

TIVOLI APPARELS LIMITED

(SISTER CONCERN OF IMPRESSIVE GROUP)



Company Profile

FACTORY ADDRESS:

TIVOLI APPARELS LIMITED

Plot No: A-102, BSCIC Industrial Estate,
Tongi, Gazipur, Bangladesh.

E-mail: zahid@impressivegrp.com

Web: www.impressivegrp.com

PROFILE:

IMPRESSIVE GROUP	Group comprises of Three well reputed 100% export oriented garments manufacturing factories for any kind of woven garments specially bottom and top wear of worldwide renowned brand. We are committed to quality and on time shipment. Our focus is on continued safety of our workers and providing them with a healthy working environment. All of our factories are in compliance with European and USA standard.
TIVOLI APPARELS LIMITED	TIVOLI APPARELS LIMITED starts with 250 machines in 1 st February, 2013, now 967 machines because of our enlightened vigilance over quality, prompt delivery, competitive price and advanced technology-it is a leading apparel manufacturer located at Tongi BSCIC on its own seven storied building at Plot # 102, Tongi BSCIC Industrial Estate, Tongi Dhaka. Having a total floor space of 1, 21,110 sft. & designed with Cutting, Sewing, Finishing, Office and Store as well as with fusing, boiler & machines repair services etc.
Head Office	J.R Casero Tower (5 th & 7 th To 9 th Floor), 46, Mohakhali C/A, Dhaka-1212. Bangladesh. Tel: 88-02-9850938, 88-02-9891146. Fax: 88-02-9842242.
Factory	TIVOLI APPARELS LIMITED , Plot No: A-102, BSCIC Industrial Estate, Tongi, Gazipur, Bangladesh.
Establishment	(Impressive Group -1992) & (Tivoli Apparels Limited-2013)
Certificate Achieved & Evaluated By (Group Factory)	WRAP Certified, BSCI Certified, WCA, SMETA (SEDEX) Certified, SCS (CT-PAT) Certified. Evaluated By Wal-Mart, Tesco, Next, Oshkosh Carter's, Quick Silver, Carrefour, Simple Approach, Li & Fung, Woolworth, Sainsbury, Target Australia, Meijer, OEKO-TEX and Accord & Alliance approved.
Factory Product	Specialized for Men, Ladies and Children & Infant Department in Denim, Poplin, Flannel, Twill, Canvas, Corduroy, Stretch & other heavy Fabrics.
Area Of Specialization	Pants, Trousers, Bermuda, Shorts, Rib waist pant, Pull on pant, Chino pant, Sleep wear, Swim Wear, Boxer, Zip off Pant, Chino Pant, PJ set, Shirt, Jackets, Ladies Dresses etc any kind of top and bottom item.
Company Web Address	www.impressivegrp.com

MANAGEMENT:

Chairman	Nazrul Islam Sawpon	Mobile No: +880 171529182
		E-mail: nislam@nddlbd.net
Managing Director	Md. Mosharraf H. Dhali	Mobile No: +880 1817048734
		E-mail: dhali@impressivegrp.com
Director	Mustafa Habibullah Al Mamun	Mobile No: +880 1817048736
		E-mail: mamun@impressivegrp.com
Director	Md. Zahidul Hoque	Mobile No: +880 1817048735
		E-mail: zahid@impressivegrp.com
Director	A.K.M Tariqul Islam (Helal)	Mobile No: +880 1817048743
		E-mail: tareq@impressivegrp.com
Director	Md. Abul Kalam Azad	Mobile No: +880 1817048765
		E-mail: kalam@impressivegrp.com
		E-mail: mhoque@impressivegrp.com
Manager (Merchandising & Marketing)	Md. Mazharul Haque	Mobile No: +880 01815555386
		E-mail: mazharul-tivoli@impressivegrp.com
Production Director	Subrata Biswas	Mobile No: +880 01815555386
		E-mail: subrata-tivoli@impressivegrp.com
Commercial Manager	Md. Abdul Wadud	Mobile No: +880 1817048792
		E-mail: wadud@impressivegrp.com
Manager- Admin HR & Compliance	Md. Faridul Islam	Mobile No: +880 01968638520
		E-mail: compliance-tivoli@impressivegrp.com

