

A&S

Est. 1984

AZIM & SON

BUSINESS PROFILE

2023

40 YEARS IN WOVEN APPAREL

www.azimandson.com

CONTENTS

- 1 OUR STORY
- 2 TIMELINE
- 3 PROCESSES
- 4 STATISTICS & PERFORMANCE
- 5 FACTORIES
- 6 CLIENTS
- 7 STYLES
- 8 ORDERS & CAPACITY
- 9 WASHING DIVISION
- 10 HR & COMPLIANCE
- 11 PRODUCTION
- 12 PRODUCTION CAPACITY
- 13 INVESTMENT & MACHINERIES
- 14 QUALITY CONTROL
- 15 SUSTAINABILITY
- 16 CONTACT

OUR STORY

FAMILY OWNED



WOVEN BOTTOMS



DETAIL ORIENTED



A&S

Est. 1984

FASTER LEAD TIMES



LARGER STYLE VARIATIONS
SMALLER VOLUMES



CATALOGUE
&
ECOMMERCE SPECIALISTS



1984

1ST FACTORY, AZIM & SON,
BEGINS WITH
150 WORKERS OPERATING
IN 4 LINES
FIRST SHIPMENT RECEIVED
IN MARCH

1995

2ND FACTORY,
SALMAN-ADNAN,
BECOMES OPERATIONAL
WITH ANOTHER 4 LINES

1998

FIRST ORDER FOR THE
OTTO GROUPS IS
RECEIVED OF 100,000 PCS
VIA EUROCENTRE

2003

FIRST ORDERS WITH BONPRIX;
A SIGNIFICANT MOMENT IN
OUR HISTORY AS BONPRIX
WOULD END UP BEING OUR
LARGEST SUPPLIER ACCOUNT-
ING FOR AROUND 80% OF OUR
OVERALL BUSINESS

2010

3RD FACTORY, AZIM & SON UNIT 2,
COMES INTO OPERATION, WITH A
MODERN WASHING PLANT
ALONG WITH AN ETP FACILITY

2019

IMPLEMENTATION OF OUR ERP
SOLUTION
COMPLETES
ADDITIONAL FINISHING CAPACITY IS
ADDED
AZIM & SON UNIT 1 ACHIEVES
GREEN
CERTIFICATION FROM THE ACCORD

2018

WASHING PLANT EXTENSION
COMPLETES WITH
4 EXTRA WASHING MACHINES
ADDED
FIRST LASER MACHINE

2017

BECOMING THE SECOND
FACTORY IN
BANGLADESH TO BECOME
COMPLETELY CASHLESS

2020

PLANNED LINE CAPACITY
INCREASES TO
12 LINES AT AZIM & SON
UNIT 2

2021

ACHIEVED THE HIGHEST
TURNOVER IN THE HISTORY
OF AZIM & SON

2023

EXPANDED PRODUCTION
CAPACITY TO 16 LINES



SYED ANWARUL AZIM

CHAIRMAN



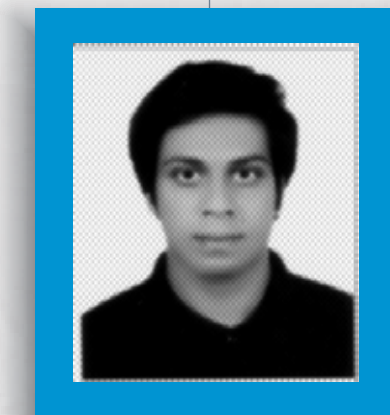
SYED IQBAL AZIM

MANAGING DIRECTOR



NAZNEEN AZIM

DIRECTOR



SYED SALMAN AZIM

DIRECTOR



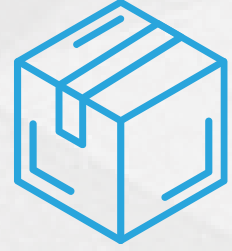
SYED ADNAN AZIM

DIRECTOR

THE BUSINESS WAS STARTED BY **SYED ANWARUL AZIM**, AND HIS SON **SYED IQBAL AZIM**, HELMED BY THE LATTER.

THE COMPANY HAS BEEN RESTING ON THE SHOULDERS OF HIS FAMILY MEMBERS AND DESCENDANTS, SINCE ITS CONCEPTION.

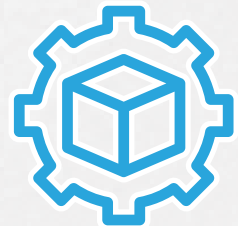
THIS DYNASTY HAS PROVEN TO BE THE HEART AND SOUL OF THE ENTIRE OPERATION, WITH EACH AND EVERY REAL ESTATE ALSO BEING BUILT ON FAMILY OWNED LAND.

**PRODUCT:**

WE MANUFACTURE VALUE ADDED FASHION PRODUCTS:
DENIM/NON-DENIM BOTTOMS, OVERALLS, ETC.

**DESIGN & DEVELOPMENT:**

WE ASSIST CUSTOMERS CREATING FITS AND DESIGN FOR GARMENTS, OFFERING CHOICES SUCH AS FABRICATION, WIDE RANGE OF ACCESSORIES AND DIFFERENT PACKAGING METHODS: *FLAT/BOXED PACKS, HANGING GARMENTS, ETC.*

**MANUFACTURING:**

WE ENSURE HIGH END CRAFTSMANSHIP STANDARDS REMAIN CONSISTENT NO MATTER THE ORDER QUANTITY

**MOQ:**

MIN. ORDER QUANTITY IS 1000 PIECES PER COLOR, PER STYLE. LARGER ORDER QUANTITY ALLOWS HIGHER EFFICIENCY AT REDUCED COSTS

**ERP (ENTERPRISE RESOURCE PLANNING):**

OUR CORE FUNCTIONS ARE BASED ON ENTERPRISE RESOURCE PLANNING (ERP), AS WE STRIVE TO CONTINUOUSLY REDUCE WASTAGE OF MATERIALS AND INCREASE PRODUCTION EFFICIENCY

**HR POLICY:**

WE FOLLOW A STRICT CODE OF CONDUCT (COC) IMBEDDED IN OUR CORPORATE HR POLICY; A GUIDELINE TO DICTATE JUSTIFIED WORK ETHICS, CORPORATE RELATIONS, RULES & REGULATIONS

**ELECTRONIC PAYMENT SYSTEM:**

OUR ELECTRONIC PAYMENT SYSTEM FOR SALARY AND BILL PAYMENTS HAS REDUCED COST, EASED PAYMENT METHOD, HEIGHTENED SECURITY AND REDUCED FINANCIAL RISK

**PROCESS & QUALITY:**

INTERNAL AUDITS, CRITICAL PROCESS CHECK, 3RD PARTY TESTING ON FABRIC/ACCESSORIES/ GARMENTS AND PRE-FINAL INSPECTION @ AQL 2.5 ARE DONE PRIOR TO SHIPMENT

OVERVIEW

STATISTICS & PERFORMANCE

QUICK OVERVIEW:

