

**Internship Report on
"A-Z of Lammim Apparels Ltd.
- An Entrepreneurial Perspective"**



Name of the Student:

Mehzabin Hossain Lam

ID: 111 183 001

This Internship Report will be submitted to the School of Business and Economics, United International University as a part of my Bachelor of Business Administration Degree Requirement

Internship Report on "A-Z of Lammim Apparels Ltd. - An Entrepreneurial Perspective"

Submitted to:

Mr. Jakowan
Assistant Professor
United International University

Submitted by:

Mehzabin Hossain Lam
ID: 111 183 001



**School of Business and Economics
United International University**

Date of Submission:

10th October, 2023

LETTER OF TRANSMITTAL

10th October, 2023

Mr. Jakowan

Assistant Professor

United International University

Subject: Submission of Internship Report on "A-Z of Lammim Apparels Ltd. - An Entrepreneurial Perspective".

Dear Sir,

With due respect, I would like to inform you that I completed my internship program at Lammim Apparels Ltd. and also prepared an internship report on the topic "A-Z of Lammim Apparels Ltd. - An Entrepreneurial Perspective" by conducting proper analysis of the company's entrepreneurial activities and aspects. I used both academic and practical understanding of actual entrepreneurial components, business difficulties, observations, and functioning in the actual corporate industry to prepare the report.

I did my utmost effort to finalize the report according to the guidelines you have provided. For me, writing this report has proven to be an engaging yet demanding endeavor. I thank you for your undivided attention in developing the idea I needed to put forth for this report. I hope you will find this report according to your expectations and approve it.

Sincerely yours,

Mehzabin Hossain Lam



ID: 111 183 001

INDEX OF SIMILARITY OF CERTIFICATION

Title of the report: A-Z of Lammim Apparels Ltd. - An Entrepreneurial Perspective

Student name: Mehzabin Hossain Lam

Student ID: 111 183 001

Supervisor: Mr. Jakowan

Department: BBA

I want to affirm that my internship program report is entirely original and has no resemblance to other sources, ensuring there is no plagiarized content. In the process of compiling this report, I adhered to ethical standards and did not engage in any unethical practices.

A handwritten signature in black ink, appearing to read 'Mehzabin Hossain Lam', with a stylized flourish at the end.

Mehzabin Hossain Lam

DECLARATION OF THE STUDENT

I, Mehzabin Hossain Lam, hereby affirm that I have authored this internship report on the subject titled "A-Z of Lammim Apparels Ltd. - An Entrepreneurial Perspective." My internship period has been an immensely valuable experience for me. I have conducted a comprehensive analysis of Lammim Apparels' entrepreneur Mr. Mohammed Akter Hossain and his entrepreneurial endeavors across his life within the apparel industry. Upon my time as an intern in the organization I have had significant opportunities for learning.

I have diligently collected both primary and secondary data to compile this report. From taking interviews till gathering datas from online articles, books etc. I assure you that this internship report has been meticulously prepared by me and is entirely unique with the BBA program.

ACKNOWLEDGEMENT

Throughout my internship I have had the good fortune to have support, direction, and encouragement from many people. First of all, I would like to thank Almighty Allah (SWT) for giving me the capacity to successfully and efficiently finish my report. I completed my internship at Lam Mim Apparels Ltd. with the help of the Almighty Allah and the blessings of my parents, teachers, and elders.

I would like to extend my heartfelt appreciation, respect, and sincere thanks to my Internship Supervisor, Mr. Jakowan, Assistant Professor of the School of Business and Economics at United International University. Throughout my internship, he offered invaluable advice, encouragement, guidance, inspiration, and constructive suggestions. I consider myself extremely fortunate to have had the opportunity to write my internship report under his diligent supervision.

I also want to thank a few important people at Lam Mim Apparels Ltd., such as Mohammed Akter Hossain (Managing Director), Fazlay Hossain Alif (Director), Md. Noman Siddique & Md. Refai Siddiqui (Manager of HR, administration, and compliance), and the entire service operations team of Alif Embroidery Village and Lammim Apparels Ltd. They generously shared their knowledge and provided unwavering support throughout my internship period. I am truly appreciative of their assistance and, more importantly, for affording me the opportunity to learn and grow during my internship. I extend my thanks to the officials of Lam Mim Apparels Ltd. for not only guiding me but also sparing their valuable time to provide me with the most relevant information to successfully complete my report.

Lastly, I would like to express my gratitude to United International University. It is my educational institution that has played a pivotal role in enabling me to reach the brink of completing my bachelor's degree. Despite my utmost dedication to this report, I acknowledge that there may be some inaccuracies present, for which I sincerely apologize.

EXECUTIVE SUMMARY

Lammim Apparels Ltd., located in Ashulia, is a state-of-the-art joint venture plant that collaborates with international fashion companies to produce and sell a wide range of high-quality knitwear, including T-shirts, polo shirts, sweatshirts, jackets, and nightwear. The company places a strong emphasis on compliance, social responsibility, and creating a positive workplace environment.

Founded with a commitment to delivering value and transparency, Lammim has quickly established itself as a trusted provider of premium knitwear in the global market. Lammim's dedication to ethical business conduct and emphasis on quality have helped the firm establish a strong reputation as a trustworthy provider of top-notch goods on the international market. Lammim is steadily developing a reputation as a premier business partner for significant global organizations. Its primary specializations are value development, high-quality networks, and systems. The firm can make up to 600,000 pieces each month with 16 sewing lines running, which considerably increases the employment of women in Bangladesh. Mohammed Akter Hossain, actively serves as the company's Chairman and Managing Director with the aim of protecting the earth and its priceless natural resources via sustainable business methods. The firm has grown significantly and substantially during the last 31 years.

I acquired practical expertise in a number of production-related areas during my internship at Lammim Apparels, including fabric selection, quality control, and packing. Through this experience, my practical skills, such as risk-taking, communication, and interpersonal skills, were developed. These talents will provide a solid basis for my future career in the textile sector.

Additionally, the internship gave me some insightful knowledge about business procedures and the management of a sizable organization like Lammim Apparels. I had the chance to learn about the complexities of managing a successful company from the Company's Chairman and the staff. The internship at Lammim Apparels has been a rewarding and instructive opportunity. My knowledge of the textile and clothing manufacturing industry has increased, and it has sharpened my abilities and strengthened my desire to pursue a career in the garment manufacturing industry.

