



A Sister Concern of Khaled Group of Companies Ltd.

100% Export Oriented Woven Factory Profile



Ehsan Garments Ltd.



Moonlight Garments Ltd.

Corporate Office :

Takia Center

39, Shonergaon Janapath Road

Sector-7, Uttara, Dhaka-1230

Tel: +88 02 7913023-5

Fax: +88 02 7913022

Website: www.khaled-group.com

Factory Address:

Kunia Pachar (Targach), K.B Bazar,
Gazipur - 1704, Bangladesh.

Tel: +88 02 9291830

Fax: +88 02 9291370

Email: wasim@ehsan-moonlight.com
shofequl@ehsan-moonlight.com

Khaled Group of Companies Ltd.



Welcome to Ehsan Garments Ltd. & Moonlight Garments Ltd.



AGENDA

- Factory Capacity and Profile
- One Family Ownership
- Work place Safety
- Fair pay and benefits
- Facility safety and security
- Certification
- Pictorial

YEAR OF ESTABLISHMENT

- Ehsan garments Ltd. on the year of 1985.
- Moonlight Garments Ltd. On the year of 1986.

Wings

- **GARMENTS**

- ✓ EHSAN GARMENTS LTD. (Sewing line-15)
- ✓ Proposed – 5 Lines
- ✓ MOON LIGHT GARMENTS LTD. (Sewing line- 12)
- ✓ Proposed – 8 Lines

- **EMBROIDERY** (No. of Machines- 5)

- **PACKAGING & PRINTING INDUSTRIES LTD.**

- ➔ Two Packaging Machines.
- ➔ Two Paper Printing Machine.

Production Capacity

PRODUCTION TYPE	DAILY CAPACITY/DAY (PCS.)
WOVEN SHIRTS - BASIC STYLE	30000 – 35000
WOVEN SHIRTS - FANCY STYLE	25000 – 30000
WOVEN TROUSERS - BASIC STYLE	30000 – 35000
WOVEN TROUSERS - FANCY STYLE	25000 - 30000

Yearly Turn Over

YEAR	QUANTITY (DOZ)	VALUE (MILLION \$)
2016	650000	\$30.00
2015	600000	\$26.00
2014	550000	\$25.00
2013	500000	\$24.00

Audit Status

Sl. No.	Date of Audit	Buyer	Audit Company	Category Audit	Party Auditing	Audit Status	Validity upto	Audited Factory
1	21.06.16 & 22.06.16	Lidl	ITS	BSCI	3rd Party	C	21.06.2017	Moonlight
2	16.05.2016	SEDEX	ETSC	Ethical	3rd Party	Acceptable	15.05.2017	Ehsan
3	16.05.2016	Walmart	SGS	ES	3rd Party	Yellow	15.05.2017	Ehsan & Moonlight
4	22.12.2015	Wal-Mart	BV	SCS	3rd Party	Low Risk Priority, (Score-98)	22.12.2016	Ehsan & Moonlight
5	31.03.2015	Walmart	BV	FCCA	3rd Party	Pass	30.03.2016	Ehsan & Moonlight
6	27.06.2016	Fruit of the Loom	ITS	WRAP	3rd Party			Ehsan
7	20.06.2013	Lidl	TUV	BSCI	3rd Party	Finding - 1 cap	20.06.2016	Ehsan
8	23.03.2014	Walmart	BV	Electrical & Fire Safety	3rd Party	BS-A,Es-B,Fire-B		Ehsan & Moonlight
9	25.09.2013	Inditex (ZARA)	ARUP	Building Inspection	3rd Party	Green		Ehsan & Moonlight
10	13 & 14 th Jan.-2014	Fruit of the Loom	ITs	WRAP	3rd Party	Gold certificate.	22.02.2017	Moonlight
11	April 27.2016	Intradeco	PVH	Ethical	1st Party	Yellow	26.04.2017	Ehsan
12	31.08.2015	Knothe / Interdeco	Sears	Ethical	1st Party	Acceptable with issue	31.08.2016	Ehsan
13	14.12.2015	Orientex	Sears	Ethical	1st Party	Acceptable with issue	14.12.2016	Moonlight
14	24.08.2015	C&A	C&A	Ethical	1st Party	Follow- UP	23.08.2016	Moonlight
15	21.10.2014	Li & Fung	Li & Fung	Ethical & Electrical	1st Party	Follow- UP		Ehsan
16	12.05.2015	Zara	Inditex	Technical	1st Party	Rating-B	12.05.2016	Ehsan
17	31.03.2015	GAP	GAP	Ethical	1st Party	Approved.	Follow-up.	Moonlight
18	19.03.2015	GAP	GAP	Technical	1st Party	Approved.	Follow-up.	Moonlight
19	29.04.2015	Zara	SGS	Ethical	3rd Party	Rating-A	29.04.2017	Ehsan & Moonlight
20	20.05.2015	Zara	Inditex	Technical	1st Party	Rating-B	20.05.2016	Moonlight

At a glance of Ehsan & Moonlight Garments Ltd.

Ehsan/Moonlight Garments Ltd. is 100% export oriented garments manufacturing industry started successfully operating in Bangladesh since 1984 has been providing vast business benefits to a large number of Garments Industries being the RMG sector in Bangladesh. We have made goodwill for providing committed which excellent our Quality in services by value adding to the industry. Now we have 24 sewing lines. Also the facilities are membership of BGMEA. The factories are 100% compliance. Both the factories are maintain and follow up as a member of **WRAP, BSCI, WALMART, FCCA, SCS, INDITEX, SEDEX, WCA, C-TPAT.**

Presently we are at our own seven storied building at Gazipur which is only 5 KM transport distance from Dhaka International Airport.

