

BASE FASHIONS LIMITED



COMPANY PROFILE

AUDITS

SOCIAL COMPLIANCE APPROVED BY

ICS Audited by ITS on 18.09.14

Inditex Audit Done on 03.05.15

Elcort Ingles (Technical) Audit Done on 25.08.15

BSCI Audited by UL VS Bangladesh Ltd on 30.11.15

BSCI Audited by DNV GL on 18.01.2016

BSCI Audited by TUEV NORD GROUP on 09.01.2017

ACCORD Inspection Done On 31.12.2017

BSCI Audited by SGS on 08.01.2018

ACCORD 1st Follow Up Done On 25.07.2018

BSCI Audited by SGS on 17.12.2018

Sedex Audited by QIMA On 19.03.2019

GOTS Audited by GSCS On 07.10.2019

BSCI Audited by SGS on 23.08.2020

INFORMATION ABOUT OUR BUILDING

**1. SOIL TEST ON MAY-2012.
APPROVED FOR 6 STORIED BUILDING BY
SOIL LAYER INVESTIGATOR.**

**SOIL & FOUNDATION CONSULTANTS:
d.zignscape Consultants Ltd,
House#193/A (Ground & 2nd Floor),
Road#01, New DOHS, Mohakhali, DHAKA-1206.
PHONE: 02-8831751.**

**2.STRUCTURAL/ARCHITECTURAL/LOAD & RETROFIT
DESIGN & DRAWING APPROVED BY:**

**(i) ENGINEER SAYEEDUR RAHMAN B.Sc Engr. (CIVIL)
MIEB: 19024, DMINB-CE/0009.**

**(ii) ENGINEER WASIMUR RAHMAN B.Sc Engr. (CIVIL)
MIEB: 30478, DMINB-CE/0396.**

**(iii) ENGINEER SAL SAAD AL DEEN TAHER B.Sc Engr. (CIVIL)
AMIEB: 15741.**

www.basefashions.com

your apparel partner...



Table of Contents

Company Introduction	6
Company at a Glance	7
Journey for Excellence	8
Products	9
Strength	10-11
Design & Development	12
Quality Control & Assurance	13
Work place environment	14
Safety & Integrity	15
Compliance	16-18
Green and Responsible	19
List of Machines	20-21
Our Buyers /Address: Corporate Office & Factory	22

Updated 01.09.2020



Company Introduction

BASE FASHIONS LIMITED Is One Of The Leading 100% Export Oriented Knit Garments Manufacturers And Exporters In Bangladesh, Situated at 93, Satash Road, Gazipura, Tongi, Gazipur- 1712

Locally We Have A Very Good Source For Knitting, Dying. We have also in house printing. For Accessories Program We Have Good Source From Hong Kong, China, So That We Can Keep Buyer " On Time Delivery And Maintain Standard Quality". We Also Able To Offer G.S.P With The Competitive Price Range.

We Are The Company, Specializing In Basic As Well As Fashionable Ready Made Garments Exporters. We Have An Experienced And Hard Working Sales And Procurement Team, Which Can Provide You With A Complete Service Supplying You The Garments On A Package Basis At Reasonable Price.

We Believes That We Can Provide The Best Service Whatever You Are Looking For Long Days. We Have Been In Operation Since 2009. Buyer's Samples And New Design Development Are Always Welcome. Strict Quality Control, Competitive Prices And Prompt Delivery Are Guaranteed. 'To Ensure Social Compliance' Is Our Motto. We Are Allays Secured By A Trained And Hi-Skilled Security Team.

Please Find Following Are Our Factories Profile For Your Quick Reference And Kind Information.

Company at a Glance

NAME OF THE COMPANY	: BASE FASHIONS LIMITED
BUSINESS ACTIVITY	: 100% EXPORT- ORIENTED KNIT GARMENTS
YEAR OF INCORPORATION	: 2009
CORPORATE OFFICE	: Hosna Center (5 th floor) 106 Gulshan Avenue, Gulshan Dhaka 1212
FACTORY	: 93, Sataish Road, Gazipura, Tongi, Gazipur, Bangladesh. Phone: 02-9816806-807 Fax: 02-9816807 Email: info@basefashions.com
COMPANY STATUS	: PRIVATE LIMITED COMPANY
PRODUCTION FLOOR SPACE	: 45,000 SFT.
TOTAL LINE	: 18 (Eighteen)
TOTAL MACHINE	: 409 SETS
WORKFORCE	: 900 PERSONS
ANNUAL CAPACITY	: 3.5 MILLION PCS
LEAD TIME	: 60–90 DAYS
ASSOCIATED WITH	: BANGLADESH KNITWEAR MANUFACTURERS & EXPORTERS ASSOCIATION (BKMEA)
BANK DETAILS	: SOCIAL ISLAMI BANK LIMITED GULSHAN BRANCH, GULSHAN, DHAKA SWIFT CODE # SOIVBDDHGUL