RECHECKS/REWORKS

0.3%

EXPORTED QUANTITY IN 2022

2,651,100 PCS

NO. OF EMPLOYEES

2500

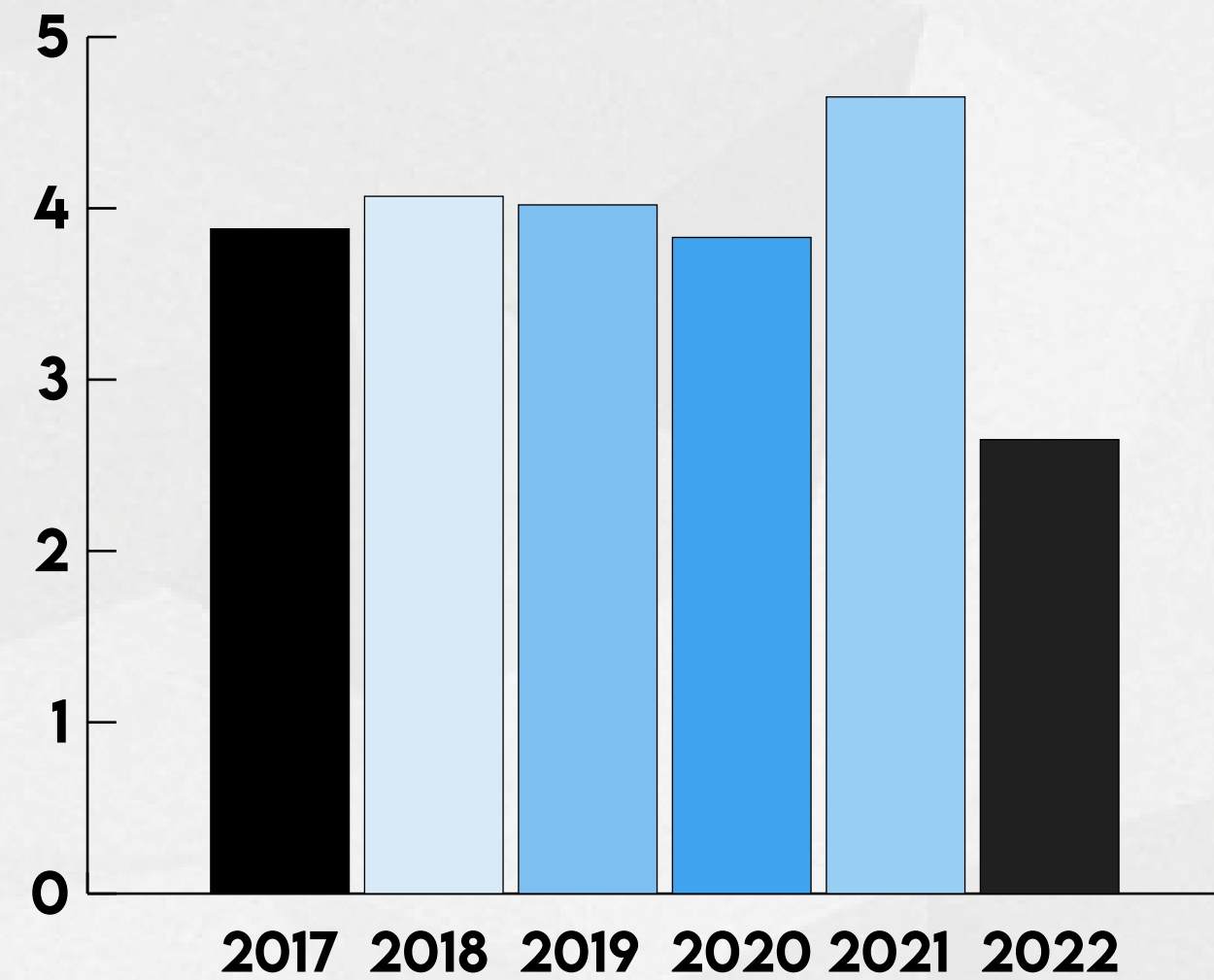
ON-TIME DELIVERY

99%

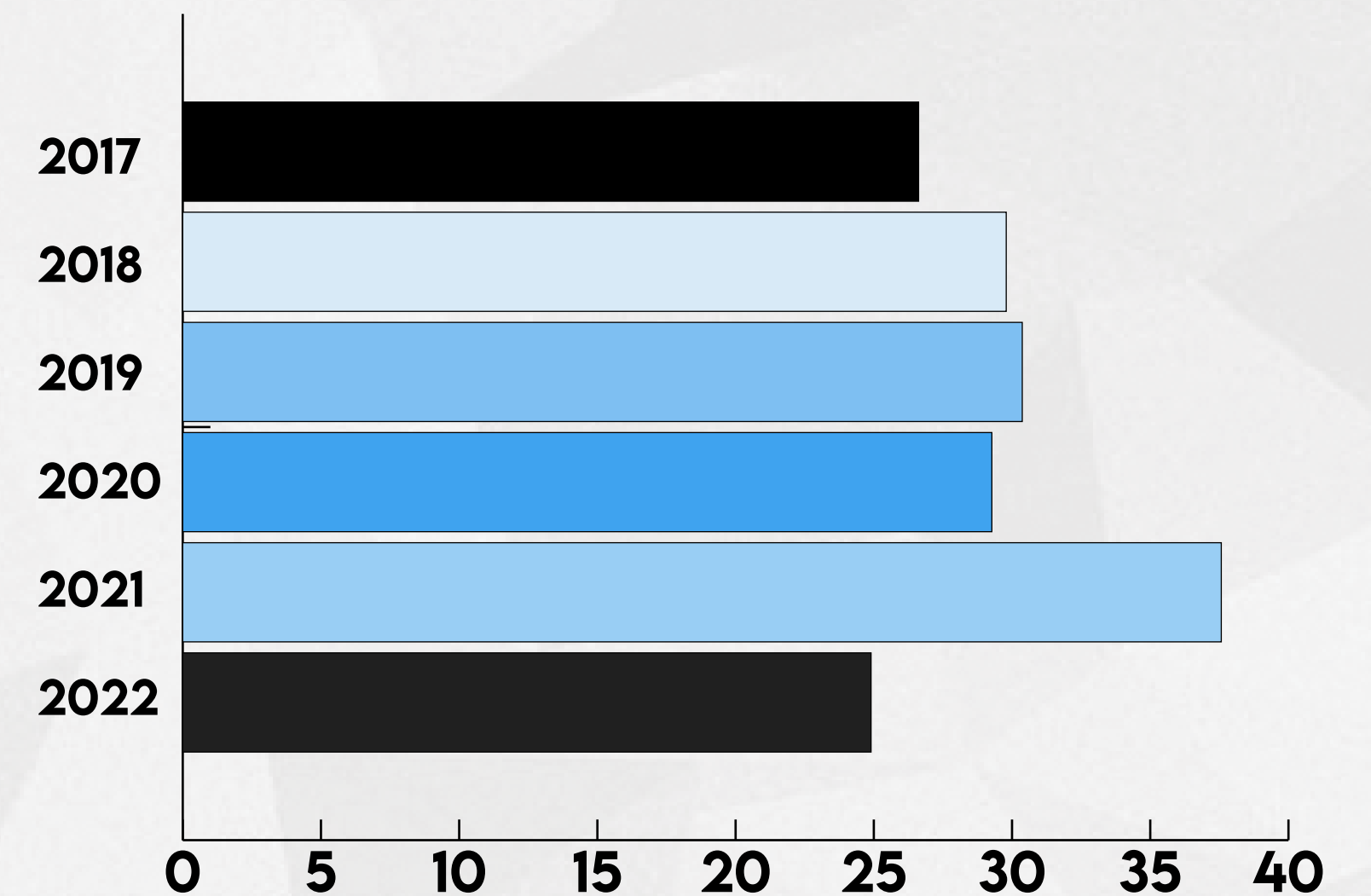
SALES IN 2022

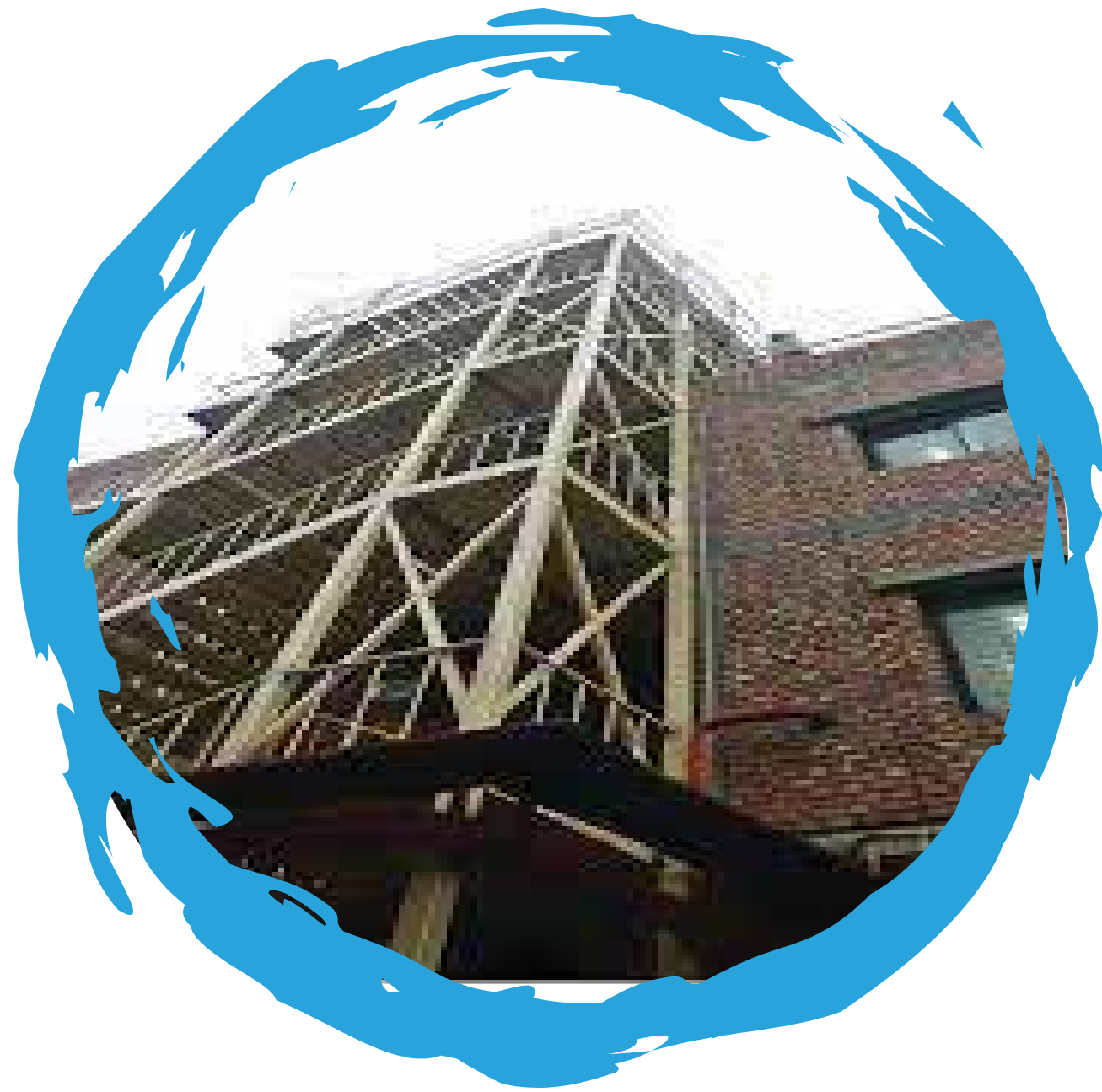
\$24.9M

PRODUCTION
(IN MILLION PCS)



EXPORT IN VALUE
(MILLION USD)





**AZIM & SON
(PVT.) LTD.**

6 STORIED RCC
18,530 SQ. FT.
2 LINES
SINCE 1984
253 WORKERS



**SALMAN-ADNAN
(PVT.) LTD.**

