or endorsement on the part of the Accord.

ACCORD Remediation Status



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ACCORD
on Fire and Building Safety in Bangladesh

Dedicated fire fighting team



NO MORE
NEEDLE FRAGMENTS

Fire Fighting Equipment



Automatic Sprinkler System



Fire doors & AFDS



Product Safety Measures we follow:

- ✓ Established Broken Needle Policy and 'Sharp tool policy' as per compliance standards.
- ✓ Metal detection at various stage ensuring product safety and a periodic calibration of the machines to perform accurately.
- ✓ Child safety policy for producing kids garments



মেটাল ডিটেক্টর মেশিন এর রুটিন

1. Press the "Start" button after 05(Five) minutes of switching On the power. মেশিনের "স্টার্ট" ব্যন্ডেল পরে ০৫(পাঁচ) মিনিট পরে "স্টার্ট" করো মেশিনে।
2. Test the machine with 1.00mm Dia block keeping it on both sides (In front and middle of the conveyor belt.) মেশিনের মধ্যভাগে দেয়াল হীল পার্স এবং মাধ্যমে ১.০০ মি.মি বি.ডি.বি.বি.বি. দেয়াল মেশিনে রেখে কোর্ণ।
3. After checking 100 pack each, test machine with 1.00mm Dia block. প্রতি পেকে ১০০ পেক পরে মেশিন পরে ১.০০ মি.মি বি.ডি.বি.বি.বি. দেয়াল মেশিনে রেখে কোর্ণ।
4. If the machine is found not OK test, then first repair the machine (Inform machine Supplier) when the machine is OK, recheck all those checked garments again through the machine. প্রতি পেকে পরে মেশিন পরে কোর্ণ দেয়াল মেশিনে রেখে কোর্ণ।
5. If metal is detected a note it down in the register as per size and style of those garments and solve it as per the existing procedure of metal detection. প্রতি পেকে নথ মেশিন দিয়েছি কোর্ণ হীল পার্সের সাথে ১.০০ মি.মি বি.ডি.বি.বি.বি. দেয়াল মেশিনে রেখে কোর্ণ।
6. If metal is detected turn the "RESET" key and wait for 10(Ten) seconds and then press the "START" button. প্রতি পেকে নথ মেশিন দিয়েছি কোর্ণ হীল পার্সের ১.০০ মি.মি বি.ডি.বি.বি.বি. দেয়াল মেশিনে রেখে কোর্ণ।
7. Keep all the checked garments in the area specified and pack in carton. প্রতি পেকে নথ মেশিন দিয়েছি কোর্ণ হীল পার্সের সাথে ১.০০ মি.মি বি.ডি.বি.বি.বি. দেয়াল মেশিনে রেখে কোর্ণ।
8. To end the operation press STOP button, then switch Off the power. মেশিন পর জানা রেল "স্টপ" মেশিনে রেল করো। জানা "স্টার্ট" রেল করো।
9. Without an authorized person do not handle or operate the machine. অনুমতি পাওয়া কোর্ণ হীল পার্সের সাথে মেশিন করো না।
10. Do not keep anything on the conveyor belt. কোর্ণ হীল পার্সের কোর্ণ হীল পার্সের সাথে মেশিন করো না।
11. While operating the machine, take off hand watch, bracelet, bangles etc. মেশিন পর জানা রেল করো কোর্ণ হীল পার্সের সাথে মেশিন করো।
12. Do not put garment on top of another on the conveyor belt. কোর্ণ হীল পার্সের কোর্ণ হীল পার্সের সাথে মেশিন করো না।

