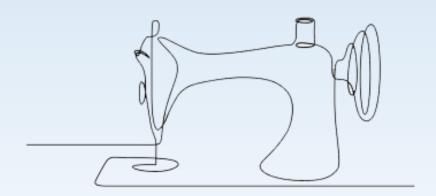


Company Profile

































INDEX:

1.	About Us	03
2.	Directors	03
3.	Milestone	04
4.	Vision	. 05
5.	Mission	. 05
6.	Values	. 05
7.	What We Do	06
8.	Value Addition On Garments	06
9.	Statistics	07
10.	Knowledge and Strategic Partners	07
	Affiliation	
12.	Our Story By Numbers	.08
13.	Sustainability	. 09
14.	Certified Audits	. 09
15.	Natural Fabrics	. 10
16.	Value Addition On Garments	10
17.	Sustainable Accessories	10
18.	Our Customers	11
19.	Export Countries	12
20.	Banking Information	. 12
21.	Contact Person	13
22.	Location	13
23.	Important Establishments	. 13
24.	Our Factory Building	14
25.	Social Compliance Standard	15
26.	Organogram of Management	16
27.	Machinery in Plant	. 17
28.	List of Sewing Machines	.17
29.	Local Supplier of Raw Materials	.18
30.	Foreign Suppliers of Raw Materials	. 19
31.	Our Freight Forwarders	. 20
32.	Our Testing Labs and 3rd Party Partners	20
33.	Our Courier Service Provider	.20



About Us: 0



Welcome to Posh Garments, a leading garment manufacturing company in Bangladesh. Established in 1984, we take pride in our legacy and expertise in the industry. With a flexible production platform, skilled workforce, and sustainability, we have been exporting millions of high-quality garments worldwide. Our success is attributed to management, who strive to meet the high standards of craftsmanship. Partner with us to redefine the fashion landscape with our innovative designs and commitment to excellence.

Directors: 4





Golam Sarwar Chairman



M. A. A. Zakariah Managing Director



Fuad Abdullah Director



Hasina Abdullah Director



Dilkash Ahmed Director

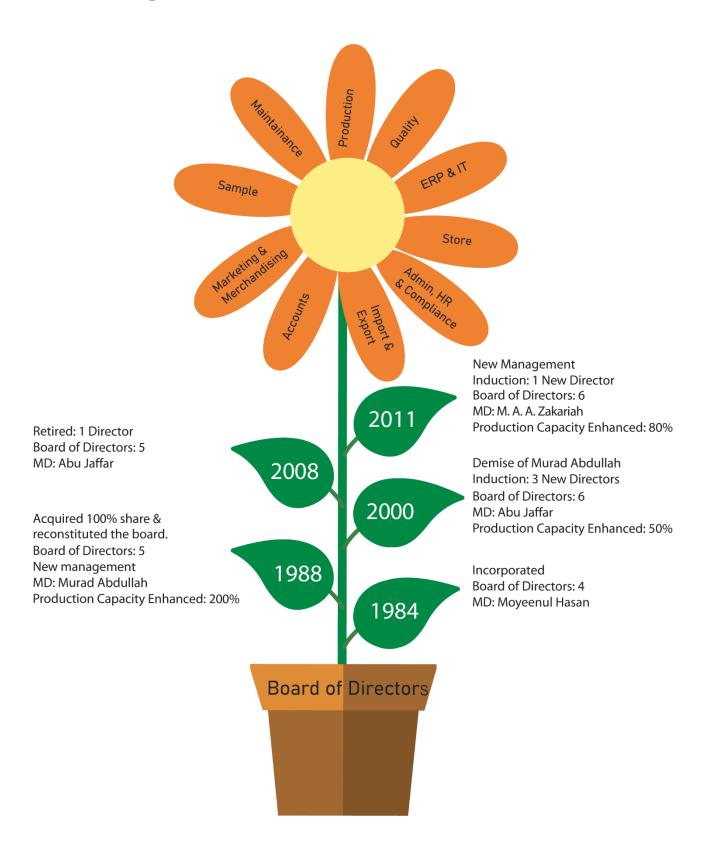


Wasim Zakariah Director



Milestone:







Vision



Be an unmatched apparel manufacturing solution.