- BUYER** : Wal-mart, George, Inditex, Gap, PVH, Lidl, KiK Textile, C&A, Aldi, Costco, etc.
- MARKET** : USA, UK, EUROPE, CANADA, ITALY, SPAIN etc.
- PRODUCT** : Our Main products are Shirt, Pant, Trouser, Jacket, Skirts etc. for Ladies, Gents & Kids.
- CAPACITY** : Our monthly capacity is 360,000 pcs for Ehsan Garments Ltd. and 360,000 pcs for Moonlight Garments Ltd. as basic style or depend +/- similar to styling.
- FABRICS** : Cotton, T/C, Twill, Denim, Flannel, Canvas, Corduroy, Sheeting, Fleece, Velvet etc.
- SOURCE OF FABRICS** : China, Hong Kong, Taiwan, South Korea, Pakistan, India, Bangladesh.

MEMBERSHIP

- : Bangladesh Garments Manufacturers and Exporters Association (BGMEA), Export Promotion Bureau (EPB)

LICENSE

- : Factory License, Fire License, Bond License etc.

TOTAL WORK FORCE

- : Ehsan – 1650, & Moonlight – 1600

TOTAL FLOOR AREA

- : Ehsan – 143,202 sq. ft. & Moonlight – 141,918 sq.ft.

MERCHANDISING

- : We make every effort to be competitive in all areas of our business and as an experienced garment manufacturer and understand the importance of cost like Woven (Top & Bottom). Our Merchandising team has a large bank of experiences to draw from when aiming to give you the best asking price with maximized product quality assurance.

SAMPLING TEAM

- : The sampling department located in the factory in order to have all the help of infrastructure to make the best of sample at the least possible time. Our sampling team consists of 30 highly efficient technical personnel, controlled by efficient Pattern Maker, reporting directly to the merchandising team as per client required.

QUALITY CONTROL

- : Our quality assurance departments well control of all goods to ensure quality from the beginning to till the shipment as per AQL 2.5 standards or preferred by our clients.

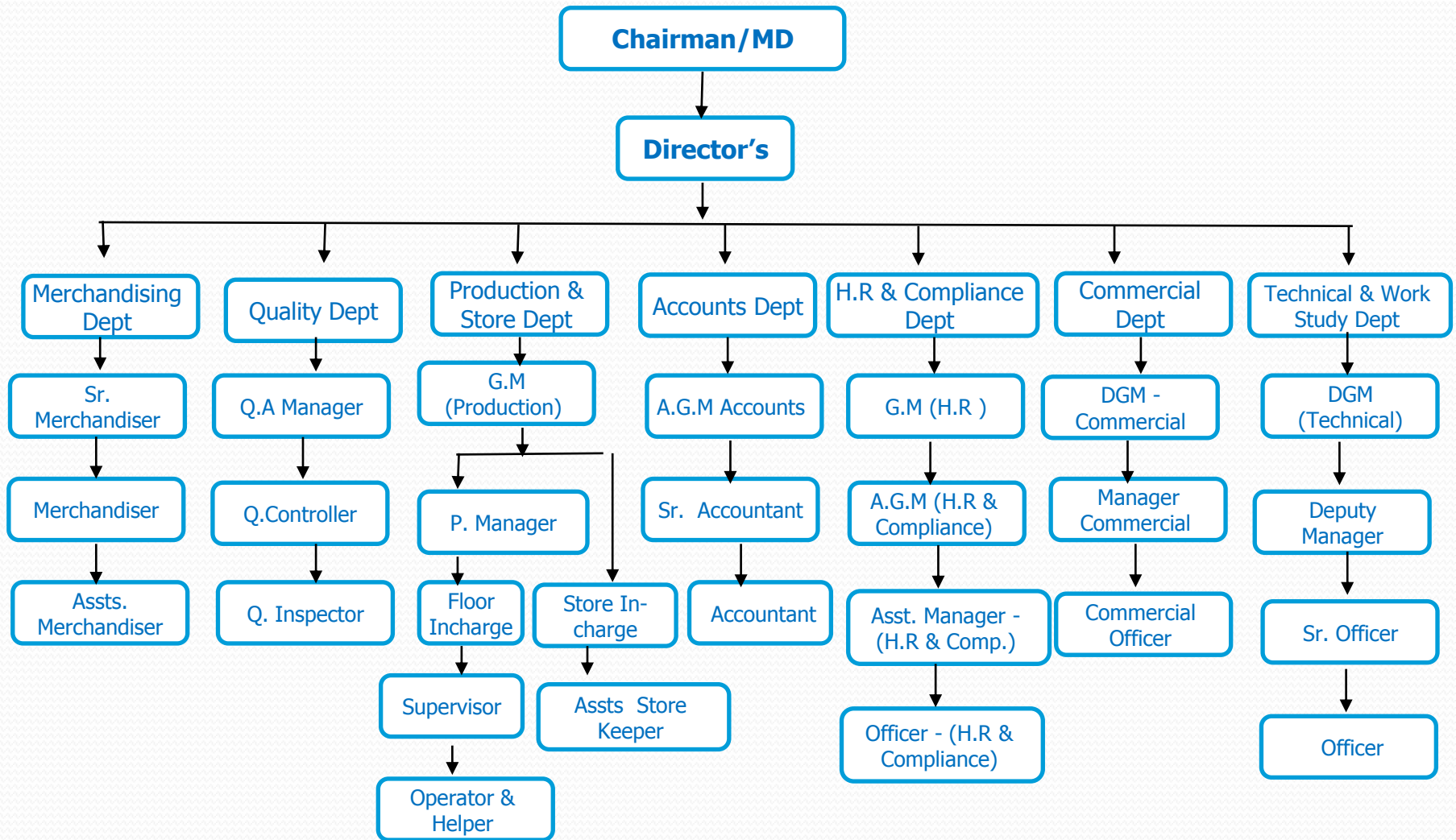
Board of Director

1.	NAZMUL AHSAN KHALED	CHAIRMAN/MANAGING DIRECTOR
2.	SHAMSUL AREFIN KHALED	DIRECTOR
3.	SAIDUS SALEHIN KHALED	DIRECTOR
4.	SAIFUL AREFIN KHALED	DIRECTOR
5.	ABU M ABDULLAH	DIRECTOR (OPERATION)

