



FACTORY PROFILE



Plot No-03 (Holding No-3713/A), Road No- 04, Block- B, Industrial Plot No 02, Haliashar I/A, Chittagong, Bangladesh-4226.
E-Mail : info@meadowapparel.com, Web : meadowapparel.com

Business Operation Legal Documents:

Incorporation Certificate No	:	CH-11396/2015
Date of Establishment	:	September 20, 2015
Trade License No	:	Chittagong City Corporation 2366
TIN	:	697169109734
VAT Registration No	:	24011064400
Chamber Certification	:	M/GEN/36/2816
BGMEA	:	6127
Factory License	:	4787 Chittagong
Fire License	:	Chatta-9326/2015-2016
DOT License	:	24.02.2000.010.00.241.15.409
Custom Bond	:	5(13) Kabok/Chatra/Bond (Po)/Lai:/02/2017
IRC Certificate	:	BA-174051
ERC Certificate	:	RA-0114470

Direction to the Factory

The factory is located (Approx.) 15 KM north-East from Shah Amanat International Airport, Chittagong. It is only 45 minutes driving distance from the airport. Factory is situated beside Port Connecting Road, Halishahar, Chittagong, which is very closed to the City Corporation Area.

Corporate Overview

Meadow Apparel Ltd has started its business in RMG sector in Bangladesh a country with great potential in the field of garments manufacturing. We are committed to provide the highest value of products and services possible to our customers. We seek to foster long term relationships with our business partners and provide mandated benefits and opportunities to our employees. Being one of the front-line clothing suppliers in RMG sector in Bangladesh, we assured the perfect blend of quality and efficiency.

Meadow Apparel Ltd. aimed to lead the competitive woven-wear organizations of Bangladesh. To extend its position as a world-class manufacturer, we strive to achieve global standards in quality, cost, service, and scale of operation. We are focused on using

innovative processes, technologies & machineries to manufacture the finest products at a reasonable cost.

Meadow Apparel Ltd. already expanded its capacity, developed a skilled workforce, and introduced integrated technologies, to remain globally up to date. It is truly an organization with a glorious past and a bright future.

Mission

Our mission to be the country's supreme business entity and producing woven wears is our main business strength. Our mission is to contribute to the greater interest of the people broadly speaking to serve the nation. To satisfy our stated business goal, we will ensure Laws and workplace regulations. It is our motto to prioritize the academic qualification and technical expertise to bring the organizational success irrespective of cast, creed color & race.

Vision

Our corporate vision is to create an outstanding value for customers and other stakeholders. We are committed to produce world class products through our hard labor which can satisfy our customers.

Legal Status

The Company has been incorporated on 20th September 2015 vide registration no CH-11396/2015 (1994) with the Registrar of Joint Stock Companies & Firms as a Private Limited Company.

Corporate Set Up

Mr. Rafiqul Anam Chowdhury (Managing Director)

Mr. Zahidul Anam Chowdhury (Director)

Mr. Shahidul Anam Chowdhury (Director)

Our Customer

CATO – USA



BASS PRO SHOPS - UK



ARDENE – CANADA

ARDENE

DK COMPANY – DENMARK



LOLLYTOGS – USA



APPAREL GROUP

DUNNES – UK

**DUNNES
STORES**

Certificates



Our Products



Ladies Blouse

Smoking/Elastic thread at Sleeve
Washing Method : N/A

Smoking/Elastic thread at Sleeve



Ladies Blouse

Smoking/Elastic thread at Sleeve
Washing Method : N/A

Smoking/Elastic thread at Sleeve

Our Products



Women Twills Pant

Washing Method: Enzyme + Destruction

- Destruction
- Fray at bottom hem

The image shows a pair of pink women's twills pants. The pants are displayed against a white background. There are several distressed areas on the front of the pants, including frayed hems and small holes. A circular callout highlights the frayed bottom hem, with an arrow pointing to the text 'Fray at bottom hem'. Another arrow points to a distressed area on the front of the pants, labeled 'Destruction'. The background features blue geometric shapes.



Sexy Shorts

Washing Method: Enzyme Bleach + Acid + PP Spray + Destruction

The image shows two pairs of blue denim shorts. The top pair is shown from the front, and the bottom pair is shown from the back. Both pairs have frayed hems and distressed areas. The back of the bottom pair has a white label that reads 'CLASSIC CLASSIC' and '11'. The background features blue geometric shapes.

Out Products



Women's Jacket

Washing Method: Acid wash.