Green Earth For Better Life: Think Globally Act Locally

BROKEN NEEDLE POLICY

1. No operator should be in position of any needle other than those which are in the machine carrying out the sewing operation.
2. All spare needles should be kept with a designated person in a secure location. All spare needle to be kept under "lock & key".
3. The designated person only should be permitted to issue needle to the needle operator.
4. Mechanics must ensure needles are not left on the machine after servicing.
5. Redundant machine taken off line must not be left with needle in the machines.
6. When a needle is broken all parts of that broken needle must be found and returned to the supervisor or designated person. Upon Checking that all parts have been found the designated person will issue a new needle.
7. If all parts of broken needle are not found then the bundle of work on which the operator is working and any bundle in close proximity to his/her machine must be removed and passed through the metal detector to isolate any metal containing garments.
8. These should thoroughly examine in a special area (*i.e.* the quality office) until the missing needle or parts are found.
9. If of any reason all fragments cannot be found the garments should be destroyed.
10. The **sewing section** should keep records of all needle types used with information regarding the length of each type of needle. Templates should be made & used to check the length of all broken needle pieces to ensure that all pieces are found. It is easy to miss a part of broken needle if the length of the needle is not known and checked.
11. All parts of broken needle are to be securely fastened by cello tape and recorded on the broken needle report. This information must be complete at the time of the broken needle parts being returned. Not at a later time.
12. The broken needle reports are to be kept away from the production area and the supervisor's desk at all time.
13. The broken needle reports are to be completed by calendar month, checked and signed off by the sewing manager and handed over to the Q.A. manager for a monthly audit and report.
14. The above procedure must also apply to all hand sewing needles.



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 Fire exit
Keep clear

Green Earth For Better Life: Think Globally Act Locally.



LONG TERM



GOAL



RESPONSIBILITY



SINCERITY



RESOURCES



SUSTAINABILITY

CORPORATE SOCIAL RESPONSIBILITY

- ✓ Free lunch to all the 22000 workers everyday.
- ✓ Relief Distribution during COVID crisis and on continuous basis including local festivals.
- ✓ Educational stipends
- ✓ Health Care Center with 24/7 Ambulance Service
- ✓ Assist to get free treatment to employee's family
- ✓ Dedicated Rescue and fire-fighting team
- ✓ Periodic Mosquito Repellent Treatment
- ✓ Environment Clean Program (Free Dustbin Distribution)
- ✓ Benefit to women employees thru "HER" project
- ✓ Tree Plantation
- ✓ Child care center



CSR



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Training & Development:

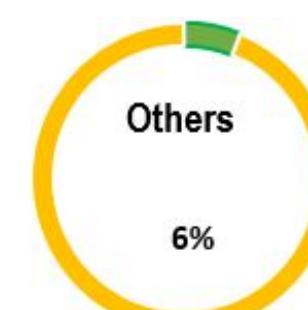
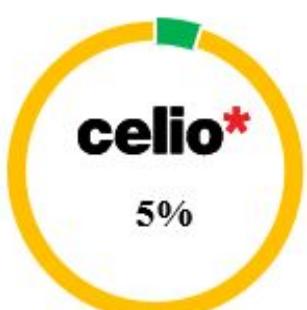
To aware our employees about new technologies , workplace safety, Health & Safety and rights & benefits, we are providing regular training with all employees (workers & staffs) regarding labor law, Health & Safety, buyer COC, and all other relevant requirements of buyers.

- ✓ Training on Anti-Discrimination, Anti - Harassment & Anti - Abuse, Diversity & Equal and Forced labor &Child Labor.
- ✓ Training on Compensation Policies & Practices.
- ✓ Training on Labor Law.
- ✓ Training on working hour policy & Legal requirements
- ✓ Training on Freedom of Association and Collective Bargaining
- ✓ Training on Grievance procedures.
- ✓ Training on Disciplinary action & procedures.
- ✓ Training on PPE & Safety Procedures/Snap button / Over lock Mc op.
- ✓ Training on Emergency procedures / Emergency Preparedness Plan.
- ✓ Training on Fire Safety
- ✓ Training on General Awareness.
- ✓ Training on Health and Safety.
- ✓ Training on new technologies for upgrading skills

ক্যাম্পাইন এর নিয়মনীতি বিষয়ে উৎসাদন ব্যবস্থার
কর্মীদের প্রশিক্ষণ প্রদান করা হচ্ছে।



Our Associate Partners Contribution on annual turnover



"Our satisfaction is to serve our customer with 100% sustainability"

Certifications & Memberships



Awards & Recognitions



Receiving **SILVER** Trophy from Prime Minister Sheikh Hasina for highest exporter of the fiscal Year 2016-2017.



Receiving **GOLD** Trophy from Prime Minister for highest exporter of the fiscal Year 2013-2014.



Receiving **BATEXPO** award from Ex. Prime Minister on 12th December 2013.