Management & Contract Information

Sl. No.	Name	Designation	Cell No.
1.	Md. Abu Naser	DGM – Admin, HR & Compliance	+8802 9291372-4
2.	Md. Aftab Uddin	GM – Commercial	+8802 9291372-4
3.	Kazi Wasim	DGM (Marketing & Merchandising)	+88 01713015442
4.	Khan Shofequl Islam	Merchandising Manager	+88 01712182314

Organogram

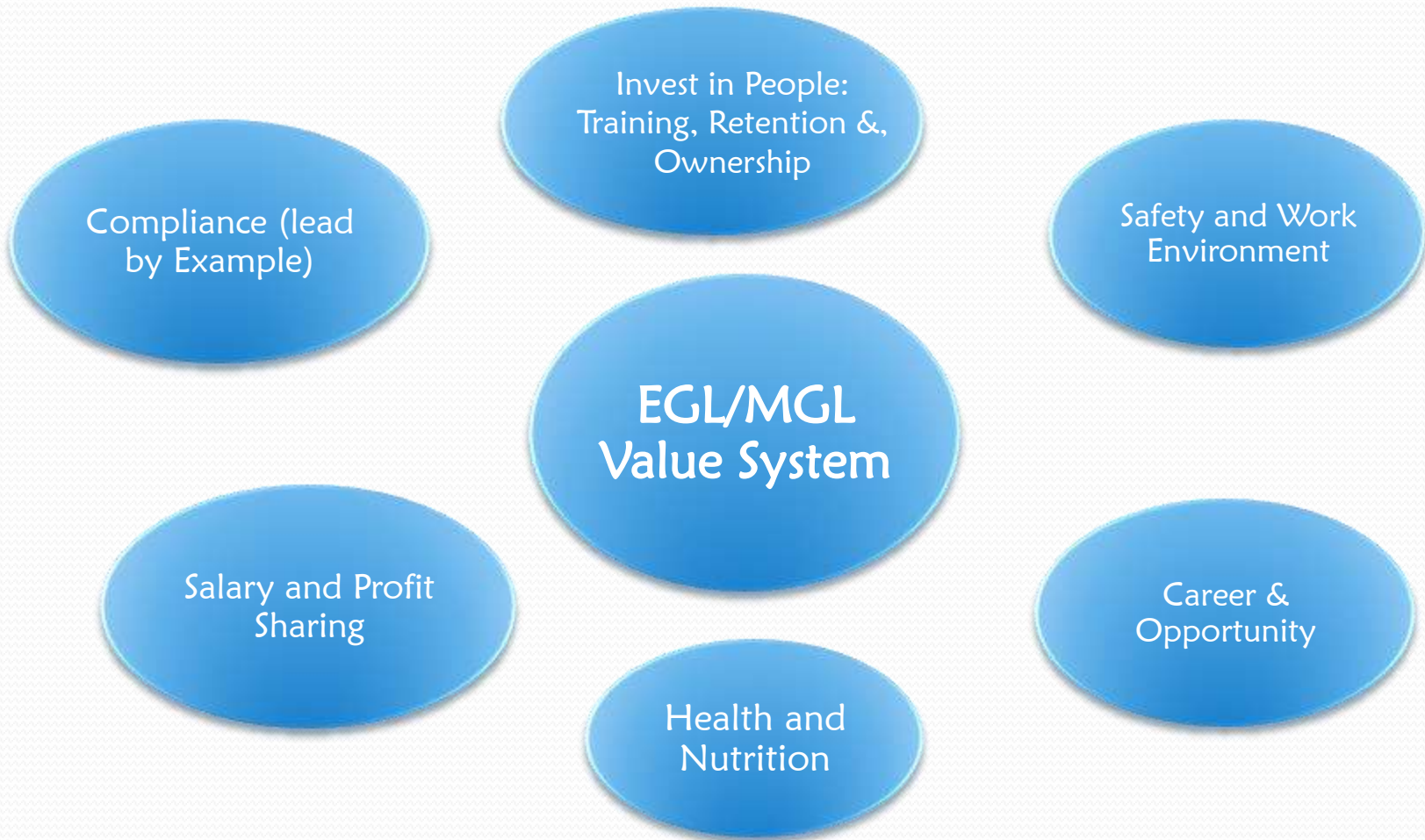


Ehsan/Moonlight Garments Ltd.

CSR Best Practices.

1. Continue to improve working condition with best industry practice ensuring Sustainability.
 2. Thrive to provide a safe and healthy working environment.
 3. Encourage education for the next generation.
- Lead in Fire Safety in Bangladesh
 - Lead in Environmentally responsible
 - Maximum workers satisfaction and minimum workers attrition
 - Empowering women and improve women health standards
 - Training and constant communication with the employees
 - Elected Workers Participatory Committee
 - Involved in decision making, constant Voice of the workforce surveys
 - Incentive and reward system: productivity, rework and quality
 - Maximum transparency and partnership with vendors.

CSR = Business



- Result => 80% of the Workforce are with EML for 5+ years
- No Interruption of work in the middle of all the Political and social issues.