CREDIT REFERENCE:

Bank Name	BANK ASIA LIMITED
Bank Address	Mcb Banani Branch, 24 Kamalataturk Avenue, Banani, Dhaka, Bangladesh.
	TEL. +88-02-9889104, 9822326, 9822376, FAX. +88-02-9885610
	Web: www.bankasia.com

SISTER CONCERN: FACTORY / PRODUCTION UNIT:

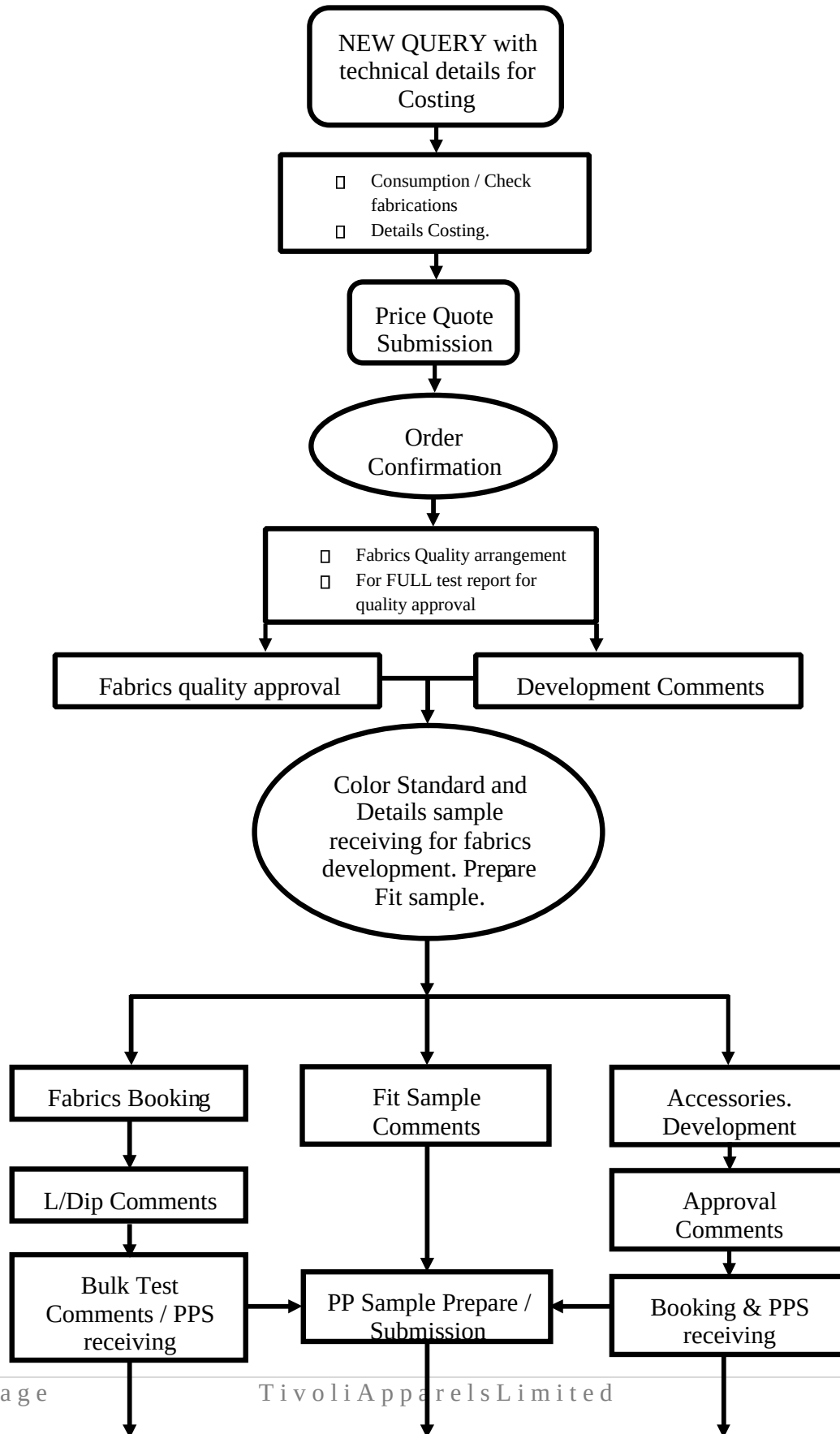
1	Civic Apparels Ltd.	15 Lines
2	Impressive Garments (Pvt.) Limited	05 Lines
3	Tivoli Apparels Limited	16 Lines
	Total Production Line	36 lines
1	Good Link Enterprise	Garments Fabrics Unit
2	ARK Washing Ltd.	Garments Washing Plants
3	G-7 Packaging & Printing Limited	Packaging Production Unit
4	Royal Label & Accessories Limited	Garments Accessories Unit
5	Impressive Greentech Limited	Solar Plant