Table of Contents

EXECUTIVE SUMMARY.....	v
CHAPTER 1: INTRODUCTION	1
1.1 Background of the Report.....	2
1.2 Objectives of the Report	2
1.2.1 Primary Objectives	2
1.2.2 Secondary Objectives	2
1.3 Scope and Limitations of the Report	3
1.3.1 Scope.....	3
1.3.2 Limitations	3
1.4 Methodology of the Report.....	4
1.4.1 Types of Data	4
1.4.2 Data Collection Process	4
1.4.3 Area and Times of Research	4
1.5 Literature Review	5
CHAPTER 2: ORGANIZATION OVERVIEW	7
2.1 The Entrepreneur	8
2.2 Company Profile.....	9
2.3 Mission, Vision and Objectives.....	13
2.3.1 Mission.....	13
2.3.2 Vision.....	13
2.3.3 Objectives	13
2.4 Board of Directors	14
2.5 Products & Services	14
2.6 Gallery	15
CHAPTER 3: ENTREPRENEURIAL ACTIVITIES: A-Z OF LAMMIM APPARELS LTD.	16
3.1 Roles and responsibilities of members of the organization	17
3.2 Organizational information	17
3.3 Production Information	17
3.3.1 Production Chart of Lammim Apparels Ltd.	17
3.3.2 Manufacturing Process	18
3.3.3 Machinery and Equipment.....	18
3.3.4 Monthly Capacity	18
3.3.5 Present Infrastructure	19
.....	19
3.4 Operational Information.....	20
3.4.1 Description of company's operation	20
3.4.2 Steps in flow of order for goods	21
3.4.3 Technology Utilization	21
3.5 Marketing Department	22

3.6 Human Resource Management	23
3.7 Sustainability in Lammim Apparels Ltd.....	23
3.8 Company CSR Activities	25
3.9 Assessment of Risk.....	27
CHAPTER 4: INTERNSHIP EXPERIENCE	28
CHAPTER 5: FINDINGS & RECOMMENDATIONS.....	33
Findings & recommendation based on each department.....	34
CHAPTER 6: CONCLUSION	37
Appendix.....	40
REFERENCE	44

CHAPTER 1: **INTRODUCTION**

1.1 Background of the Report

This report fulfills the internship requirement of the "Bachelor of Business Administration (BBA)" degree. This report was written to commemorate the end of an internship at Lammim Apparels Ltd. as an intern working as an assistant to the entrepreneur himself, Mr. Mohammed Akter Hossain. During the company's three-month internship, the report "A-Z of Lammim Apparels Ltd. - An Entrepreneurial Perspective" was prepared. Mr. Jakowan, an Assistant Professor at United International University and the research's academic supervisor, will supervise the project academically.

1.2 Objectives of the Report

1.2.1 Primary Objectives

The major goal of this internship report is to finish the Bachelor of Business Administration (BBA) program and acquire the BBA program credential from United International University (UIU). In addition, to understand how the entrepreneur mindset works and the components of entrepreneurial operations inside Lammim Apparels Ltd.

1.2.2 Secondary Objectives

The following list includes the report's particular goals:

- Knowledge of Lammim Apparels Limited's history and executive summary.
- Being aware of how the entrepreneurial mindset functions and of all the qualities a successful entrepreneur should possess.
- Representing the Lammim Apparels Limited board of directors as well as the company's profile, purpose, vision, and objectives.
- Outlining some suggestions for the organization's future progress.
- Knowledge of the company's client-cooperation policies and methods for meeting client needs.
- Specifically identifying the operations of Lammim Apparels Limited and its goods and services.

1.3 Scope and Limitations of the Report

1.3.1 Scope

The Bachelor of Business Administration (BBA) degree must be completed, and this requires practical work experience obtained through an internship. By providing students with real-world job experience through a business-related course, an internship report, or an assignment, a business organization may aid students in becoming more used to the workplace. For interns or aspiring business owners, this is an opportunity to apply what they have learned in the classroom to real-world business circumstances. The overall study focuses on how a business operates and what an entrepreneur does to maintain his legacy over the long term. I performed a face-to-face interview with the founder and chairman of Lammim Apparels as well as with a few other particular business officials. I also collected secondary data from various websites and articles.

1.3.2 Limitations

Although this study seeks to provide complete insights, it's vital to recognize a number of limitations:

1. **Response Bias:** Self-reported data might introduce response bias, where respondents may give responses they believe to be socially desirable or in the company's best interests, potentially impacting the accuracy of the results.
2. **Confidentiality:** There were restrictions on the study's ability to conduct this research due to the company's level of information processing secrecy. The contents of my internship report may have been improved by the disclosure of several elements that were left out. Due to the organization's strict confidentiality policies, they were excluded.
3. **Temporal Limitation:** This research offers a quick overview of the situation as it is right now. Given the market's dynamically changing situations, the findings might need to be updated on a regular basis to stay current.
4. **Time Constraints:** Writing an effective report takes time. Additionally, I ran into time restrictions during my internship due to some unanticipated events, which prevented me from finishing the report as extensively as I had hoped.

1.4 Methodology of the Report

1.4.1 Types of Data

The two main forms of data used to prepare research are primary data and secondary data. Primary data are those that the researcher has created via various investigations. Primary data can come from a variety of sources, such as surveys, questionnaires, observations, interviews, experiments, etc. Secondary data are those that have been assembled from many sources. Secondary data may be found in a variety of places, such as books, newspapers, websites, statements and records, print media, etc.

1.4.2 Data Collection Process

Both primary data and secondary data are gathered in order to prepare the research. The Lammim Apparels Limited officials were personally interviewed for the primary data collection. A variety of technical queries were posed to the various corporate staff. They answered my inquiries and gave me their insightful responses. By considering their viewpoints, the key data were eventually discovered and are shown in the paper. The secondary statistics are gathered from different websites and articles in addition to the company's official website.

1.4.3 Area and Times of Research

The "A-Z of Lammim Apparels Limited- An Entrepreneurial perspective" served as the foundation for this research. This article clearly outlines the tasks and responsibilities of an entrepreneur, the employees of Lammim Apparels Limited, and the activities taking place both outside and inside the company divisions. The preparation of the internship report, which included both primary and secondary data from various sources, took close to six months to be completed.

1.5 Literature Review

The apparel industry in Bangladesh embarked on its journey in the 1980s and has since reached its current prominent position. One of the pioneers of the readymade garment industry in Bangladesh was the late Nurool Quader Khan. In 1978, he took a significant step by sending 130 trainees to South Korea, where they acquired the skills needed to manufacture readymade garments. Upon their return, he established the first factory, known as "Desh Garments," with the aim of producing garments for export. Around the same time, Akhter Mohammad Musa of Bond Garments and others also played a crucial role in setting up some of the initial garment factories in Bangladesh. Their entrepreneurial efforts inspired other diligent individuals to venture into the realm of RMG factories within the country.

Despite facing numerous challenges and obstacles over the years, the readymade garment sector in Bangladesh has managed to establish a distinct presence in the global market and consistently deliver strong performance. The "Made in Bangladesh" label has brought prestige to the nation. Despite its limited resources, Bangladesh has maintained an impressive annual average GDP growth rate of 6%, driving remarkable social and human development. The readymade garment (RMG) industry stands as the cornerstone of this transformation and is now the country's single largest contributor to export earnings, accounting for a remarkable 83% of the total. (*BGMEA | about Garment Industry of Bangladesh*, n.d.)

What is an Entrepreneur?

An entrepreneur is an individual who takes the initiative to create a new business venture, typically assuming a significant portion of the associated risks and reaping most of the rewards. The process of establishing and managing a business is commonly referred to as entrepreneurship. Entrepreneurs play a pivotal role in any economy by leveraging their skills and initiative to anticipate market needs and introduce innovative ideas to meet those needs. Entrepreneurship is characterized by its high level of risk, but it also offers the potential for substantial rewards, as it contributes to the generation of economic wealth, spurs growth, and drives innovation within a society. (Hayes, 2023)

Securing adequate funding is a critical aspect of entrepreneurship, as it provides the necessary resources for starting and growing a business. Entrepreneurs have access to various financing resources, including options such as small business administration loans and crowdfunding, which help them raise the capital needed to turn their ideas into reality.