Bonuses and Incentive

**Two Festival
Bonuses in
year**

Yearly Profit Sharing

- ✓ 5% of the Yearly Net Profit
- ✓ Employee Ownership

**Attendance
Bonus**

**Production
Target Bonus**

Lead in Fire Safety

- Full electrical system audit and Structural Audit by International Consultants (By Alliance & Accord)
- Be the first Garment industry in Bangladesh to install a centralized Fire Detection and Monitoring System
- Install Fire doors
- Install the fire hydrant system
- Have dedicated Fire safety department with Fire Marshall and trained fire fighting staff
- Have 540 trained employee with Fire Training certificate from Bangladesh Fire Service Civil Defense Directorate(FSCD)
 - Trained all employees on basic fire safety (in each unit)
- Conduct Fire Drill every month in the presence of Fire Department
- Complete the underground water reservoir, diesel operated high pressure fire pump, fire hydrant system around the building and every floor.

Path to Safety

Prevention

Infrastructure

Fire doors, Sprinklers, dedicated
reservoir, Fire Hydrants

Detection

Evacuation

Flow of People via stairs, smoke
free evacuation path

Training &
Awareness

WORK PLACE SAFETY

- Personal Protective Equipment
 - Dust Mask,
 - Needle Guard of all machine,
 - Safety Goggles,
 - Ear Plug,
 - Finger Guard,
 - Steel Hand Gloves
- Govt. Certified MBBS doctor with trained two nurses for health services and provided free medicines for out all workers.
- Two fulltime governesses to take care the Child Care Service.
- Fire Officer to maintain all Fire Equipment
- Train our Rescue team & Fire Fighters team
- Take monthly fire drill.
- Ensure sufficient fire equipment & water reservation tank.
- In the facilities, 3 (three) emergency exits are always open when working period.
- The facilities make sure Pure Drinking Water, Health & Safety, Group Insurance, earned leave and other welfare conveniences in the factory.

Employee Welfare

- RO Plant for safe drinking water, Doctor and Nurses
- Maternity Benefit and special maternity care
 - First Doctor Visit and doctor assisted child birth support
- Child Care and education scholarship on basis of merit
- Medical Assistance
- Special assistance for special needs:
 - Emergency medical expense for the family
 - Family Wedding and other special needs

Continuous training & Skill improvements

- Training program for Sewing operators
 - Special retention and promotion program for Helpers or entry level people
- University affiliated practical training program
 - Merchandisers
 - Industrial Engineers
 - Production Technicians
- Training sessions for different employees at all levels.

Elected and Active Participation Committee

Employees voices are heard and represented

- Elected Participatory Committee (PC)
 - Elected by direct voting by the workers and election conducted by the Government Labor department
 - PC is involved in all decision making along with the factory Owners and Management
 - Regular PC committee meeting with HR department, and Top Management
 - Constant two way communications – Satisfied workers who does not use violence as a mean
 - Open door policy by Factory owners.

WALAMRT - FCCA

Our Achievements

GOLD CERTIFICATE OF COMPLIANCE

Ehsan Garments Ltd.

WRAP #: 9310
 Certification Period: July 29, 2016 to July 29, 2017
 Facility Address: Kunia Pachar (Targach), K.B Bazar, Gazipur, Bangladesh 1710
 Production Processes: Cutting, Sewing, Pre-Quality Check, Pressing and Packing
 Sample Size: 35
 Average Weekly Hours in Periods Reviewed: October 2015: 57 February 2016: 53 May 2016: 59

Please refer to the full audit report for details.



Avedis H. Seferian
 Avedis H. Seferian
 President & CEO

Charles C. Masten
 Charles C. Masten
 Chairman

Subject to the terms and conditions of the WRAP Certification Program and full compliance with the WRAP Production Principles

WRAP – Ehsan (Re-Audited Report not yet received)

GOLD CERTIFICATE OF COMPLIANCE

Moonlight Garments Ltd.

WRAP #: 16377
 Certification Period: March 13, 2017 to March 13, 2018
 Facility Address: Kunia Pachar, Targach, K.B Bazar, Gazipur, Bangladesh 1704
 Production Processes: Cutting, Sewing, Pressing, Finishing and Packing
 Sample Size: 35
 Average Weekly Hours in Periods Reviewed: March 2016: 56 August 2016: 53 January 2017: 55

Please refer to the full audit report for details.



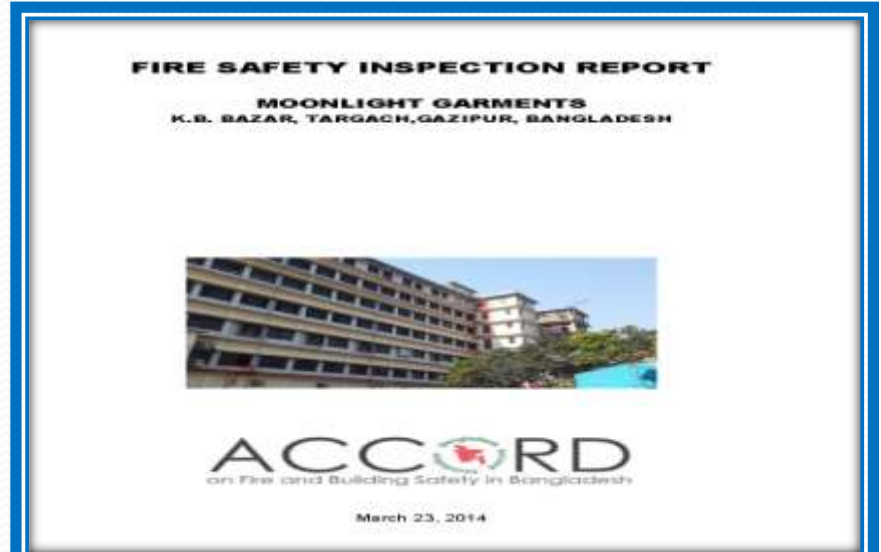
Avedis H. Seferian
 Avedis H. Seferian
 President & CEO

Charles C. Masten
 Charles C. Masten
 Chairman

Subject to the terms and conditions of the WRAP Certification Program and full compliance with the WRAP Production Principles

WRAP – Moonlight Garments Ltd.