Mission



To produce a wide range of apparels with exceptional price, innovative designs and value addition.

Values : 💎

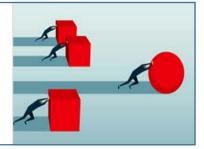


Commitment:

We value our commitments for on time delivery, quality and sustainability.

Efficiency:

We set high efficiency standard to run our core functions to excel.





Compliance:

We test our social & technical compliance rigorously & routinely for accountability & transparency.



What We Do:



Lead Time

- 90 days from fabric approval (imported fabric by sea shipment) - 120 days from fabric / print design or color selection (imported fabric by sea shipment).



MOO

Minimum order quantity is 2,000 pieces per color, per style. A large order quantity allows higher efficiency at a reduced manufacturing cost.



Sample

- Prato/First sample: 4 to 7 working days
- Sales sample: 6 to 10 weeks 5 to 10 working days
- PP sample: 10 working days
- Size set sample: 10 working days (after bulk fabric received)



Paments Terms

Telegraphic Transfer(T/T):

All kinds of sample charges. Small order quantity, advance purchase products etc. to be paid through bank to bank Telegraphic Transfer (T/T). Bulk Orders also can be done through T/T payment for contact.



Design & Development

We can assist customer creating fits and design for garments. We offer choices of fabrication, wide range of accessories and different packaging method: flat pack, boxed pack, hanging garments, etc.



Process & Quality

A strict regime of internal audits, critical process check, 3rd party testing on fabric / accessories / garments and Pre-final Inspection @ AQL 2.5 are done prior to shipment.



Manufacturing

Our dedicated teams ensure high quality and craftsmanship standard remains consistent whether order quantity is 1,000 or 100,000



ERP (Enterprise Resource Planning)

Our core functions are base on Enterprise Resource Planning (ERP). We strive continuously to reduce wastage of materials and increase production efficiency.





Placement Print

- Pigment
- Plastisol
- High Density
- Puff
- Foil
- Glitte
- Metalli - Cracked
- Sublimation
- Discharge
- Burn-out - Discharge
- Discharge



Embroidery

- Flat stich
- 2D - 3D
- Seguin
- Cotton thread
- Emb with print
- Felt



Washing/Piece Died

- Washed look
- Pigment dyed
- Enzyme wash
- Uneven wash - Destroy wash
- Crinkle wash
- Tie-dye
- Dip dye
- Cool dve
- PP spray
- Stone wash
- Heavy bleack wash



Hand Works

- Hand embroidery
- Hand stich
- Sequins - Hollis
- Bow
- Fabrics belt
- Embleshment



Statistics:



1,200+ Number of Employees

2,539,547Export Quantity in 2022



250,000

Production Capacity / Month

13,313,564

USD Sales in 2022

Knowledge and Strategic Partners:



























Affiliation:



