

# **COMPANY PROFILE**

## **ANAN SOCKS LIMITED (WELLTEX GROUP)**



### **Contact Person**

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## GROUP PROFILE

The Welltex Group is one of the leading and most diversified business groups in Bangladesh and ranks amongst the top business houses of the country. Starting business in 1986, by setting up a small garments unit the group has a strong presence in the most important “Textile Sector” of the region, specialized in the production and supply of a huge range of textile products. The Group has a remarkable position in the market as good as any multinationals operating locally in terms of its quality of products, services and management skills.

The founding partners believe in a direct, hands-on approach – managing every aspect of the business from production to marketing. They deal with both importers and retailers to streamline the process to near perfection. With US \$ 120 million in annual turnover and two decades of experience, Welltex group understand the needs of its clients – clients like you.

**The Group own and operate six companies located in various parts of the country, comprising of**

**Anan Socks Limited**

**The WellTex Limited**

**Adib Dyeing Mills Limited (Dyeing Unit)**

**Adib Dyeing Mills Limited (Washing Unit)**



### **ANAN SOCKS LIMITED:**

In addition to our huge range of Textile products, the Group has already started the largest socks manufacturing unit of Bangladesh named “**Anan Socks Limited**” in 2010 near Dhaka city, with 200 computerized knitting machines and with a capacity of 3 million pairs per month.

Our customer portfolio includes prestigious organization such as H & M, Wal-Mart, EIDAI Knite Japan, Kappa, ALDI Stores, NEXT Sourcing UK, Levis / Dockers / Nine West, Fruit of the Loom, Wrangler, Converse, Dunlop, Umbro and Departmental Store Chains of C&A and TESCO.

Various Compliance Audit companies such as SGS, Intertek, CSCC and BV annually monitor our commitment with the Customer’s as well as Certification Organizations Code of Conduct. We believe in and practice Total Quality Management and we are also **WRAP** Certified.

## OUR MISSION

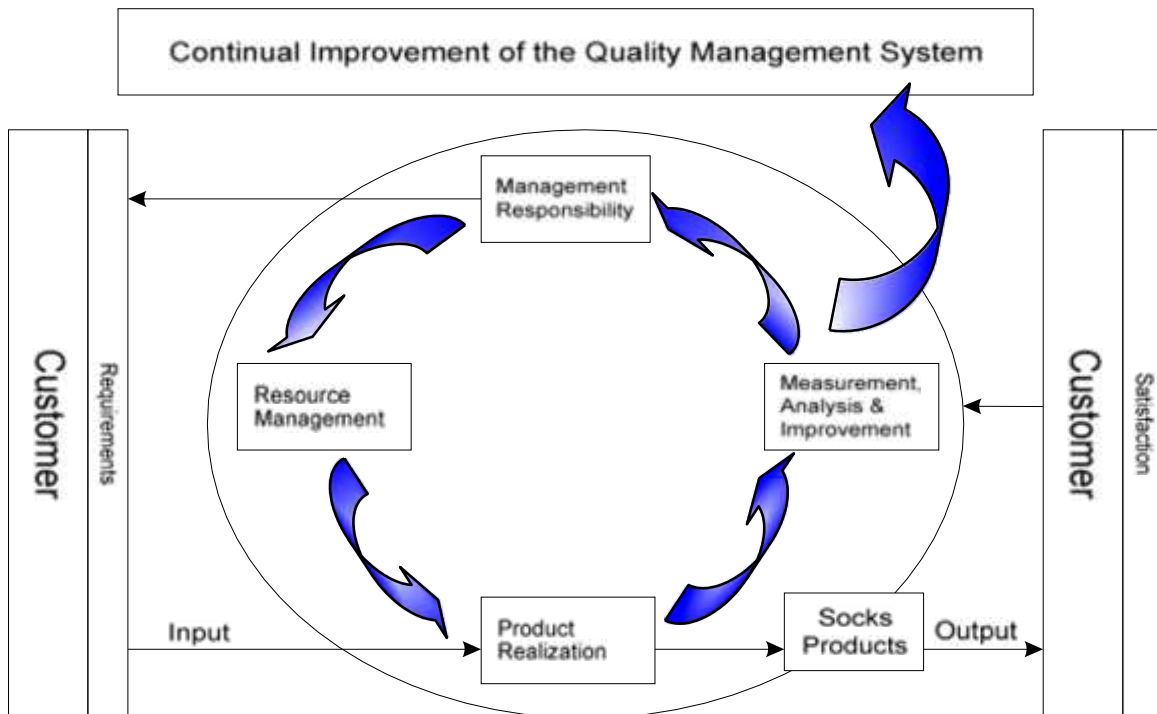
“ANAN SOCKS is dedicated to provide high quality, competitively priced products, on accurate time with personalized services. Additionally, we strive to provide a safe and rewarding work environment that recognizes individual achievement and promotes the skills of teamwork and communication.”



