



# **Rio Fashion Wear Limited** **Rio Design Limited**

**Business Profile**

**2017**

## Introduction & Company Background

- This document details the operational status of the worker-based factory **Rio Fashion Wear Limited & Rio Design Limited** (Hereinafter called Rio Fashion & Rio Design), including its potential opportunities, and challenges. This information is potential for apparel buyers who may wish to play a role in the apparel industry.
- After legally incorporating on **June 2004**, Rio Fashion secured an operating location on **September 2004**. The factory received machinery from JUKI and NAOMOTO on **June 2005**, Necessary building construction and remodeling were completed in **May 2005** and the initial production tests were carried out in **June 2005**. Rio Fashion began production on end of the **June, 2005**.
- We bought a running Factory on October'2008 name is Rio Design, It is in the same building of Rio Fashion. Rio Design Incorporated with Registrar of Joint Stock Companies & Forms, Bangladesh on 16<sup>th</sup> November, 2008.
- Rio Fashion & Rio Design were established in a business with two key owners: **Mr. Abu Bakar Siddique Khan**, Used to work in WAL-MART and **Mr. Md. Haruk Ahmed**, who was working as a Management Production in esteem organization renowned as **Opex Group**.



## Our Mission

- Our mission is to produce Top-Quality Garments that models fair business practices and respects workers' rights.

## Our Goal

- Firmly establish Rio Fashion Wear Limited & Rio Design Limited as a factory that is capable of handling any complete package of garments manufacturing. This production would include multi-style options, quality products and on-time delivery with competitive price.

## Facilities and Equipment

Rio Fashion & Rio Design are equipped with the following equipment and capabilities:

### **CUTTING DEPARTMENT: In perfect condition**

| Sl No. | Quantity<br>(In set) | Brand/Item | Type  | Made in          |
|--------|----------------------|------------|---|------------------|
| 1      | 6                    | Tables     | 20-yard cutting tables                                  | China /<br>Local |
| 2      | 10                   | Juki       | Cloth cutting machines for<br>the<br>Cutting Department | Japan            |
| 3      | Sufficient           | Lights     | Electric and lighting outlets.                          |                  |

Given the competitive nature of the garment industry Rio Fashion & Rio Design have been making every effort to find ways to consolidate these relationships with the apparel buyers.

## Machine List:

| SL.NO | NAME OF MACHINE                                  | MODEL                     | BRAND             | RFWL | RDL | QTY. |
|-------|--|---------------------------|-------------------|------|-----|------|
| 1     | 1 NEEDLE LOCKSTITCH<br>SEWING MACHINE            | DDL8300N/D<br>DL8700H7WB  | JUKI              | 400  | 200 | 600  |
| 2     | 2 NEEDLE LOCKSTITCH<br>SEWING MACHINE            | LH3128SF/LH<br>3528SGF    | JUKI              | 35   | 20  | 55   |
| 3     | 2 NEEDLE 5-THREAD<br>OVER LOCK<br>SEWING MACHINE | MO6716SDE4<br>40H/E35     | JUKI              | 36   | 16  | 52   |
| 4     | 3 NEEDLE 6-THREAD<br>OVER LOCK MACHINE           | MO6743S1D6<br>40H         | JUKI              | 20   | 8   | 28   |
| 5     | 2 NEEDLE CHAIN STITCH<br>MACHINE                 | MS1190F                   | JUKI              | 8    | 2   | 10   |
| 6     | 4 NEEDLE CHAIN STITCH<br>MACHINE                 | DFB1404PSF/<br>PMD        | KANSAI<br>SPECIAL | 12   | 8   | 20   |
| 7     | LOCKSTITCH BUTTON<br>SEWING MACHINE              | LK1903ASS30<br>1/MC596KSS | JUKI              | 16   | 6   | 22   |

|    |   |                       |         |    |    |    |
|----|---|-----------------------|---------|----|----|----|
| 8  | LOCKSTITCH BUTTON<br>HOLE MACHINE       | LBH781U               |         | 15 | 6  | 21 |
| 9  | CLOTH CUTTING<br>MACHINE                | K.M. KS. AU-<br>V-10" |         | 7  | 3  | 10 |
| 11 | AUTO STEAM WITH<br>HEATER IRON MACHINE  | ADL-610               | NAMOTO  | 32 | 12 | 44 |
| 12 | STRAPPING MACHINE                       | JW-602                | TOYO    | 1  | 1  | 2  |
| 13 | THREAD RE-CONING<br>MACHINE             | HW-40                 | HASHIMA | 1  | 1  | 2  |
| 14 | TOP FUSING MACHINE                      | HPM-600BA             | HASHIMA | 1  | 1  | 2  |
| 15 | BARTAKING MACHINE                       | LK1900ASS/<br>MC596K  | JUKI    | 20 | 8  | 28 |
| 16 | 3-NEEDLE, 5-THREAD,<br>FLAT BED MACHINE | MF7723U10B<br>56      | JUKI    | 3  | 1  | 4  |
| 17 | 1-NEEDLE, LOCKSTITCH<br>SEWING MACHINE  | DDL87007W<br>B/SC500  | JUKI    | 33 | 7  | 40 |
| 18 | 2-NEEDLE, CHAINSTITCH<br>MACHINE        | MH380FU               | JUKI    | 4  | 6  | 10 |

