#### FIRST WORLD MANUFACTURING GROUP.

#### www.firstworldfashion.com

#### **INTRDUCTION:-**

Dear Sirs / Madam,

We are a garments **Manufacturing Group** established 1992. We work with very closely with our own manufacturers Bangladesh to serve the production need of our clients from EEC, Scandinavia and U.S.A over the years.

We have tuned our self to be competitive and are able meet the stringent standard quality. journey into the garment trade in establish 1992 as a buying agent/vendor in Bangladesh. Since then the organization being run by highly qualified, experienced and professional management and staff along with sophisticated Machineries, Latest Technology, Skilled Workmanship, Substantial Marketing, Proper Discipline & Consistent Effort from everyone so it has become possible for us to enter into the marathon of Global Market.

Our relentless effort and dynamic planning has helped in boosting our fame and received complements within the country and abroad as well. and names from Europe and U.S.A.

#### We have vest experience in the production of the following: -

1) Jackets/ Parkas 2) Sweaters 3) Denim 4) Knitwear's 5) Children wears /Baby wears 6) Sportswears 7) Undergarments. / Nightgown, Shirt/Blouse/Dress, Tarry towels / Toweling Bathrobe. 8) A-shirt.

#### Experience for Item :--

Nylon/Poly Tricot warm-up suit for men/boys/ladies/girls Nylon, T/C, Denim, Twill Separate Jacket (Padded & Non Padded) Pant/Shorts for men/boy's/ladies/girls, Skirt for ladies Cotton, T/C shirt, Knit items for men/ladies top and bottom, Sweaters, Shirt for men, boys, ladies and girls, T-shirt, Polo shirt etc.

When First world received a production inquiry, we will source from among our own Manufacture unit for the best price according to the given style and specification, upon conformation of an order, we will prepare the approval and production sample, follow-up production and inspect the finished goods to ensure the they comply with quality specification. The lead-time from the issued of purchase order sheet and negotiation with customer.

We shell appreciate very much hearing you with your inquiry and would be pleased if you could provide us the opportunity to develop a mutually beneficial business relationship with you our best service.



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#### MAJOR CUSTOMER IN U.S.A: ---

U.S.A :-----

May Department, Capital Mercury, Jc Penny, Miss Erica, Lollytogs, Kids R Us, K-Mart, Wal-Mart, Perry Ellis, Romance, Eddie Bayer, Nike- U S A, Reebok - U S A,

#### MAJOR CUSTOMER IN EUROPE: --

Laniel- Denmark. **Holland** M&S Mode, Mexx, Reebok, O'Nell, Falcon, **U.K** Bhs, Woolworth, Little woods, Mother Care, **Switzerland**, Charles Vogle, Bandos AG – Switzerland, **Austria** Charles Vogle

**Germany-**Charles Vogle, Hct Textilvertriebs-Gmbh, AWG ,**France-**Kiabai, LA-Redoute, E. Leclerc, Hyperselection , Okadie , MiM , Babue Sports Int'l- Netherlands, **Sweden-**Lindex, Ellis **Italy-** Coop Italia, Malagrida, Meta Apparels, Bernardi **Spain** Eroski, S.Coop

Please feel free to contact Anowar / Ata. should your good self-have any inquiry. Last but not I! Last **THANK YOU VERY MUCH** for giving us business opportunity in Advance.

Anowar Kabir Chowdhury.
Managing Director
First World Manufacturing Group.
<a href="https://www.firstworldfashion.com">www.firstworldfashion.com</a>
<a href="mailto:anowar@firstworldfashion.com">anowar@firstworldfashion.com</a>













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#### FIRSTWORLD GROUP PRODUCTION UNIT: -- MACHINERY LIST

#### LIST OF MACHINERY

DEPT	MACHINE NAME	QTY	BRAND	MODEL	ORIGIN	DESCRIPTION
S	S/N Lock stitch Machine	00	Juki	DDL-8300N	China	Light duty
E W	S/N Lock stitch Machine	238	Juki	DDL-8300NH	China	Heavy duty
I N	S/N Lock stitch Machine	00	Juki	DDL 8700WB/EC10	Japan	Light duty Auto
G	S/N Lock stitch Machine	92	Juki	DDL8700H7 WB/EC10	Japan	Heavy duty Auto
	S/N Lock stitch Machine	00	Juki	DLM 5200 ND	Japan	Side cutter
	D/N Lock stitch Machine	18	Juki	LH 3128 GF	Japan	Heavy duty feed
	D/N Lock stitch Machine	15	Juki	LK 3168 GF	Japan	Heavy duty angular feed
	Bar tack	00	Juki	LK 1850U	Japan	Single needle cylinder bed normal
	Bar tack	10	Juki	LK 1900 AHS	Japan	Heavy duty computer controlled
	Shape tacking M/c	04	Juki	LK 1930 HSS 5045Z	Japan	Heavy duty computer controlled high speed
	Shape tacking M/c	00	Juki	LK 1920 HSS5045Z	Japan	Heavy duty computer controlled high speed
	Button Hole	00	Juki	MEB 3200 JSKA	Japan	Computer controlled high speed eyelet button hole
	Flat lock	08	Juki	MF 7723C10 B56	Japan	3 needle 5 thread Flat bed
	Flat lock	00	Juki	MF 7823U10B56	Japan	3 needle 5 thread cylinder bed
	Chain stitch	04	Juki	MH 380FU	Japan	Flat bed 2 needle double chain stitch
	Chain stitch	00	Juki	MH 481 U	Japan	Flat bed 1 needle double chain stitch, reverse
	Chain stitch	00	Juki	MH 382 U	Japan	Tandem, 2 needle double chain stitch
	Over Lock (4 T)	12	Juki	MO 6714 SBE 644H	Japan	2 needle 4 thread 2 lopper
	Over Lock (5T)	35	Juki	MO 6716 SDE 440H	Japan	2 needle 5 thread 3 lopper