QUALITY, COMMITMENT, RELIABILITY is our slogan

## QUALITY POLICY

ANAN SOCKS LIMITED is committed to achieving the highest levels of performance in quality and customer satisfaction through experience, teamwork and new technology. The goal of ANAN SOCKS LIMITED is to continually improve in its efforts to meet or exceed all customer quality expectations.



## SOCIAL/ETHICAL POLICY

Anan Socks is committed to production with exceeding customer satisfaction continuous improvement while maintaining a motivated, dedicated and a healthy work force.

### Objectives

- No Child Labor
- No Forced & Compulsory Labor
- Proper Health & Safety
- Human rights policy as per local laws
- No harassment/abusing
- Medical officer
- Well managed 1<sup>st</sup> Aid Boxes
- Well trained 1<sup>st</sup> Aid team
- Proper fire evacuation plan
- Periodic fire evacuation drills
- Excellent firefighting system
- Well trained fire fighters team
- Well managed canteen inside the company premises
- Proper water check system
- Usage of filtered water
- Proper stock management system/Excellent Housekeeping system
- Independent, well managed worker's welfare department is in place
- Special worker's welfare officer is there to discuss and resolve employee's issues
- No Discrimination
- Excellent working environment with proper safety tools
- Disciplinary Practices
- Working Hours as per local laws
- Remuneration as per law requirements
- Employees benefit and leave plans as per local laws
- Excellent performance management system
- Proper workers exist plan as per local laws
- Friendly Management Systems
- Annual employee's entertainment events
- Comprehensive Needle/metal policy
- Proper metal detection system
- Proper metal/needle disposing system
- Pro-active machine maintenance system with proper records
- Weekly groundings check and maintenance system with proper records

## NEEDLE & METAL CONTAMINATION CONTROL POLICY

At Anan Socks Limited, we must ensure that our products are safer for our customers and that our procedures will ensure we meet or exceed this requirement. In this context we have adopted a proactive approach to ensuring our products are not contaminated with needle or other metal fragments or objects during the manufacturing and supply process.

The policy outlined here is our effective Needle and Metal Contamination Control Practice and has been implemented as a condition of approval to dispatch, in the facilities where our products are being manufactured.

No extra, broken, parts of needles and other parts are to be kept by any operators, be it in their knitting/sewing machine drawers or any part of the workplace.

- ❖ Broken needle fragments, razor, scalpel, pins, tacks, latches, nails, scissors and other cutting instruments are to be considered mainly for detection process.
- ❖ All operators are briefed and have to inform the technician/supervisor when there is a needle that is broken. Before being issued a new needle, the broken needle must be handed over to the technician/supervisor and all parts of the needle and other parts must be accounted for.
- ❖ All defective or broken needles must be taped into the broken needle record. When completing the form, the initial package with the date issued must be taped as well.
- ❖ Use a magnet to look in the immediate vicinity of the knitting/sewing machine.
- ❖ Use the hand held metal detector in the immediate vicinity of the knitting/sewing machine.
- ❖ If needles cannot be accounted for or broken part of needle cannot be found, that bundle has to be rejected and removed immediately from the knitting/sewing line.

### **Metal detector usage procedures:**

The company shall apply the best practice and establish critical limits of detections, ensuring accurate detection and operation of the detector.