The way entrepreneurs file and pay taxes can vary depending on the structure of their business. The tax obligations and regulations can differ for sole proprietorships, partnerships, corporations, and other business entities. Entrepreneurs need to navigate these tax considerations based on the specific setup of their ventures. (Hayes, 2023)

Entrepreneurs typically view their opportunities as having a limited timeframe. They understand that they must demonstrate tangible progress quickly to attract the necessary resources, as the passage of time depletes their limited cash reserves. This sense of urgency sets entrepreneurs apart from established companies, where opportunities are often part of a broader portfolio, and resources are more readily accessible. (Eisenmann, 2013)

The entrepreneurial opportunity can take various forms, such as:

1. **Pioneering a Truly Innovative Product:** Entrepreneurs may identify and develop groundbreaking, innovative products or solutions that address unmet needs in the market.
2. **Devising a New Business Model:** They may create entirely new ways of doing business, which can disrupt traditional industries and markets.
3. **Creating a Better or More Affordable Version of an Existing Product:** Entrepreneurs might improve upon existing products or services, making them more attractive to customers through enhanced features or lower costs.
4. **Targeting Existing Products to New Sets of Customers:** They may find new customer segments or markets for existing products that were previously underserved or overlooked.

In essence, entrepreneurs are driven by a strong sense of urgency to seize opportunities and bring their ideas to fruition, recognizing that time is of the essence in the dynamic world of entrepreneurship. (Eisenmann 2013)

CHAPTER 2:

ORGANIZATION OVERVIEW

2.1 The Entrepreneur

Mohammed Akter Hossain.

His journey started from a small village in Comilla from where he finished his high school and later moved to Dhaka city for his HSC. In Dhaka, he lived with his father who at that time had a brickfield business in Tongi. So, it was simple to say that Mr. Hossain comes from a family of business personnel. Later, he was admitted to Tejgaon college. After completing his studies he got married and then travelled Singapore for finding job opportunities and to build a better life for himself and his family. It was hard at first trying to cope up in a new country and becoming what he is now is unimaginable and truly remarkable.



After coming back from Singapore, he joined a company called Naf group. In Naf group, Mr. Hossain worked in the position of a sales executive in the marketing department. Within the span of 3 years in the company, he received an award as the top performer in sales of Tajima machines from Japan and was promoted as the Marketing manager of the company. Later on, he received the opportunity from Nassa group to invest a certain amount of money to get 20% share. For that he quit the job in Naf group and started working for Nassa group as a director. Gradually, he found himself capable and well knowledgeable about the industry and later decided to build a company of his own. For that he bought his first machine with his salary, and throughout the years he gradually advanced to buying more machines and equipment and started taking orders in his office in Nikunja-2. Later he built a large-scale physical plant in Ashulia. Today he is the founder of Alif Embroidery Village Ltd., Lammim Apparels Limited, Mehnaz Styles & Craft Ltd, Lammim Associates, Lammim Associates – 1, Topstar lace & Schiffli etc.

With his inspirational leadership, the organization set out on a road of invention and innovation that has shaped the very fabric of their journey, driven by insight and enthusiasm. His pioneering energy has inspired everyone on the team, igniting their unrelenting pursuit of excellence. With the help of his innovative leadership, the company forges ahead into unexplored territory, adopting cutting-edge technology, and pushing the limits of the apparel industry.

2.2 Company Profile

ALIF EMBROIDERY VILLAGE LTD.



Alif Embroidery Village Ltd. is a very promising organization in the apparel sector. It was founded in 1991 on the sole initiative of Md. Akter Hossain Rana, who is also the company's founding chairman and managing director. The company is 100% export-oriented, and it has one of the most sophisticated plants with cutting-edge machinery that is primarily imported from Germany, the United States, Sweden, Japan, Taiwan, and Turkey. The business started as an export-focused endeavor and has grown into one of the most advanced embroidery sectors. Their commitment to utilizing cutting-edge technology and expert artistry guarantees that they produce unmatched embroidered solutions that are sustainable and inspiring.

Alif Village created a cutting-edge screen-printing facility in 2001, complete with famous auto-print machinery. Through zero discharge procedures, environmental sustainability is integrated into their culture and reflects their unrelenting dedication. In order to enter the woven garment industry, they established a Joint Venture in 2011 under the name Mehnaz Styles and Craft Ltd. with a woven apparel factory. They are now able to create, produce, and sell complete garment solutions for major international fashion brands with their strategic relationship. They also started one of the biggest lace projects in the nation in 2016, displaying proficiency in a variety of textile industries. Their lace designs, made on 20 double bed Swiss Saurer machines, are the pinnacle of artistry and creativity.

Under Alif Village Ltd. which is the parent company there are other sister concerns as such:

1. Lammim Apparels Limited
2. Mehnaz Styles & Craft Ltd.
3. Lammim Associates
4. Lammim Associates – 1
5. Topstar lace & Schiffli
6. Final Tune Auto Shop
7. Amerah Argo & Foods Industries Ltd.



LAMMIM APPARELS LTD.



Office Address:

Bangabandhu Road,
Tongabari, Ashulia, Savar.
Dhaka - 1341.
Bangladesh.

Nature of Business:

100% Export Oriented Ready-Made Garments

Factory location : Bangabandhu Road, Tonga
Bari, Ashulia, Savar, Dhaka.

Area : 51,000 Square Ft

LAMMIM APPARELS LTD. Ltd is a state of the art joint venture plant which is situated in Ashulia. It works with international fashion businesses to create, produce, and sell complete garment solutions. They provide a wide variety of knitted sportswear and casual clothing, such as T-shirts, polo shirts, sweatshirts, jackets, and nightwear. The company adheres to strict compliance requirements and social responsibility principles. It's about enhancing people's life at work, and they also think that such good adjustments encourage people to love their work, making Lammim a fantastic place for both its staff and its clients. Their whole method of operation is around recognizing and embracing their ideals and operating in a socially responsible manner. It also concerns a youthful, lively organization that encourages the development of its employees' personalities in a vibrant environment.

Lammim Apparels Ltd. is a brand that is quickly becoming known for its high-end knit clothing. The business was founded with the intention of providing knit items with additional value at a fair price while upholding transparency and flexibility. Lammim's belief in leading through quality and best business practices has allowed it to establish itself as a trustworthy provider of top-notch goods on the international market. Lammim is quickly developing a reputation as a preferred partner for leading global businesses. Its primary competencies are high-quality connections, systems, and value creation.

With 16 sewing lines now in operation, it can produce up to 600K pieces each month. In a developing nation like Bangladesh, 60% of this workforce is made up of women, which significantly contributes to the employment of women. Mohammed Akter Hossain, the active Chairman and Managing Director of the organization, leads it with the aim of safeguarding their world and its priceless natural resources with sustainable and green practices in the company. The company has had considerable and strong business growth over the past 31 years.

LAMMIM AT A GLANCE:

	2021	2022	2023
Area (Sqft)	46,500	80000	120000
Turnover	USD 1.4 M	USD 25 M	USD 40 M
Capacity / Month	750K	1.5 M	2.25 M
Lines	18	36	36

Lammim Apparel is dedicated to upholding exceptional quality and service standards by:

1. **Exceeding Customer Expectations:** Lammim Apparel consistently strives to understand and surpass customer expectations, ensuring that their products and services consistently meet or exceed what customers anticipate.
2. **Consistently Delivering Defect-Free Products:** The company is committed to the production and delivery of competitive, defect-free products, maintaining high quality as a core principle.
3. **On-Time Delivery:** Lammim Apparel ensures that its products and services are delivered promptly, meeting deadlines and customer commitments.
4. **Continuous Quality Focus:** The company maintains its dedication to understanding and exceeding customer expectations, fostering a culture of ongoing quality improvement.
5. **Performance Evaluation:** Lammim Apparel conducts regular performance reviews, using internal reports and data to identify areas for enhancement and ensuring continuous self-improvement.

