

RAIDHA COLLECTIONS LTD.

Vision, Mission, Goals and Objectives

The main vision of "RAIDHA COLLECTIONS LTD." is to be a leader in our chosen Markets by building a strong bond with our Customer, our Stakeholders and Employees. Also we had followed **BSCI Code-2014**, now we are following **BSCI Code -2014**, if any change in BSCI in future, we will follow it strictly. Besides we will advise and implement business relationship always. To provide our customer with unparalleled choice and value in fashion and related attract, develop, excite and retain worldwide market.

Social Compliance:

- Our company has global presence with export. Our factory is compliant with all applicable social, ethical, environment and quality system.
- Maintaining sustainable health and safety environment in factory is our core and most important task is to achieve this goal. we continuously train our manpower about the fire safety standard and initiating steps to increase firefighting capacity. We are concern about the recent fire incidents in garment factory in Bangladesh and our management team is working proactively to improve the standard where ever it possible. There is dedicated team in our factory to take regular care for maintaining the health & safety standards.

Birth and Progression:

" RAIDHA COLLECTIONS LTD." is a 100% Export oriented sweater garments manufacturing company. In the year 2012 " RAIDHA COLLECTIONS LTD." established. In its age of 06 years it has successfully established its name among the major sweater manufacturers in the country.

Customers:

Since birth " RAIDHA COLLECTIONS LTD." major customers are from Europe & UK. " RAIDHA COLLECTIONS LTD " is also doing orders from US through local liaison offices of those customers. The major customers with whom the company already worked or has been working are:- H&M, Primark, GEMO & Target Australia.

Production and Quality:

Europe, UK's present high reputation to the customers lies on maintaining higher quality of the product. The company strictly follows the AQL inspection level mark. Organization's Quality Assurance department is very sincere and strict in maintaining good quality standard during the production and before the final release the Garments. Customer's representative also performs this discipline on random basis. At present the organization is mostly going by AQL 2.0 mark but 1.5 is also done now-a-day in numbers. In occasions AQL 0.0 (reduced level) is also performed.

Human Resource:

Since inception " **RAIDHA COLLECTIONS LTD.**" believes in building and Strengthening in-house resources and none of its employees or workers are hired or recruited from abroad. Since birth the number of 300 workers is increase to 5500 + with the growth of its Business. Currently " **RAIDHA COLLECTIONS LTD.**"accommodates a good set of expertise for prompt dealing and smooth operation complying with the nature of its product and activity.

Present " RAIDHA COLLECTIONS LTD."**Objective:**

It was found that global outsourcing is not a trend but became a reality for the develop countries since they are finding it hard to accommodate only within their resources and they are looking for decentralizing and outsourcing. As part of that our aim and objective is to capitalize this opportunity and plying commendable role through using the experience, skill and reputation as leading RMG manufacturer in Bangladesh for the Overseas counterpart.

Our Focus:

Our present focus is to work only for a handful and selective business partners- who does not have not only existence in this sector but also the understanding of the aspects manufacturing and quality control, beliefs in longer term relationship, trust, the ability to negotiate with some draw backs or difficulties that occur in occasions etc.

Special " RAIDHA COLLECTIONS LTD."

" **RAIDHA COLLECTIONS LTD.**"Has a long and very successful existence in RMG (Ready-made sweater garments) manufacturing sector. Our unique feature is our professionalism. We develop the product from the ground up from winding to knitting methods. From receiving an order to costing, preparing perfect layout, production to shipment (before deadline) we had a real and pragmatic approach to this sector. This professionalism and expertise helps us to assure that a sweaters are manufactured exactly to the specification of the buyer and to ship it accordingly on time.

Why " RAIDHA COLLECTIONS LTD."

