

# Profile- MZM (CEPZ) Limited

Plot No:8-9, Sector : 2/A, Road No. 01, CEPZ

Chittagong Export Processing Zone , Chittagong.

**MZM**<sup>®</sup>  
*We care for satisfaction*



# Company Information



- **Company Name :**  
MZM (CEPZ ) LIMITED
- **Company type :**  
Private limited company  
Joint Venture company .(B Type)
- **Company Location :**  
Chittagong Export Processing Zone, Bangladesh
- **Production Unit Address :**  
Plot no-8-9,Road#01, Sector-2/A, CEPZ, Chittagong,
- **Year of establish & Nature of Business :**  
  
October -2011 & 100% Export oriented Garments  
Manufacturing Company
- **Corporate Office :**  
MZM CEPZ LTD. Sector & 2/A, Plot # 8-9  
  
Chittagong Export Processing Zone ,Chittagong ,  
Bangladesh.  
Phone-88-031-740353,740354 E-mail :  
info@mzmbd.com  
Fax-88-031740369. Web: www.mzmbd.com

**Factory Front Gate**





# Company Information

## Sales Office:

Hong-kong ,China Awrospace Tower ,Concordia Plaza ,  
Room No 910 Tsim Sha Tsui .Tele:852 2721 4012  
Fax:852 2721 4500

## Branch Office :

House -2 ,Road -4, Sector -3,Uttara.Dhaka -1230Tele:88-02 8933786,  
Fax :88-02 8933687

## Bank :

Bank Asia Limited, EPZ Branch, Chittagong.  
Exim Bank Limited. Agrabad Branch ,Chattogram.  
The City Bank Ltd. Agrabad Branch , Chattogram.

## Audit Company :

Habib Sarwar Bhuiyan & Co.

## Insurance Company :

Pioneer Insurance Company &  
Employee Group Insurance with Pragati Insurance Company .

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Factory Front Gate



# Board of Director



**Chairman**  
**MOE Kaiser**  
Sector 2/A  
Plot 8-9  
CEPZ.  
Chittagong.  
Bangladesh.

**Managing Director**  
**Engr. Rafiqul Islam**  
Sector 2/A  
Plot 8-9  
CEPZ.  
Chittagong.  
Bangladesh.

**Director**  
**Scott Hall**  
Sector 2/A  
Plot 8-9  
CEPZ.  
Chittagong.  
Bangladesh.

**Director**  
**Mrs. Shahin Islam**  
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E-Mail moekaiser@mzmbd.com md@mzmbd.com

sph@sosasia.com shahinislam47@gmail.com



# Company Vision & Mission



## ➤ **Vision :**

Our vision is to mature in to a highly reputed manufacturer of garments in the international market by producing top quality product which conforms and surpasses the customer expectation.

## ➤ **Mission :**

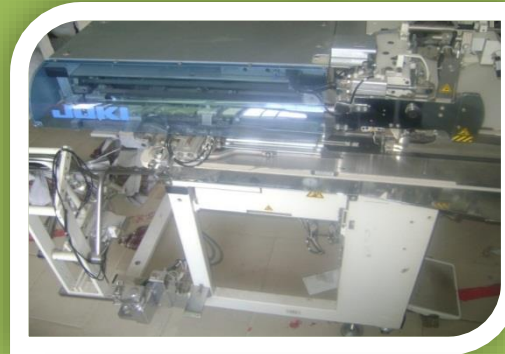
Our mission is to become one of the leading garments manufacturers in Bangladesh in every aspect of its business and in delivering its obligations as a good corporate citizen to its customers, employees, and owners, public and to the environment

## ➤ **Our Focus :**

We focus on production of top quality garments in fully compliant environment meeting timely delivery.

## ➤ **Our Objectives :**

Conforms and surpasses the customer expectation, Improve Productivity, Minimize Rejection Rate, Development of Employees to meet Future Challenges and Continual Improvement.



# Company Technology



## ➤ Our Technology

The MZM has well-equipped factories with the latest machinery to produce quality garments. Our commitment to constantly upgrading our infrastructure and resources is evident from our impressive array of state-of-the-art machinery.

## ➤ Fabric Inspection Machines

- CAD apparel system - TAS 2000 (Leuctra)
- CAM Automatic Leuctra Cutters for Cutting
- Ribbon Cutting Machines
- Machinery to do Embossing on Fabrics
- Pocket Welting Machine
- Fusing Machines

## ➤ Our Environment

Our commitment to our clients begins with our employees our employees are our strongest asset and we ensure that the working environment at our facilities is safe, comfortable and productive.