FACTORY OVERVIEW:

Factory Name	TIVOLI APPARELS LIMITED	
Factory Address	Plot No: A-102, BSCIC Industrial Estate, Tongi, Gazipur, Bangladesh.	
Factory In-charge	Md. Abul Kalam Azad	Mobile: +880 1817048765
		E-mail: kalam@impressivegrp.com
Manpower	1995 (Approx.) (Female-75% & Male-25%) (Workers & Employees are not hired less than 18 years of age.)	
Production Capacity	6,00,000 Pecs Per Month (Approx.) (Woven Items)	
Total Space	1,21,110 Sqft (Seven Storied Industrial Building)	
Number Of Machine	1225 Pecs	
Number Of Line	16 Lines	
Yearly Turnover	USD 38 Million (Approx.)	
Working Day & Time	Saturday to Thursday (08 Am to 05 Pm)	
Minimum Order & Lead Time	10000 Pcs Per Style, & 75-120 days upon receipt of L/C.	
Factory Sample Unit	An independent Sample unit has been set- up with all types of machines to meet the requirement of individual customer/buyer. Per day Sample Production 40 to 50 Pcs.	
Factory Evaluation	Factory of Tivoli Apparels Ltd. undergoing regular social compliance evaluation by 3 rd party audit firms or by local offices on behalf of respective customer/buyer.	

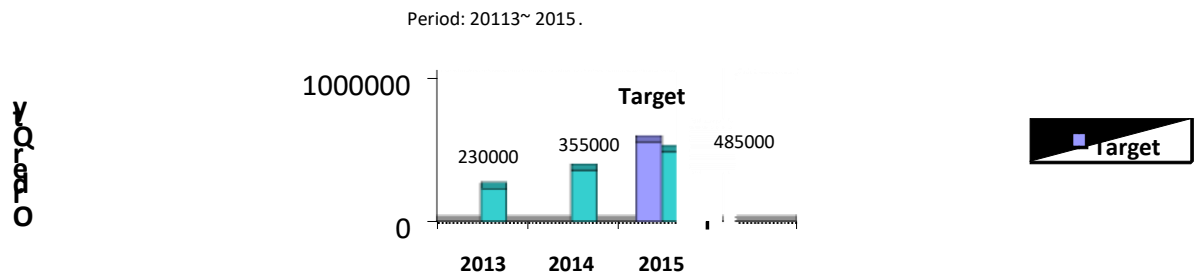
MERCHANDISING & PRODUCTION FLOW CHART:

MAJOR REGULAR CUSTOMER:

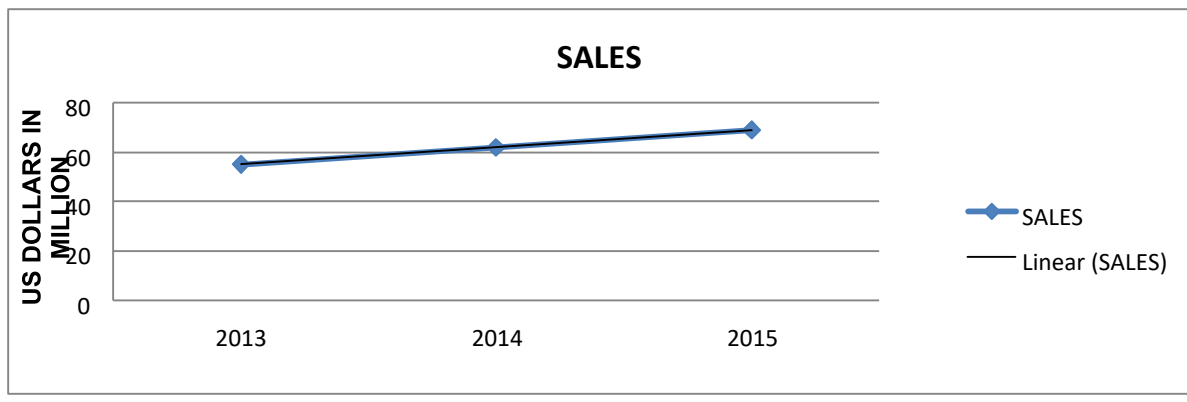


01	Sears Holding Corporation	USA	Pants / Shirt
02	K-Mart	USA	Pants / Shorts
03	Pepco	Poland	Pants / Trouser
04	Carrefour	Spain, France, Italy, Germany, China	Pants / Shorts /Shirt/ Pajama Set Etc.
05	Lidl	Germany	Pants / Shorts /Shirt/ Pajama Set Etc.
06	A.F Textile	Netherland	Pant
07	Next	UK	Pant
08	L. A Halle	France	Pants / Shorts
09	Fashion Link B.V	Nether Land	Pant / Denim Jacket
10	New Worker Fashion Logistics International GMBH. And Co. KG.	Germany	Pant
11	Meijer	USA	Pant / Shirt
12	Wal-Mart		Pant / Shirt
13	Target	Australia	Pant / Shirt

ANUAL SALES OF LAST 03 YEARS:



BUSINESS FROM 2013 TO 2015:



OUR EXPORT PERCENTAGE SHOWED AS BELOW:

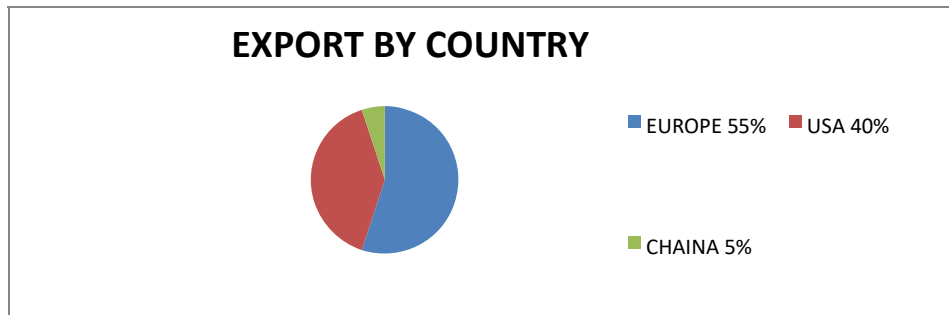


Figure 1

Export	Kids Dept.	Men's Dept.	Infant / Toddler Dept.	Women's Dept.
Percentage	40%	30%	10%	20%