Our Achievements



CAP Summary				
Input data in Yellow marked Cells Only				
Latest CAP Submission Date:	4-Feb-17			
Initial Audit Date:	19-Apr-14			
CAP In-Person Meeting Date:	25-Mar-15			
1st RVV/Follow-up Date:	26-May-15			
2nd RVV/Follow-up Date:	6-Jan-16			
3rd RVV/Follow-up Date:	17-Jul-16			
Final Inspection Date:				
Months Count on CAP Submission Date:	22			
Months Count on Latest RVV Date:	13			

Electrical	Number of NC	Not started	In Progress	Complete
Alliance RVV Status	30	0	6	24
RVV Current status		0	1	29

Fire	Number of NC	Not started	In Progress	Complete
Alliance RVV Status	26	0	2	17
RVV Current status		0	8	18

Structure	Number of NC	Not started	In Progress	Complete
Alliance RVV Status	21	0	13	7
RVV Current status		0	13	8

Overall	Number of NC	Not started	In Progress	Complete
Alliance RVV Status		0	29	49
As Percentage		0%	36%	62%
RVV Current status	77	0	22	55
As Percentage		0%	29%	71%

ALLIANCE - (Re-Audited 3rd Follow up Complete)

ACCORD
and
SAFETY

ELECTRICAL SAFETY FOLLOW UP INSPECTION REPORT (8th)

Factory Name:	Ehsan Garment Ltd.	Date:	19/04/2014
Address:	Rangpur, Tangail, Dhaka	Inspector:	Tazul, Shaukat
Factory ID:	001	ELECTRICAL SAFETY INSPECTION DATE	19/04/2014
Initial Inspection Date:	19/04/2014	Date of 1 st Follow Up:	19/04/2014
Report Submitted Date:	19/04/2014	Date of 2 nd Follow Up:	19/04/2014
Date of 1 st Follow Up:	19/04/2014	Date of 3 rd Follow Up:	19/04/2014
Date of 2 nd Follow Up:	19/04/2014	Date of 4 th Follow Up:	19/04/2014
Date of 3 rd Follow Up:	19/04/2014	Date of 5 th Follow Up:	19/04/2014
Date of 4 th Follow Up:	19/04/2014	Date of 6 th Follow Up:	19/04/2014
Inspected by:	Md Masud Islam	Date of 7 th Follow Up:	19/04/2014

Item No.	Issue/Defect (Observation)	Score/Findings (0-100)	Score/Findings (0-100)	Score/Findings (0-100)	Score/Findings (0-100)	Score/Findings (0-100)	Score/Findings (0-100)
1	PT cable route through floor slab is not supported and protruding from the level of the slab above ground level.	Provide steel pipe for supporting and protruding from the level of slab for 3m above ground level.	Wires are loose.	On 15/04/2014: 5/100	18/04/2014	Factory management already provide steel pipe for supporting and protruding from slab.	Completed
2	Wires are loose through floor slab and protruding from the level of the slab above ground level.	Provide cable ducts and support and protect the wires. Secure the wires in ducts fixed with latches.	Wires are loose.	On 15/04/2014: 5/100	18/04/2014	Factory management is taking only and secure provide cable ducts which is made of non-flammable material.	Completed

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ACCORD - (Re-Audited 8th Follow up Complete)

Our Achievements

SMETA Corrective Action Plan Report (CAPR) Modified version

Version 5.0.1, Dec 2014

Supplier name:	EHSAN GARMENTS LTD.		
Site country:	BANGLADESH		
Site name:	EHSAN GARMENTS LTD.		
Parent Company name (of the site):	N/A		
SMETA Audit Type:	<input type="checkbox"/> 2-Pillar	<input checked="" type="checkbox"/> 4-Pillar	
Date of Audit	16 th May & 17 th May 2016		

Audit Content:

(1) A SMETA audit was conducted which included some or all of Labour Standards, Health and Safety, Environment and Business ethics. The SMETA Best Practice Guidance Version 5 December 2015 was applied. The scope of workers included all types at the site e.g. direct employees, agency workers, workers employed by service providers, and workers provided by other contractors. Any deviations from the SMETA Methodology are stated (with reasons for deviation) in the SMETA Declaration.

(2) The audit scope was against the following reference documents

2-Pillar SMETA Audit

- ETI Base Code
- SMETA Additions
 - Management systems and code implementation,
 - Entitlement to Work & Immigration,
 - Sub-Contracting and Home working,

4-Pillar SMETA

- 2-Pillar requirements plus
- Additional Pillar assessment of Environment
- Additional Pillar assessment of Business Ethics

The Customer's Supplier Code (Appendix 1)

(3) Where appropriate non-compliances were raised against the ETI code / SMETA Additions & local law and recorded as non-compliances on both the audit report, CAPR and on Sedex.

Any Non-Compliance against customer code shall not be uploaded to Sedex. However, in the CAPR these 'variances in compliance between ETI code / SMETA Additions/ local law and customer code' shall be noted in the observations section of the CAPR.

Audit Company: ESTS Report reference: AUBA1400X-46 Date: 16th & 17th May 2016



1

SEDEX ETHICAL

Textile Audit

Version 1.1

TESCO NON-COMPLIANCE SUMMARY

No.	Critical non-compliances	Corrective Action	Date to be completed	Person Responsible	Suggested Verification Method
	Nil				

No.	Major non-compliances	Corrective Action	Date to be completed	Person Responsible	Suggested Verification Method
	Nil				

No.	Minor non-compliances	Corrective Action	Date to be completed	Person Responsible	Suggested Verification Method
14.1	Factory is not following quarantine area in accessories store.				
14.2	Style#1603s, Client - Promtex (A13) were observed to be issued to the floor prior to inspection.				
27.2	Shapler pin were observed with the documents in accessories store.				
8.1	Factory is not checking vehicles for carrying goods to the washing section.				
28.1	Factory has a RESET BY KEY type metal detector machine. However, the key was with the machine.				
17.4	Relaxation posture does not ensure proper relaxation in cutting.				
18.6	Snap attachment machines were set on the plain floor with out gridded floor set up or mats.				