## ➤ Our Quality System

We follow an acceptable quality level (AQL) of 2.5 to 4, depending on the client's requirements. The MZM (CEPZ) conducts inspections at all stages of the production process, including:





# Company Technology



## ➤ Fabric Inspection

All the materials are laboratory tested before shipment. We also conduct random inspection based on 4 point system/10 point system.

## ➤ Accessories Inspection

Accessories inspected by randomly checked.

## ➤ Cutting Room

Random inspection based on required AQL. We also number the garment parts to avoid color shading.



# Company Capacity & Turnover



Description	Existing Capacity
Number of Lines	26
Target (Number of Line)	30
Number of Machines per Line	65-75
Short Cargo	3,50,000 Unit per Month
Long Cargo	3,50,000 Units per Month
Dress Pant/shirt /Jacket	260 Per Month/ 3,50,000 Unit per Month/Jacket per month 1,20,000pcs.
Annual Turnover	USD 50 Million
Sampling Capacity	40 Machines & Operators Equipped with all kind of special machines .
Capacity	17,000 Pcs per Day
Sample Lead	Time 8 Hours (10 Pcs)
Lead Time	60-75 Days from Order Confirmation
Terms of Sale	FOB/CIF Confirmed and Irrevocable-Letter of Credit NFE



## OUR TEAM



We service our customers with everything they need to get fashion in their store. Customers use our Services in many ways; from brand Strategy and Creative direction, design and Sample development product Sourcing and manufacture. Our aim is to take fashion further.



Fabric Inspection



CAD



SMD



Sewing

# OUR SPECIALITY

- ✓ We involve our Experienced professionals from the very beginning of the
- ✓ life cycle unite in the job is done.
- ✓ We are conscious till the customers satisfaction is achieved.
- ✓ We deliver the best product at the most reasonable price.
- ✓ We never compromise on quality.
- ✓ In house product & graphic design studio.
- ✓ Delivering premium quality for worthy of customers' trust.
- ✓ We offer our clients a unique Collection of trendy & traditional designs prevailing in the market



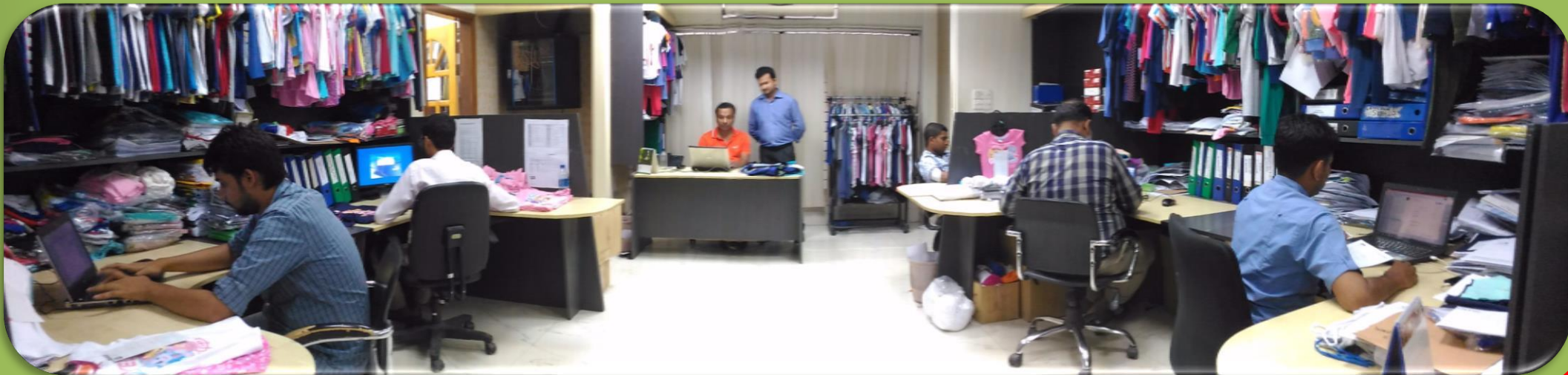


# MERCHANDISING



We have 25 members merchandising team :

- ✓ They have vast experience in sourcing all manner of customer merchandise across this sectors.
- ✓ They understand what is possible when it comes to mass production, and manage the quality process from brief to delivery.
- ✓ Merchandisers are committed to understanding customers products and objectives, becoming brand guardians and adding real value to the production process, rather than simply sourcing products





# QUALITY ASSURANCE



- We have dedicated 294 members QC and QA team.
- Our Quality team perform quality assurance from cutting through stitching all the way to final packing.
- Our Technical staffs are on-hand to monitor fits, workmanship, specs to ensure only the highest 1st quality goods are produced.
- With strict QC checks in addition to our factories own QC procedures, quality control is our top priority.