5 STORIED RCC
37,575 SQ. FT.
2 LINES
SINCE 1995
271 WORKERS



**AZIM & SON UNIT-2
(PVT.) LTD.**

6 STORIED RCC
151,140.46 SQ. FT.
14 LINES
SINCE 2010
1891 WORKERS

CLIENTS

(& THE COUNTRIES WE EXPORT TO)

OAK + FORT



VENUS



DOROTHY PERKINS



OTTO



bon
prix
it's me!

HSE

Sheego

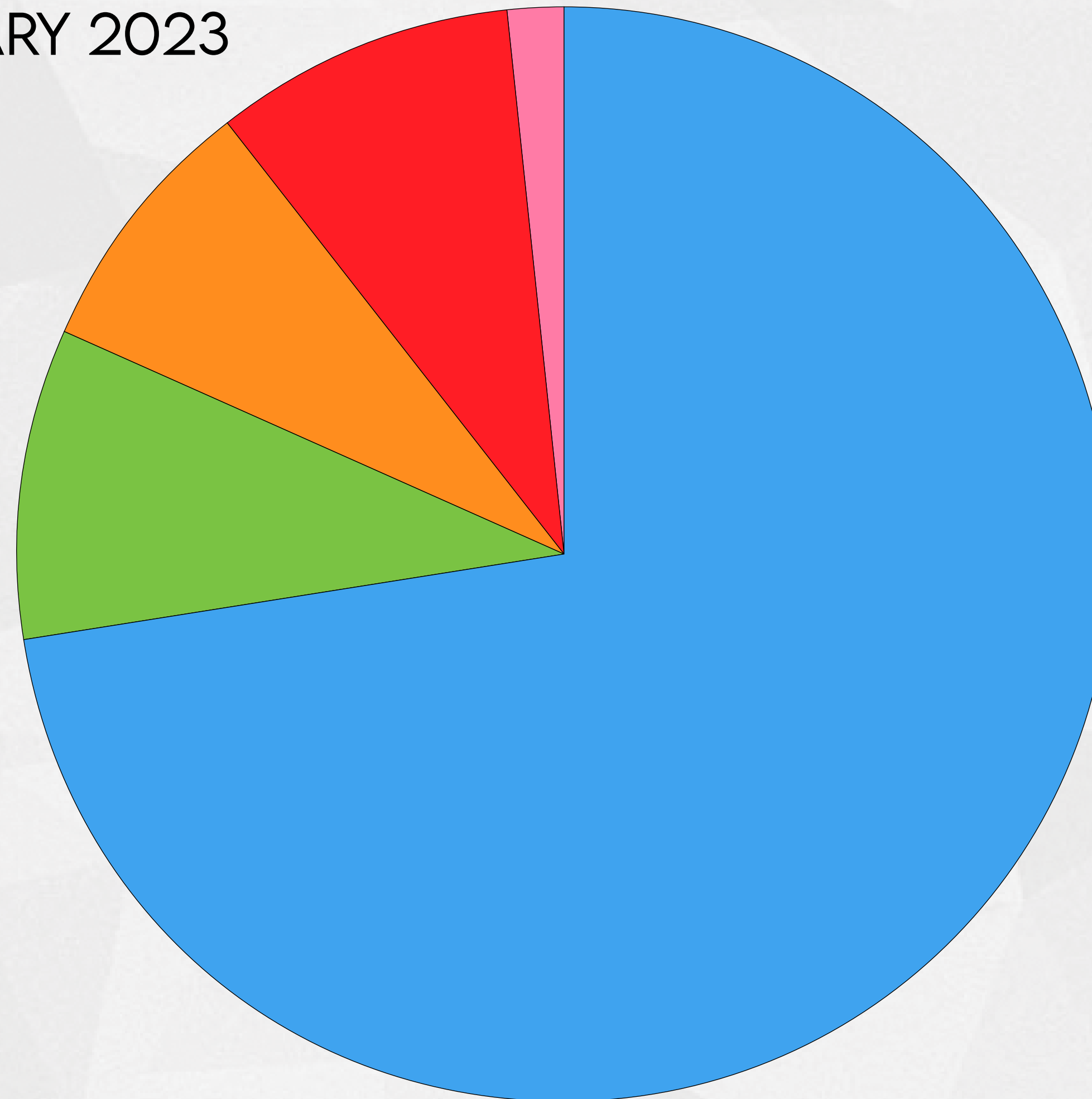
Witt-Gruppe

Schwab

STYLES WITH otto group

STYLE BREAKDOWN (TOTAL POS/STYLE
MARCH 2022 TO FEBRUARY 2023)