By adhering to these principles, Lammim Apparel maintains a strong emphasis on quality and service excellence, which contributes to its competitiveness and customer satisfaction.

2.3 Mission, Vision and Objectives

Their goal is to provide the highest possible level of products and services, uphold the highest moral and ethical standards, and have the least possible negative effects on the environment. With this dedication, producers and consumers will both benefit to the fullest, and the expectations of all parties for unwavering quality. They aspire for excellence in providing a premium product that is ecologically mindful by integrating cutting-edge technology throughout their operations.

2.3.1 Mission

Using cutting-edge technology in all facets of their business to achieve excellence by delivering a high-quality product free of flaws.

2.3.2 Vision

Their vision is to fulfill all stakeholder demands for quality without compromising, while realizing the highest possible production of goods and services strictly in accordance with ethical and moral standards at the lowest possible cost to the environment.

2.3.3 Objectives

- Persistent Export Dedication Over the Long Term.
- Strategic Approach to Venturing into New Export Markets.
- Globally Recognized Reputation for High Quality.
- Adaptability and a Focus on Innovation.
- Robust Logistics and Effective Supply Chain Management.
- Compliance with Export Regulations.

Their dedication to achieving Zero Discharge of Hazardous Chemicals aligns with their vision for a sustainable world. Their pledge is to protect the planet and its invaluable resources by ensuring that all their products strictly adhere to eco-friendly manufacturing guidelines and practices, without exception. That's why they are deeply committed to collaborating with their suppliers and partners, fostering a shared dedication to sustainability. Working together, they will implement inventive solutions and embrace cutting-edge technologies to minimize their environmental impact. Transparency and accountability serve as the foundation of their environmental initiatives.

2.4 Board of Directors

1. Mohammed Akter Hossain (Chairman & Managing Director), Key person.
2. Omar Faroque Hafiz (DMD)
3. Fazlay Hossain Alif (Director)
4. Anjur Hossain (Director)
5. Jagdish Sing (Director)
6. Ame Mahbuba (Director)

2.5 Products & Services

Products such as T-shirts, Polo shirts, jogger, shorts, hoodies, jackets, sweat shirts etc are manufactured in Lammim Apparels Ltd. The company collaborates with prestigious global brands, including Primark, H&M, C&A, Inditex, Gap, Walmart/George/ASDA, Target, Tesco, Disney, and many more. These cherished partnerships are a testament to their commitment to excellence and reliability, to redefine fashion's boundaries and set new standards of creativity and craftsmanship.

Services: RMG products, printing, embroidery, lace & schiffli, dying, washing, cutting, sewing, finishing, shipment

Brands and Labels the company works for:



2.6 Gallery



CHAPTER 3:
ENTREPRENEURIAL ACTIVITIES:
A-Z OF LAMMIM APPARELS LTD.

3.1 Roles and responsibilities of members of the organization

- Directed the company's future growth with planned expansion.
- Has control over the company's financial situation.
- Create a business line with explicit goals.
- Make decisions on the company's quality, health, safety, and environmental policies.
- Assume the position of management system representative, making sure the management system is put in place, evaluated, maintained, and, whenever feasible, improved upon.

3.2 Organizational information

- **Form of Ownership:** Private Limited Company (Partnership)

Identification of partners:

Name	Identification	Name	Identification
Mohammed Akter Hossain	Managing Director	Anjur Hossain	Director
Omar Faroque Hafiz	Deputy Managing Director	Jagdish Sing	Director
Fazlay Hossain Alif	Director	Ame Mehbuba	Director

3.3 Production Information

3.3.1 Production Chart of Lammim Apparels Ltd.

Production of Lammim Apparels Ltd.			
SL no.	Name of Month	Year	Production (Pcs)
1	January	2022	
2	February	2022	
3	March	2022	1,51,336
4	April	2022	1,98,855
5	May	2022	1,65,878
6	June	2022	1,50,771
7	July	2022	1,13,069
8	August	2022	1,43,396
9	September	2022	1,05,874
10	October	2022	17,335
11	November	2022	30,452
12	December	2022	42,330
13	January	2023	1,82,840
14	February	2023	1,27,129

3.3.2 Manufacturing Process

Design – Sample – Pattern – Grading – Marker Making – Spreading Fabrics – Cutting – Printing/Embroidery – Sewing – Ironing – Finishing – Handtag/Label – Final Inspection – Packing – Package in cartoon – Cartoon inspection – Storage in warehouse – Shipment

3.3.3 Machinery and Equipment

Items Name	Quantity	Items Name	Quantity
CUTTING M/C 8+10 INC	6	Overlock Machine 4 Thread	125
Fabric Inspection	1	F/L Cylinder Beed	40
Lay N-Cutter	3	F/L Small Cylinder Beed	5
Brand Knife Cutter	1	F/L Cylinder Beed Royes Cutter	10
GSM Cutter	3	F/L Flat Beed M/C	20
Fusing M/C	1	Bertek M/C	5
P/M Single Needle	120	Button Hole	4
Button Stitch M/C	4	Vertical Log Stitch	6
PMD Kanchai Special 11 Needle	5	Fit Of The Arm Chain Stich	8
Pqding M/C	3	2 Needle M/C (Chain Stich)	4
Snap Button	6	2 Needle M/C (Chain Stich)	2
Zigzag M/C	1	2 Needle M/C (Log Stich)	3
RIB Cutter M/C	2	Metal Detector	1
Thread Requiring Machine	1	Thred Saker Machine	2
Button/Pull Test	1	Steam Iron	30
Vacuum Table	30	Spot Cleaning	1
Plastic Atcher Staple Machine	1	Boiler	1
Total = 456			

3.3.4 Monthly Capacity

SL NO.	STYLE	LINE NO.	Quantity
01	T-SHIRT	8	5,00,000
02	POLO	4	1,20,000
03	JOGGER / SHORTS	3	1,00,000
04	HOODIES/JACKET/SWEATSHIRT	3	1,00,000
	TOTAL	18	8,20,000

3.3.5 Present Infrastructure



Sewing Section



Cutting Section



Pressing Section



Sample Section



Fabric Storage



Finishing Section



Iron Section



Packaging Section



Wear House

3.4 Operational Information

3.4.1 Description of company's operation

1. Receiving Tech Pack (step1) from buyer/Merchant	2. CAD & Pattern making	3. Sampling
4. Sample Inspection & Send to buying house	5. Order receiving (price negotiation/quotation) from merchant/buyer	6. Production file & PP (pre production) sample received from Merchant
7. Receiving Trims & Fabrics	8. Inspection of Trims & Fabrics	9. Size Set making (Cut, Print, Embroidery, Sewing, Wash & Measurement)
10. OB prepare	11. PPM	12. Submit PP meeting report and correct the pattern
13. Make Marker Paper by CAD	14. Fabrics Relaxation	15. Marker Paper Collect with Seal & Sign