Bangladesh Garments Manufacturers and Exporter Associations



Bangladesh Employer Federation



Bangladesh German Chamber of Commerce and Industry

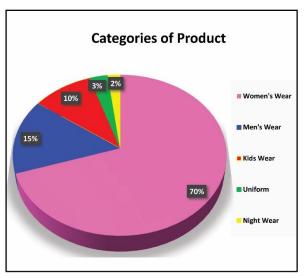


Bangladesh China Chamber of Commerce and Industry

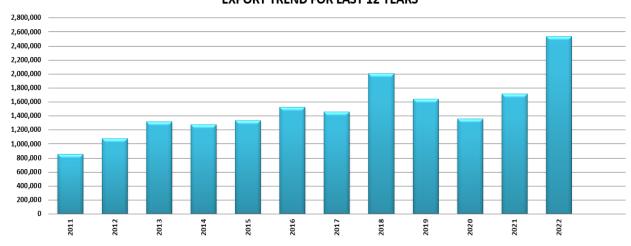


Our Story By Numbers : **

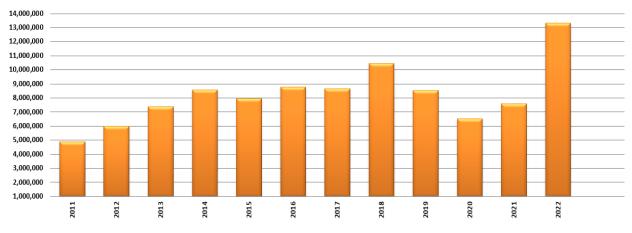




EXPORT TREND FOR LAST 12 YEARS



REVENUE TREND FOR LAST 12 YEARS





Sustainability : 🥮



Posh Garments, an IS 9001-2015 certified company, holds accreditations from BSCI, SEDEX, ICS, SLCP, GOTS, GRS, BCI, SVCOC, RSC, etc. Our core functions rely on Enterprise Resource Planning (ERP) and Standard Operating Procedures (SOP) to enhance operational effectiveness, transparency of data and reporting, and traceability of materials.

Certified Audits



The RMG Sustainability Council (RSC) is an unprecedented private national tripartite initiative to carry forward the significant accomplishments made in workplace safety in Bangladesh.



EUROPEAN FLAX® is the guarantee of traceability for premium flax fiber grown in Western Europe for all end uses - fashion, home, technical products, and others. A plant fiber, produced through farming that is respectful of the environment, without artificial irrigation* and GMO-free.



The Better Cotton Initiative (BCI) is a non-profit, multi stakeholder governance group that promotes better standards in cotton farming and practices.



The Organic Content Standard (OCS) applies to any non-food product containing 95-100 percent aganic material. It verifies the presence and amount of organic maleñal in a final product.



BSCI, a program of the Foreign Trade Association of Europe, is designed to improve working conditions for the suppliers of BSCl's participating member



An International Labor Organization and International Finance Corporation collaboration to promote decent work and better business in the garment industry



GOTS ensures the organic status of textiles from the harvesting of the raw materials through environmentally arid socially responsible manufacturing all the way to labelling, in order to



The GRS is an imemational, voluntary, full product standard that sets requirements for third-party certification of recycled content, chain of custody, social and environmental practices and chemical restrictions.



SMETA is Sedex's social auditing methodology, enabling businesses to assess their sites and suppliers to understand working conditions in their supply chain.



ICS is an international sectoral initiative with the aim to ance working conditions along the global supply chains of its member retailers and brands.



The label "Confidence in Textiles" that goes with the certification stands for responsible textile production. safety and transparency, ft represents an additional reassurance for factory employees, for retailers and consumers.



Because viscose is made from renewable plants, it is frequently cited as being environmentally friendly, and sustainable. ... Viscose is increasingly being manufactured using the Lyocell process.



SUSTAINABLE G ALS





































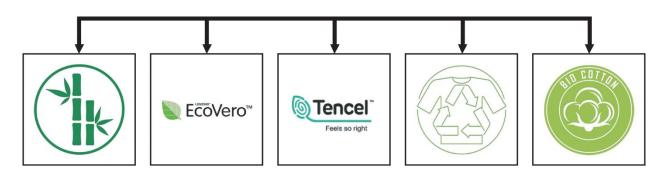
Meeting the Sustainable Development Goals (SDGs) is of utmost importance for Posh Garments. It not only ensures Posh Garment's long-term viability and competitiveness but also promotes sustainable and ethical practices. By addressing issues like responsible production, gender equality, and decent work conditions, Posh Garments can improve its global reputation, attract socially conscious consumers, brands, and retailers and contribute to the overall development of the ready-made garment industry in Bangladesh, creating a more inclusive and sustainable future for all stakeholders



Posh Garments demonstrates its commitment to ethical practices by complying with the German Due Diligence Act. The company ensures transparency in its supply chain, conducting thorough risk assessments and implementing measures to prevent human rights abuses and environmental damage. By adhering to the Act's requirements, the company strengthens its accountability, promotes fair labor practices, and contributes to the responsible sourcing of garments, fostering a sustainable and socially responsible industry.