|    |  |                          |      |    |   |    |
|----|--|--------------------------|------|----|---|----|
| 19 | 1-NEEDLE, LOCKSTITCH<br>MACHINE                    | DLM5200ND                | JUKI | 20 | 0 | 20 |
| 20 | 3-NEEDLE, CHAINSTITCH<br>MACHINE                   | MS1261MF/V045R/V045<br>S | JUKI | 8  | 0 | 8  |
| 21 | EYELET BUTTON HOLE<br>MACHINE                      | MEB3200JSKA              | JUKI | 6  | 2 | 8  |
| 22 | CLOTH CUTTING<br>MACHINE                           | K.M. KS. AU-V-8"         | JUKI | 2  | 2 | 4  |
| 23 | SNAP FASTENING<br>MACHINE                          | UZ-3A                    | UZU  | 8  | 5 | 13 |
| 24 | SNAP FASTENING<br>MACHINE                          | UZ-3E                    | UZU  | 2  | 0 | 2  |
| 25 | 2-NEEDLE, 5-THREAD<br>OVER LOCK MACHINE            | MO6716SFF650H            | JUKI | 12 | 0 | 12 |
| 26 | 1-NEEDLE LOCKSTITCH<br>ZIGZAG STITCHING<br>MACHINE | LZ2290ASSOB              | JUKI | 2  | 0 | 2  |
| 27 | TOPSTITCHING<br>MACHINE                            | AMS210EHL2206SZ          | JUKI | 1  | 0 | 1  |

|              |                                   |             |                   |            |            |             |
|--------------|-----------------------------------|-------------|-------------------|------------|------------|-------------|
| 28           | VACUUM TABLE                      |             |                   | 27         | 4          | 31          |
| 29           | FLAT LOCK MACHINE                 |             |                   | 4          | 1          | 5           |
| 30           | BLIND STITCH KANSAI MACHINE       |             |                   | 6          | 2          | 8           |
| 31           | LOOP MACHINE                      |             |                   | 0          | 1          | 1           |
| 32           | BONE POCKET MACHINE               |             |                   | 0          | 1          | 1           |
| 33           | POCKET FLASHER                    |             |                   | 0          | 2          | 2           |
| 34           | VELCRO ATTACHING                  |             |                   | 1          | 0          | 1           |
| 35           | THREAD SUCKER                     |             |                   | 2          | 1          | 3           |
| 36           | LIGHT BOX (VERIVIDE)              |             |                   | 1          | 0          | 1           |
| 37           | PULL TEST MACHINE (SAFE<br>GUARD) |             |                   | 1          | 0          | 1           |
| 38           | SMOCKING MACHINE                  | DFB 1412 PQ | KANSAI<br>SPECIAL | 4          | 0          | 4           |
| 39           | NEEDLE DETECTOR (QMAX)            |             |                   | 1          | 0          | 1           |
| 40.          | CAD (Gerber)                      |             |                   | 1          | 0          | 1           |
| <b>TOTAL</b> |                                   |             |                   | <b>753</b> | <b>327</b> | <b>1080</b> |





## **Accessibility:**

Rio Fashion is housed in a 55,000 sft. in different levels of an industrial complex. It exits directly onto Mirpur. This location is very accessible for transportation of merchandise, equipment and raw materials into and out of the factory.

Rio Design is housed in a 32,500 sft. in different levels of an industrial complex. It exits directly onto Mirpur. This location is very accessible for transportation of merchandise, equipment and raw materials into and out of the factory.

## **Human:**

Factory personnel are qualified in the creation of high-quality garments using both woven and knit cloth, including a variety of styles such as Men's Top & Bottom, Ladies Top & Bottom, PJ Set, Baby Clothing, School Uniforms, T-Shirt etc. The cutting department employees personnel who have been trained with the precision necessary to size and cut material, some who have more than ten years experience in this field.

Rio Fashion & Rio Design are the only garment assembly plant in Bangladesh that has a cooperation and mutually beneficial relationship with independent work forces.