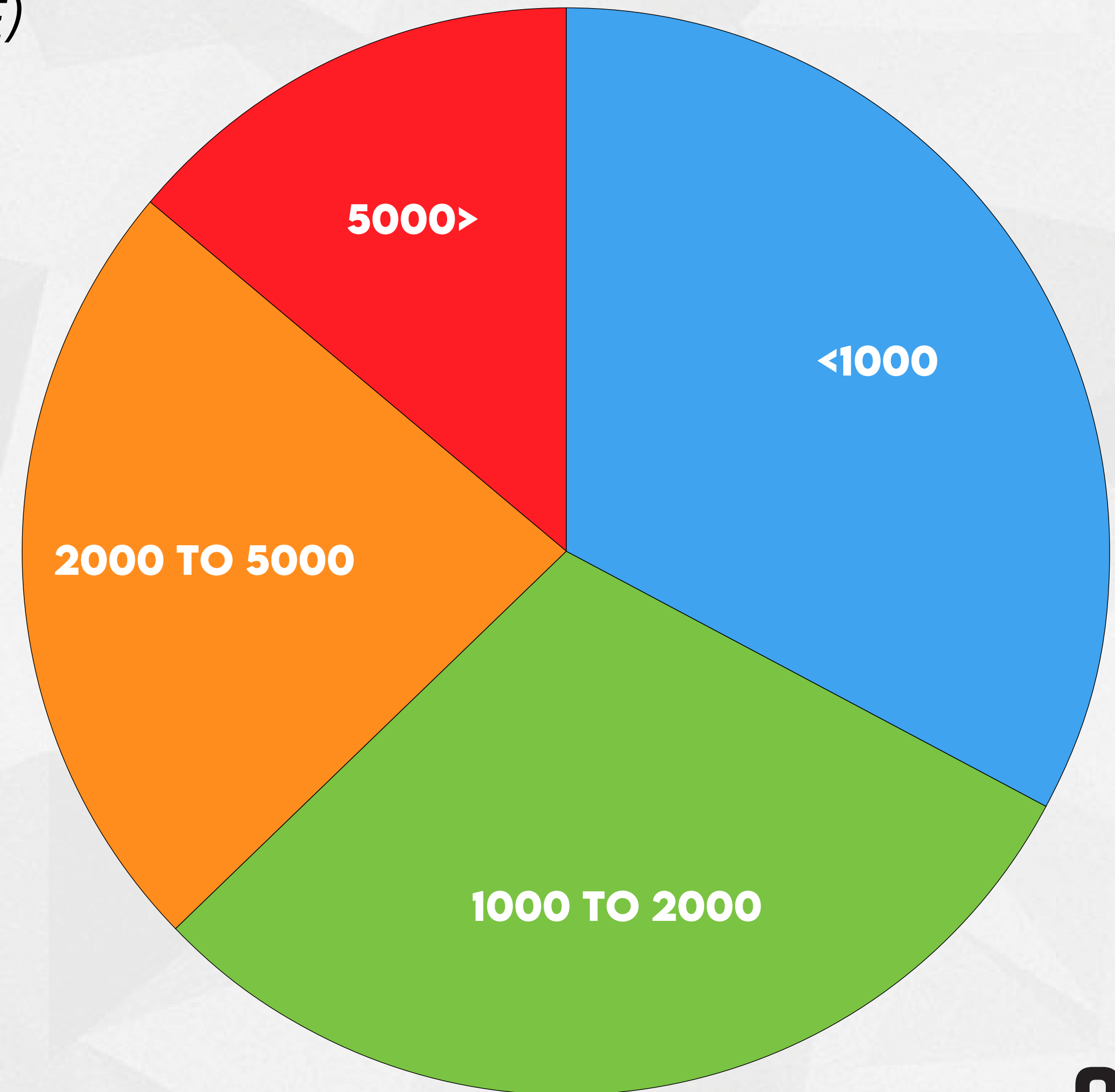
BUYER	NO. OF STYLES
BONPRIX	502
OTTO	62
SCHWAB	55
WITT	60
VENUS	11
TOTAL	690



STYLES WITH otto group

QUANTITY BREAKDOWN (TOTAL POS/STYLE)
MARCH 2022 TO FEBRUARY 2023

ORDER QUANTITY	BONPRIX	OTTO	SCHWAB	WITT	VENUS	TOTAL
<1000	127	35	31	32	3	228
1001 TO 2000	172	9	12	10	4	207
2000 TO 5000	125	13	7	12	4	161
5000>	78	5	5	6	0	94
TOTAL	502	62	55	60	11	690