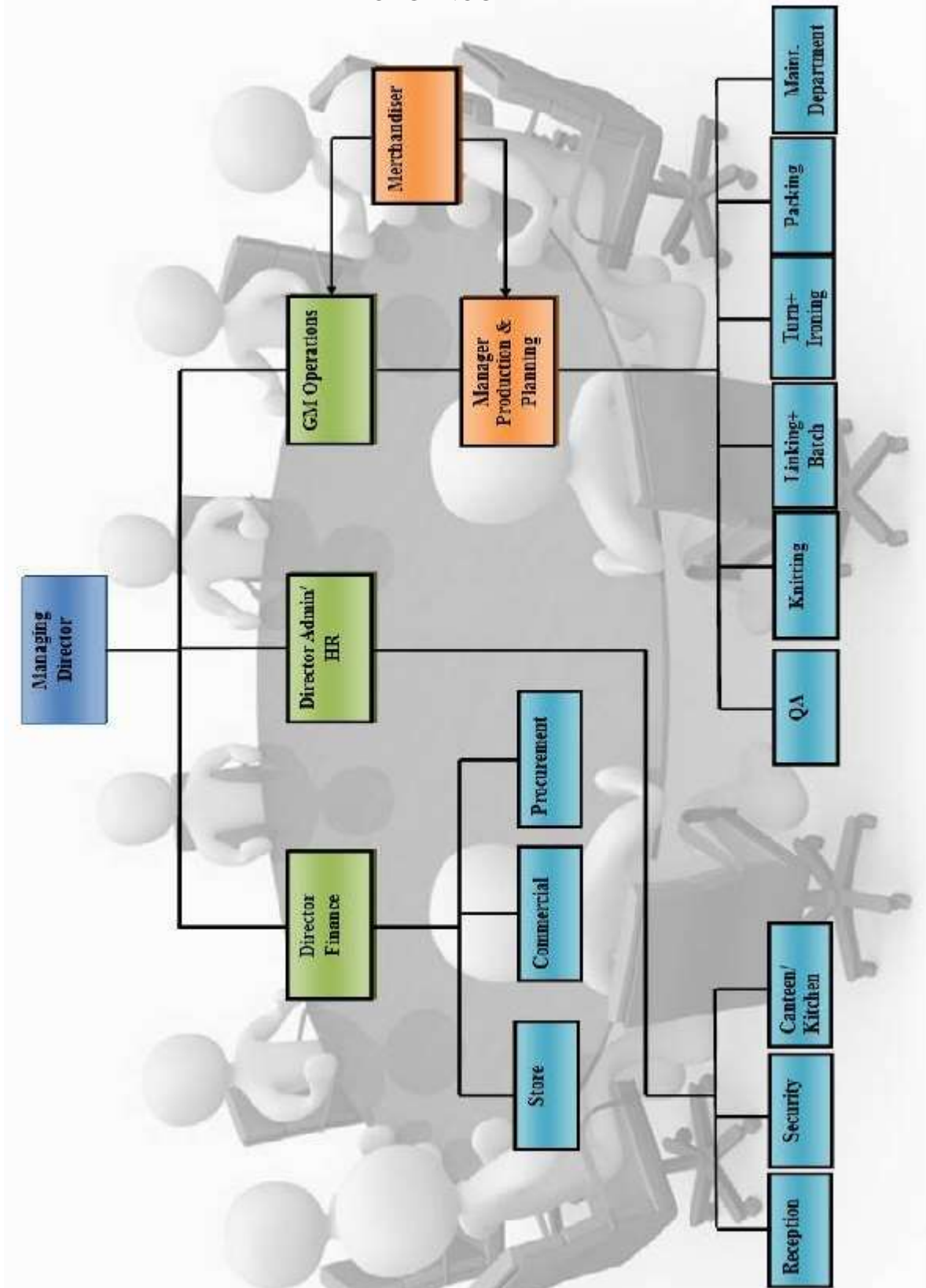
- ❖ The Needle Detector system must be serviced regularly calibrated and staff trained in its operation. If detector is functioning proceed, else inform management or mechanics and discontinue cartooning until detector is functioning.
- ❖ All the production MUST pass through the metal detector machine whilst in operation and a copy of the resulting report shall be submitted with a Pre-shipment Inspection report to the production head.
- ❖ Any defective product must be diverted and isolated. If metal cannot be found and/or removed, goods have to be separated and cannot be shipped.
- ❖ Stocks that have metal detected have to be recorded and separated.
- ❖ Disposal of all needles shall be done annually under supervision through dumping inside a deep earth pit.
- ❖ Needle register is updated at regular intervals.