- Experience: Existence since 2012
- Human resource: A good set of specialized people
- Goodwill: As received from the customers
- Commitment to quality
- Approach to customers in terms of relation and values
- Our views and philosophy
- Our price: Reasonable and competitive
- Shipment: Within lead time

Vision and Mission

In line with the objective of the concern "**RAIDHA COLLECTIONS LTD.**" is steeping ahead with the vision of meeting the global benchmark to stay in this sector for longer

version. "**RAIDHA COLLECTIONS LTD.**" Is in its 24 years and it has been a long and very successful existence in this sector. The mission is to consolidate this existence and to step forward in keeping pace with changing global context and to be prepared to meet the upcoming challenges ahead in this sector.

"RAIDHA COLLECTIONS LTD." and its Employees

"**RAIDHA COLLECTIONS LTD.**" believes that's all of its 5500 workers including management staffs all together are a family. At present it's a *BSCI & SEDEX approved Factory* and is very much concerned about the

basic issues of an employees and believes that work cannot be done or realized by force rather than motivation. In this respect, some special features here at "**RAIDHA COLLECTIONS LTD.**" are:-

1. Legal Right of a worker

- a) Wages: Strictly follows the Government rule and workers draw at least the minimum wages fixed by the government at time of his/her joining.
- b) Payment: Payments of the wages of a worker are made at the first Week of a month and this schedule is very strictly maintained without any rare exceptions.
- c) Working hour: Normal working hour: 8 hours day. No force labor here. Workers are not allowed to work:-

Maximum 10 hours a day

60 hours in a week and

Not more than 260 hours a month

d) Age of a worker As the International rule says a worker is only recruited when his/her age is 18 and above. No recruitment below this age (No child labor).

b) Benefits of Employees are given 2(two) Festival bonuses during the two biggest religious festival in the country. And also sometime extra leave and benefits are provided based on situations.

2. Safety and Security:

- Factory Evacuation Plans are in each floor.
- Arrangement of Fire Extinguisher.
- Fire detection & protection System.
- Emergency Exit.
- Special safety rehearsal on regular basis.

3. Health:

- A full time qualified Nurse is appointed for initial Medical Care in case of any injuries or sickness (First aid and other related drugs)
- Appropriate PPE is issued where required.
- Shoes, Towels being provided in the toilet.
- The full premises is announced as "No smoking zone".
- Sufficient spittoon has been provided through the facility.
- Ensure Canteen facility as per law.

4. Hygiene Free Atmosphere:

A continuous effort goes on every day to keep the factory clean and hygiene free. Special arrangement of clean and purified **(RO System)** drinking for the workers.

5. Environment Protection:

- Install flow meter in all sources of Water.
- Reduce chemical waste installing auto dispensing.
- Install RO system for drinking water.
- Reduce GHG emission installing Solar System.
- Save energy and water by installing Economizer and EGB Boiler.
- Maintain chemical, waste and GHG inventory.
- Separate Storage for Hazardous & Non Hazardous Waste.

6. Other:

Workers dining hall is at the 6th floor of factory building to take lunch & Childcare facilities is at Ground floor separate building & Special central health care arrangements etc.

7. What next?

" RAIDHA COLLECTIONS LTD." wants to see it self as organized as it was ever. So, in addition to the above it is currently plans to concentrate more on some basics though some of these are already done but to finish the remaining and to proceed further more strongly. These are:

- **Infrastructure**
- **Installations**
- **Workplace Improvement Plans**
- **Safety and security measures**
- **Health support**
- **Implementation of Integrity Management System (ISO 9001, ISO 14001, OSHAS 18001)**
- **Human Resource Development (is done in regular frequency)**
- **Training**
- **Motivation**
- **Performance Evaluation**
- **To hire skilled and experienced expertise (in necessity)**

The future of " **RAIDHA COLLECTIONS LTD.**" is to move with the time & trend: We believe that the tasks ahead are not that much arduous but simple and precise. With the vision & mission of the company our continuous effort will be to maintain the present performance level as steady as possible and to take the skills and efficiency rate at its high level from customer's aspect to work with the organization at the desired level and also from " **RAIDHA COLLECTIONS LTD.**" point of view to work with the customers of certain standards.

8. Target to Achieve Mission & Vision

The management of **RAIDHA COLLECTIONS LTD** will achieve to target mission and vision by 2019.