Journey for Excellence

BASE started its journey in 1996 – as fabric manufacturers – under the leadership of its experienced entrepreneurs, aiming to become the trendsetter it is today.

BASE was aware of the fact that short lead-time played a vital role in the modern apparel-industry. So, it located itself in Chittagong, the port city & attire-manufacturing hub of Bangladesh. It became one of the first Bangladeshi textile-manufacturers to acquire state-of-the-art machinery, dyes and chemicals to ensure best product-quality and safety.

BASE has been awarded both the Oeko-Tex 100 Standard and ISO 9001-2000 Certificate. So, it has emerged as a compliant and customer-focused organization. It has contributed in social development and is reputed as an eco-friendly organization.

Today, after over a decade of progression, BASE is the pioneer of the textile-industry of Bangladesh and the prime choice of many foreign retailers. It has grown from fabric-manufacturer to composite-knitwear manufacturer, with a massive capacity of over a million pieces of garment and 400 tons of fabric per month. The sky holds the limits for BASE.

Products

Over the years, BASE has manufactured a wide variety of basic products, such as: polo-shirt, sweat-shirt, ladies & kids-wear, etc. Currently, BASE has evolved to the level of manufacturing specialized knitwear-products, by keeping the track of the latest market-trends.



BASE has crossed the border of using only ordinary yarns, such as: Cotton, Polyester, CVC, PC, etc. and it can now make use of Organic, Rayon, Modal, Pima and Fairtrade yarns. BASE manufactures technical fabric, such as: Viscose, Coolmax and Suplex, using cutting-edge technology.

BASE's vast infrastructure allows manufacturing almost every knitwear product for men, women and kids. It specializes in value-added products, such as: Peach-Finished, Pigment-Piece-Dyed, and Heavy Enzyme-Washed, Bamboo-Charcoal and Eco-Friendly products. It is currently concentrating on Knit-Denim products, which is soon expected to have a massive impact on the fashion-market.

Strength: Base Fashions Limited

Moreover BASE FASHIONS LIMITED has the following facilities for smooth operation:

- Own stand by Generator to run full factory.
- Fire protection system.
- Sufficient volume of water reservoir at underground & overhead.
- Quality electrical cable with Siemens circuit breakers used in MDBs & SDBs.
- Separate toilet for male & female workers.
- Urinals & spittoons are available as per law.
- Sufficient lights are provided in all the working areas.
- Installing ceiling fans, exhausts fans & large windows provide sufficient ventilation.
- Factory premises are always kept neat & clean.
- We have not any child labor.
- Following the local labor law to ensure all code of conduct.
- Have one Exit & One emergency Exit in the facilities & open full time of factory operation.
- Have all firefighting equipment as per law to protect any fire accident.
- Always secured by a trained and hi-skilled hired security team.
- Highly experienced and qualified professionals run the project. Management is fully dedicated for efficient and effective delivery.
- Control towards attaining best quality in production, export shipment in order.
- Manpower strength in main line production is run by the trained operators / supervisors headed by highly skilled personnel.
- Independent sample unit is equipped with modern infrastructure. Sample unit is headed by a skilled sample in-charge to provide any kind of styles within scheduled time frame
- We maintain strict in-line inspection during production and we practice Total Quality Management (T.Q.M) system.

BASE FASHIONS LIMITED Establishments stand as a testimony to the clear foresight, dynamic leadership and innovative spirit of the enterprising entrepreneur and the total dedication of its employees. Business activities are now fully diversified in the field of Garments manufacturing. Group Garments Buying division is committed and dedicated to act as an effective sourcing support for their valued potential customers in the international market. Keeping in mind that it's the apparel that often proclaims the person and to the tune of the ever-changing trend in fashions. The company strongly believes to produce products that would cater to all requirements for all age groups. The departmentalization of the working process of the day-to-day work of the company in to sampling, Merchandising, Production, Quality control, Shipping, Banking, Finance, Human resources, compliance and information systems has made it possible for the company to ensure prompt service at all times thus making consumer friendly.