Women's Pant

Wash : Enzyme Bleach + Acid + PP

→ Rhinestone at bottom

Our Products



Women's Dresses

Washing Method: N/A



Ladies Vest

Washing Method: Enzyme Wash

Code of Business Conduct

The Code of Conduct outlines the standard of behavior and conduct required of all directors, officers, and employees in the performance of their work with **Meadow Apparel Ltd.**

The **Meadow Apparel Ltd** Code of Conduct sets down standards for appropriate ethical and professional behavior for directors, officers, and employees. It sets out the fundamental values which form the basis of, and underpin business and personal relationships at **Meadow Apparel Ltd**

Social Responsibilities

We respect and observe all applicable laws, regulations and Meadow Apparel Ltd. policies and follow all lawful directions. Where concerns arise, legal advice are sought before any action or decision is taken

Committed to People

We are committed to adhere the local labor laws and international human rights standards and buyers Code of Conduct.

We also meet the stringent conditions outlined by our major customers, such as Lolly Tog, Da-mart Servipost, Belle Impression, Apple Jeans and DK Company who are even more dedicated in defender to improve working conditions for factory workers.

We are committed to ensure social standard to drive social compliance and improvements within the factory and our supply chain as well. We have implemented the principle international labor standards protecting workers rights and certified for Business Social Compliance Initiative (BSCI) standard one of the world's strictest social responsibility standards.

We abide by all applicable laws, rules and regulations, and internal policies that apply to our business. We take a zero-tolerance approach to bribery and are committed to complying with all applicable anti-bribery laws.

We continuously carry out internal audits to make sure our facilities are clean and safe. We also make sure that our factory is well ventilated, with proper fire exits, not overcrowded. We have prerequisites Fire Protection System (FPS) by installing Automated Fire Detection System (CFD), enough Fire Door at the exit points including emergency exits, Fire Hose System and enough Fire Extinguishers and Other Fire Fighting Equipment's and Certified Fire Fighting Team.

Sustainability

From the beginning, Meadow has focused on the social and environmental standard in which we operate our business. It is important to do our part to prompt social, ecological efficiency, cleaner technology, and effective resource use.

Human Right and Benefits

- We ensure a safeguards & pleasant workplace for each & every individual.
- Dining room facilities.
- Medical & health services led by one medical officer (MBBS doctors).
- Nursing room with necessity facilities & highly experienced nurses.
- Pure drinking water facilities.
- Each floor is having 2 main exits and 1 emergency exit for easy evacuation.
- No child labors/force labor.
- Fire drill practice (monthly).
- Salary standard as per Bangladesh Labor Law.
- Childcare room equipped with necessary arrangement & childcare giver.
- Maternity leave & benefit.
- Annual Increment.
- Special increment based on performance.
- Festival bonus 2 (yearly).
- Remuneration for the best workers based on the performances.

Fire Safety & Security

- Automated fire detection system.
- Water Hose System.
- Safety Policy in each floor.
- Electric Fire bell & Switch in each floor & gate.
- Ding dong bell in each floor.
- Smoke and Heat Detector in each floor & Bond area.
- Emergency Light in each floor & staircases.
- Exit Light in each Main exit & Emergency exit.
- Fire Extinguisher is setting free movement area in each floor.
- Fire Drill in every month for all workers & staff including visitors & contractors.
- Fire equipment's.
- Safety awareness Training on fire for all workers, supervisors & managers.
- Aisle Marks in each floor, every line.
- Evacuation plan posted in every floor.
- Different warning signs, exit signs, & indication about fire.
- Emergency telephone numbers posted on different corners.

Social Responsibility Policies

Social Accountability Compliance Policy.
Worker Recruiting Policy.
Child Labor Remediation Policy.
Prohibition of Child labor Policy.
Policy on Forced Labor.
Policy on Freedom of Movement.
Complain & Suggestions Policy.
Non-Discrimination Policy.
Harassment & Abuse Policy.
Salary and Wages Policy.
Over Time Policy.
Leave Policy.
Maternity Policy.
Disciplinary Procedure.
Training Policy
Needle Control Policy.
Attendance Bonus Policy.
Health and Safety Policy.
Environmental Policy.
Use of PPE Policy.
Security Policy.
Key Control Policy.
Environmental Health Policy.
Material Handling Policy.
Fire Prevention Policy & Procedure
Information Technology Security.
Waste Management Policy.
Emergency Medical Policy.
Child Care Center Policy.