16. Bulk Cutting (Spreading, Marker paper placed, M/C cutting, Numbering/Stickering, Bundling)	17. Cut panels check/inspection	18. Sent to Print/Embroidery/Stone(if)
19. Received from Print/Embroidery/Store(if)	20. Printed/Embroidery/Stone Panels check	21. Pairing cut panels
22. Input in sewing line (cutting no wise)	23. Sewing (Process wise quality check, random check at QC (quality control) table)	24. Sent to Washing (if)
25. Receiving from wash (if)	26. Check the washed goods	27. Finishing (suckering, ironing, {Primary check, measurement, get-up check} Sizing, Hang Tagging (SQ check) Folding, Metal Pass, Poly & Carton)
28. Final Inspection	29. Ship out	

3.4.2 Steps in flow of order for goods

- Collect the order by marketing
- Pre-Pricing and Negotiate
- Sampling & Costing
- Executions
- Post costing

3.4.3 Technology Utilization

- Latest and updated machines procurement
- Traffic Light system
- CAD
- Lectra Software
- PMTS

3.5 Marketing Department

Objective of Marketing of Lammim Apparels Ltd. Ltd:

1. Understanding of selling techniques and influences in a marketing context
2. Create structures and policies within the apparel industry
3. Create a marketing mix that aims to fulfill the needs and desires of the customers.
4. To fulfill the needs and desires of the consumer
5. To generate enough revenue to support the expansion of the business
6. To raise people's living standards

A marketing plan serves as a structured strategy that outlines marketing goals, objectives, and time-bound actions for their achievement. The textile and fabric industry involves the creation and production of various fabric-based products.

Market Strategy of the company:

- **Product diversity:** Organizations use product diversity as a tactic to raise profitability and improve sales. In order to maintain market presence, particularly in a diversified business like apparel, this entails introducing new products.
- **Product Line Extension:** Product line extensions bring new products inside a current product line while utilizing an established brand. These new products may have minor modifications in innovation, color, form, materials, or packaging, size, enabling manufacturers the chance to grab customer attention.
- **Branding Strategy:** Establishing a brand identity is crucial for ensuring large-scale manufacturing and a loyal customer base. The goal of this strategy is to have a recognised presence in the marketplace.
- **Pricing and Promotional Strategies:** For getting large orders and boosting profitability, effective pricing and promotion are essential. Therefore, for the apparel industry to create a brand identity for its products, draw in a large consumer base, and guarantee market viability, a well-planned marketing strategy is essential.

Given the enormous garment market, careful preparation of marketing techniques is necessary to ensure a long-term presence in the business and constantly draw clients. These tactics are essential for developing a strong market presence and establishing long-term success.

3.6 Human Resource Management

HR Practices in Lammim Apparels Ltd.	
Efficient recruitment and selection processes	Training and skill development
Data management and in-depth analysis	Development and implementation of policies
Cost reduction and operational efficiency	Employee separation and settlement procedures
Strategic manpower planning	Management of employee benefits
Employee development plans	Induction, orientation, & onboarding programs
HR cost analysis and policy formulation	Streamlined payroll management
Ensuring employee health and safety	Robust security measures for factory premises
Compliance management	Housekeeping and facility maintenance
Maintaining positive industrial relations	Monitoring various allowances
Supervision of different logistics aspects	Oversight of overtime
Managing costs associated with various facilities and resources.	Performance evaluation and promotion management
Human Resources Information System (HRIS) and record keeping	Conflict resolution, grievance handling, and disciplinary actions
Providing support to line managers for compensation and benefits issues, as well as subordinate performance evaluations	

3.7 Sustainability in Lammim Apparels Ltd.

Environment 1. EGB boiler 2. Installed rooftop solar 3. Efficient LED light. (All unit) 4. Energy efficient submersible pump 5. VFD in the compressor	Water • Develop in-house lab test • Installed water trigger nozzle in the open hose pipe • Rainwater harvesting Effulgent Treatment Plant: ETP purifies the wastewater by removing toxic materials & chemicals from it to ensure pollution-free water, which is then reused for multiple purposes. They have set up ETPs across their manufacturing plants in order to lower water pollution levels and reuse water to lower overall consumption levels.
--	---

Chemical

- ZDHC positive listed chemical
- Follow up supplier positive listed chemical status and collect complaint MSDS from the supplier.
- Regular check by ZDHC gateway
- Monthly report analysis
- Raw Chemical test on relevant hazard by third party

Rainwater Harvesting

The factory is heavily dependent on groundwater to meet their water demand. As a result, the groundwater level is decreasing day by day. To secure their future (business & domestic) needs, rainwater is one of the options which is as pure as groundwater, in some areas the quality is even better. For this reason they are going to collect rainwater from their factory catchment area

- The factory has = 2000 square meters of catchment area.
- which can harvest = 3200 cubic meter rainwater annually

Incineration boiler installed

Wastes convert to energy by incineration boiler.



3.8 Company CSR Activities

Contribution to Environmental Responsibility:

Committed to adopting the latest technologies to minimize environmental impact, reduce pollution, and strive for cleaner industrial practices. Aiming to mitigate the adverse environmental effects associated with industrialization. Lammim actively engaged in a Tree Plantation Program for the local community, contributing to increased greenery and ecological equilibrium. For water conservation they use the latest technology to curtail water usage during the production processes. They successfully decreased water consumption at the facility over the years.

Contribution to Social Welfare:

Lammim supports various charitable organizations that provide assistance to those in need, underscoring their dedication to social responsibility. They collaborate with the International Labor Organization's (ILO) Better Work program to enhance contributions to stakeholders in the communities. They also play a role in local infrastructure improvement, including supporting the construction of roads, bridges, establishment of schools, Madrasahs, mosques, orphanages, and other important facilities that benefit the local population. Monthly donations are also made to support local schools, Madrasahs, and mosques.

Moreover, contribution to religious organizations, cultural events, picnics, sports programs, rewarding programs like best employee award is also practiced within the company. The company provides employment opportunities to minorities and individuals with physical disabilities as well, extending relief assistance to underprivileged individuals within the local community.

- **Basic Rights:** Fully comply with ISO & WRAP standard, Employee ID card, service benefit, Issue appointment letter, Workers' handbook, On time salary payment

First Aid facility: Trained medical staff, first aid supplies, Qualified Doctors, nurses, Medical rooms, emergency ambulance





Fire Safety: Adequate fire fighting equipment, fire fighting training, over 800 trained firefighter, regular fire drill, modern hydrant system, addressable fire alarm, UL Certified fire door, Reserve water:

Underground: 1381377 Ltr Overhead: 3791138 Ltr.