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Over Lock (5T)	00	Juki	MO 6716 SFF 650H	Japan	Heavy duty 2 needle 5 thread 3 lopper
Feed off the Arm	16	Juki	MS 1261F/V045S	Japan	3 needle double chain stitch with puller
Kansai	00	Kansai	B-2000c	Japan	2 needle belt loop making machine
Kansai	00	Kansai	DLR 1508P	Japan	4 needle double chain stitch for Jeans waistband
Kansai	03	Kansai	PX 302 4W	Japan	2 needle double chain stitch, picot and fagoting
Kansai	00	Kansai	DLR 1502 L	Japan	2 needle double chain stitch for back tape
Kansai	36	Kansai	DFB 1404 PMD	Japan	4 needle 8 thread elastic inserting machine
Snap button	04	TSSM	TS 311	China	Snap button attachment M/c
Blind Stitch	00	Treasure	BS 805R	China	Chain stitch, blind stitch
Button Hole	19	Juki	LBH 781 U	Japan	1 needle lock stitch button hole
Button Stitching	06	Juki	LK 1930 ASS301	Japan Computer controlled high button sewing m/c	
Bone Pocket making M/C	01	Juki	APW 195 N2ZCA Japan Lock stitch automatic powelting m/c		Lock stitch automatic pocket welting m/c

DEPT	<i>MACHINE</i> <b>NAME</b>	QTY	BRAND	MODEL	ORIGIN	DESCRIPTION
F	Steam Iron	07	Veit	A 1450	Japan	
N	Iron table	07	Rotondi	1971	Italy	Vacuum iron table 100/50
s	Iron Table	00	Rotondi	1971	Italy	Vacuum iron table 130/65
H	Pressing Machine	00	Rotondi	BLE-200	Italy	Semi Auto Double legger pressing m/c
N	Pressing Machine	00	Rotondi	BLE-30	Italy	Single legger scissor type
G	Trouser Top Pressing	00	Rotondi	BLB – 99	Italy	Auto trouser Top pressing
	Trouser Blower	00	Rotondi	TF/AL	Italy	Automatic trouser blower
	Vacuum Steam iron	00	Rotondi	TPC	Italy	Rotating type double leg seam opener

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	Vacuum unit	00	Rotondi	VEP 252	Italy	High power multi range vacuum unit
	Metal detector	00	Hashima	HN 740G	Japan	Needle detecting M/c
	Strapping M/C	00	Toyo	JW 602		Semi automatic strapping m/c
	Auto tacking Machine	00	Dennsion	ST-9000		Flasher tacking machine
	Loop Cutter	03	TSSM	C-11	China	Belt loop cutter machine
С	Fusing	01	Hashima	HPM600CA	Japan	Pneumatic pressure type linear top
<b>,</b> ,,	Fusing	00	Hashima	HP450Cs	Japan	Continuous fusing press
U	End Cutter	00	Eastman	EC-3	Taiwan	End cutter
	Band Knife	00	Eastman	EC 700N	Taiwan	Band cutting m/c
T	Rib Cutter	03	Idea	SM 601	Taiwan	Rib cutting
	Cloth cutter 8"	00	KM	AUV 8"	Japan	Manual cloth cutting
T	Cloth Cutter 10"	00	KM	AUV 10"	Japan	Manual cloth cutting
I N G	Fabric Spreader	00	OSHIMA	CS2-190	Taiwan	Auto Fabric spreading machine with two table
A U	Thread Re coning	00	Hashima	HN 790 G	Japan	Thread re coning
X I L	Computer Aided Design (CAD) system	00	Lectra		USA	Complete set of computer aided design with plotter and printer for making marker
A R y	Button Pull test	01	SAF-Q	PB 30K	Singapo re	Button pull test machine
S	Diesel Generator	00	FG Wilson	P 550E1	UK	550KVA unit
U P P O R T	Steam Boiler	00	Dragon		Local	(500Kgs/Hr)



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#### FIRSTWORLD GROUP PRODUCTION UNIT: -- MACHINERY LIST

#### LIST OF MACHINERY

DEPT	MACHINE <b>NAME</b>	QTY	BRAND	MODEL	ORIGIN	DESCRIPTION
S	S/N Lock stitch Machine	380	Juki	DDL-8300N	China	Light duty
E W	S/N Lock stitch Machine	00	Juki	DDL-8300NH	China	Heavy duty
ı	S/N Lock stitch Machine	160	Juki	DDL 8700WB/EC10	Japan	Light duty Auto
N G	S/N Lock stitch Machine	00	Juki	DDL8700H7 WB/EC10	Japan	Heavy duty Auto
	S/N Lock stitch Machine	00	Juki	DLM 5200 ND	Japan	Side cutter
	D/N Lock stitch Machine	37	Juki	LH 3128 SF	Japan	Heavy duty feed
	D/N Lock stitch Machine	25	Juki	LK 3168 SF	Japan	Heavy duty angular feed
	Bar tack	00	Juki	LK 1850U	Japan	Single needle cylinder bed normal
	Bar tack	13	Juki	LK 1900 AHS	Japan	Heavy duty computer controlled
	Shape tacking M/c	00	Juki	LK 1930 HSS 5045Z	Japan	Heavy duty computer controlled high speed
	Shape tacking M/c	00	Juki	LK 1920 HSS5045Z	Japan	Heavy duty computer controlled high speed
	Button Hole	00	Juki	MEB 3200 JSKA	Japan	Computer controlled high speed eyelet button hole
	Flat lock	07	Juki	MF 7723C10 B56	Japan	3 needle 5 thread Flat bed
	Flat lock	04	Juki	MF 7823U10B56	Japan	3 needle 5 thread cylinder bed
	Chain stitch	04	Juki	MH 380FU	Japan	Flat bed 2 needle double chain stitch
	Chain stitch	00	Juki	MH 481 U	Japan	Flat bed 1 needle double chain stitch, reverse
	Chain stitch	00	Juki	MH 382 U	Japan	Tandem, 2 needle double chain stitch
	Over Lock (4 T)	25	Juki	MO 6714 SBE 644H	Japan	2 needle 4 thread 2 lopper
	Over Lock (5T)	85	Juki	MO 6716 SDE 440H	Japan	2 needle 5 thread 3 lopper
	Over Lock (5T)	00	Juki	MO 6716 SFF 650H	Japan	Heavy duty 2 needle 5 thread 3 lopper