Design & Development



BASE can comprehend the swinging-pendulum of the fashion world and can therefore adapt to the taste of trendy consumers. This keeps BASE one step ahead of other textile-manufacturers.

It has restructured its Sample-Division into a Design & Development Unit. This fully-fledged section, headed by a foreign expert, prepares its own seasonal collection according to the latest market-trends.

BASE's insightful R&D team is always on the lookout for new types of fabrics and products. This helps the Design and Development team and results in better client-management.



Quality Control & Assurance

Throughout its decade-long operation, BASE has perfected its Quality Control System, which includes scrupulous checks, to ensure flawless production. The experienced Quality-Assurance (QA) team extends its operation even into the procurement of raw-materials and machinery.

BASE has continuously restructured this system, and it now features a unique capability in terms of industry-low rework and repair rate. It has acquired the latest Quality-Control equipment, and developed quality-consciousness among the workforce. Due to its firm grip on quality regulations, BASE can meet the best AQL requirements of clients.

BASE's QA team provides no room for error and can readily assure superior product-quality to its clients. At BASE, client satisfaction is company-satisfaction.



Work Place Environment

As a responsible apparel producer, BASE provides employees a work environment high above the law-required level. BASE installed and has updated lighting, ventilation and ergonomics of its plants using latest technologies like *bus bar for electrical fitting, overhead mirror reflectors for lamps, forced duct ventilation and so on.*

The goal is to exceed requirements of local legislation and reach the global standards, and thereby support clients' images and sourcing principles.

Clearly demarcated emergency routes & exits, smoke & fire detectors, consciously designed working lay-outs ensure a safe workplace for workers. **As per ISO requirements, instructions and warning signs are posted in highly visible places, inside the factory and in local language (Bangla).**

Moreover, *usage of metal gloves in times of fabric cutting, needle guard in time of sewing* and such similar procedures reduces significantly work-related accidents in Base.

Besides being safe, BASE workplace offers a congenial & supporting environment for all: managerial staffs and workers work in mutual cooperation and respect.

BASE consciously puts effort to empower woman not only by just recruiting more women in workforce, rather by undertaking some assertive programs to train & promote women in the higher levels.

Safety & Integrity

BASE strictly adheres to ethical business-practice. It carries out compliance as a continuous process, and exceeds local legislations to meet ILO convention in terms of employment practice and safety. Its Compliance Management Team monitors and reviews the various activities performed throughout the organization.

For the safety of its workers, BASE has improved workplace-conditions; set up noticeable warning signs in the local language; enforced the usage of safety equipment; and built awareness among the workforce. The work-place has clearly demarcated emergency exits and equipment.

Besides paying a healthy living wage - much higher than the legal minimum - BASE supports its workers by setting up welfare facilities. An adequate Safe drinking water; and hygienic lavatories, ensure that workers are comfortable with the workplace. BASE also provides: medical care; and transportation to its workers.

BASE strongly opposes force-labour, child-labour, racism, discrimination and exploitation of workers, and makes every possible effort to discourage such misconducts. It employs individuals solely on the basis of their qualifications.

Compliance:

Sl. No.	Issues of Compliance	Company's Status
01	Internal Compliance Team	Base Fashions Ltd has its own dedicated Internal Compliance team having a Compliance Manager who is under the direct supervision of Managing Director. All the Compliance Officers are well educated in Local labor Law, Company law, as well as Environmental Law. They are also trained in Wages and Benefit policy, Health & Safety policy. The compliance officers conduct daily routine check of the factory and report to the Managing Director through the Compliance Manager. Compliance Manager is involved in Conducting Training Programs for workers on Compliance Issues.
02	Recruitment Policy	Base Fashions Ltd has a written Recruitment Policy. All Recruits are above 18 years of age. It has a strong Recruitment committee, where the Managing Director directly takes part to recruit the workers and staffs considering the age first then experiences and skills.
03	Record Policy	Base Fashions Ltd maintains Personal File for all workers and staffs with their full Bio-data and necessary particulars. The factory always arranges Electronic Punch Card, makes record of Working Hour, Salary Statement, Leave Record, Disciplinary Action, etc.
04	Forced Labor	Base Fashions Ltd has no any practice of use forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise.
05	Child Labor	No person is employed here at an age younger than 18 or younger than the age for completing a certain level of education in Bangladesh where such age is higher than 18.
06	Harassment or Abuse	Every employee is treated with respect and dignity. No employee is subject to any physical, sexual, psychological or verbal harassment or abuse.
07	Nondiscrimination	No person is subject to any discrimination in employment, including hiring, salary, benefits, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, or social or ethnic origin.
08	Health and Safety	Base Fashions Ltd provides a safe and healthy working environment to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a