Textile Audit

Version 1.1

No.	Recommendations/Comments	Corrective Action	Date to be completed	Person Responsible	Suggested Verification Method
25.6	Few finished carton were observed to be kept on the floor without pallets (5%). Reportedly factory has already started to arrange more pallets.				

TESCO TECHNICAL

Our Achievements

Name of the producer: Ehsan Garments Ltd.
DBID: 29815 and Audit ID: 6760
Audit Type: Full Audit
Tier I

Audit Date: 20/06/2013
Audit Methodology: Industrial

BSCI Business Social Compliance Initiative

Producer Information

Name of producer: Ehsan Garments Ltd.
DBID number: 29815
Audit ID: 6760
Address: Kumapchar, Targach, Gazipur, Bangladesh, Gazipur
Province: Dhaka Country: Bangladesh
Management Representative: Mr. Md. Abu Naser
Contact person: Mr. Md. Abu Naser
Sector: Non-Food Industry Type: Textiles, clothing, leather
Product group: Apparel Product Type: Woven Items (tops & bottom)

Audit Details

Type of audit: ☒ Full Audit ☐ Re-Audit
Sub type of audit: ☐ Combined audit ☐ Special investigation- RUC ☐ Special investigation- Other ☐ Unannounced/ Semi-announced
Audit date: 20/06/2013 Audit Duration: 4.000
Audit methodology: ☒ Industrial ☐ Primary Production
Auditing Company: TLUV SUD
Auditing Company Branch: TLUV SUD Bangladesh (Pvt.) Ltd.
Auditing company address: Update Tower, Level 7 & 8 01 Shajjalal Avenue, Sector -06, Uttara Model Town, Dhaka - 1230, Bangl...
Lead Auditor Name (SA8000 Certificate Number): Mazba Uddin (A8205)
Team Member Name (SA8000 Certificate Number): Asim Kumar Mondal (A0503), Nawrin Hossain (A506), Faharin Hoque (A600)

Audit Results for Part B tier I

Total Score Part B tier I: ☒ Good ☐ Improvements Needed ☐ Non-Compliant
Total Number of deviations in crucial questions: 0 / 35
Agreed date for closing the Corrective
Action Plan (if applicable):
Contingencies to be reported: ☐ Absorbed ☐ Partially Conducted ☐ Combined With Other Systems ☐ Desktop Review ☐ Under Grace Period ☐ Others

Audit Results for Part B tier II (Only relevant if Primary Production Methodology is used)

Please refer to section "Sampled Units Tier II" and "Audit Sample CAP B"

Audit Results for Part C (Only relevant if Part B tier I scores Good)

Total Score Part C: ☐ Good ☒ Improvements Needed

BSCI – Ehsan (Re-Audit on Process)

Producer: Moon Light Garments Limited
DBID: 29815 and Audit ID: 6760
Audit Type: Full Audit

Audit Date: 20/06/2013

BSCI Business Social Compliance Initiative

Audit Details

Audit Range: ☒ Full Audit ☐ Follow-up Audit
Audit Scope: ☒ Main Audits ☐ Main Audits & Farms
Audit Environment: ☒ Industrial ☐ Agricultural
Audit Announcement: ☒ Fully-Announced ☐ Fully-Unannounced ☐ Semi-Announced
Random (Unannounced) Check (RUC): No
Audit action (if applicable): none
Audit interference or contingencies (if applicable): none
Overall rating: ☒ Good
Need of follow-up: Yes R/YEA by: 22/06/2013

Rating per Performance Area (PA)

PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
Good	Good	Good	Good	Good	Good	Good	Good	Good	Good	Good	Good	Good

Executive summary of audit report

Moon Light Garments Limited is located at Kumapchar Targach, K.B. Bazar, Gazipur, Bangladesh. The facility has started its operation since 18 working location. The total production area is about 124,000 square feet and warehouse area is about 18,000 square feet. The main product made by the facility is woven garments (tops & bottom). The main production processes are cutting, sewing, assembly, sewing and finishing.

There are 03 factories operating in the facility premises named Moon Light Garments Limited (audited facility), Ehsan Garments Ltd and Ehsan Printing Industries Ltd. (Under the same ownership and management but not in audit scope).

The facility is situated at 02 RCC (Reinforced Cement Concrete) buildings and 03 sheds.

The description of the building is follows:

Building 01 (07 stories):

- Ground floor: Accessories store (commonly used), fabric store (commonly used), sanitary section (Moon Light Garments Limited) and Ehsan Printing Industries Ltd.
- 1st floor: Office room, seating section and finished goods store (common)
- 2nd and 3rd floor: Cutting section, sewing section and finishing section.
- 4th and 5th floor: Ehsan Garments Ltd.
- 6th floor: Training room, worker's dining hall, prayer room and canteen (common)
- Roof top: Vent.

Building 02 (01 stories): Weaving room

Building 03 (01 stories): Security room and fire control room

Shed 01: Medical room and bathroom room (common)

Shed 02: Generator room and boiler room (common)

Shed 03: Weaving room (Ehsan Packaging & Printing Industries Ltd.)

The regular working days of the employees is from Saturday to Thursday and Friday is weekly off day. The facility's general working hour is from 8:00 pm including 01 hour lunch break is from 01:00 pm to 02:00 pm. All employees' wages are paid on monthly basis. At present the production of the facility is approximately 355,000 pieces per month.

Audit Process:

This initial visit was conducted by Interact Bangladesh. Five auditors in two days (two auditors on first day and three auditors on second day) assessed the facility's operations against the BSCI Code of Conduct and local regulation.