Maternity: Maternity awareness program, Rescue team, maternity benefit and child care facility Maternity leave, nutritious food

Audits and Certifications:



3.9 Assessment of Risk

- **Evaluating weakness of business**
 - Low efficiency and high waste
 - Unregulated and unplanned growth
 - Slower to market than competitors
 - Less work order

- **New Technologies**
 - Updated machine
 - Lectra software

- **Contingency Plans**
 - Proactive steps to get ahead of disruptions as much as possible
 - Favorable pricing with the advantage of foresight against supply and demand fluctuations
 - Access to alternative supply chain sources to keep raw material inventory stocked
 - Uninterrupted maintenance, ensuring asset investments remain protected and functional

CHAPTER 4:

INTERNSHIP EXPERIENCE

My position as an intern in a garment factory gave me useful knowledge and hands-on experience in the fast-paced industry of textile and apparel manufacturing. I had the chance to work with specialists in the field during my internship and deepen my awareness of numerous processes involved in cloth making business. Here are a few of my internship's major experiences:

1. **Production Process:** I was given the opportunity to watch and take part in many manufacturing phases, from fabric selection and cutting through sewing, quality checking, and packing. This practical experience guided me to recognize the intricacy and accuracy needed in the apparel industry.
2. **Quality Control:** My internship required me to ensure the quality of the delivered items, which was a major task. I learned how to do quality checks, look for defects in garments, and follow regulations to maintain high standards for goods.
3. **Supply Chain Management:** I gained knowledge about the supply chain management and logistics practices used in the garment industry. This entailed keeping track of inventories, monitoring raw materials, and modifying production schedules to fulfil client demands.
4. **Team Collaboration:** Working in a team with a diverse range of experts helped me to enhance my interpersonal and cooperation skills. The achievement of production objectives and resolving any issues that arose needed efficient collaboration.
5. **Efficiency and productivity:** key factors in reaching production deadlines. I gained knowledge about time management, process improvement, and the value of decreasing downtime.
6. **Environmental practices:** I became aware of the industry's initiatives to employ eco-friendly materials, decrease waste, and engage in other sustainable activities. This experience illustrated how sustainability is becoming increasingly significant in the textile manufacturing sector.
7. **Customer Focus:** It was very important to comprehend customer preferences and market advancements. I took part in talks regarding how customer input affected decisions about product design and production.

8. **Challenges and Problem-Solving:** The internship had its share of difficulties, such as adhering to strict production deadlines and handling unforeseen problems. These difficulties offered chances for adapting to changes and problem-solving abilities.
9. **Safety and Compliance:** I gained knowledge of the significance of workplace safety rules and compliance. This includes being aware of and following safety regulations to safeguard employees and maintain a secure workplace.
10. **Professional Development:** Overall, the garment factory internship I completed was a big milestone in my professional growth. It improved my practical skills, increased my professional knowledge, and gave me great networking chances.

During my internship period I've learned a great number of things from both my father, Chairman of Lammim Apparels and employees within the company. I have been introduced first hand with many practical corporate world practices which will not only help me in understanding how to run a company but also how an ideal workplace looks like. The HR and other departments in the team of Alif Village Ltd. and Lammim Apparel ltd. made sure that I had learned A-Z of the company including the ins and out of it. As one day if I am the CEO of the company, I need to be aware of everything (from fabric to packaging).

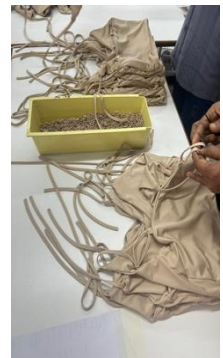
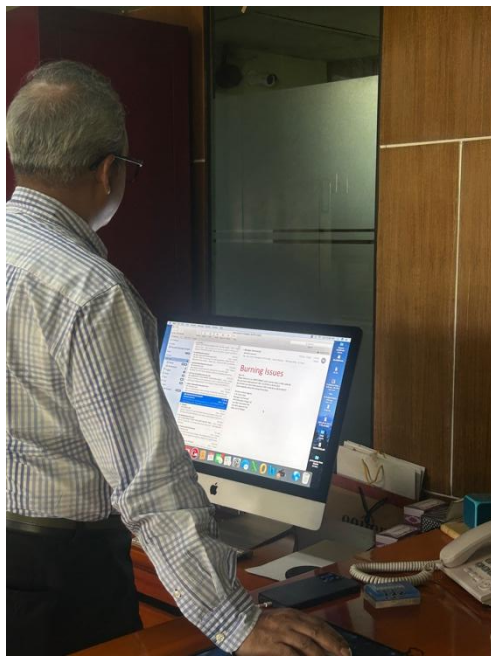
Through this internship, I have learned a lot of new things. The most important of them all was figuring out how to function inside a big organization like Lammim Apparels. I learned how to support my peers and operate in a collaborative setting. Overall, the internship helped me refine my professional behaviour. My knowledge expanded on how an entrepreneurs' mindset works and how relentlessly Mr. Hossain contributes into building his company.

As a result, I was able to get first-hand knowledge of the textile and clothing production industry through my internship in a garment factory. It gave me a comprehensive understanding of the sector and improved my abilities, making it an important and informative step in my professional development.

A day with an entrepreneur, Mohammed Akter Hossain

Below is listed the characteristics I have witnessed working as his assistant:

- He is very proactive, routinely attending meetings as well as checking on employees' work status and learning what they are doing as well as motivating them and guiding for the right step of actions needed to take place.
- Floor visits every other day to check the day-to-day activities and report to the person responsible about any suggestions or ask them for any queries
- Problematic areas solved by calling the head of departments- chain of commands
- He is willing to take risks and want to adapt to new changes
- Checking emails and follow up previous mails
- Making schedule of day to day works in his journal
- Attend weekly meetings
- Request buyers to visit factory
- Team leaders assigning tasks and leading their subordinates accordingly
- Analyzing price quotations sent by suppliers and merchandisers
- As the business is partially constructed with family members, he is constantly guiding his son who is one of the directors of the company.



During my internship, I got to know my father and a businessman a bit better. Even more, I have the chance to observe him as closely as I have never seen before. A little advice I received from him as he knows how I want to have a business of my own. My father discourages me from joining the RMG business as it is a very cutthroat business and their generation won't be able to compete with each other because there are a lot of unethical things which we don't have the emotional capability to handle. As well as we aren't very strongly vocal and don't have the mentality to make such harsh decisions in order to sustain in the industry. My father wants me to do something innovative and not something which is already built in and run in the family as family business. He wants me to do something out of the box, innovative and things which will benefit the next generation.

As an entrepreneur he keeps updated with these and new innovations as well as motivates us to go to seminars, international fairs & exhibitions and create a mark in the industry through learning new innovations and gather knowledge and lead in the market with the help of building a community and networking. Proactive in building a team with great leaders, the entrepreneur- Mr. Akter Hossain motivates them through both incentives and other means. He constantly checks on his employees and the tasks each of them is assigned and stays updated to it. As the business involves family members as its shareholder, He makes sure that the right people are assigned with the right designation and work of action. Mr. Hossain attends weekly meetings and important discussions as an entrepreneur is supposed to do.

Moreover, problem solving capabilities, cost minimization and other factors are built in his characteristics as he is in the industry for so long. As an entrepreneur, it is quite remarkable to all the sister concerns and every single detail he puts his effort and attention into. Making sure everything is in order he stays regularly updated and informed with all matters within the company, from the physical plant expansion to electrical supply, technology utilization, pricing strategies, market knowledge, machineries, the right people to hire, where to invest till where to dissolve he knows it all. The workforce is very diversified as he hired technicians and employees to work from Morocco, India, France, Sri Lanka, etc. He involved people who are good with machines, and the best within the textile industry.

CHAPTER 5:
FINDINGS & RECOMMENDATIONS

Findings & recommendation based on each department

- **Accounts department:**

1. The account department for each unit shall maintain current records of each LC statement.
2. When making payments, the debit voucher must be connected to the creditor's money receipt.
3. Regular updates to petty cash are required.
4. A daily delivery report must be updated and mailed to the appropriate authorities.
5. All types of purchase entries must include the product information and the bill number.
6. The description of payments made to creditors must include the bill number against which the payment was made.
7. It should maintain an orderly record of all debtor and creditor bills so that you can easily present them if needed.