		result of the operation of employer facilities. Base Fashions Ltd believes that in a sound work place workers can give their best output to reach at the goal.
09	Freedom of Association and Collective Bargaining	Base Fashions Ltd Management recognizes and respects the right of employees to freedom of Association and Collective Bargaining.
	Issues of Compliance	Company's Status
10	Wages and Benefits	Base Fashions Ltd Management also recognizes that wages are essential to meeting employees' basic needs. So The Company pays employees, at least the minimum wage required by our local law in Bangladesh prevailing industry wage, whichever is higher, and always provides legally mandated benefits. Wages and overtime charges are paid within the 7 th of the following month. Base Fashions Ltd pays BD.TK.5,300.00 equivalents to \$67.95 as the monthly Minimum Salary to a new worker.
11	Hours of Work	Except in extraordinary business circumstances, employees are (i) not required to work more than the lesser of (a) 48 hours per week and 12 hours overtime or (b) the limits on regular and overtime hours allowed by the law of Bangladesh, and (ii) are entitled to at least one day off in every seven day period.
12	Overtime Compensation	In addition to their (Workers) compensation for regular hours of work, employees are compensated for overtime hours at such premium rate as is legally required in Bangladesh or at a rate equal to the double of their regular hourly compensation rate.
13	Leave & other Facilities	Base Fashions Ltd provides all kinds of leave benefits to its workers. Base Fashions Ltd. treats all the workers as its valuable asset. Maternity Leave Benefits, Two festival Bonus, Yearly increment of Monthly Salary, Attendance Bonus, and Financial supports to all employees in accordance with the recommendations by the Social Welfare Committee. We have WPC committee and fund. Here is also welfare fund and committee.
14	Health & Hygiene	The Factory is lighted well with sufficient Tube lights, natural flow of air. All floors are well ventilated and well furnished with sufficient hygienic toilets. Toilets are cleaned and well maintained with detergent, liquid toilet cleaner and flashing with sufficient quantity of tap water. Workers are provided with pure & safe drinking water.

15	Doctor' Room	Considering the provision of health care facility to our workers and staffs under the prevailing labor act, Base Fashions Ltd has a complete dispensary supported by a Medical Officer trained in medicine and gynecology and one trained nurse. Necessary First Aid, along with supply of emergency medicines provided at free of cost from this dispensary. In the case of long term treatments of any worker, Base Fashions Ltd takes the patient to a better hospital. Under the circumstances the authority takes necessary steps to provide full course of treatment.
16	Dining Hall	Dining hall is situated on the 4 th floor. Numbers of Ayahs are engaged to maintain a hygienic environment taking necessary measures. workers can take their lunch easily.
Sl. No.	Issues of Compliance	Company's Status
17	Recreational Facilities	We arrange an annual picnic or special feast for the workers every year on our Bengali New Years Day or Pahela Baishakh. All workers and staffs enjoy and celebrate the day with a festive mood. In the evening they participate in a cultural event.
18	Safety Facilities/ Fire Fighting	The Factory has two spacious exits. The Factory is also staged with full range of Fire fighting equipments. Aisles are properly marked and are kept clear at all time to easily move. Fire drills are conducted every month. Base Fashions Ltd has its own trained designated Fire fighting team, First Aid, and Rescue team who can be easily distinguished by their uniform. Beside this 40% of work forces are trained on how to operate fire extinguishers.
19	Machine Guarding	All machines are equipped with safety guarding, Eye guard, Pulley guard and Needle guards etc.
20	Personal Protective Equipments	Base Fashions Ltd provides Personal Protective Equipments, (PPE) such as Metallic Hand gloves, Masks for all workers, Over lock machine Operators, Nose mask for spot removers, Spectacles for relevant machine operators.
21	Workplace Temperature	Entire floors are well ventilated by installing sufficient number of air circulation devices. Workers can work in cool atmosphere.



Green and Responsible

Being “green-minded”, BASE believes that its success should not come at the expense of the environment. Through responsible acting and innovative thinking, it contributes to the prevention of pollution, energy-conservation and sustainable use of raw-materials.