Natural Fabrics : 🥪









Our Customers:





















































Export Countries:



NETHERLANDS	
GERMANY	
BELGIUM	
FRANCE	
SWITZERLAND	+
MEXICO	
IRAQ	بالله باکتیر
POLAND	
CHILE	*
ISRAEL	**
CANADA	
CHINA	*[)

AUSTRIA	
IRELAND	
TURKEY	C *
SPAIN	自衛衛生
UNITED KINGDOM	
SINGAPORE	(::
KINGDOM OF MOROCCO	*
KINGDOM OF SAUDI ARABIA	
PERU	@
INDIA	®
ITALY	
AUSTRALIYA	* *

Banking Information:



Spirel mem fedelics Pubali Bank Limited	Pubali Bank Limited Principal Branch Address: 26, Dilkusha C/A, Dhaka-1000, Bangladesh. Swift Code: PUBABDDH 201 www.pubalibangla.com
DBBL Dutch-Bangla Bank	Dutch Bangla Bank Tejgaon Branch Address: 315/B, PS-Tejgaon I/A, Dhaka, Bangladesh. www.dutchbanglabank.com
田 Bank Asia	Bank Asia Limited Tejgaon Link Road Branch Address: 186 Tejgaon I/A, Dhaka-1212, Bangladesh. Swift Code: BALBDDDH CTS www.bankasia-bd.com



Deutsche Bank Deutsche Bank AG Singapore Branch Address: South Tower level 17, Singapore 048583. www.db.com



Contact Person:



Wasim Zakariah

(+88) 01819 551121

wasim@poshgarmentsltd.com

Address:



Posh Garments Limited 348/A Tejgaon Industrial Area, Dhaka – 1208.

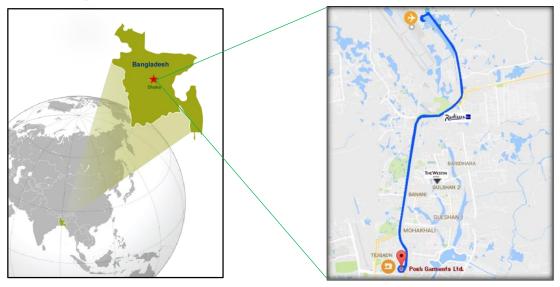
M Email: info@poshgarmentsltd.com

Web: www.poshgarments.com



Location:





Located in the heart of an old industrial area Tejgaon of Dhaka. Airport to Posh Garments 12.5 KM.

Important Establishments:



1.	Fire Station	1	0.25 km	2 Min
2.	Hospital	-	0.30 km	4 Min
3.	Police Station	•	0.25 km	2 Min
4.	Railway Station		1.20 km	9 Min
5.	Bus Stand		0.25 km	3 Min



Our Factory Building:



1. Building Type : 6 storied industrial building.

2. Premises : Rented

3. Total Floor Area: 82,314 sq. ft.

4. Number of Floor : : 6 (Six).



Roof Top:

Dining Area, Canteen Room, Prayer Area & Open Roof (66%).

5th Floor:

Sewing Section - 5 Sewing Lines.



4th Floor:

Cutting Section, Sample Section, CAD Section, Fabric Store & Production Office.

3rd Floor:

Sewing Section - 5 Sewing Lines.



2nd Floor:

Sewing Section - 4 Sewing Lines, Fusing Section & Inspection Rooms.



Finishing Section, Accessories Store & Admin Office.



Ground Floor:

Main Office, Finished Goods Store (dehumidified), Creche, Infirmary, Generator Room, Fire Hydrant Room, Compressor Room & Boiler Room.





Social Compliance Standard :

RS SUSTAINABILITY

AUDIT TYPE	Structural	Structural
AUDIT DATE		Last Follow up 2 Jan - 2023
CONDUCTED BY	Md.Moshiur Rahman	RSC
RESULT	100%	

AUDIT TYPE	Electrical	Electrical
AUDIT DATE	Initial Audit 20 Apr – 2014	Last Follow up 25 Jan - 2021
CONDUCTED BY	Md.KKhatibul Islam	RSC
RESULT	96.50%	