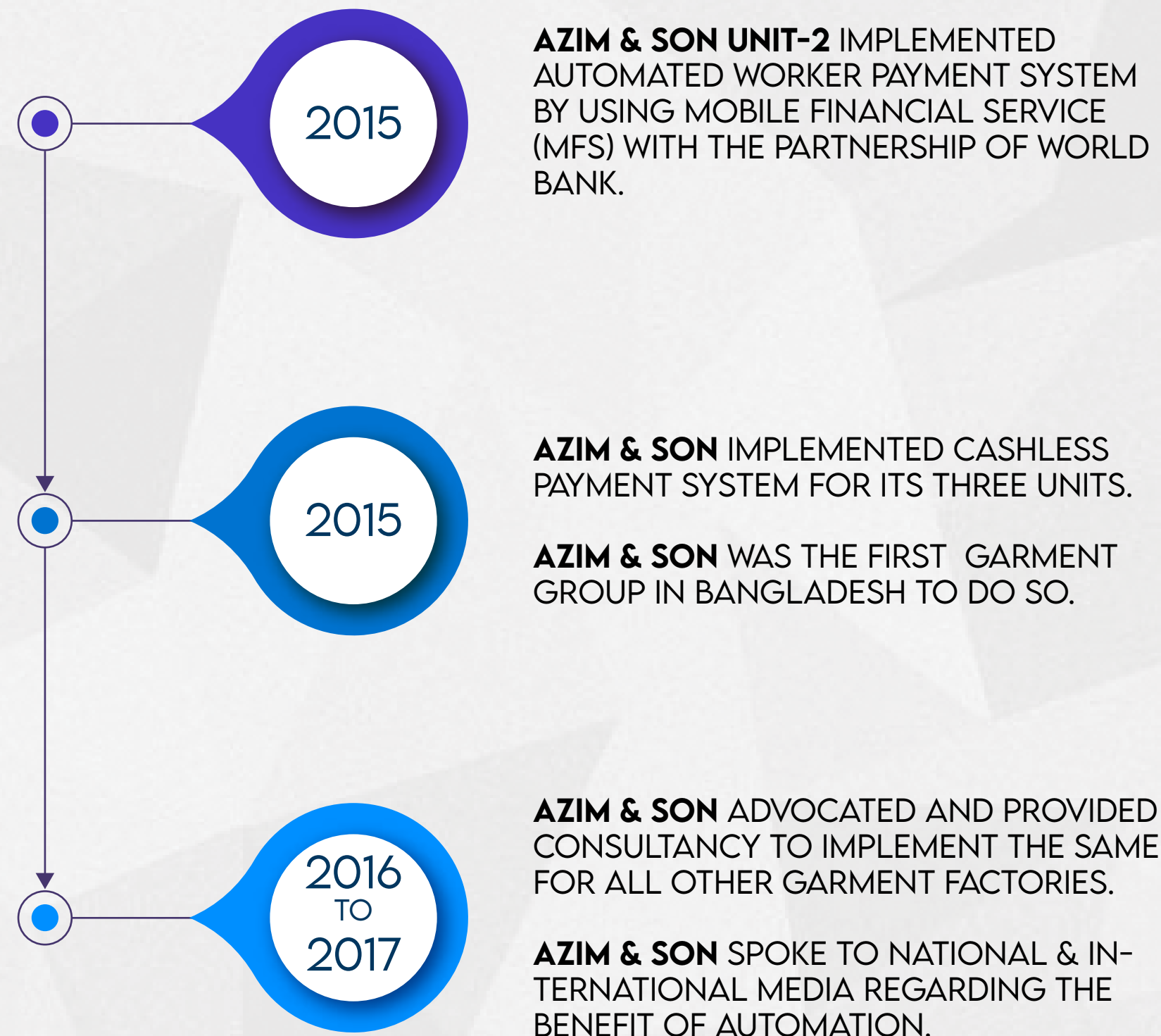
COMPARISON

BETWEEN OUR CAPACITY AND ORDER FROM **otto group**

MONTH	2021			2022			2023		
	CAPACITY	ORDER	CAPACITY COVERAGE IN %	CAPACITY	ORDER	CAPACITY COVERAGE IN %	CAPACITY	ORDER	CAPACITY COVERAGE IN %
JAN	350	427.93	122.27%	350	275.35	78.67%	350	226.53	64.72%
FEB		311.09	88.88%		313.00	89.43%		174.67	49.91%
MAR		319.72	91.35%		264.23	75.49%		359.80	102.80%
APR		509.07	145.45%		228.17	65.19%		209.45	83.78%
MAY		459.22	131.21%		195.77	55.93%		169.48	48.42%
JUN		431.39	123.25%		237.12	67.75%		110.05	44.02%
JUL		345.16	98.62%		74.89	21.40%	104.80	29.94%	
AUG		375.89	107.40%		97.04	27.72%	0	0.00%	
SEP		209.10	59.74%		62.69	17.91%	0	0.00%	
OCT		164.66	47.05%		179.77	51.36%	0	0.00%	
NOV		386.32	110.38%		170.00	48.57%	0	0.00%	
DEC		412.39	117.83%		363.99	104.00%	0	0.00%	

QUANTITY IN THOUSANDS

WORKER PAYMENT AUTOMATION



ADVANTAGES (WORKERS)	ADVANTAGES (COMPANY)
WORKERS CAN WITHDRAW MONEY AT ANY TIME FROM THE NEAREST CASH AGENT	NO PRODUCTIVITY LOSS ON SALARY DAYS
WORKERS CAN PURCHASE GROCERIES AND PAY FOR UTILITIES VIA BKASH	REDUCED RISK OF ROBBERY AND THEFT FROM THE COMPANY TRANSPORTING AND HOLDING ON TO EXCESSIVE CASH
THEY GET 4% INTEREST ON THEIR SAVINGS	REDUCED ADMINISTRATIVE WORKLOAD
REDUCED RISK OF THEFT WHEN CARRYING CASH	ENSURED TRANSPARENCY AND EFFICIENCY

WASHING PLANT

NEW INVESTMENTS AND IMPROVEMENTS IN PROCEDURES

- WE INVESTED **\$800,000** FOR NEW SUSTAINABLE MACHINES & INFRASTRUCTURE, HENCE SAVING WATER & CHEMICAL USAGES UP TO **60%**
- PRODUCTION CAPACITY INCREASED BY **90%**, AS PREVIOUS CAPACITY WAS **9000 TO 10000 PCS/DAY** AND PRESENT CAPACITY IS **18000 TO 20000 PCS/DAY**
- CONVERTED ALL OUR CONVENTIONAL SIDE LOADING MACHINES TO BE MORE SUSTAINABLE SO AS TO WASH AT A **LACQUER RATIO OF 1:4**
- WE ARE NOW USING SUSTAINABLE CHEMICALS (ZDHC LEVEL-03)
- RESULT: REDUCTION IN REWORK/REWASH (AVG 4-5%)



Tonello[®]
THE INSPIRING COMPANY



MACHINE TYPE	MACHINE CAPACITY (KGS)	QUANTITY (PCS)
FRONT LOADING	170	2
	140	4
	120	2
TOP LOADING	80	5
	30	2
DRYER MACHINE	140	2
	80	8
HYDRO MACHINE	80	5

COMPLIANCE ACHIEVEMENTS

STRUCTURAL, ELECTRICAL & FIRE SAFETY BY  **RSC** | RMG SUSTAINABILITY COUNCIL

UNIT NAME	SAFETY POINT	COMMENTS
AZIM & SON UNIT-2 (PVT.) LTD.	STRUCTURAL	CERTIFIED
	ELECTRICAL	93.65% COMPLETED
	FIRE	75% COMPLETED
AZIM & SON (PVT.) LTD.	STRUCTURAL	CERTIFIED
	ELECTRICAL	85.11% COMPLETED
	FIRE	93.94 COMPLETED
SALMAN ADNAN (PVT.) LTD.	STRUCTURAL	CERTIFIED
	ELECTRICAL	90.63 COMPLETED
	FIRE	85.42% COMPLETED

COMPLIANCE ACHIEVEMENTS

SOCIAL COMPLIANCE

UNIT NAME	COMPLIANCE REGULATORY BODY	SCORE/ COMMENTS
AZIM & SON UNIT-2 (PVT.) LTD.	AMFORI BSCI	SCORE A
	SEDEX	NO MAJOR N/C
AZIM & SON (PVT.) LTD.	AMFORI BSCI	SCORE B
SALMAN ADNAN (PVT.) LTD.	AMFORI BSCI	SCORE B



SUSTAINABILITY/PRODUCT COMPLIANCE

UNIT NAME	COMPLIANCE REGULATORY BODY	SCORE/ COMMENTS
AZIM & SON UNIT-2 (PVT.) LTD.	OCS, RCS	
	HIGG	SCORE 56.4% THIRD-PARTY VERIFIED
	GOTS	
AZIM & SON (PVT.) LTD.	GOTS	NEWLY CERTIFIED
	HIGG	SELF-ASSESSED & SCORE 49.4%
SALMAN ADNAN (PVT.) LTD.	HIGG	SELF-ASSESSED & SCORE 49.5%



PRODUCTION CAPACITY

FACTORY	PRODUCTION LEAD TIME (DAYS)		MONTHLY CAPACITY (PCS)	DAILY SAMPLE (PCS)
	INITIAL ORDER	REPEAT ORDER	MAXIMUM	CAPACITY
AZIM & SON (PVT.) LTD.	60-70	30-50	70,000	45-50
SALMAN-ADNAN (PVT.) LTD.			60,000	
AZIM & SON UNIT-2 (PVT.) LTD.			320,000	