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Feed off the Arm	15	Juki	MS 1190F/V045S	Japan	3 needle double chain stitch with puller
Kansai	00	Kansai	B-2000c	Japan	2 needle belt loop making machine
Kansai	00	Kansai	DLR 1508P	Japan	4 needle double chain stitch for Jeans waistband
Kansai	03	Kansai	PX 302 4W	Japan	2 needle double chain stitch, picot and fagoting
Kansai	00	Kansai	DLR 1502 L	Japan	2 needle double chain stitch for back tape
Kansai	10	Kansai	DFB 1404 PMD	Japan	4 needle 8 thread elastic inserting machine
Snap button	13	UZU	UZ 3A	Thaiwa n	Snap button attachment M/c
Blind Stitch	00	Treasure	BS 805R	China	Chain stitch, blind stitch
Button Hole	15	Juki	LBH 781 U	Japan	1 needle lock stitch button hole
Button Stitching	13	Juki	LK 1903 ASS301	Japan	Computer controlled high speed button sewing m/c
Bone Pocket making M/C	01	Juki	APW 195 N2ZCA 27B88LD	Japan	Lock stitch automatic pocket welting m/c

DEPT	MACHINE NAME	QTY	BRAND	MODEL	ORIGIN	DESCRIPTION
F	Steam Iron	08	Veit	A 1450	Japan	
N	Iron table	08	Rotondi	1971	Italy	Vacuum iron table 100/50
S	Iron Table	00	Rotondi	1971	Italy	Vacuum iron table 130/65
H	Pressing Machine	00	Rotondi	BLE-200	Italy	Semi Auto Double legger pressing m/c
N	Pressing Machine	00	Rotondi	BLE-30	Italy	Single legger scissor type
G	Trouser Top Pressing	00	Rotondi	BLB – 99	Italy	Auto trouser Top pressing
	Trouser Blower	00	Rotondi	TF/AL	Italy	Automatic trouser blower
	Vacuum Steam iron	00	Rotondi	TPC	Italy	Rotating type double leg seam opener
	Vacuum unit	00	Rotondi	VEP 252	Italy	High power multi range vacuum unit
	Needle detector	01	Hashima	HN 750G	Japan	Needle detecting M/c

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		+			+	
	Strapping M/C	00	Toyo	JW 602		Semi automatic strapping m/c
	Auto tacking Machine	00	Dennsion	ST-9000		Flasher tacking machine
	Loop Cutter	00	TSSM	C-11	China	Belt loop cutter machine
С	Fusing	01	Hashima	HPM600CA	Japan	Pneumatic pressure type linear top
U	Fusing	01	KANNEGIES ER	DX1000CUT	Japan	Continuous fusing press
	End Cutter	00	Eastman	EC-3	Taiwan	End cutter
T	Band Knife	01	Eastman	EC 700N	Taiwan	Band cutting m/c
	Rib Cutter	03	Idea	SM 601	Taiwan	Rib cutting
T	Cloth cutter 8"	00	KM	AUV 8"	Japan	Manual cloth cutting
	Cloth Cutter 10"	04	KM	AUV 10"	Japan	Manual cloth cutting
/ N	Fabric Spreader	00	OSHIMA	CS2-190	Taiwan	Auto Fabric spreading machine
G	Tablic Spreadel	00	OSITIVIA	C32-170	Taiwaii	with two table
A U	Thread Re coning	02	Hashima	HN 790 G	Japan	Thread re coning
X I L	Computer Aided Design (CAD) system	00	Lectra		USA	Complete set of computer aided design with plotter and printer for making marker
А R У	Button Pull test	01	SAF-Q	PB 30K	Singapo re	Button pull test machine
S	Diesel Generator	00	FG Wilson	P 550E1	UK	550KVA unit
U P P O R T	Steam Boiler	00	Dragon		Local	(500Kgs/Hr)



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## STRENGTH AND QUALITY

We operate in full compliance with the applicable laws, rules and regulations, including those relating to labour, worker health and safety and the environment.

**Child Labour:** We employ only workers who meet the applicable minimum legal age requirement or are at least 18 years of age, whichever is greater.

**Work Environment:** We encourage developing lawful workplace apprenticeship programs for the educational benefit or our workers

**Discrimination:** We employ workers on the basis of their ability to do the job, not on the basis of their personal characteristics or beliefs.

#### **Cutting Department Quality Control**

#### **In-Process Quality Control:**

In line audits are carried out by qualified inspectors to correct the problem at the sewing level rather than after the garment has been completely assembled. Written quality standards are set up to lay emphasis on critical operations. A separate Q. A Team independent of production has been appointed to evaluate the quality of merchandise being sewn.