- **Purchase Department:**

1. It is important to limit urgent requisitions so that different suppliers may verify the cost and pricing of the goods.
2. Should keep an excel file with a record of all pending purchases.
3. Start of each working day, a list of pending purchases and daily purchase plans should be supplied.

- **Commercial Department:**

1. In case of import/export, vehicles need to analyze market rate and communicate with multiple transport providers and confirm with discussion with concerned authority.
2. All LC statements/updates should be shared with management and concerned authorities up-to-date.

- **Security Department:**

1. New security staff should get sufficient training in the processes involved with the arrival and departure of commodities.
2. It is certainly prohibited to sign any bill or challan without first inspecting the products.
3. The Security Department/Factory Gate shall instantly verify the right receiver of every product, document, or paperwork that arrives.

- **Requirement for store:**

1. An accurate stock register for all materials must be maintained. Without substantial requisitions, no business shall supply merchandise. The store officer's and the legal representative's signatures are required on the requisition form.
2. Only the storekeeper, officer, manager, or person in charge is authorized to issue any kind of product from the store; no member of the production team is permitted to remove materials from the store without the storekeeper's consent.
3. Security and the storekeeper will inspect all supplier invoices, Challans, and supplies. It is necessary to seal and sign. Without their stamp and signature, no bill may be accepted.
4. Regularly provide daily updated stock reports through email.
5. It is required to instantly record every product's entry and issuance in Tally or Excel in addition to recording them in the store register. Product inventories should be adjusted to reflect precise physical stock.
6. Goods won't be supplied if there isn't a physical check and Excel/tally entry.
7. The store will never sign a bill without first inspecting the merchandise.

In Bangladesh, which has recently achieved impressive strides in terms of safety, sustainability, and employee wellbeing. This sustainable pace must be accelerated. Upgrading the business model of Bangladesh's garment sector would be the most crucial step in maintaining this trend. The ability to innovate will be essential to survive in the fiercely competitive global garment business. Bangladesh continues to import 50% of the woven textiles it exports. In contrast, the production of fabrics is responsible for 87% of greenhouse gas emissions in the fashion business. Carbon is not at all emitted during the cutting and stitching. Therefore, their next steps toward a greener business would be switching from a linear to a circular economy.

To share its success stories, Bangladesh must use social and digital media. Enhancing the strong productivity relationship between industry and education is crucial since their industry's production processes are changing quickly. Here, scaling up, putting an emphasis on training, and reducing the distance between the business world and academics are crucial. The development of local infrastructure will be crucial going ahead.

Another factor limiting the expansion of Bangladesh's garment sector is audit exhaustion. Therefore, uniform norms of behavior not only prevent producers from losing money, but also let customers shorten lead times. Lastly, cooperation between producers and consumers might result in a scenario where everyone benefits. The purchasers should step up to help manufacturers by paying for their products sustainably, just as the manufacturers shouldn't constantly wait for the orders of the buyers. Additionally, customers should be willing to pay extra for goods made in a sustainable and safe environment. (Rakib, 2023)

Additionally, the company has to employ good management practices. By talking with the other employees of the company, the leader of the organization should be required to set standard laws, regulations, and policies inside their organization. The organization's board should call a meeting with the staff to discuss the organization's rules, laws, and regulations and make the necessary decisions.

To inspire the employees to do organizational responsibilities, the organization must provide a positive work environment. The workplace setting must be large and open. The organization's managers must be approachable and helpful to its staff members so that they feel free to ask them any questions about work-related matters. For the purpose of running organizational responsibilities and operations, the organization's head has to bring in more resources.

The company has additional requirements that customers must follow in order to use any company services. The clients occasionally view this as a burden. Therefore, it is necessary to simplify the company operations' methods. The organization needs to hire some skilled and effective personnel to strengthen the HR section, by selecting the best candidates and giving them the necessary training to carry out personnel management tasks successfully. The organization's workforce needs to be expanded by the company as a whole. Being a significant firm, it requires a sizable workforce to successfully sustain its operations.

CHAPTER 6:

CONCLUSION

In conclusion, my internship experience at Lammim Apparel Ltd. has been both enlightening and enriching. Over the course of a few months, I had the privilege of working in a dynamic and fast-paced environment, gaining valuable insights into the garment manufacturing industry.

I got the chance to become well acquainted with a variety of aspects of the manufacturing process during my time here, from fabric selection to quality assurance and packaging. I was able to understand the complexity and accuracy needed at every stage of garment manufacture because of my practical and academic knowledge. The development of practical skills and competences was one of my internship's most important results. I honed my abilities in risk taking, interpersonal skills, communication skills, gained confidence to speak to seniors and ask questions, and enriched my knowledge in the textile industry which I believe will serve as a solid foundation for my future endeavours in this field.

Moreover, I was deeply impressed by the commitment of the Lammim Apparel and Alif Village team to quality, sustainability, and social responsibility. Their dedication to reducing environmental impact, contributing to local communities, and fostering a safe and inclusive workplace left a lasting impression on me. Working alongside professionals in the industry also provided me with invaluable networking opportunities and insights into career pathways within garment manufacturing.

During my internship period I've learned a great number of things from both my father, Chairman of Lammim Apparels and employees within the company. I have been introduced first hand with many practical corporate world practices which will not only help me in understanding how to run a company but also how an ideal workplace looks like. The HR and other departments in the team of Alif Village Ltd. and Lammim Apparel Ltd. made sure that I had learned A-Z of the company including the ins and outs of it. As one day if I am the CEO of the company, I need to be aware of everything (from fabric to packaging). This internship has taught me a lot of fresh information. The most crucial of them all was learning how to operate within a large company like Lammim Apparels. I gained knowledge on how to assist my fellow students and work as a group. Overall, the internship improved my ability to conduct myself professionally. My understanding of the entrepreneurial attitude and the tenaciousness with which Mr. Hossain strives to establish his business has increased. As a result, due to my internship at a garment factory, I was able to learn about the textile and apparel manufacturing

sector first-hand. It helped me expand my skills and offered me a thorough grasp of the industry, making it a significant and educational step in my career.

As I conclude my internship report, I am appreciative of the encounters, difficulties, and learning that have come with this journey. This internship has improved my academic and practical understanding while also reinforcing my desire to work in the apparel sector.

I would like to express my sincere gratitude to everyone at Lammim Apparels Limited for their assistance, direction, and the supportive atmosphere that helped to make my internship enjoyable and successful. I'm excited to put the knowledge and insights I've gained here to use in my future endeavours with the hope of significantly advancing the textile and garment manufacturing industry. I think that this internship has been a crucial part of my professional growth, and I'm looking forward to the chances that will come my way in the future.

Appendix

a. R&D of Lammim Apparels Ltd.