PRODUCTION

SEWING MACHINES

MACHINE TYPE	QUANTITY	MACHINE TYPE	QUANTITY
SINGLE NEEDLE	541	KANSAI	29
VERTICAL TRIMMER	05	CHAIN STITCH	14
OVER LOCK: 3 – THREAD	28	FEED OF THE ARM	55
OVER LOCK: 5 – THREAD	103	J STITCH MACHINE	02
DOUBLE NEEDLE	75	BARTACK	61
SNAP BUTTON ATTACH	36	EYELATE HOLE	08
BUTTON HOLE	03	A.P.W MACHINE	02
BUTTON STITCH	08	POCKET ROLLING	01
NEEDLE DETECTOR	02	AUTO POCKET SETUP	04
IN CUTTER	05	FUSING PRESS	03
LEATHER PATCH SETUP	05	TOTAL MACHINES =	990



INVESTMENT IN CAPITAL MACHINERIES IN 2023

DETAILS OF MACHINERIES	QUANTITY IN SET
PEGASUS AUTO OVERLOCK SEWING MACHINE (4/T)	6
PEGASUS AUTO OVERLOCK SEWING MACHINE (6/T)	29
RACING BRAND PULLER FOR SINGLE OR TWO NEEDLE REGULAR SMALL ROLLER	7
KANSAI MACHINE PMD 21 NEEDLE (HEAVY)	4
KM BRAND CLOTH CUTTING MACHINE (KM 8") JAPAN	4
NISHO SNAP BUTTON ATTACHING MACHINE	12
BROTHER AUTO SINGLE NEEDLE LOCK STITCH	150
BROTHER AUTO DOUBLE NEEDLE LOCK STITCH (ANGULAR)	21
BROTHER FEED OF THE ARM MACHINE (2 NEEDLE) LIGHT WITH RISING PULLER	7
BROTHER FEED OF THE ARM MACHINE (3 NEEDLE) HEAVY WITH RISING PULLER	12
BROTHER BARTEK MACHINE	6
BROTHER COMPUTER EYELET MACHINE	1
IMB AUTOMATIC BACK POCKET ROLLING LOCK STITCH WITH CHAIN STITCH	1
IBM ELASTIC JOINT MACHINE	1
IMB DOUBLE NEEDLE CHAIN STITCH MACHINE WITH CHAIN CUTTER & PULLER	6
IMB BOTTOM HAMMER MACHINE WITH LOCK STITCH	7
BROTHER AUTO SINGLE NEEDLE LOCK STITCH WITH PULLER	10
TOTAL	274

JUKI®

 **PEGASUS**®

KANSAI
SPECIAL

IMB®
AUTO SEWING MACHINE

NiSHO
APPAREL MACHINERY

 **RACING**

At your side.
brother®

Tonello®
THE INSPIRING COMPANY

A&S
EST. 1984

NEW METHOD IMPLEMENTATION

USING METAL DETECTOR M/C



POCKET SETUP AUTO M/C



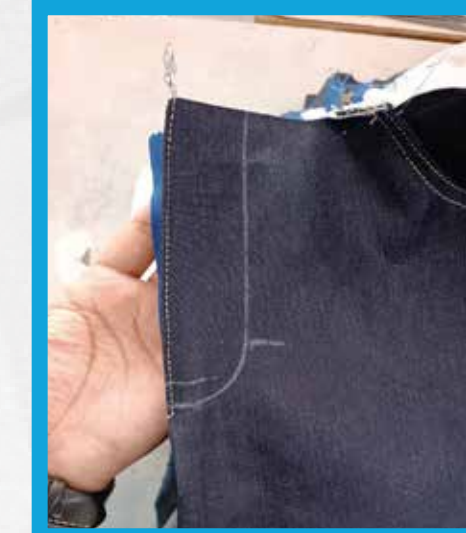
WELT PKT. MAKING AUTO M/C



AFTER IMPROVEMENT



J-STITCH WITH PATTERN



BEFORE IMPROVEMENT



MOISTURE LEVEL CHECK



AUTO FLY TOP STITCH M/C



POCKET ROLLING AUTO M/C

LASER MARK LIGHT SYSTEM



MANAGEMENT TRAINING PROGRAM

IN AZIM & SON'S MANAGEMENT TRAINEE OFFICER (MTO) PROGRAMS, INDIVIDUALS AND YOUNG HOPEFULS BUILD ON THEIR EXISTING MANAGERIAL SKILLS, AND LEARN NEW ONES. THESE PROGRAMS ALLOW THEM TO ALIGN THEMSELVES FURTHER WITH THE ETHOS OF THE COMPANY AND EVENTUALLY TRANSITION INTO MANAGERIAL ROLES.



FOR THE INDIVIDUALS, THEY ARE BENEFITTING BY ENHANCING THEIR LEADERSHIP TOOLBOX. FOR THE COMPANY, WE BENEFIT BY HIRING INTERNALLY RATHER THAN LOOKING OUTSIDE.



MANAGEMENT TRAINING PROGRAM

TRAINING ON CORPORATE ETIQUETTE



CORPORATE TRAINING SESSIONS ARE PROVIDED BY US TO WORK ON THE FOLLOWING, TO CREATE A MORE PROFESSIONAL, MUTUALLY RESPECTFUL ATMOSPHERE AND IMPROVE COMMUNICATION:

- MEETING ETIQUETTE
- DINING ETIQUETTE
- E-MAIL ETIQUETTE
- TELEPHONE/VOICE MAIL/MOBILE ETIQUETTE
- OFFICE ETIQUETTE
- DRESS ETIQUETTE
- SOCIAL MEDIA ETIQUETTE
- ELEVATOR ETIQUETTE
- TIME MANAGEMENT
- PERSONAL PLAN MANAGEMENT

5S PROGRAM

TRAINING AT THE WORKER LEVEL



THE TRAININGS PROVIDED DURING 5S ARE THE FOLLOWING:

1. SORT
2. SET IN ORDER
3. SHINE
4. STANDARDIZE
5. SUSTAIN



5S PROGRAM

AUDIT & REWARDS



AUDITS ONGOING



REWARDS CEREMONY

QUALITY CONTROL

IMPROVEMENTS IN QUALITY

LINE WISE DHU% TRACKING

Line	1-11	12-11	13-11	14-11	15-11	16-11	17-11	18-11	19-11	20-11	Total
PRODUCTION	100	100	100	100	100	100	100	100	100	100	1000
ALTER REJECTED	5	5	5	5	5	5	5	5	5	5	50
ALTER ACCEPTED	95	95	95	95	95	95	95	95	95	95	950
DHU (%)	95	95	95	95	95	95	95	95	95	95	95

TRAFFIC LIGHT SYSTEM (TLS)