#### Force Labour

We don't use in voluntary labour of any kind. We do not force any worker to remain in employment, for any period of time against his or her will.

#### Wages and Hour

We set working hour, wages and overtime pay in compliance with all applicable laws.

#### Medical Facilities

We provided free medical facilities & consultancy to workers.

## Piece Goods Quality Control

Approx 10% 20% inspection of all piece goods prior to spreading. Four Point system is followed to classify defects.

Defect classification list has been set up to simplify the language and judgment used to make visual fabric evaluation, Roll are segregated shade wise prior to prior to spreading.

## Random Final Statistical <u>Audit:</u>

After merchandise has been duly checked / inspected by the finishing section, a final audit is carried by our professional Q. C. S. at 4.0 Merchandise are audited AQL presently. We are seeking to attain 2.5 AQL in the near future. Our dedicated work force, skilled professional and groomed management are committed to take the new challenge of up-to- date styling and fashion from global market.

So At Group you will find the ultimate solution of your fashion

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Final patterns are checked thoroughly against

measurement provided to control spec deviation. Ply numbering, Stickers and bundling is followed to control shading within lots. Random sampling is done prior to cutting to determine shrinkage and other characteristic that may exist in the fabric.

#### Mission Statement:

The Group will seek to increase present client base with those who presently do not work in Bangladesh.

- Maximizing economies of scale in production thus being able to pass savings to the clients.
- Delivering flawless product that ensure better sell through.
- Striving to earn superior profits for our clients.

#### Goals & Objectives:

Our aim is to target the business placed to plants in Dhaka to offer :

- more reasonable pricing
- better quality and reliability
- face challenges of retail environment.

Our Group has the vital experience of managing 10 Industries Attained annual production of 120.000 Dz - 10.000 Dz pr month. Having satisfied clients for the past 9 years.

#### **Quality Assurance**

All the merchandise produced undergoes a strict security of quality. Quality merchandise does not just come out of the machines. We strive hard to produce quality items on a consistent basis and to sustain a high level of quality we adhere to the quality control manuals provided by our clients.

All the garments produced are subjected to strict quality assurance checks and inspections. We work hard to produce quality garments consistently. In order to sustain quality we work with respective buyers' quality control manuals as required.



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#### **FACILITIES**

Product	Production Capacity
Plain Wind Breaker	16000 Pcs / Month
Lined Windbreaker	130000 Pcs / Month
Padded Jacket	100000 Pcs / Month
Trousers	140000 Pcs / Month

#### Machinery Strength: 700 Units

- Single needle plain machine
- Single needle plain machine auto trimmer
- Double needle plain machine
- Feed of the arm
- Kansai special cylindrical bed
- Over lock machine 5 thread
- Flat lock machine
- Eyelet button hole machine
- Computerized button hole
- Button hole machine
- Button Stitch
- Computerized bartack
- Hot air tape sealing machine
- Auto snap button machine
- Normal snap button machine
- Auto loop making machine
- Computerized label & velcro attachment
- Down hemming machine
- Fabric inspection machine
- Zig Zag Machine
- Steam Boiler/Iron
- Needle detector machine



All Unites have standby Electricity Generating set

**Force Labour:** We don't use in voluntary labour of any kind. We do not force any worker to remain in employment, for any period of time against his or her will.

Wages and Hour: We set working hour, wages and overtime pay in compliance with all

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E-mail: firstworldfashion@yahoo.com, anowar@firstworldfashion.com merchandising@firstworldgroup.net, anowar@firstworldgroup.net



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applicable laws.

<u>Medical Facilities</u>: We provided free medical facilities & consultancy to workers.

#### **Knit Division.**

We have achieved the world standard. We share our achievement of ISO 90001:- 2000 certification for the highest standard of management practices and Wrap certification for the world class factory setup with our countryman. We believe we will materialize the dream of reaching the zenith of success with you all. Success is tough journey but we are not afraid because we possess the rich spirit the spirit of Bangladesh.

- 1) Wet Processing plant.
- 2) Knit readymade Garments.
- 3) Knitting Plant.
- 4) Dyeing Plant.
- 5) Finishing Plant.
- 6) Embroidery Factory.
- 7) Printing Factory.
- 8) Spinning Mills.

#### FIRSTWORLD KNIT Division POLICY PROFILE.

- 1. Introduction: First World Production has started its operation in 2001. Since it's inspection due to hard work, sincerity and honesty, it has become renowned in Bangladesh within this short span of time. It is situated in and around Dhaka city at 15 /KM. having 22 Garments production lines, which covers the total floor space of 230000 square feet excluding Utility floors and facilities. It comprises of 40000 square feet of Dyeing floor, 144000 square feet of Garments floor and 46000 square feet of Central storage floor space.
- 2. AIM: The aim of this paper is to highlight the policies adopted in Composite KNIT.













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#### 3. CODE OF CONDUCT:

- a. Standard excellence in every aspect of business.
- b. Ethical and responsible conduct in all operations.
- c. Respects for rights of all individual.
- d. Respects for the environments.
- e. Respect for the goods social activities with participation.