Floor Layout Plan

Location	Section	Area
Ground Floor 9020 sft (Apx)	Fabric & Accessories Warehouse, Fabric Inspection Area Finished Goods Area Idle Machine Area	9020 sft (Apx)
1st Floor 9020 sft (Apx)	Cutting Section & Fusing Section. Ironing Section. Metal Detection Area. Spot Removing Area. Finishing & Packing Section. Doctors Room & Child Care Room Human Resource Department (HRD) Inspection Room Sub-Station	Production Area 7600 sft (Apx) Admin Area 1420 sft (Apx)
2nd Floor 9020 sft (Apx)	Sewing Section QC Section Sub-store & Needle Control Room General Office Conference Room	Production Area 7600 sft (Apx) Admin Area 1420 sft (Apx)
3rd Floor 9020 sft (Apx)	Sample Section Production Office Sewing Section Quality Section Maintenance Room,	Production Area 8000 sft (Apx) Sample Area 1020 sft (Apx)
Roof Top	Dining & Canteen Area/Training Center	Dining & Canteen Area 1000 sft (Apx)
Ancillary Shed	Boiler, Generator & Compressor Room & Security Post	

Production Capacity

- Monthly Production : 10000 Dz.
- Yearly Production : 120000 Dz.

Production Process



Sewing Machineries

Description	Brand	Qty in Set
1. Vacuum Ironing Table [Size: 1250*800mm]	Toyo	10
2. Steam Iron With Hose Pipe	Silver Star	10
3. Straight Knife Cloth Cutting Machine	Km	4
4. Straight Knife Cloth Cutting Machine	Km	1
5. Straight Linear Fusing Machine (Fusing Width: 900mm)	Hashima	1
6. Velcro Cutter (Straight & Round)	Cux	1
7. Pneumatic Snap Attaching Machine	Toyo	8
8. Conveyor Type Needle Detector Machine	Hashima	1
9. Thread Sucking Cutting Machine	Toyo	1
10. SafeGuard Button Pull Test Machine	SafeGuard	1
11. Fabric Inspection Machine With Auto Edge Alignment	Toyo	1
12. High Speed 4 Needle 8 Thread Double Chain Stich Machine For Waistband Attach	Kansai	6
13. High Speed 2 Needle Double Chain Stich Machine	Kansai	4
14. High Speed 2 Needle Double Chain Stich Machine	Juki	1
15. High Speed Needles Belt Loop Making Machine	Kansai	2
16. 3 Needle 5 Thread Flatbed Oil Barrier Type Interlock Machine	Pegasus	4
17. 2 Needle 4 Thread Overlock Machine	Pegasus	12

18. 2 Needle 5 Thread OverLock Machine	Pegasus	44
19. 3 Needle 6 Thread Safety Stitch Overlock Machine	Pegasus	6
20. Single Needle Direct Drive Straight Lock Stitcher	Brother	30
21. Single Needle Direct Drive Straight Lock Stitcher	Brother	140
22. Single Needle Direct Drive Straight Lock Stitcher	Juki	65
23. Lock Stitch Machine with Vertical Edge Trimmer	Brother	10
24. Twin Needle Lock Stitcher	Brother	12
25. Twin Needle Lock Stitcher	Brother	8
26. Twin Needle Lock Stitcher	Juki	12
27. Direct Drive Electronic Lockstitch	Brother	6
28. Direct Drive Electronic Lockstitch	Maqi	1
29. Direct Drive Electronic Lockstitch	Brother	7
30. Electronic Direct Drive lockstitch	Brother	6
31. Electronic Single Needle Direct Drive Zigzag lock Stitcher	Brother	2
32. Direct Drive Programmable Electronic Pattern Sewer Air Type	Brother	2
33. Three Needle Feed Off The Arm Chain Stitcher	Brother	4
34. Three Needle Feed Off The Arm Chain Stitcher	Juki	1
35. Electronic Eyelet Button Hole Machine	Brother	1
36. Electronic Eyelet Button Hole Machine	Juki	1
37. 32 Needle Single Chainstitch Shearing Smocking Machine	Kangsu	1
38. 6 Needle Single Chainstitch Shearing Smocking Machine	Kansai	1
39. 4 Needle Single Chainstitch Shearing Smocking Machine	Kansai	1
40. Blind Stitch Sewing Machine	Zusun	2
41. Rib Cutter Machine	Dino	1
TOTAL		432

Working Hours

General Working Hours	• 8:00 AM – 5:00 PM
Lunch Break	• 1:00 PM – 2:00 PM
Max Over Time	• 2 Hours

Manpower

Category	Female	Male
Worker	345 Person	91 Person
Production Staff	0 Person	39 Person
Management Staff	1 Person	10 Person
Total	346 Person	140 Person

Picture Gallery



Cutting Section



Sewing Section



Sewing Section



Quality Section



Finishing Section



Finishing Section

**THANK
YOU**