RAM / PPM



NEW 'QI' QUALITY TRAINING BEFORE WORK

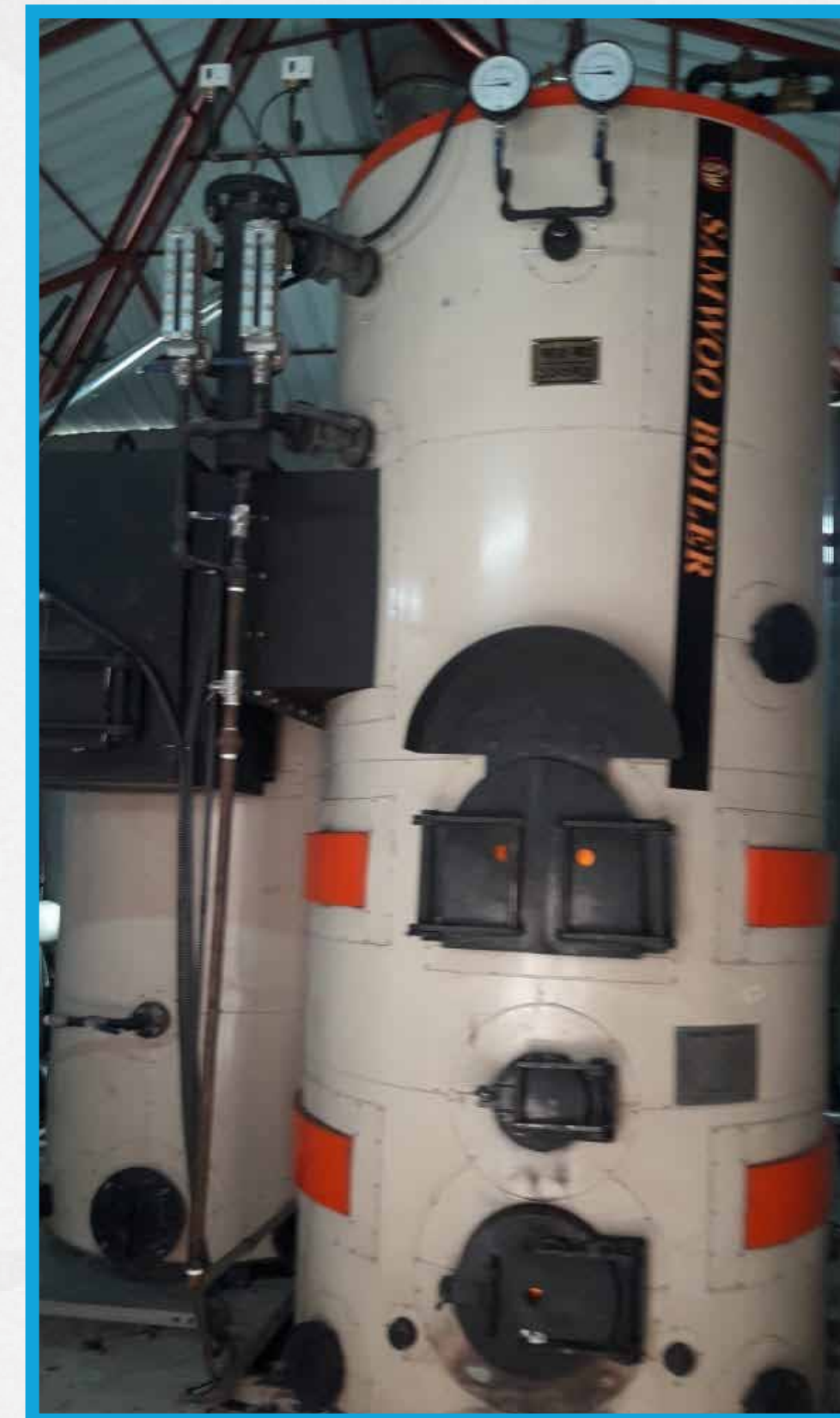
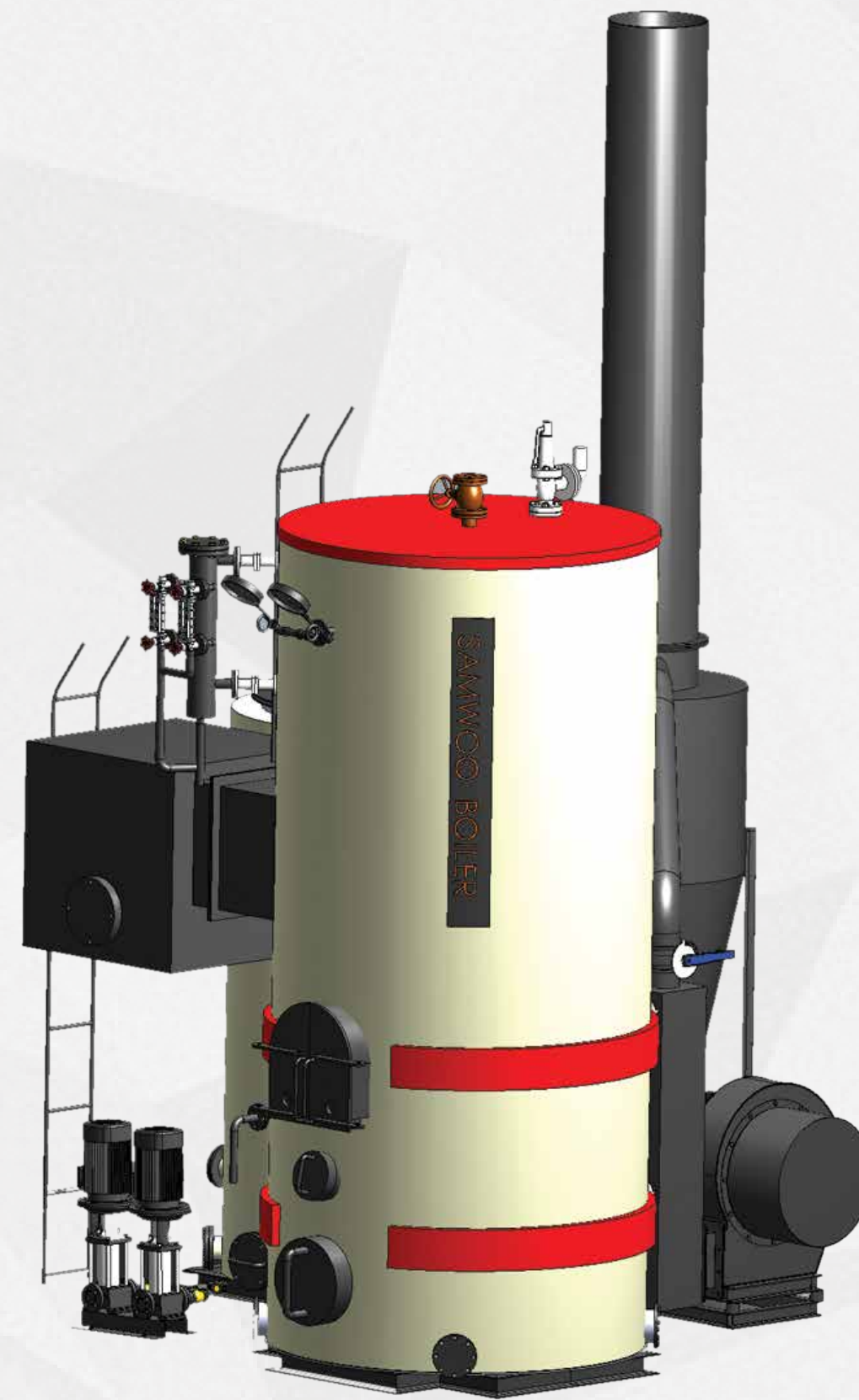


CHECKING METHOD DEVELOPMENT

SUSTAINABILITY PROJECTS

1.5 TON WASTE JUTE STEAM BOILER

- AZIM & SON INTRODUCED JUTE BOILERS WITH A TOTAL CAPACITY OF 1.5 TONS, TO REDUCE DEPENDENCY ON FOSSIL FUEL.
- BOTH DEVICES ARE FUELED BY THE CUTTING & SEWING WASTE TO GENERATE STEAM AND DISPEL NON-HAZARDOUS SMOKE INTO THE ATMOSPHERE.
- WE REDUCED 40% FOSSIL FUEL USAGE, WHICH ENTAILS DIESEL AND NATURAL GAS.