## OUR KEY STRENGTHS



- WRAP certified
- Well experienced, highly qualified professionals team from abroad
- Well experienced technical and designing team
- Well trained and committed workforce
- In-house yarns dyeing facility
- In-house piece dying facility
- In-house lab for all type of testing's
- In-house socks measurement instruments and lab
- In-house gas plant, no power breakdown problem

ORGANOGRAM







**CAPACITY DETAIL**  
and  
**LIST OF MACHINERY**

## OUR CAPACITY OVERVIEW



### CAPACITY DETAIL

Total Strength	300 Workers
Total Covered Area	80,000 Square Foot
Knitting per month	3 Million Pairs
Dyeing per month	3 Million Pairs
Packing per month	3 Million Pairs
Minimum order qty	2,500 dozens( variable as per terms)
Minimum Lead time	45-90 days after approvals Short lead time possible for repeats

### Knitting Machines-Single Cylinder



Descriptions of Machinery	Quantity	No. of Needles	Diameter
❖ <i>Metec Mono 4C</i> .....	<b>42</b>	108/120	4"
❖ <i>Soosan Jacquard Machines</i> .....	<b>52</b>		
MODELSS-604PM .....	12	144	3 1/2"
MODEL SS-604U .....	40	156	4 3/4"
❖ <i>Busi</i> .....	<b>51</b>		
Busi Italy, Model "Automa 312 Plain" .....	11	120	3"
Busi Italy, Model "Automa 312 Plain" .....	14	144	3"
Busi Italy, Model "Automa 312 Plain" .....	24	160	3 1/2"
Busi Italy, Model "Automa 312 Plain" .....	07	180	3 1/2"

### Knitting Machines- Double Cylinder



❖ <i>Matec</i> .....	<b>91</b>		
Matec Italy, Model "Silver 2" .....	13	120	3 1/4"
Matec Italy, Model "Silver 2" .....	15	144	3 1/2"
Matec .....	51	168	3 3/4"
.....	12	176	3 3/4"
Italy, Model "Silver 2" .....			
Matec Italy, Model "Silver 2" .....			

**Description of Machines – Toe Closing**



❖ <i>MERROW (Modern Overlock)</i> .....	..... 15
❖ <i>ROSSO (Smart)</i> .....	..... 05

**Descriptions of Machines – Bleach & Dyeing**



❖ <i>Bleach/Dyeing Machine</i> .....	..... 15
❖ <i>Hydro Machine</i> .....	..... 05
❖ <i>Tumble Dryer Machine</i> .....	..... 10

**Descriptions of Machines – Boarding/Pressing**



❖ <i>INTECH Auto Board Press Machine</i> .....	..... 07
❖ <i>Pressing Machine</i> .....	..... 05

**Descriptions of Machines – Packaging**



❖ <i>Amscomatic Polly Bagger H-175</i> .....	..... 01
❖ <i>PaceMaker</i> .....	..... 02
❖ <i>Juki Button Stitch</i> .....	.....05

**Descriptions of Machines – Fashion Designing**



❖ <i>Singer</i> .....	..... 27
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## Anan Socks

Anan Socks is a leading manufacturer & supplier of sports socks, athletic socks, performance sock, everyday comfort socks, and cotton socks in Bangladesh. We have been manufacturing socks for top class brands & supplying to chain stores worldwide. Our offerings include the products developed in latest functional & fancy yarns and we can successfully apply different treatments to the product at the processing stage.