Opening Meeting:

Mr. Chyngel (Lead Manager HR & Compliance), Mr. Md. Anwar Hossain (Senior Compliance Officer), Mr. Anwar Hossain (Senior Officer HR) and Mr. W. President of Participation Committee of the facility were present in the opening meeting. In a brief description auditor told him the audit process, its scope, and also explain the BSCI code of conduct. Management assured the auditors to help throughout the audit process and provided necessary photography of required documents, along with auditor at the facility and provide separate space for employees' interview.

BSCI Business Social Compliance Initiative
www.bscigroup.com

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BSCI – Moonlight

Our Achievements




OEKO TEX - Ehsan



OEKO TEX - Moonlight

Our Achievements



Factory Security Assessment - General Merchandise and Food - Country Rated High Risk for Supply Chain Security -

Factory Profile

Wal-Mart Factory ID #	28039006
Factory Name	EHSAN GARMENT LTD, Moonlight Garments Ltd, Unique Paper Box, Ehsan Packaging & Printing Industries LT
Factory Street Address	KUNIA PACHAR (TARGACH) K.B. Bazar Tongi Gazipur
Factory City and Country	Dhaka Bangladesh
Wal-Mart SCS Audit Request ID #	6110670
Factory Responsible Person Name	Obayed Ullah Manager (HR & Compliance)
Contact Number	9291372-4
Date of Security Audit	Dec-22-2015
OVERALL SCORE	98
RISK RATING	Low Risk Priority

Audit Company

Audit Company Name	Bureau Veritas
Audit Team	BVIND010

Audit Overview

Audit attendance	Obayed Ullah Manager (HR & Compliance), Robul Islam Asst. Manager (HR & Compliance), Anwar Hossain Sr. Compliance Officer, Abu Hasan Sr. Officer
Present at the opening meeting?	Yes
Present at the closing meeting?	Yes

Company Profile

Company name	EHSAN GARMENT LTD, Moonlight Garments Ltd, Unique Paper Box, Ehsan Packaging & Printing Industries LT
Contact name	Obayed Ullah Manager (HR & Compliance)
Address 1	KUNIA PACHAR (TARGACH) K.B. Bazar Tongi Gazipur
Address 2	N/A
City	Dhaka
State	Dhaka
Country	Bangladesh
Phone	9291372-4
Fax	9291370
Email	obayed@ehsan-moonlight.com
Website	www.khaled-group.com
Number of employees	

WALMART SCS



Workplace Conditions Assessment (WCA) Achievement Award

Ehsan Garments Ltd.
Kunia Pachar (Targach), P.O.-K.B. Bazar
Gazipur, Bangladesh
এহসান গার্মেন্টস লিঃ
কুনীয়া পাচার (তর্গাচ), বেরি বাজার
গাজীপুর, বাংলাদেশ।

WCA Registration Number: F IAR 13528

Intertek has assessed the practices of the above facility according to the scope of the Workplace Conditions Assessment which resulted in meeting the performance criteria required for the "Achievement Award".

The evaluation of the facility covered the following areas:

1. Labor
2. Wages & Hours
3. Health & Safety
4. Management System
5. Environment

Christopher Liehm, V.P Global Auditing
Intertek Trust ID 16538

Derek Chang, CAC Certification Director
Expiration Date Nov 11, 2018

Enabled by 

This document confirms that an independent, industry assessment of the current facility was performed using a procedure that was approved by Intertek. The assessment was conducted on-site and the results are based on the facility's level of adherence to program standards. This document should not be used as a demonstration of compliance beyond the expiry date. The facility's compliance with the standards should be maintained or improved to ensure continuing adherence to program standards. The Achievement Award does not certify, confirm or exempt the client from its legal obligations to maintain safe and sound practices in industry regulations or standards, or the safety of any specific products and services produced or delivered by the facility. The facility is responsible for maintaining compliance with all applicable laws, regulations, standards, and program requirements relating to systems, processes or product delivery.

WCA

Our Valued Customers





**BANGLADESH GARMENT MANUFACTURERS
& EXPORTERS ASSOCIATION (BGMEA)**

"Made in Bangladesh with Pride"
BGMEA Complex, 23/1, Panthapath Link Road, Karwan Bazar, Dhaka.

Reg. No . . . **521**.....

1902647

Membership Certificate

This is to Certify that **M/S. Ehsan Garments Ltd.**.....
of ..**Kunja Pachar (Targach), KB Bazar, Gazipur, Bangladesh.**.....
is a member of this Association. Their membership is valid upto the **31st day of**
December, 2016



16 January, 2016
Date

Secretary General

BGMEA Membership - Ehsan



**BANGLADESH GARMENT MANUFACTURERS
& EXPORTERS ASSOCIATION (BGMEA)**

"Made in Bangladesh with Pride"
BGMEA Complex, 23/1, Panthapath Link Road, Karwan Bazar, Dhaka.

Reg. No . . . **243**.....

1902648

Membership Certificate

This is to Certify that **M/S. Moonlight Garments Ltd.**.....
of ..**Kunja Pachar (Targach), KB Bazar, Gazipur, Bangladesh.**.....
is a member of this Association. Their membership is valid upto the **31st day of**
December, 2016



16 January, 2016
Date

Secretary General

BGMEA Membership - Moonlight

Our Valuable Worker Facilities

To provide all types of Personal Protective Equipments (PPE) such as Dust Mask, Needle Guard of all machine, Safety Goggles, Ear Plug, Finger Guard, Metal Hand Gloves etc. for different section. We have a Govt. Certified MBBS doctor with trained two nurses for health services and provided free medicines for out all workers. Always two governesses are take care Child Care Room. We have a Fire Officer who are maintaining of all Fire Equipments and trained to our Rescue Team & Fire Fighters properly and taken monthly fire drill. There are available sufficient fire equipments & water reservation tank. In the facilities, 3 (three) emergency exits are always open when working period. The facilities make sure Pure Drinking Water, Health & Safety, Group Insurance, leave and other welfare conveniences in the factory.