# MZM –THE COMPANY

## ➤ Export Markets

USA, CANADA & EUROPE .

## ➤ Key products

Jacket,BIB,Coverall,Cargo short/long,Shirt,Pant,Swimming Trunk.

## ➤ Buyer

Wallmart, MACHO Inc.,Bass Pro Shops, Cabela's ,George, Acedemy, C&A, ,BSA,

## ➤ Factory Utilization

- Ground Floor:** Load / Unloading ,Dinning & Canteen /Accessories Store, Child Care Room, Hydrant Room, Fabric Ware House,Generator,Sub-Station & Boiler room.
- 1<sup>st</sup> Floor:** Office, Inspection Room, Cutting Section, Conference room
- 2<sup>nd</sup> Floor:** Finishing & Packing, Buyer room, Spot Removing Room, Iron.
- 3<sup>rd</sup> Floor:** Sewing Section, Inspection room, Medical Room, Training Room.
- 4<sup>th</sup> Floor:** Sewing Section, Inspection room
- 5<sup>th</sup> Floor:** Prayer section,Sewing,Sample room.





# Integrated Support System





# Company Code of Conduct



## ➤ Legal Requirements

As reputed company MZM has been maintaining all legal and statutory requirements of the country.

## ➤ Employment

Company is maintaining wages, hours of work, overtime and other related requirements as per prevailing law of the country.

## ➤ Wages, Pay Slips, Attendance

Company is maintaining workers attendance, wages, pay slips, leave records...etc electronically through computer software and swift cards.

## ➤ Child Labor

Child labor is strictly prohibited in the factory and below 18 years no worker is allowed for any employment. Birth Certificate, Doctor's Age determination documents and physical appearances are verified before offering any employment to any worker.

## ➤ Forced Labor

Forced labor is strictly prohibited in the factory and there is no prisoner, bonded labor or any kind of forced labor.

# Company Code of Conduct



## ➤ Non discrimination

It is MZM's policy to ensure affirmative action in providing equal opportunities without regard to race, religion, creed, color, sex, age or national origin except where age or sex is a bonafide occupational qualification. Further it is prohibited to conduct any kind of maternity test before selection of any female worker for employment.

## ➤ Security Concern

Company is very much concern about Access Controls, Physical Security, Procedural Security, Personnel Security and Education & Awareness Training on all security concerns. Further all measures are in place to prevent any kind of un-authorized or un-identified access to the factory premises.

## ➤ Right of Association

Workers are allowed to form Lawful Association

## ➤ Harassment and Abuse

It is the company's strict policy to make sure no harassment or abuse inside the factory premises and who ever gets involve or encourage such activities will be dealt immediately based on company policy for disciplinary actions. Further management of the company has very positive attitude towards workers' grievances and takes all grievances very seriously .

# Health & Safety Practice

- Free Doctor & medical facility
- Certified nurse for working hour
- Fully equipped first aid Facility
- Trained first aider
- Fully equipped and trained fire fighting and rescue team
- Specialized fire protective instrument as well as use the Fire Door .
- Fire hydrant system
- Emergency power supply system
- Addressable Smoke Detector & Fire Alarm



# Law Practice

- Local & National labor code
- Specially EPZ Labor Act-2019, EPZ Rules 2022 & BEPZA Office Order.
- ILO convention
- Buyer Code of Conduct





# COMPLIANCE & SAFETY

To monitor the activities related to social compliance Including safety & security, labor welfare and Improvement of working condition in factory, we have a Strong compliance monitoring cell in Work field.



## TEAM

- Compliance Manager  
Social Welfare
- Officer.
- Civil Engineer.
- Electrical Engineer.
- Fire Service Consultant.



## AUDIT

- Ethical audit –BSCI, SEDEX, WCA, RS, Social Compliance .
- Building integrity & fire safety - ACCORD
- Technical Audit – FCCA, SQP.GRS.
- Electrical Safety - ACCORD
- Security Compliance, SCAN , C-TPAT, GSV, SCS.