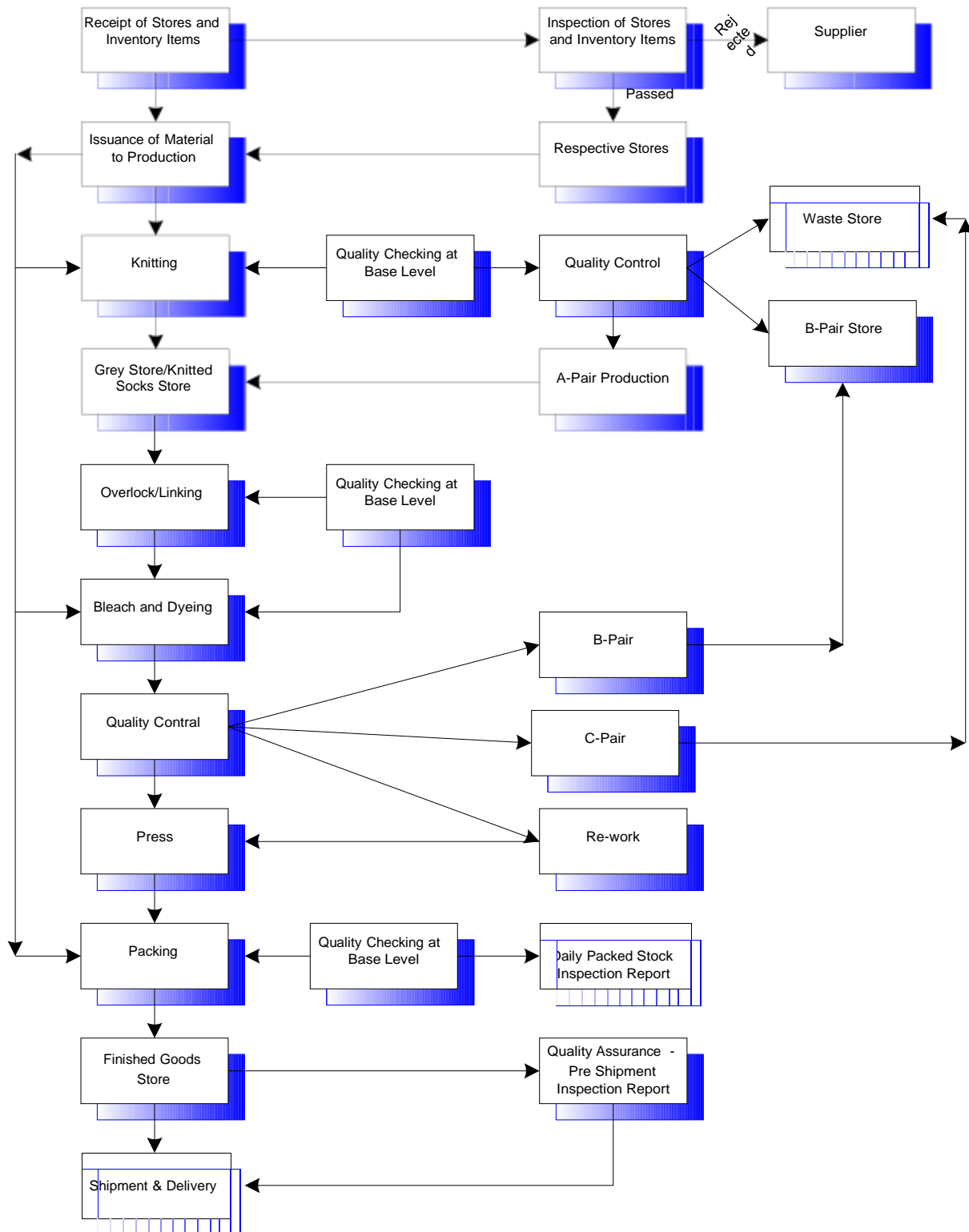
### SOCKS TYPES

Our broad variety includes a wide selection of sports and casual socks made from the finest cotton and many other natural and man-made yarns. All sports and casual styles are featured including:

- Design Dress, Plain Dress, Ribbed, Compression/Flight, Police and School Socks
- Tennis, Running, Walking and Skiing Socks
- Soccer, Hockey Socks
- Hiking Socks



## PROCESS OVERVIEW FLOW CHART



## Quality Management System (QMS)

Exceeding customer expectations is our goal. As such the Quality Assurance Department (QAD) was set up to cater to the high quality standards of all the production processes of Anan Socks. It ensures that the products comply with the company's own stringent guidelines and conforms above most international standards.

Maintaining and improving the quality of our product (sock) and our quality management system is the corner stone of our quality policy. The adoption of QMS is the strategic decision of the organization and the company has established, documented, implemented and maintained a quality management system in accordance with International Standards.

The company is using a process approach for developing, implementing and improving the effectiveness of quality management system. At every step of the production process, checking procedures clearly reflect that quality is our number one priority. We are not only meeting rather surpassing the international quality standards and consistently getting passed in every audit by local and international organizations.

The QAD department ensures that quality standards are maintained and customer requirements are met.

### Inspection Process

- Independent inline inspection at every stage of the product development for quality control i.e. Knitting, Linking, Processing, Pressing/Boarding and Finishing/Packaging.
- Final inspection before delivery.

### Inline & Final Inspection

Inline inspection is carried out at every stage of product development like knitting, linking, processing, boarding & packing with well trained staff. QAD is trying its best to fulfill the requirements of its customer i.e. size specs, size fitting, stretch & weight etc. The final inspection (internal or external) is performed in accordance to AQL which is internationally acceptable. Anan Socks has a very stringent policy regarding quality control. Final inspection is made before delivery and goods cannot leave the factory, until, QAD issues the release note.