Machine Profile

Ehsan Garments Ltd.

Kuniapachar, Targach, Gazipur.

Machinery List.

A) Cutting

Equipment Type	Units	Specifications	Brand/Model	Remark
Cutter Machine	9	Good Condition	K M	
Lay Cutter	2	Good Condition	Eastman	
CAD	2	Good Condition	Algotex	
Total	13			

B) Sewing

Equipment Type	Units	Specifications	Brand/Model	Remark
Plan Machine	419	Good Condition	Juki/Brother	
Two Needle(Lock Stitch)	50	Good Condition	Juki/Brother	
Vertical Machine	8	Good Condition	Juki/Brother	
Two Needle Chain Stitch	16	Good Condition	Juki	
Zik Zak	3	Good Condition	Yamata	
Over lock	125	Good Condition	Juki/ Pegasus	
Flat Lock	31	Good Condition	Juki/ Pegasus	
Feed of the Arm	22	Good Condition	Juki/ Brother.	
Multi set (kansai)	27	Good Condition	Kansai	
Bartack	20	Good Condition	Juki	special
Button Stitch	10	Good Condition	Juki/Brother	special
Button Hole	13	Good Condition	Juki/Brother	special
Velcrow Attatch	2	Good Condition	Juki/Brother	special
Automatic Pocket weltd	2	Good Condition	Juki	special
Eyelet-Hole	2	Good Condition	Juki/Brother	special
Shuttle Stitch	0	Good Condition	Juki	
Back Tap	1	Good Condition	Kansai	
picording	0	Good Condition	Kansai	
Rib Cutter	1	Good Condition	Gensy.	
Snap Button	3	Good Condition	Yamata.	
Total	755			

C) Finishing

Equipment Type	Units	Specifications	Brand/Model	Remark
Plan Machine	8	Good Condition	Juki/Brother	
Bartack	2	Good Condition	Juki/Brother	
Button Stitch	2	Good Condition	Juki/Brother	
Snap Button	4	Good Condition	Yamata.	
Pocket Plasher	2	Good Condition	Gensy	
Pressing Table	40	Good Condition	Naomoto	
Metal Detection	1	Good Condition	Cintex	
Thraed Sucker	2			
Total	61			

Moonlight Garments Ltd.

Kuniapachar, Targach, Gazipur.

Machinery List.

A) Cutting

Equipment Type	Units	Specifications	Brand/Model	Remark
Cutter Machine	9	Good Condition	K M	
Lay Cutter	1	Good Condition	Eastman	
Band Knife	1	Good Condition	Eastman	
CAD	2	Good Condition	Algotex	
Total	13			

B) Sewing

Equipment Type	Units	Specifications	Brand/Model	Remark
Plan Machine	420	Good Condition	Juki/Brother	
Two Needle(Lock Stitch)	50	Good Condition	Juki/Brother	
Vertical Machine	9	Good Condition	Juki/Brother	
Two Needle Chain Stitch	17	Good Condition	Juki	
Zik Zak	4	Good Condition	Yamata	
Over lock	125	Good Condition	Juki/ Pegasus	
Flat Lock	31	Good Condition	Juki/ Pegasus	
Feed of the Arm	23	Good Condition	Juki/ Brother.	
Multi set (kansai)	28	Good Condition	Kansai	
Bartack	21	Good Condition	Juki	special
Button Stitch	11	Good Condition	Juki/Brother	special
Button Hole	13	Good Condition	Juki/Brother	special
Velcrow Attatch	3	Good Condition	Juki/Brother	special
Automatic Pocket weltd	2	Good Condition	Juki	special
Eyelet-Hole	2	Good Condition	Juki/Brother	special
Shuttle Stitch	1	Good Condition	Juki	
Back Tap	1	Good Condition	Kansai	
picording	1	Good Condition	Kansai	
Rib Cutter	2	Good Condition	Gensy.	
Snap Button	3	Good Condition	Yamata.	
Total	767			

C) Finishing

Equipment Type	Units	Specifications	Brand/Model	Remark
Plan Machine	8	Good Condition	Juki/Brother	
Bartack	2	Good Condition	Juki/Brother	
Button Stitch	2	Good Condition	Juki/Brother	
Snap Button	4	Good Condition	Yamata.	
Pocket Plasher	3	Good Condition	Gensy	
Pressing Table	40	Good Condition	Naomoto	
Metal Detection	1	Good Condition	Cintex	
Thread Sucker	3			
Total	63			

Visual Tour of Ehsan/Moonlight Garments Ltd.



Factory Entrance



Factory Building



Security Guard Area



Factory CCTV at Front Gate



Reception



Conference Room



Training by Buyer



IE & Planning Section



Sample Room



CAD- Pattern Room



Internal Lab Room



Quality Check Room



Sewing Section



Finishing Section



Cutting Section



Packing Section



Needle Detector Machine



Spot Removing Room



Medical Room



Workers Dining Hall



Child Care



Carton Stuffing Area

Advance Fire Detection



Automatic Fire Detection Systems/ Fire Alarm Switch/Powerful Audio Visual Alerts/Centralized Monitoring/ Fire Control Panel



Fire Safety Equipments/ Emergency Light

Our Fire Prevent System



Fire Hydrant



PA System



Berried Window



Fire Door



Hose Pipe



Embroidery Section



Embroidery Evacuation Plan



Packaging Section



Packaging Evacuation Plan



Factory Visit of American Ambassador



Factory Visit of American Ambassador



Factory Visit of American Ambassador



Factory Visit of American Ambassador

QUESTION



Pls Call
Shofequl
(Merchandising Division)
Cell # +8801712182314