AUDIT TYPE	Fire	Fire
AUDIT DATE	20 April 2014	04 April 2022
CONDUCTED BY	Dilip Kumar Mondol Md.Khalaquzzaman	RSC
RESULT	88.89 %	







AUDIT TYPE	COMPLIANCE	COMPLIANCE
AUDIT DATE	24 Feb – 2022	24 FEB – 2024
CONDUCTED BY	ITS Labtest Bangladesh Ltd	TS Labtest Bangladesh Ltd
RESULT	В	



AUDIT TYPE	SOCIAL	SOCIAL
AUDIT DATE	Initial Audit 30 March – 2022	Follow up 1 May – 2023
CONDUCTED BY	Global Certification Services – bd	Global Certification Services – bd
RESULT	N/A	N/A



AUDIT TYPE	SOCIAL COMPLIANCE	
AUDIT DATE	20 JUN - 2022	20 Jun 2023
CONDUCTED BY	Eurofins	
RESULT	E 90 %	

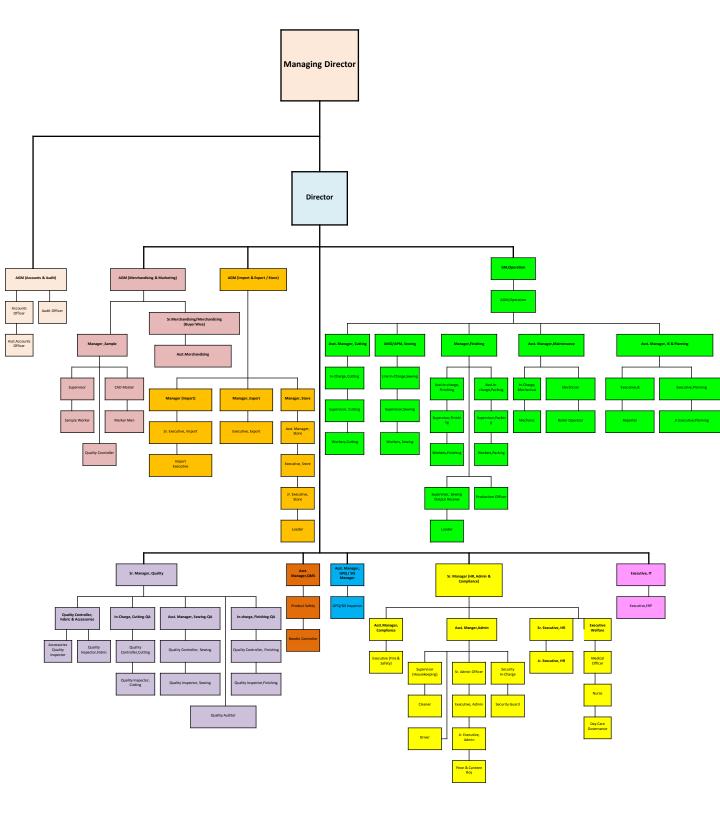
BetterWork

AUDIT TYPE	SOCIAL COMPLIANCE	
AUDIT DATE	29 March – 2023 Self Assessment Submitted (Cycle-1)	
CONDUCTED BY	Better Work	
RESULT	Self Assessment Submitted, Pending verification.	





Organogram of Management





Machinery in Plant:

































List of Sewing Machines: 🗐



SL	Machinre type	Quantity
1	Singal Needel	425
2	Needle feed Machine	44
3	Vatical Machine	33
4	Overlock machine 4th	6
5	Overlock machine 5th	56
6	Overlock machine 6th	42
7	Overlock machine cutter	12
8	Two needle Machine	21
9	Button hool Machine	21
10	Button Sticth Machine	18
11	Sanp Button Machine	12
12	Chain Stich Machine	3
13	Flat Lock Machine	2
14	Bartack Machine	3
15	Kanasi PMD	6
16	Feed of the arm Machine	2
17	Zig Zag Machine	2
18	Eyelate Hool Machine	1
19	Sahhld stich Machine	1
20	Picoting Machine	1