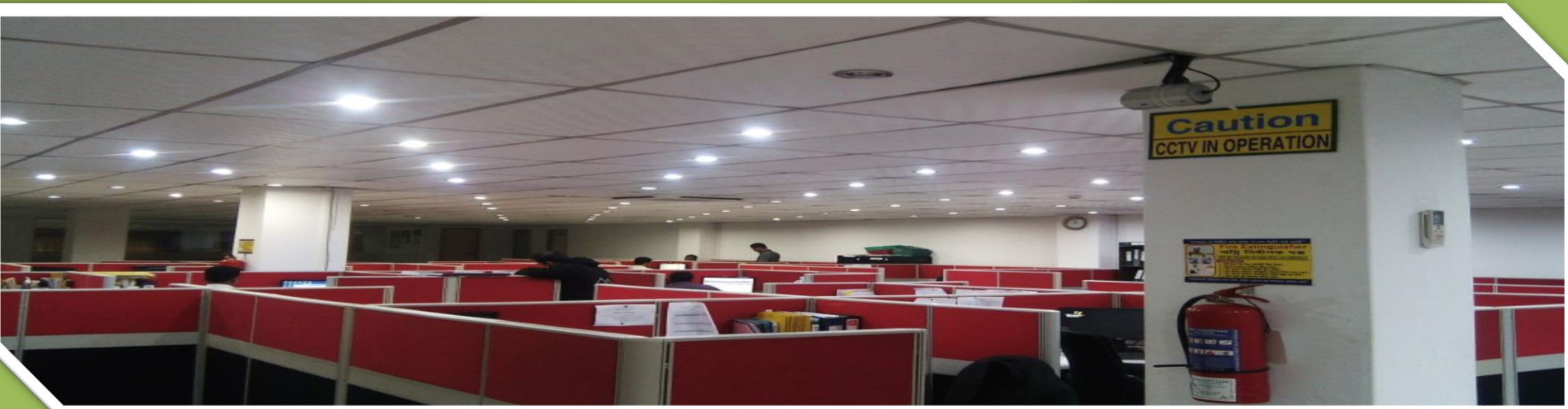
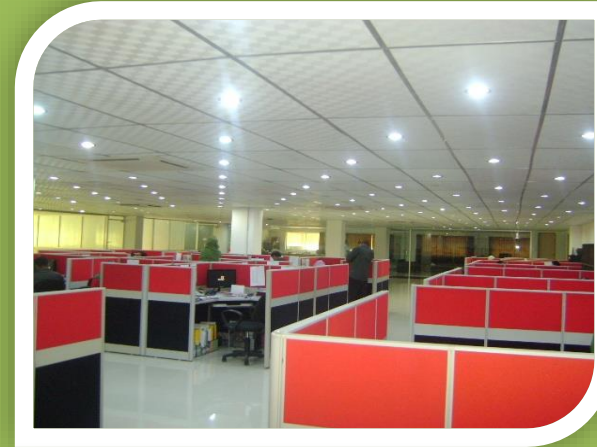


# COMMERCIAL & LOGISTICS

We have 10 members Shipping and logistic team.

- They managed all the bookings.
  - Payments.
  - Shipping Documentation
  - Negotiation with freight forwarders.
  - Special shipping arrangement.
  - They updates all the shipping information to our customers.

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## HUMAN RESOURCE

Employees are our core strength. Thus our focus is to Attract, Develop, Perform and Retain them:

Our employee compensation and engagement program covers-

- On time Salary
- Festival bonus
- Provident Fund
- Life Insurance
- Staff Loan Facility
- Training and Development
- Yearly Family Day out
- Team Building Sessions
- Indoor and outdoor games tournament

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# Factory Machine Status-01



## MACHINE LIST

At Present

Machine Name	Quantity	Machine Name	Quantity
Single Needle Machine	1102	Zigzag Machine	6
Sleeve setting Machine	1	APW Machine	2
Zipper Machine	8	Sadel stitch Machine	1
Double Needle Machine	204	Cuffs Machine	6
D/N chain Stich Machine	27	Thread cutter M/c	10
Interlock Machine	242	Welding System	2
Pocket Binding M/C	4	Velcro Cutter Machine	5
Kansai Machine(pmd)	36	Plastic Attached M/c	3
Fat Lock	26	Seam Sealing Machine	71
B/T Machine	71	Cutting Machine	23
B/T attach M/C	36	Band knife Machine	1
Foa Machine	48	Blaind Stitch Machine	5
B/Hole Machine	36	Button pull test	2
Cycle Machine	29	Fabric Inspection	2
Eye Hole Machine	14	Fusing Machine	3
S/Cutter Machine	117	Pattern cutter M/c	1
Snap button Machine	76	Stand Drill M/c	1