#### 4. THE COMMITMENTS ARE:

- a. Legal Requirement: To comply with all existing laws and regulations.
- **b. Child Labor**: Not to employ or use any child labour.
- **c. Forced Labour**: Not to use any forces on involuntary labour whether prisoner bonded or other wise.
- **d. Harassment & Abuse**: Not to use corporal punishment, threats of violence or other forms of physical, sexual, psychological or verbal harassment or abuse each employee will be treated with dignity and respect.
- **e. Non Discrimination**: Not to discriminate in hiring and employment practices, including salary benefits, advancement, on the basis of race, religion, age, nationality, social or ethnic origin, sexual orientation, gender, political opinion or disability.
- **f. Health & Safety**: To provide employees with safe and healthy work place in compliance with all applicable laws and regulation, ensuring at a minimum reasonable access to portable water and sanitary facilities, fire safety and adequate lighting and ventilation.
- **g. Compensation:** To recognize that wages are essential to meet employees basic needs. First World will comply with all applicable wages and working hours, laws and regulations including those relation to minimum wages over time, maximum hours and other elements of compensation and provide legally mandatory benefits, except in extra ordinary business circumstance. First World will not require employees to work more than 48 hours per week & 12 hours over time per week.



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- **h. Protection of Environment:** To comply with all applicable environmental laws and regulations.
- **i. Wages and Benefits:** We always follow to pay the workers as per gazette notification of the Government of Bangladesh.
- j. Hours of Work: We strictly follow the labour law working hours.
- **k. Fire Fighting Practice:** Regular practice is carried to deal with any unforeseen situation or incidence of fire in the factory as per the grouping of different parties.

#### 5. THE FACTORY COMPLEX:

- **a. Location**: The Factory is situated by the eastern side of Dhaka-Tangail highway, Gorai, Mirzapur, Tangail. This covers the total floor space of 230000 square feet located on different production and service buildings excluding Utility and 2nd .3rd, 4th and 5th floor of a six storied Garments Building .
- **b. Accommodation**: In this floor we have enough space.
- **c. Production Unit/Lines**: Total 21 Garments production lines with cutting and finishing elements which worked for mainly knit garments.
- **d. Working Space**: Sufficient space is available for the workers/machine & stores.
- **e. Stair & Lifts**: Four wide and open stairs and 2 lifts are available in this building which are clearly marked for use by both male and female workers.
- **f. Dining Facilities**: Properly furnished dining hall with all facilities to take meal is available just beside this building for workers/staffs.
- **g. Ventilation:** Adequate ventilation system exists in the factory, which keeps the temperature comfortable for the workers. Production floors are equipped with sufficient ceiling fans.

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- **h. Lighting:** Sufficient lighting arrangement is there with proper lighting shade fixed along with overhead channel.
- **j. Cleanliness:** The factory premise are kept clean, removing the dirt & refuges, cleaners sweep the floor at regular interval effective arrangement are made to dispose off the waste to the nearby dustbin.
- **k. Water:** Sufficient water is supplied from in house deep-tube-well to all production lines including toilet. Moreover, each floor provided with portable tank for water.
- **I. Toilet:** Sufficient numbers of toilets are available for male & female workers as per requirements. Soaps & Towels are also supplied.
- **M. Emergency Electricity Supply:** During the electricity failure, available generators can fulfill requirement of the whole complex.



#### 7. Manpower:

- **a. Recruitment Policy**: Recruitment is done as per following systems.
  - 1. Serving notice/poster in important locations.
  - 2. Personal contacts by own employees.
  - 3. Head hunting for manager/executive
- **b. Selection**: During the selection of the workers following factors are considered:
  - 1. Good physical appearance/fitness
  - 2. Age minimum 18 years must be supported by certificate from educational institution or local govt. authorities and confirmed by medical officer.
  - 3. Educational qualification as per job profile.
  - 4. Skill ness (practical for operators).
  - 5. Wages/salary negotiation.
  - 6. Joining date.



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- 1. Prescribed application form duly filled.
- 2. Two passport size photographs.
- 3. Educational certificate.
- 4. Experience certificate (if any).
- 5. Medical fitness certificate mentioning age.

#### d. Service Confirmation:

- 1. On completion of 3 months satisfactory job performance, company confirms the employees' service permanently.
- 2. Trainees who fail to show satisfactory performance within this time his/her apprenticeship period are generally extended for another one month. If he/she cannot cope-up within this given period then his/her service is terminated.

#### e. Daily Working Hours and Over Times:

- 1. Eight hours a day from 8.30 am to 5.30 pm with one hour lunch break (maximum 48 hours per week).
- 2. Maximum two hours overtime per day (maximum 12 hours per week) with one-hour tiffin break in the afternoon/evening.
- 3. Friday is weekly holiday.
- f. Medical: Medical facilities are as follows:
  - 1. Each worker provided medical allowance @ Tk. 150/= per month.
  - 2. First Aid facilities with trained first aider is available for each employee.
  - 3. Accident register for injured person is being maintained.
- **g. First Aid Box**: Each floor has been provided with sufficient first aid box with following items:











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- 1. Pain relief tablets (Paracitamol).
- 2. Nix.
- 3. Or-Saline.
- 4. Antiseptic cleaner (Savlon).
- 5. Roller bandages.
- 6. Surgical gauze.
- 7. Cotton.
- 8. Surgical scissors.
- 9. Tourniquet.
- 10. Adhesive tape (plasters).
- 11. Antibacterial ointment sterile (Savlon cream).
- 12. Surgical gloves.

#### 8. FACILITIES:

#### a. Salary & Wages:

- 1. Salary and wages are paid to the staff and workers as per gazette notification of the government of Bangladesh.
- 2. Payment of salary and wages are made regularly on 5 th 7 th of each month.
- 3. In the salary sheet basic salary, house rent, medical allowance and gross salary are shown separately for each employee.