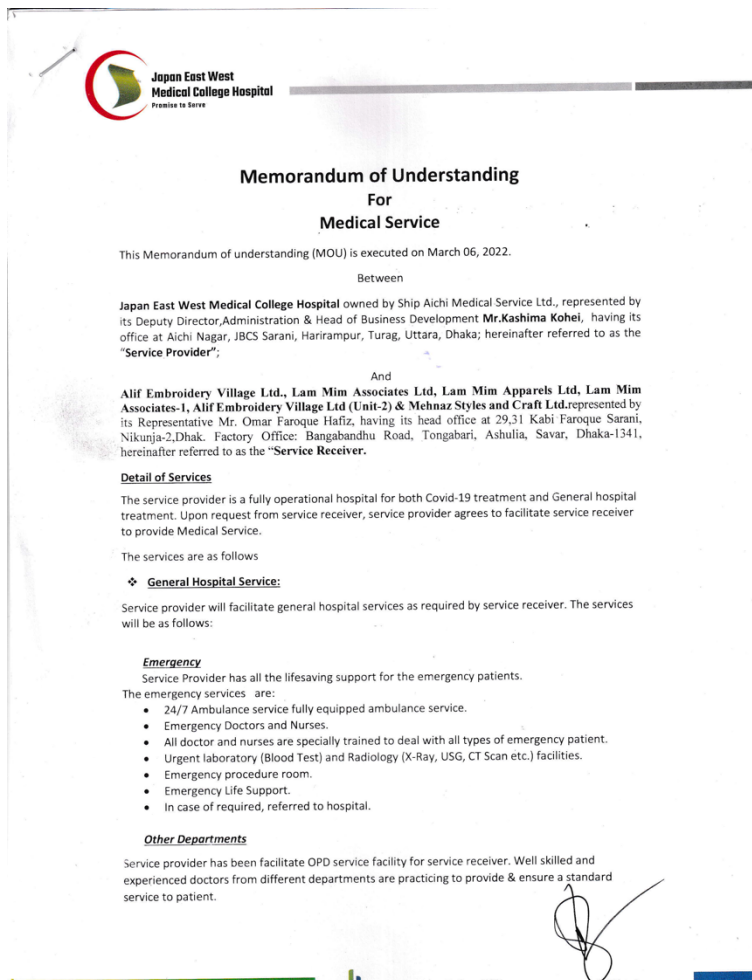
Research & Development as core for their business. As an Innovative and Sustainable organization we have integrated R&D infrastructure and team to lead process and product development & Improvement.

The objective of the R&D division

- Improve process and product by optimization.
- Enhancing efficiency in a sustainable way.
- Reducing the utilization of natural resources.
- Innovate the sustainable product and process.

The effective research and development lead us in advancing sustainability in manufacturing apparel products. The research & development activities aim to manufacture products in a sustainable way, environmental friendly and to improve the lifetime of product optimization to increase the efficiency of processes. The integrated R&D supports future beyond objectives of their organization and their partners

b. Medical Agreement



c. The list of certificates needed for a garments factory

	The following certifications are needed to Setup a Ready Made Garments factory	
	Name of Certificate	Issuing Department
1	Trade License	Union porishod/Councilor office
2	Factory License	Department of Inspection for Factories and Establishments
3	Fire license	FSCD
4	Certificate of Incorporation	Registrar of Joint Stock Company
5	IRC	Chief controller of import and Export
6	ERC	Chief controller of import and Export
7	EPB	The Ministry of Commerce of the Bangladesh Government
8	BTMC certificate	Department of Textile
9	BGMEA Membership	BGMEA
10	TIN	NBR
11	VAT certificate	NBR
12	MoU	Joint Stock company
13	Bond license & general bond	Customs bond
14	Boiler certificates	Boiler Inspector
15	Electricity substation certificate	Chief inspector of Electricity
16	Generator certificate	BERC
17	ECC	DoE
18	NOC	Local Government
19	Group Insurance	Registered Insurance company/BGMEA

d. Premises Detail

Building – 1 (Six Storied RCC Building)

Floor	Floor Description	Strength	Factory Name
Ground	Production, Reception, General store, medical room, day care center, fire control room, sequins room & adhesive spray room	100	Alif Embroidery Village Ltd. (Some portion is used commonly)
1 st	Office, color room, expose room, delivery store & printing production (auto printing)	100	Lam Mim Associates Ltd.
2 nd	Screen printing, Lab, chemical warehouse & office	100	Lam Mim Associates Ltd.
3 rd	Warehouse, sucker room, spot removing, iron section, quality section, finishing section, packing room/metal free zone, finished goods area, inspection room	150	Lammim Apparels Ltd.
4 th	Sewing section, accessories sub-store, office room, needle issue room & maintenance area	500	Lammim Apparels Ltd.
5 th	Sample section, CAD room, sample store, cutting section, fabric relaxation area, fabrics store (WIP), fabric inspection machine	100	Lammim Apparels Ltd.
Rooftop	Dining-Canteen, maintenance store, Prayer room and 60% open space	300	Commonly used for all
Mezzanine (Ground floor)	Laser cutting room & office	10	Alif Embroidery Village Ltd.
Mezzanine (1 st floor)	Screen frame store	5	Lam Mim Associates Ltd.

Building – 2 (Three Storied Steel fabricated Building)

Floor	Floor Description	Strength	Factory Name
Ground	Embroidery Production & finishing, heat seal machine area, stone and offset printing section and sublimation section	150	Alif Embroidery Village ltd., Lam Mim Associates Ltd.
1 st	Printing Production, Office room and training room	150	Lam Mim Associates Ltd.
2 nd	Corporate office & 70% open area for gardening	20	Commonly used for all
Rooftop	Open and gardening		

Building – 3 (Two Storied Steel fabricated Maintenance Building)

Floor	Floor Description	Strength	Factory Name
Ground	Maintenance workshop	5	Commonly used for all
1 st	Compressor	2	Commonly used for all
Rooftop	Open space		

Building – 4 (One Storied Steel security Building)

Floor	Floor Description	Strength	Factory Name
Ground	Security and transport office	8	Commonly used for all
Rooftop	Open space		

Shed – 1 (Substation and Generator)

Floor	Floor Description	Strength	Factory Name
Ground	Substation – 1000kva, Substation – 630kva, Generator (Diesel) – 625 kva and 100 kva	3	Commonly used for all
Rooftop	Open space		

Shed – 2 (Fire pump and boiler)

Floor	Floor Description	Strength	Factory Name
Ground	Fire pump – 1000 GPM and boiler – 350 kg	2	Commonly used for all
Rooftop	Open space		

Shed – 3 (ETP)

Floor	Floor Description	Strength	Factory Name
	ETP – 2 cubic meters	2	Lam Mim Associates Ltd.
Rooftop	Open space		

REFERENCE

BGMEA | About Garment Industry of Bangladesh. (n.d.). Bgmea.com.bd.
<https://bgmea.com.bd/page/AboutGarmentsIndustry>

Eisenmann, T. (2013, January 10). *Entrepreneurship: A Working Definition*. Harvard Business Review. <https://hbr.org/2013/01/what-is-entrepreneurship>

Hayes, A. (2023, May 9). *Entrepreneur: What it means to be one and how to get started*. Investopedia.
<https://www.investopedia.com/terms/e/entrepreneur.asp>

Home. (n.d.). Alif Village. Retrieved October 7, 2023, from <https://almdbd.com>

Miller, K. (2020, July 7). *10 Characteristics of Successful Entrepreneurs | HBS Online*. Harvard Business School. <https://online.hbs.edu/blog/post/characteristics-of-successful-entrepreneurs>

Rakib, A.H. (2023, January 31). *Bangladesh apparel industry: Steps to move the industry forward in 2023*. The Business Standard. <https://www.tbsnews.net/thoughts/bangladesh-apparel-industry-steps-move-industry-forward-2023-576966>