	. •	1
21	Fusing Maching	4
22	Hotfix Machine	2
23	Coller Turning Machine	2
24	Needle Dector Machine	1
25	Fabric Inspection Machine	1
26	Fabric Relaxation Machine	1
27	Cutting Machine	8
28	Lay cutter Machine	3
29	Iron Tabel Machine	26
30	400 KV GanaroterMachine	1
31	Boiler Machine 150 KG	1
32	Compasser Machine	2
33	Mini Stem Boiler Machine	3
34	Paten cutter Machine	1
35	Marker printer Machine	1
36	Ban knife Machine	1
37	Demiudifier Machine	3
38	Auto Cutton Machine	1
	TOTAL	773

Page: 18



Local Supplier of Raw Materials:



MATERIALS	MATERIALS SUPPLIERS NAME		COUNTRY				
DI ACTIC DI ITTONI	Impress Accessories Ltd.	DEPEND GROUP	Bangladesh				
PLASTIC BUTTON	Dekko Accessories Ltd.	d dekk⊘	Bangladesh				
·							
	A&E	AE	Bangladesh				
THREAD	Etafil Sewing Thread	वड 🚻	Bangladesh				
ITINLAU	Color City		Bangladesh				
	MontRims	**************************************	Bangladesh				
WOVEN LACE TAPE HANGER LOOP ROPE ETC	HT Enterprise		Bangladesh				
		_					
	Minerva		Bangladesh				
	SS Pointing		Bangladesh				
ALL TYPES OF LABEL SECURITY	R-Pack Accessories Ltd.	(Bangladesh				
TAG HANG TAG PRICE TICKET	Checkpoint bd Ltd.	Checipoint 5	Bangladesh				
	Trimco	TRIMCO GROUP	Bangladesh				
	Paxar	AMERY COMMISSION	Bangladesh				
POLY	Impress Accessories		Bangladesh				
1001	Bengal Pacific Ind.	Bangladesh					
	Epyllion Limited	EDMONT!	Bangladesh				
	KDS Accessories	*	Bangladesh				
CARTON	Babylon	- Same	Bangladesh				
	Young Shine		Bangladesh				
	MM Enterpeise		Bangladesh				
PRINTING	MNS Printing Ltd.		Bangladesh				
WASHING	Vision Wash	\(\frac{1}{2} \)	Bangladesh				
EMBROIDARY	SF Embroidery		Bangladesh				



Foreign Suppliers of Raw Materials:



MATERIALS SUPPLIERS NAME		COUNTRY		
	Hanghzu		China	
	N.V Textile		China	
	Tonglian		THE PARTY OF THE P	China
	Deyi Fashion		A STATE OF THE PARTY OF THE PAR	China
	Selecta		China	
FABRIC	Visionland			China
	Megatex			China
	Sumec Yangzhou / Angye Tex			China
	Depei		€ Serei	China
	Fashiontex		FASHIOVIEX.	
	Arvind	,	Arvind	China
	Freudenberg And Vilene	vilene	PETRAL SECTION AND ADDRESS OF THE PERSON ADDRESS OF THE PERSON AND ADDRESS OF THE PERSON ADDRESS OF THE PERSON AND ADDRESS OF THE PERSON ADDRESS OF THE	Hongkong
INTERLINING	Kufner International	Ġ.	ATTACK TO A STATE OF THE PARTY	Hongkong
	ECO Trims		D memori	Bangladesh
	Orient Gateway		TETRAL OF THE PARTY OF THE PART	Hongkong
WOVEN LACE	Shimao-Xing			China
	Red Green Intl. Ltd.			China
	Sab Wixing	SAB		China
BUTTON NECKLACE BELT STUDS EYELATE D-RING & O- RING METAL	Bestar			
BUTTON POLYESTER BUTTON WITH	ADS HK		AMERICA OF ALSO	
METAL RING EYELATE BUTTON	Shimao Zing			
	Global Glory			
LABEL SECURITY TAG HANG TAG PRICE	TPO		THE REAL PROPERTY.	Indonesia
TICKET	Maxim		100 P	China



Our Freight Forwarders:













Our Testing Labs and 3rd Party Partners:



















Our Courier Service Provider:













348/A Tejgaon Industrial Area Dhaka-1208, Bangladesh www.poshgarments.com