#### 4. Wages Grade:

- o Grade- 7 Tk. 1125.00 1662.50 per month starting
- o Grade- 6 Tk. 1270.00 1851.00 per month starting
- o Grade 5 Tk. 1420.00 2046.00 per month starting
- o Grade 4 Tk. 1577.00 2250.10 per month starting
- o Grade 3 Tk. 1730.00 2449.00 per month starting
- o Grade 2 Tk. 2800.00 3840.00 per month starting
- o Grade 1 Tk. 3800.00 5140.00 & above per month starting

#### b. Overtime:

(1) Overtime is calculated on the basis of "double the basic salary calculation of over time per hour is. Basic salary x 2 26 (days) x 8 (hours).

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- (2) Payment of overtime is made of 5/7 th of each month.
- **c. Bonus**: Two festival bonus equivalent to two month basic salary are paid to each employee, who has completed one year of service.

#### d. Leave:

- (1) Casual: All employees enjoy 10 days casual leave in a year with full salary/wages.
- (2) Sick Leave: All staff & workers are entitle 7 days sick leave upon submission of medical certificate.
- (3) Maternity Leave: Female employees are entitled to enjoy 12 weeks (6 weeks before & 6 weeks after delivery) maternity leave with 100% salary/wages.
- **(4) Earn Leave**: For adult worker, 1 day leave for 22 days of work (but they have to work minimum 1 year for the entitlement).
- (5) Festival Leave: 10 days per calendar year.
- **9. GRIEVANCES**: The door of top management is open to all to hear the grievances individual as well as group of workers. The Executive Director personally talks to all the workers at least once in a month necessary steps are taken for redressing genuine grievances.

#### 10. CORRECTIVE/DISCIPLINARY ACTION:

- (a) Motivation.
- (b) Verbal warning.
- (c) Show cause notice
- (d) Disciplinary action as per existing rules and regulations.
- **11. QUALITY CONTROL POLICY**: In First World responsibilities for ensuring proper quality are as follows:

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The primary responsibility lies with the factory where garments are made. Factory quality control staff will ensure proper quality as per laid down quality control system. Quality control staffs working directly under Plant Head will closely monitor quality of the factory production. In case of any quality problem they will report to the concerned and corrective action is taken accordingly.

- **12. QUALITY CONTROL SYSTEM:** Quality control system is followed by all in the group from piece goods inspection to final statistical audit.
- **a** . **Piece Goods Quality Control** : On receipt of piece goods in the ware house at least 10% is inspected as per "four points" system as under.

#### Size of Defect P enalty

3 inches of less 1 points

Over 3, under 6 inches 2 points

Over 6, under 9 inches 3 points

Over 9 inches 4 points

A maximum of four points are charged to one linear yard. Only passed piece goods are issued to the cutting floor.

- **b. Cutting Quality Control**: In cutting section, quality control is ensured in two stages.
- (1) Spreading Quality Control: Following points are checked during spreading.
- (a) Table marking
- (b) Ends
- (c) Tension
- (d) Leaning
- (e) Narrow goods
- (f) Counts
- (g) Ply height
- (h) Remnants
- (j) Fabric Flaws
- (k) Marker placing



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- (2) After Cutting Quality Control: After each cutting seven blocks and bundles are selected at random checked based on acceptable quality level (AQL) 2.5 on the flowing points.
- (a) Mis cut
- (b) Ragged cutting
- (c) Pattern checks
- (d) Matching plies
- (e) Notches
- **c. In Process Quality Control (Sewing)**: During sewing "in process quality control" is done by selecting seven pieces at random from a completed bundle (maximum 180 pcs) after checking bundle will be passed for zero defect based on AQL 2.5 in case one or more defects are found in seven pcs whole bundle will be sent to concerned supervisor for rechecking.
- **d. Quality Control in Finishing Section :** Following inspection/audit are done to attain AQL 4.0.
- (1) Process Inspection: Garments are checked process wise at the initial stage of finishing.
- **(2) Two-Hourly Audit :** Every after two-hours statistical audit is done on finishing lot as per table "a" to attain AQL 2.5.
- (3) Days Final Audit: At the end of the day accumulated lot of finished garments are statistically audited as per table "a" to attain AQL 2.5.
- **(4) Final Audit:** On completion of finishing a particular lot of garments before buyer's inspection factory quality control manger conducts statistical audit as per table "a" based on AQL 2.5. this way garments can easily be passed during buyers inspection based on AQL 4.0.
- 13. HUMAN RESOURCES DEVELOPMENT: In its efforts for human resources development in all spheres of activities First world fashion Ltd. offers various courses of training. In-house courses of different duration are conducted for training/upgrading skill on quality control system, sewing machine operation, first aid, fire fighting and maintenance of machine etc. In addition training workshop/seminars are conducted



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regularly for officers/supervisor/staffs on QC system; human rights, worker rights and general management following training courses are conducted:

- **a. Quality Control System**: Newly recruited quality inspectors are given four weeks training on quality control system covering piece goods, cutting, in-process and final audits.
- **b. Machine Operation**: Newly recruited trainees are given six weeks of basic training on operation of sewing machine and uses of various guides/attachments.
- **c.** First Aid : Selected workers are given training in every quarter on first aid by the medical officer.
- **d. Fire fighting**: Selected workers are given training on fire fighting which cover duties of fire fighting party, salvage party, cordon party and uses of different fire fighting equipment.
- 14. CONCLUSION: In garments sector it is a team work by which a factory can achieve the definite aim. From the beginning First World had been working as a team to achieve its goal. It is the hard work and dedicated efforts of management and the workers of First world. which helped in achieving this standard. We hope to improve more and ultimately to be the best Garments Group in Bangladesh.