### Quality is the top priority at Anan Socks

QAD is critical as, it plays a vital role in customer retention, market value of the company, and quality certification. The major clientele of Anan Socks consists of some of the world's top brands and socks businesses so QAD ensures that the requirements of these brands/socks businesses are fulfilled effectively.

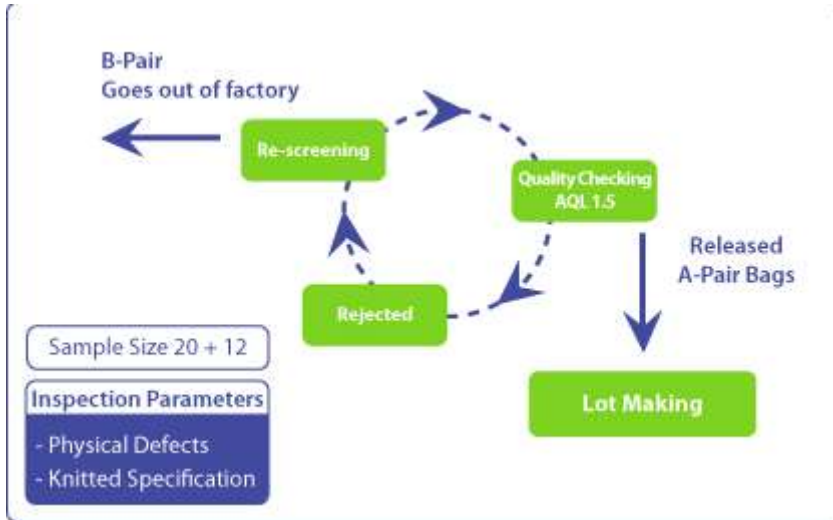
### Quality Audit (QA) and AQL at different stages of the product development

QAD is established for verification and validation of product, process and equipment. It is also responsible for inspection and testing at intermediate and final stages of product realization process.

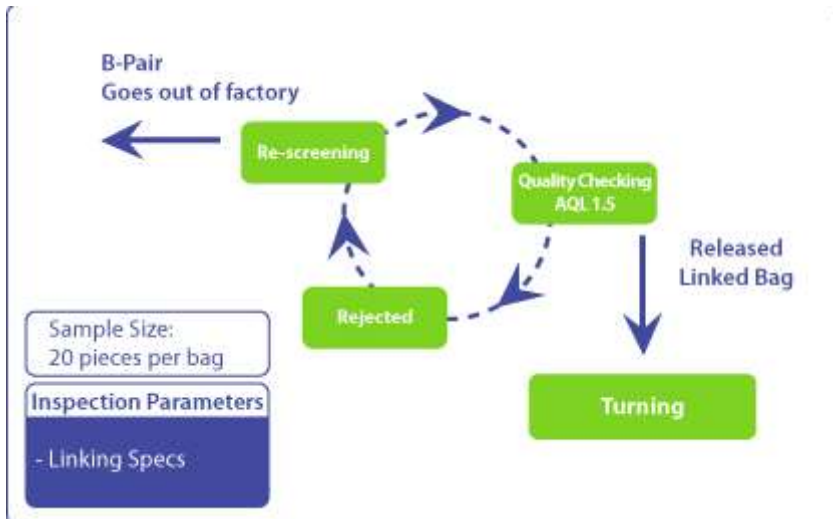
Product Development Stage	AQL in Normal Case	AQL in Special Case
Knitting	2.5	1.5
Linking	1.5	1.5
Pressing / Boarding	2.5	1.5
Packing	2.5	2.5
Final Inspection	4.0	2.5