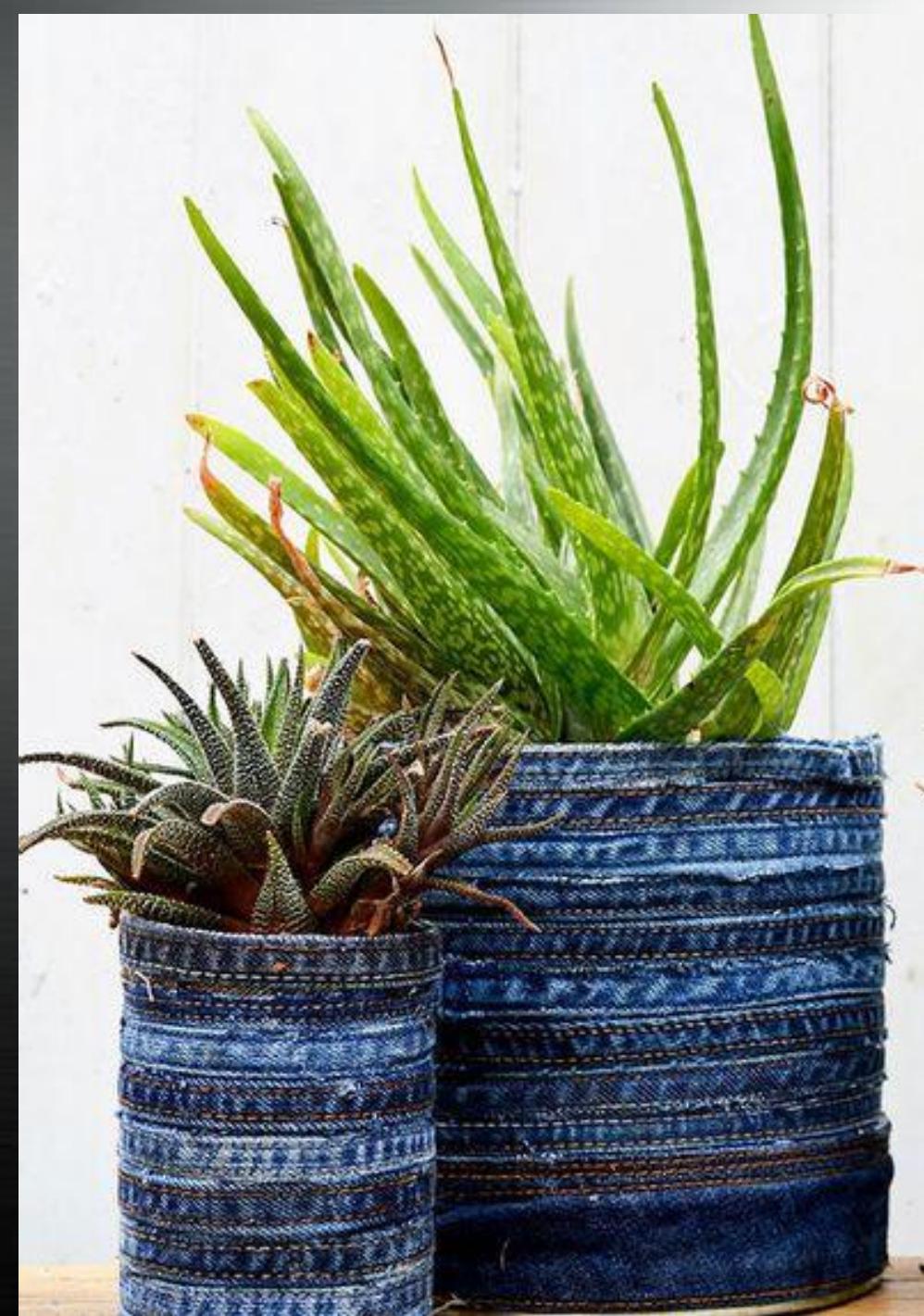
Receiving **GOLD** trophy from Commerce Minister Mr. Tofail Ahmed for highest exporter of the fiscal year 2014-2015.



Our MD is being congratulated by US Ambassador after receiving BATEXPO award.



H&M Excellence Award
"GREEN ETP" and Overall Brand Performance



"Coming together is a beginning,
staying together is progress, and
working together is success."
– Henry Ford

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