SUSTAINABILITY PROJECTS

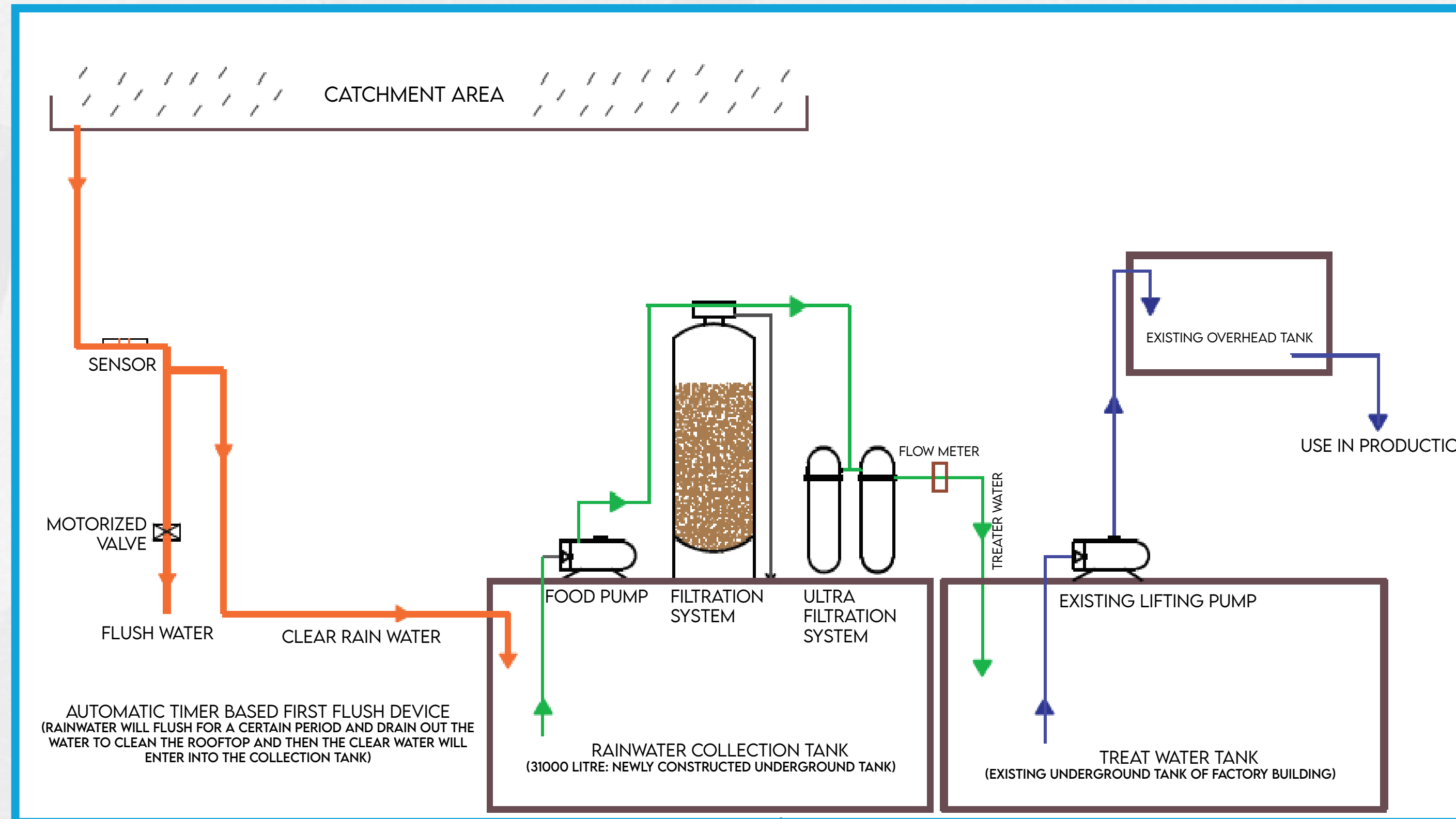
RAINWATER HARVESTING

MONTH	MONTHLY AVERAGE RAINFALL (MM)	RUNOFF COEFFICIENT ©	ROOFTOP AREA IN M ²	VOLUME OF RAINWATER PER MONTH IN M ³	VOLUME OF RAINWATER PER MONTH IN LITRE
JANUARY	0	0.8	3,152	-	-
FEBRUARY	27			73	72,849
MARCH	30			81	80,943
APRIL	72			194	194,263
MAY	117			316	315,678
JUNE	183			494	493,752
JULY	147			397	396,621
AUGUST	120			324	323,772
SEPTEMBER	153			413	412,809
OCTOBER	45			121	121,415
NOVEMBER	9			24	24,283
DECEMBER	15			40	40,472
			2,477	2,476,856	
			LESS 5%	2,353	2,353,013

← YEARLY RAINWATER COLLECTION DATA

SUSTAINABILITY PROJECTS

RAINWATER HARVESTING SYSTEM FLOWCHART & ETP WATER REUSES



DESCRIPTION	PER DAY (LITRES)
TOTAL WATER USES IN PLANT	640,359
RAINWATER USES	7,542
WATER USES REDUCED BY	
RAINWATER/WATER USES %	1.18

DESCRIPTION	PER DAY (LITRES)
ETP WATER OUTLET TO SURFACE	640,359
REUSE ETP WATER IN TOILETS	7,542
ETP WATER OUT-LET/REUSED WATER %	3.69

SUSTAINABILITY PROJECTS

FUTURE BIOLOGICAL ETP & ROOFTOP SOLAR POWER PROJECT

PROPOSED NEW BIOLOGICAL ETP & NEW WASHING PLANT:

- BIOLOGICAL ETP HAVING 80 CUBIC METERS PER HOUR; PRESENT CAPACITY IS 30 CUBIC METER PER HOUR.
- STRUCTURAL INVESTMENT \$700,000
MACHINERY INVESTMENT \$250,000

INVESTMENT IN WASHING PLANT:

- STRUCTURAL PART \$2,000,000



- WE HAVE UNDERTAKEN THE PROJECT TO INSTALL **CWPL 366.3 KWP ON-GRID SOLAR SYSTEM**
- THE PROJECT IS VALUED AT **\$200,000**
- THIS SOLAR SYSTEM WILL PRODUCE **1200 UNITS OF KW OF ELECTRICITY PER DAY** WHICH WILL SUPPLY **7-8%** OF THE TOTAL ENERGY USAGES OF AZIM.

PARTNERS, PROVIDERS & FREIGHT

OUR TESTING LABS & 3RD PARTY PARTNERS:



OUR COURIER SERVICE PROVIDERS:



OUR AFFILIATIONS:



OUR FREIGHT FORWARDERS:



CONTACT US

WE WOULD LOVE TO CONNECT WITH YOU AND BUILD STRONG CORPORATE RELATIONS

CORPORATE OFFICE:

35-B/1, INDIRA ROAD, FARMGATE
DHAKA - 1215, BANGLADESH

AZIM & SON (PVT.) LTD.:

36/A, INDIRA ROAD, FARMGATE
DHAKA - 1215, BANGLADESH

SALMAN-ADNAN (PVT.) LTD.:

35-B/1, INDIRA ROAD, FARMGATE
DHAKA - 1215, BANGLADESH

AZIM & SON UNIT-2 (PVT.) LTD.:

368, GACHA ROAD, GACHA, NATIONAL UNIVERSITY,
GAZIPUR - 1704, BANGLADESH

EMAIL:

ENQUIRY@AZIMANDSON.COM

WEBSITE:

WWW.AZIMANDSON.COM

The logo consists of the letters 'A' and 'S' in a bold, black, sans-serif font. A blue ampersand (&) is positioned between the 'A' and 'S', overlapping them.

Est. 1984

AZIM & SON

www.azimandson.com