### Quality Audit at Knitting



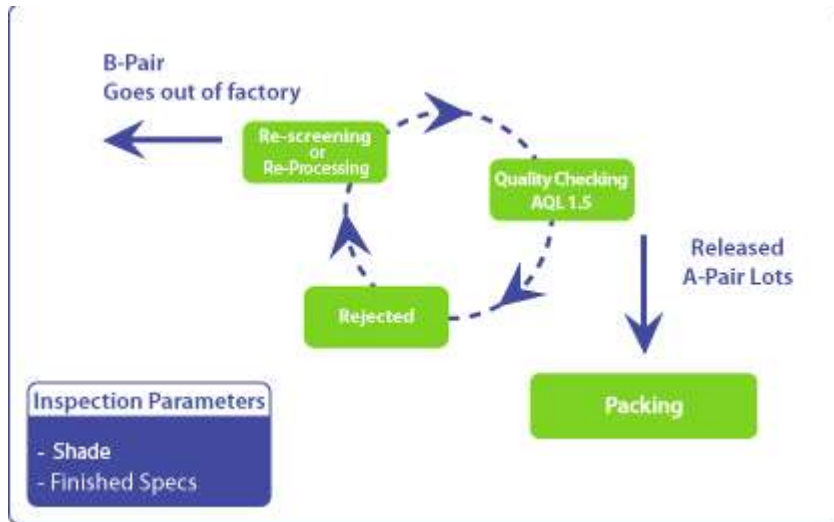
### Quality Audit at Linking



### Quality Audit at Processing

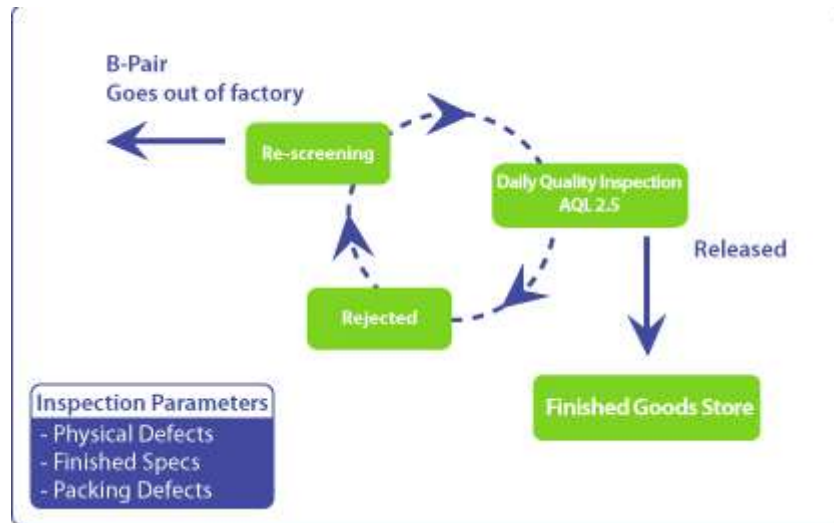
Lots are developed with respect to the compartment of the machine. The process is run with respect to the recipe followed by shift incharge and machine operator step by step up to the finished goods. Each step of process is verified in multi-light box with STEP standard. At the end Quality Inspector checks the finished lot with respect to the given standard (color swatch/physical sample sock).

### Quality Audit at Boarding / Pressing

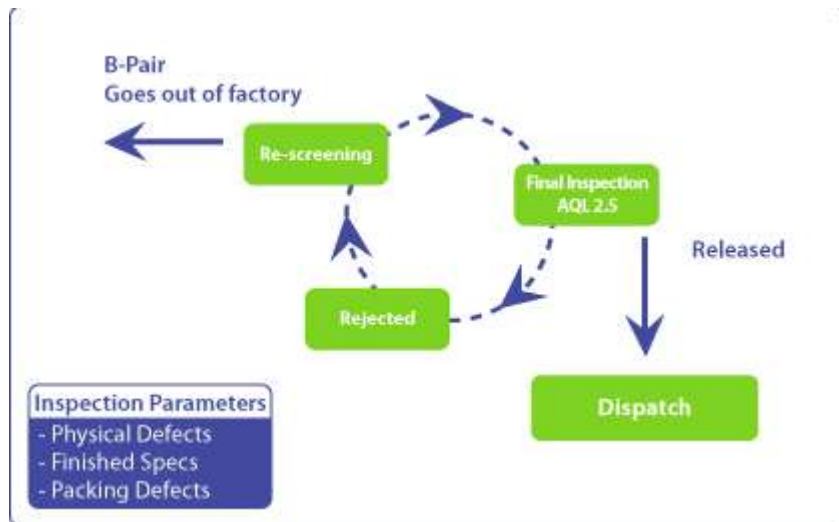


### Quality Audit at Packing / Finishing (Daily)

- Per piece quality checking
- Packing quality checking



### Final Quality Audit (Consignment)



### Mathbirk Lateral Stretch Tester

The Combined Adult and Baby Lateral Stretch test Equipment is used to check and meet the stretch requirements of different buyers.