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## -----: Spinning Mills :-----

Spinning Mills Ltd. A state-of-the -art spinning mill in the country. We produce top quality cotton yarn both carded & combed at different counts-for 100% export market. All the yarns are electronically cleared, Auto coned and auto-spliced at extreme perfection. To make the yarn from contamination the mill has got a unique cotton sorter with Sonic System, which is the First of its kind in our country. This enables the machine to clear color as well as White or Transparent (PP) Contaminant in the raw cotton. The QCA laboratory is well equipped with world's NO.1 latest USTER machinery. A group of well-trained professionals have been working round the clock to ensure Optimum quality. The most unique feature of the youth-yarn is Consistency in quality

#### our machinery's:

Type of Machine	Brand	Origin	Qty	Unit
Blowroom	Truetzschler	Germany	2	Line
Carding	Truetzschler	Germany	12	Set
Draw frame	Rieter	Switzerland	4	Set
Lapformer	Rieter	Switzerland	1	Set
Comber	Rieter	Switzerland	6	Set
Comber	Toyoda	Japan	6	Set
Roving frame	Toyoda	Japan	6	Set
Ring frame with auto doffing	Toyoda	Japan	24	Set
Winding	Schlafhorst	Germany	8	Set
Yarn conditioning machine	Welker	Germany	1	Set
contamination sorter with pp detector	Loptex	Italy	1	Set
contamination sorter (scfo)	Truetzschler	Germany	1	Set

#### Laboratory machinery's

Type of machine	Brand	Origin	Qty	Unit
Uster HVI	Uster	USA	1	Set
Uster LVI	Uster	USA	1	Set









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Uster AFIS pro	Uster	USA	1	Set
UT-4	Uster	Switzerland	1	Set
Uster Auto Sorter	Uster	Switzerland	1	Set
Twist Tester	Jewgle	Germany	1	Set
Yarn Strength Tester	Ureka	India	1	Set





#### **Ensuring quality is our only business**

We manufacture 100 % cotton knit yarn. Our cotton yarn is auto conned and spliced with the best and most modern machinery. In addition, the cotton yarn is usterized and electronically cleaned. Youth has a complete range of the latestUster testing laboratory equipment which ensures this quality, We offer excellent customer service because we stand behind our product and we are committed to on time delivery.



#### Solution

In the Garment World- quality assurance, timely delivery and competitive price is essence of our bussiness

- Long-term relationships with employees, customers and supplier.
- Integrity in all our dealings.
- Quality and safety as top priorities for our products, people and work.
- Profitability through human development and efficiency

**THE group** as per its mission for industrial development of the country by earning foreign currency, set up this unit. It's a 100% export oriented First world garment unit. It is designed to fulfill the present world market demand producing most value added fabrics. The project is equipped with open width finishing line. This obviously helps saving all types of fabrics consumption. The quality of fabrics has also been tremendously improved. All the machinery of the project are brand new and have been imported from abroad. The project has created job opportunity for 1340 personnel of different categories.



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## **Machinery's**

#### **Knitting Section**

	Qty	Unit
Circular knitting machine	25	Set
Flat knitting machine	6	Set
Grey Fabric inspection machine	2	Set
Air Tuning machine	1	Set





#### **Dying Section**

	Qty	Unit
DMS-11 HT FULLY AUTOMATIC SAMPLE FABRIC DYEING MACHINE		
DMS-11 HT fully automatic sample fabric dyeing machine 10 kg	1	Set
DMS-11 HT fully automatic sample fabric dyeing machine 15 kg	1	Set
DMS-11 HT fully automatic sample fabric dyeing machine 25 kg	2	Set
DMS-11 HT fully automatic sample fabric dyeing machine 50 kg	1	Set
DMS-11 HT JUMBO JET FLOW FULLY AUTOMATIC RDS FABRIC DYEING MACHINE		
175 kg(175 kg x 1 Chamber)	2	Set
350 kg(175 kg x 2 Chamber)	2	Set
525 kg(175 kg x 3 Chamber)	2	Set

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700 kg(175 kg x 4 Chamber)	2	Set
1050 kg(175 kg x 6 Chamber)	1	Set
1400 kg(175 kg x 8 Chamber)	1	Set

#### **Finishing Section**

	Qty	Unit
Gas singeing machine	1	Set
Slitting & Dewatering machine	1	Set
Eight Chamber heat setting stenter	1	Set
Tubular compacting machine	1	Set
Open width compacting machine	1	Set
Bag sewing machine	1	Set
4 chamber shrink dryer	1	Set
Raising machine duplex type	1	Set
Tumble dryer	2	Set



#### **Laboratory Equipment**

	Qty	Unit
Data Color Specto photo meter SF – 600	1	Set
Ahiba Nuance Eco (20x150 cc stainless steel beakers)	1	Set
Ahiba Nuance Eco (20x300 cc stainless steel beakers)	1	Set
Wascator Starter Kit(x2)	2	Set
Tumbler dryer 5 kg	2	Set
OPTI-DRY	1	Set
ICI Pilling tester	1	Set
Verivide Light Cabinet	3	Set
Washtec Unit-Series A2 P 8+8	1	Set
113 mmm Circular cutter including cutting board	3	Set
Crockmeter	1	Set
Perspirometer	1	Set
PH meter HI 8424	1	Set
Laboratory dryer	1	Set
Laboratory Knitting Machine	1	Set



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#### **Garments**

#### **Cutting machinery's**

	Qty	Unit
Gerber vacuum suction table 25 meter	4	pcs
Gerber open width spreading machine	2	pcs
Gerber tabular spreading machine	1	pcs
Cloth Cutting Machine	7	pcs