## **Administrative / Staffing:**

General Management

Administrative Management

Production Management: Cutting, Sewing, Press & Laundry

Human Resource Management

Export & Import

Sample Department

Merchandising Department

Accounts Department

IT Department

Compliance Department

Security Department

## **Products and Services:**

Despite facing sorts of social and market difficulties Rio Fashion & Rio Design are receiving market acceptance. When it initiated operations, commercial relationships have been consolidating with the reputed buyers. Rio Fashion has employed between 1400-1500 working people depending on the volume and consistency of orders.

Rio Design has employed 600-650 working people depending on the volume and consistency of orders. Rio Fashion & Rio Design have been providing a concerted effort to maintain its orders while building more direct commercial relationships in which it handles the complete package production. Since its inception, Rio Fashion & Rio Design have executed many of direct export orders.



- **Market situation**

Rio Fashion' guarantees fair business practices while offering quality products—gives it a distinct market advantage. The factory distinguishes itself from the majority of its competitors; factories that base their production model on keeping product costs as low as possible.

Rio Fashion has received wide support and there is increasing interest among buyers who want to purchase and distribute products made by Rio Fashion. Some of the comprehensive buyers that exist include:

**Total Capacity : 420,000 Pcs**

### **USA Market**

- Wal-Mart
- Sears K-mart
- Cato
- Meijer
- Hudson's Bay Company
- Ecko
- Target
- Gymboree
- Macy's
- Walt Disney
- Perry Ellis International (PEI)

### **Europe Market**

- George, UK
- Tchibo
- Tesco
- Aldi
- Canada House
- Lidl
- Matalan



- **We are awarded by :**

01. SCS Certificate
02. WRAP GOLD
03. Wal-Mart Ethical Standard
04. BSCI
05. SEDEX
06. ACCORD (Electrical, Building & Fire Safety)
07. Target
08. Tesco
09. Macy's
10. Sears
11. Workplace Conditions Assessment (WCA)

## Social Responsibility:

- **No Bonded Labor**

There is no forced, bonded or involuntary prison labor.

Workers are not required to lodge "deposits" or their identity papers with their employer after reasonable notice.

Recruitment is done on the basis of applications and interviews.

Selected candidates are not required to provide any surety bond or deposit money.

The notice period is in accordance with the labor laws of Bangladesh.

- **No Child Labor**

Workers who have not attained the legal age of majority are not hired in the Rio Fashion & Rio Design.

- **Adequate Living Wages**

Workers in the Rio Fashion & Rio Design are graded according to law. The grade and the salaries are clearly stated in the appointment letters.

- **No Discrimination**

Hiring, working hours, working conditions, wages and promotion criteria are the same irrespective of gender, race, caste, nationality, religion, age, disability, marital status, sexual orientation, union membership or political affiliation.



- **Regular Employment**

Workers with Wage-basis receive the guaranteed minimum wages mandated by law, even when the company is not able to provide sufficient work for them.

The required productivity levels in return for those wages are clearly identified, and production levels above those make the workers earn proportionally higher wages. All work is carried out exclusively in the factory premises and on production floors.

Physical and mental well-being is important in order to produce quality work. Rio Fashion & Rio Design, in recognition of this, maintains in all its production facilities Medical and Day Care Centers.

- **Medical Services**

Doctors and professional paramedics are employed full time in order to attend to medical emergencies as well as general health complaints of the workers. The medical centers are appropriately equipped and have adequate supplies that are dispensed free of charge.



- **Clientele**

Bangladesh has a mature garment industry with a tradition of more than twenty-five years of export to international markets. Its society has a thousand year old history of harmony and homogeneity among major religious and ethnic denominations, and is founded upon ethical, social and family values. Bangladesh is a signatory to major international treaties upholding labor and human rights.

Our goal is to remain a responsible apparel producer through adherence to internationally established codes of social accountability and ethical business practices. We have taken great pains to know our product intimately, and we guarantee its Merchandisability all the way into the hands of the final consumer at the retail outlet.





- **Conclusions**

There are many things in Rio Fashion & Rio Design favor including its current installed production capability a management team and workforce that is committed to developing a market niche that will in turn guarantee job security for them in a setting that is superior to industry standards.

- **What Arrow uniquely exists to do**

Each business concentrates on activities where its skilled people can provide service-led solutions to customers' needs by being fast, flexible and responsive.

We know exactly where we want to go, because our customers will show us the way. It is our job to bring them quality, through the resources. This will make them (and us) more competitive.

- **Quality Policy**

All our attitudes and actions must be recognized as an expression of quality. Each delivery should create a recommendation for further business.