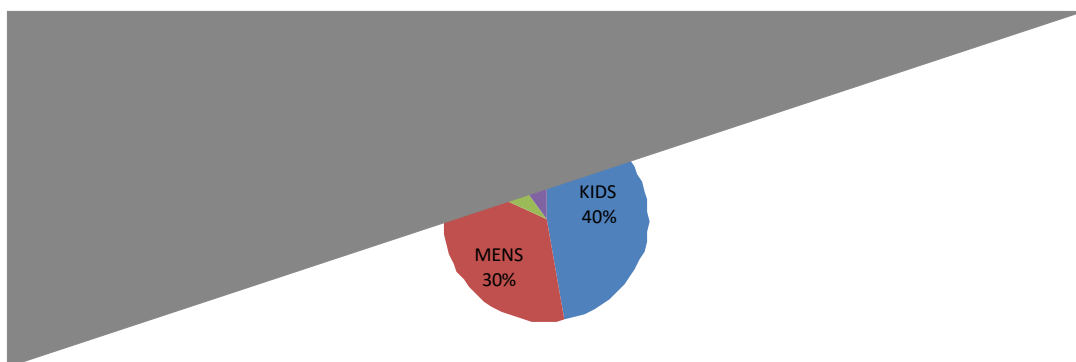


Figure 2

TYPE OF FABRICS USING:

Polyester, Cotton, Twill, Denim, Flannel, Y/D Checks, T/C Poplin, Nylon, Single Jersey, Pique, Corduroy, Canvas, Microfiber, Viscose, Taslan, Dazzle, Tricot etc.

SOURCE OF FABRICS:

China, Hong Kong, South Korea, Taiwan, India, Pakistan, Bangladesh (Local)

SECURITY INFORMATION:

Security Compliance: Security is an utmost requirement in every sphere of life Especially in the Garments sector. To ensure a secured trade we have the Following security system:

01. Physical Security: We have our own security guards posted for 24 hours a day & 7 days a week. Entrances are guarded by guards physically. Keys of the factory gates/floors/doors are kept under the direct control of unit security officer who maintains issues & receives the keys from the users. Key issue/receive register is maintained, seal is equally controlled by store officer and log is maintained.
02. Access Control: We maintain Visitors log book. Every visitor is required to sign and get entry pass and then escorted to the office / person he is going to visit. We issue photo ID Cards to our workers. Our IT access control ensures secured handling of computers and internet. We have sensors to detect burglars which is IPS supported. We have CCTV to monitor instantly any incident/ any incident/ accident covering our production floor, packing area, entrance gate and loading / unloading area.
03. Procedural Security: We train our workers to remain alert for any untoward situation. The orientations to new workers are done in this regard. We encourage our workers to inform anything they may see in / out side of our factory which is confusing / suspicious / new in nature and we verify that information once it is reported to authority. There is a system of reward for correct information. At the time of recruiting we carry out background check by interview and we get Chairman / Word Commissioners certificate to ascertain their correctness. We maintain personal documents of our workers and his / her information are recorded there.
04. Fire Safety, Evacuation Plan and First Aid Training: We train our workers to fire fight and evacuation on any case of fire incidence / accident in the factory. We arrange BGMEA Fire & First Aid training program & certificate issued by BGMEA. First Aid Training is also impacted by our own medical officer. We have adequate numbers Fire Extinguishers. Water Hose Reels, First aid boxes & other safety equipment. Our Fire Fighting equipment & first aid boxes are displayed in the floors duly marked as per safety and Evacuation plan.
05. Security Compliance Security Measures in Compliance
Physical Security Access Control Procedural • Guards posted 24/7 * Visitor's log book # Employment screening • All entrances guarded * ID Checking/ escort # Security of loading/Unloading • Key/ Seal Control * IT access control # Training / Orientation # Background checks # Documentation

EMPLOYEE FRIENDLY ENVIRONMENT:

- Equal Opportunity for all in spite of gender, cast, creed, religion & political belief in terms of appointment, promotion, increment & facility as per regulatory Laws;
- All employees are given appointment letters, a booklet on local regulatory laws and individual service record book;
- Management ensure minimum wages & compensations as per regulatory laws;
- Environment friendly working conditions as per regulatory laws;
- Full time Medical Officer for free consultation & limited medical support in addition to fixed medical allowances as per regulatory laws;
- Emergency medical room with limited facilities arranged;
- Each floor equipped with adequate first aid boxes, Fire extinguishers, Water Hydrants, Fire Fighting Equipments, safe drinking water Stations & spittoons;
- Medical Bill paid in full in case of accidents & hospitalization;
- Workers & Employees enjoy all mandatory leaves as per local law;
- Female workers/ employees enjoy all mandatory leaves as per local law;
- Female workers/ employees enjoy Maternity Leave of 112 –days with full pay;
- Two festival bonus given to workers/ employees those who completed 1 (one) years of age;
- Attendance bonus & incentive bonus given to workers;
- Day Care facility arranged for worker’s children under 3 months to 6 years of age;
- Dinning space with canteen facilities arranged for workers and employees;
- Fire drill is conducted regularly & workers briefed on evacuation procedures; □ Two doses of tetanus injection given free to workers especially females;

ETHICAL TRADING PRACTICE:

Ethical principles apply to all facilities of Tivoli Apparels Ltd. that produce readymade Garments for exporting to foreign countries. These principles set forth the basic requirements of Tivoli Apparels Ltd. factories in order to do business with its Customers. Tivoli Apparels Ltd. makes ceaseless effort to promote best practices and continuous improvement of ethical issues in all its manufacturing units. For the easy access to the principles or issues we have posted contents in the notice boards in both Bengali & English.

Principle -1: Laws & Regulations:

Tivoli Apparels Ltd. operates in full compliance with the local Laws & Regulations.

Principle -2: Employment Age:

Workers & Employees are not hired less than 18 years of age.

Principle -3: Forced Labour:

Tivoli Apparels Ltd. Dose not use non – voluntary or forced labor - indentured, bonded or otherwise.

Principle-4: Wages & Benefits:

Tivoli Apparels Ltd. Compensate all employees fairly providing compensation packages comprising wages & benefits that, at the very least, comply with legally mandated minimum standards. Each employee is provided with a clear, written accounting for each pay period, Employees are compensated for overtime according to local law.

Principle- 5: Hours of Work:

Tivoli Apparels Ltd. ensures legal limitations on regular and overtime hours as mandated by local law of 60 hours per week including overtime. Except in extraordinary business circumstances, all employees are entitled to one day off in every seven days period.

Principle- 6: Health & Safety:

Tivoli Apparels Ltd. provides its employees with a clean, safe & healthy work environment, designed to prevent accidents and injury to health arising out of or occurring during the course of work. All factories comply with all applicable, legally mandated standards for workplace health and safety. All the workers & staff enjoy free medical consultation and treatment. Company doctors are available fulltime.

Principle- 7: Discrimination:

Tivoli Apparels Ltd. do not discriminate on the basis of race, age, color, national origin, gender, religion, sexual orientation, disability or any others. The factory respect cultural differences, employment including hiring, remuneration, benefits, and advancement, termination based on ability and not on belief of or any other personal characteristics.

Principle-8: Harassment:

Tivoli Apparels Ltd. treats all employees with respect and dignity. Management do not encourage to corporate punishment, physical, sexual, psychological or verbal harassment or abuse to the workers/staff.