BASE works arduously to minimize energy consumption and reduce green house gas emissions. BASE has improved store-design, enforced the recycling of waste and implemented usage of double-sided copy-machines. BASE only makes use of environment-friendly dyes and chemicals.

For over a decade, BASE’s charitable arm, has spearheaded the company’s community involvement efforts. It has kindly donated to various orphanages, safe-homes (for girls) and flood & tsunami victims. BASE strictly complies with ILO regulations and thus, actively supports the elimination of child labour from the society. BASE has effectively developed the “green and responsible” concept among its partners.

BASE believes that the best way to bring about social and environmental change is to leverage its biggest corporate asset - the workforce. BASE certainly repays them - by arranging worker recreation programs and annual festivities.

Sewing Section

Particulars of Sewing Machine.

Sl No	Item/Description	Brand	Model No	Quantity
1	Plane Machine/Auto	Brother	SI-2110-303	39 Set
2	Plane Machine/Auto	Hikari	H-7900-7-c	60 Set
3	Plane Machine/Manual	Brother	SI-7340-3-903	35 Set
4	Overlock/4 Thread	Pegasus	M800=M852-13	100 Set
5	Overlock/4 Thread (Auto)	Pegasus	M700=M752-13H	15 Set
6	Overlock/5 Thread	Pegasus	M800-M32-3553X	06 Set
7	Flat Lock/Cylinders/Auto	Pegasus	W600=W664-01GB	31 Set
8	Flat Lock/Cylinders	Pegasus	W1600=W16002p-01G	08 Set
9	Flat Lock/Flat Bar	Pegasus	W1500=W1562p-01g/ W500	07 Set
10	Flat Lock/Piping	Pegasus	W500=W562-02G3	14 Set
11	Flat Lock/Compressore	Pegasus	W600=W604-353c	04 Set
12	Flat Lock/Compressore/Auto	Pegasus	W1600=W1662P-01G	09 Set
13	Button Stich	Brother	BE-438-D	02 Set
14	Button Stich	Juki	LK-1903A-ss-301	02 Set
15	Button Hole	Brother	HE-800A-3	02 Set
16	Button Hole	Juki	LBH-1790-S	02 Set
17	Bartack	Juki	LK1900A-SS	01 Set
18	P.M.D Kanasi	Kanasi	KS-0612472	01 Set
19	Feed Of the aram	Brother	DA9270-1/DA9270-3	03 Set
20	Picotiong	Kanasi	PX302-4W	01 Set
21	Snap Button			01 Set
22	Backtip	Pegasus	W522-0413-264	02 Set
23	Rib Cutter	SM-601Toyota	SM-601	03 Set
24	Two Needle	Brother	T-8420-B003	02 Set
25	Needle Detector	MAX	MAX-K6885	01 Set

26	Thread Sucker	Oshima	OP-747S	02 Set
27	Thread Reckoning	hashima	HW-40-C	01 Set
28	PP Belt			01 Set
29	Cutting M/c	K/M-Yamata	KSAUV-FY103	05 Set
30	Band Knife	KM	SBK-700	01 Set
31	Thread Cutter	Amida	FT-100-2	04 Set
32	Blower	LG	B156U	01 Set
33	Drill	Rocky	ZJ4113HA	02 Set
34	GSM	KND	HK-600A-LCD	01 Set
35	Button Feeder	Lovia12		01 Set
36	Iron M/C	Nisho	NH1290	30 Set
37	Gas Boiler	Oshima/Modern	255-G/350TI-100N	02 Set
38	Generator 350KVA	Parkins		01 Set
39	Heavy Duty weight Scale	Motorcar		01 Set
40	Spot Gann			04 Set
41	Weight Scale	Seiko		01 Set
Total				409 Set

Our Buyers

1. Sonae
2. Replay
3. Zebra Fashion AG
4. Elcort Ingles
5. US Polo
6. Lefties
7. North Sail
8. Tribra
9. Renner
10. Elk BD



Corporate Office

Hosna Center (5th Floor)
106 Gulshan Avenue, Gulshan
Dhaka 1212, Bangladesh

Factory

93, Sataish Road, Gazipura,
Tongi, Gazipur, Bangladesh

Phone: 02-9816806-807

Fax: 02-9816807

E-mail: info@basefashions.com

Web: www.basefashions.com