### **Sewing machinery's**

Qty	Unit
127	Set
86	Set
7	Set
172	Set
44	Set
69	Set
	127 86 7 172 44





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#### Finishing machinery's

	Qty	Unit
Fusing Press machine	1	Set
Fabric Inspection Machine	2	Set
Numbering Machine	11	Set
Steam Iron	60	Set
Ironing Table	60	Set
Strapping Machine	1	Set
Spot Removing Machine	3	Set
Bottle Type Steam Iron Machine	22	Set
Thread Rewinding Machine	3	Set
Needle Search Machine	3	Set
Rib Cutting Machine	3	Set

#### **Printing Machinery's**

8 color,12 station Rotary printer	2	Set
8 Station Sample Printing Machine	1	Set
Infrared dryer	1	Set

#### **Utility Machinery's**



## Effluent treatment plant (ETP)

	Qty	Unit
ETP 30000 m3 /day	1	Set
Steam Boiler -6000 kgs	2	Set
Exhaust gas boiler 2000 kgs	1	Set
Deep tuble well	2	Set
Captive power plant 1 MW	2	

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E-mail: firstworldfashion@yahoo.com, anowar@firstworldfashion.com merchandising@firstworldgroup.net, anowar@firstworldgroup.net



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#### NON COMPLINCE UNIT: - SEWING SECTION AND MACHINERY: ----

**List of Machineries** 

- 01. Plain machine- 69
- 02. Cylinder Bad Lock 20 Nos
- 03. Inter Lock 21 Nos
- 04. Flat Lock 23 Nos
- 05. Lock Stitch Button (Sewing) 1 Nos
- 06. Lock Stitch Button Hole 1 Nos
- 07. Chain Stitch 1 Nos
- 08. Tap Cutting 1 Nos
- 09. Cloth Cutting 1Nos
- 10. Lock Stitch 5 Nos
- 11. Kancha 1 Nos
- 12. Bartech 3 Nos
- 13. Over Lock 146 Nos
- 14. Piquting 1 Nos
- 15. Rib Cutting Machine 3 Nos
- 16. Cutting Machine 4 Nos
- 17. Snap Button 2 Nos
- 18. Feed of the Arm 2 Nos
- 19. Granding Machine 1 Nos
- 20. Thread Cleaning 1 Nos
- 21. Thread Sucker 1 Nos
- 22. Button Stitch 1 Nos
- 23. House Stitch 1 Nos
- 24. Iron 33 Nos

Production Capacity Monthly Production Capacity 25,000 PCs T-Shirt per day

6,25,000 (T-Shirt) PCs

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E-mail: firstworldfashion@yahoo.com, anowar@firstworldfashion.com merchandising@firstworldgroup.net, anowar@firstworldgroup.net



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## **Knitting dye**





































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#### **Knitting Division**

**Knitting Section** 

**Dyeing Section** 

**General Information** 

**Machineries Contact Us** 

Circular Knitting Machine

01. 20" (DIA) - 24 Gauge - 1 Set (Lycra Attachment)

02. 21" (DIA) - 24 Gauge - 1 Set (Lycra Attachment)

03. 22" (DIA) - 24 Gauge - 1 Set 04. 23" (DIA) - 24 Gauge - 1 Set 05. 24" (DIA) - 24 Gauge - 1 Set

06. 25" (DIA) - 24 Gauge - 1 Set 07. 40" (DIA) - 24 Gauge - 1 Set Rib

Machine (Lycra Attachment)

08. Flat Knit Machine - 1 Set (Taiwan)

09. 26" (DIA) - 24 Gauge - 1 Set 10. 32" (DIA) - 24 Gauge - 1 Set 11. 34" (DIA) - 24 Gauge - 1 Set 12. 36" (DIA) - 24 Gauge - 1 Set 13. 19" (DIA) - 24 Gauge - 1 Set 14. 36" (DIA) - 14 Gauge - 1 Set

15. 38" (DIA) - 18 Gauge - 1 Set

Flat Knitting Machine

Brand: Junglung - 1 Nos Brand: Jyle - 5 Nos

#### **Dyeing Project**

**Knitting Section** 

**Dyeing Section** 

**Machineries** 

**General Information** 

Contact Us

01. Winch - 13 NOs

(GN-18 series FONG'S Atmospheric Machines Overflow Dyeing)

02. Sample Winch Machine - 2 NOs

03. Asia Kingdom brand Dyeing Machine

04. Tension less Shrinkage Control Drier - 1 Set(s)

05. Lab Machine - 1 Set(s)

06. Soft Setting Calendar Machine - 2

Set(s)

07. Air Turning Machine - 1 Set(s) Taiwan

08. Ballooning Squeezer - 1 Set(s) Taiwan

09. Generator - 2 NOs

10. Compactor, TubeTex, USA - 2 NOs

11. Calendar Machine - 2 NOs

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12. Boiler Machine - 1 NOs

13. Hydrometer Machine - 1 NOs

14. Dyeing Machine - 2 NOs

15. Squeezer Air Turning - 1 NOs

16. Dryer - 1 NOs

17. Laboratory Dyeing - 1 NOs

Production8,000 KGs Fabrics Per Day Capacity

Shrinkage

Limit

Fabrics are carefully knitted, checked,

dyed, finished and

compacted to control shrinkage with in the

range of maximum

3% - 5%. Reactive dyeing, AZZO free and

ensure color

Fastness.









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## Knit Finishing



**Knit Finishing** 















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## Knit Sewing-















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## FIRST WORLD Manufacturing Group.

House# 497, Road # 9 4TH FLOOR, BARIDHARA DOHS

Phone: +88-02-8411236 Hotline: +88-01819242604 Fax: +88-02-8411237

E-mail: anowar@firstworldfashion.com Web: www.firstworldfashion.com Web: www.firstworldgroup.com Web: www.firstworldgroup.net