# Factory Machine Status-02



MACHINE LIST			
At Present			
Machine Name	Quantity	Machine Name	Quantity
Down auto M/C	1	Down Manual Machine	4
Hots & Cool abarator	2	Lasure cutting abarator	3
Arm cutter abarator	1	Button Wrapping	1
Rotary pressing	1	Automatic Sleeve side Seom press	1
Double hot & cool head Collar Creasing	1	Automatic packet fusing	1
Automatic beit loop Attaching	1	Creasing station for pocket folding	1
Weight M/C	1	Generator	2
Stop Mark M/C	4		
<b>Total</b>	2373		
Down auto M/C	1	Down Manual Machine	4
Hots & Cool abarator	2	Lasure cutting abarator	3
Arm cutter abarator	1	Button Wrapping	1
Rotary pressing	1	Automatic Sleeve side Seom press	1
Double hot & cool head Collar Creasing	1	Automatic packet fusing	1
Automatic beit loop Attaching	1	Creasing station for pocket folding	1
Weight M/C	1	Generator	2
Stop Mark M/C	4		
<b>Total</b>	2373		

# Factory Area Status



Unit/Section	Completion the full project (Square feet)
Sewing Area	130000
Cutting area	40000
Packing Area	36500
Fabric warehouse area	15000
In bond, Out Bond & Finished Goods	20000
Sample Area	4000
Office Area	25000
Canteen ( 5th Floor )	25000
Worker locker & Changing area	4000
Power room	500
Factory front premises (Loading, Unloading, Security post)	15000
Wastage area, Generator room, Parking	5000
Total Area	320000



# Factory Manpower Status



Head	At present
Sewing Operator	1728
Sewing Helper	432
Cutting	138
Qc	305
Finishing & Packing	280
Store	43
SMD	31
Technical	38
Security Cleaners & Others	61
HR & Admin, Commercial & Accounts	36
Leader & Supervisor	100
In charge	20
Manager	16
Total	3228

# Employment Practice



Minimum age	18 years
Minimum wage	USD 100 (Excluding Transport allowance,, Food, OT, Incentive & Bonus) (Medical Allowance Fixed-1450)
Basic	As per BEPZA Gazette 2018.
Bonus (Festival)	2 time per year equal to basic Wages
Leave	Practice as per local law & BEPZA Labor Law-2019 & BEPZA Rules-2022 .
Overtime calculation	(Basic /208)X2
Monthly working hour	208
Normal daily working hours	8(After 8 hours it will be treated as a OT)
Maximum weekly OT hours	12
Job agreement	Employment letter , Hand book & Service book .
Holiday	Weekly holiday & Festival holiday Total minimum 63 days in a year
Tiffin	Free for every employee
Lunch	Free for every employee

## KEY INFORMATION FOR WORK FIELD MZM

- Started Operation in this compound from October'2011.
- Total Employees: 3228( 70% Female & 30% Male)
- Total Sewing Lines: 26
- Production Capacity: 3,50,000 Pcs / Per Month
- Customers / Buyers: Wal-Mart (20%), Basspro (20%) ,Mahco Inc (20%), Goerge (20%), Academy Sports + Outdoors (15%), C&A (5%),
- Total Machines : 2373 Nos.
- Total Area: 3 Lac 20,000 Sft. (As per Fire License)
- Total Fire Extinguishers: 610 (ABC-476, CO<sub>2</sub>-134)
- Total Smoke Detector:110
- Total Heat Detector: 10
- Total Multi Sensor Detector: 463
- Horn Sounder : 66
- Call Point : 60
- Loop Card : 6
- Toilets: Male-45, Female-129





# Key Product Sample



# Our Customers





# *We Certified by.....*





# PICTURES OF WORK FIELD MZM





# PICTURES OF WORK FIELD MZM

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# PICTURES OF WORK FIELD MZM

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Canteen & dinning





## PICTURES OF WORK FIELD MZM

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# Factory Front View

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**THANK YOU**