OVER ALL PICTURE



Picture Of Factory Front Side

Picture Of Sewing Section



Picture of Packing Section

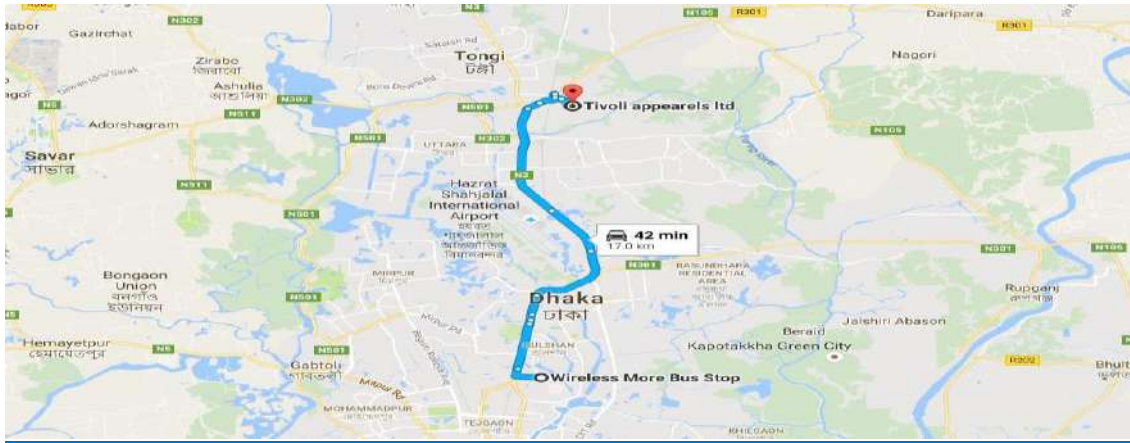
Picture of Sample (Conference Room)



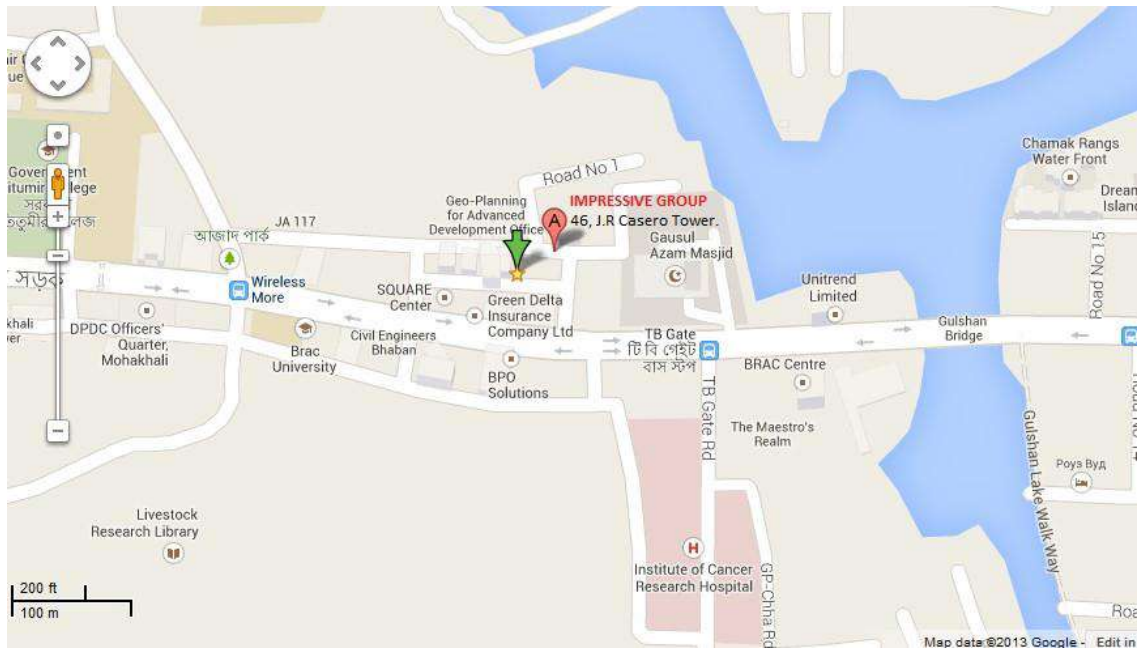
Picture of Garment's Sample Conference Room

Picture of Garment's Sample

[Tivoli Apparels Ltd. \(Factory\) LOCATION MAP:](#)



HEAD OFFICE (Bangladesh) LOCATION MAP:



Contact Information:

Head Office Address:

J.R. Casero Tower (5th, 7th, 8th & 9th Floor),
46, Mohakhali C/A, Dhaka-1212, Bangladesh.

Phone: +88-02-9850938, 9891146, 9860923

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