

Report On

**“Bangladesh RMG industry challenges on sustainable development & TEAM Group’s  
response”**

By

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An internship report submitted to the BRAC Business School in partial fulfillment of the  
requirements for the degree of  
Bachelor of Business Administration

BRAC Business School  
BRAC University  
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## **Declaration**

It is hereby declared that

1. The internship report submitted is my own original work while completing degree at BRAC University.
2. The report does not contain material previously published or written by a third party, except where this is appropriately cited through full and accurate referencing.
3. The report does not contain material which has been accepted, or submitted, for any other degree or diploma at a university or other institution.
4. I have acknowledged all main sources of help.

**Student's Full Name & Signature:**

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**Zeun Tafsir Nova**

ID: 19304036

**Supervisor's Full Name & Signature:**

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**Afsana Akhtar**

Assistant Professor, BRAC Business School

BRAC University

Letter of Transmittal

Afsana Akhtar

Assistant Professor,

BRAC Business School

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**Subject: Internship Report submission**

Dear Miss,

I am very much glad to display my internship experience at TEAM Group in Corporate Affairs department. I have attempted my level best to bring to a conclusion for this report with the necessary data and research material.

I sincerely hope that, this report accomplishes all of your requirements.

Sincerely yours,

---

Zeun Tafsir Nova

Student ID: 19304036

BRAC Business School

BRAC University

Date: May 29, 2024

## Non-Disclosure Agreement

This agreement is made and entered into by and between TEAM Group and Zeun Tafsir Nova.

The information provided in this internship report are authentic and all this information will only be used for this particular report.

## Acknowledgement

First of all, I want to acknowledge the almighty for giving me the capability and motivation to finish this report.

Second of all, I want to express my gratitude towards my academic supervisor, Afsana Akhtar and co-supervisor Mr. Md. Hasan Maksud Chowdhury for their guidance and prompt help throughout the report writing phase.

Third of all, I want to thank my on-site supervisor, M. Umair Karim, Manager at Corporate Affairs of TEAM Group. He gave me all the supporting material and data to finish my internship report.

## Executive Summary

The report represents the implementation of sustainable development initiatives taken by TEAM Group's manufacturing factories. The report is divided into different segments with multiple sections. The data has been collected from multiple departments, while working as an intern.

The first chapter of the report is the overview of my internship period where I have discussed my role in the company and my work responsibilities. The chapter also provides some suggestion for the organization to make intern's journey effortless.

The second chapter of the report, emphasizes the TEAM Group's organizational prospects.

Finally, the third chapter is the main project part where I have given detailed clarification of my report. The last chapter ends with few recommendations for the RMG industry for their sustainable development.

At last of the report, there are references and appendix added to justify the authenticity of information that I have collected from all the sources.

***Keywords:*** RMG; Sustainability; Environment; Social; Safety; Nidle.

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## List of Acronyms

BGMEA - Bangladesh Garment Manufacturers and Exporters Association

B2B- Business to Business

CIP - Commercially Important Person

COLA- Cost of Living Adjustment

ESG- Environment, Social and Governance

GSP- Generalized System of Preference

GDP- Gross Domestic Product

GRI- Global Reporting Initiative

GOTS- Global Organic Textile Standard

IOT- Internet of Things

KPI- Key Performance Indicator

MJ- Megajoule

NBR- National Board of Revenue

OCS- Organic Content Standard

OHS- Occupational Health and Safety.

PMS- performance Management System

RMG- Readymade Garment

R&D - Research and Development

SCM Supply Chain Management

TNA- Training Need Assessment

# **Bangladesh RMG industry challenges on sustainable development & TEAM Group's response**

## Chapter 1: Overview of Internship

### 1.1 Student Information:

**Name:** Zeun Tafsir Nova

**ID:** 19304036

**Program:** Bachelor of Business Administration.

**Major:** Marketing

### 1.2 Internship Information:

#### 1.2.1 Company information:

**Company Name:** TEAM Group

**Department:** Corporate Affairs

**Office Address:** ABC Heritage, 2 & 4 Jashimuddin Avenue, Sector-3, Uttara C/A, Dhaka 1230.

**Head Office Address:** ABC Heritage, 2 & 4 Jashimuddin Avenue, Sector-3, Uttara C/A, Dhaka 1230.

#### 1.2.2 Internship Company Supervisor's Information:

**Name:** M. Umair Karim ACS

**Designation:** Manager, Corporate Affairs

### 1.2.3 Job Scope:

#### 1.2.3.1 Job Description:

I got an internship opportunity from TEAM Group's Corporate Affairs department. While working as an intern, there were multiple scopes to learn about the company's secretarial affairs. The internship duration was three months at a particular department. The office hours were from 9:00 AM to 6:00 PM. The position for that department was to provide support during the BGMEA election. The very first task which was assigned by the supervisor was to manage a database which consists of 2496 voters. I had to update the database and had to segregate into multiple attributes. I consider myself blessed that I had the chance to contribute to the election campaign of BGMEA and gained valuable lessons from TEAM Group.

#### 1.2.3.2 Job Responsibilities:

- I. Prepare & upgrade BGMEA data time to time
- II. Prepare and extract data from master database for campaign execution
- III. Coordinate with vendors regarding campaign execution
- IV. Ensure in-house communication to ensure timely payment to vendors
- V. Write contents as per requirement of MD targeting a particular audience
- VI. Assist in corporate affairs daily works
- VII. Assist in timely submission of returns and CIP work
- VIII. Execute campaign through- Bulk SMS, What's app, E-mail campaign
- IX. Review board meeting documents, review statutory documents

X. Assist in submission for Awards

### 1.3 Internship Outcomes:

#### 1.3.1 Students Contribution to the Company:

During my internship period in the Corporate Affairs department of TEAM Group, I actively participated in the BGMEA election campaign. I had been handling a confidential database of BGMEA voters which I used to update on a daily basis. Later I had to deal with data extraction from the dataset for bulk SMS campaigns by coordinating with internal and external vendors and providing them with the campaign instructions. I also purchased and kept 66 sim cards in service for the election to create SMS content for different events like Pohela Falgun, Independence Day, International Mother Language Day. In addition to this, I assisted in filing CIP related files and reviewed the documents which were circulated for board meetings as well as statutory documents. I also ran a couple of campaigns like email campaigns, WhatsApp campaigns, bulk SMS campaigns using softwares. For about a month I sent content like videos and text through WhatsApp to 2496 voters on a daily basis. I also compiled files for award nominations including the BUSINESS and ENTREPRENEURSHIP AWARDS.

#### 1.3.2 Benefits to the student:

In the actual scenario of life, theoretical and practical knowledge doesn't really match with each of it. In practical life, situations are different and not always known; On the contrary, theoretical knowledge is important to get the insight of a problem. Moreover, theoretical knowledge helps to analyze any actual problem. As a marketing major, I have not done an internship at the marketing department rather I have completed my internship at corporate affairs. There I have learned a lot

of things beyond my academic subjects. Few things I had to learn with the help of my on-site office supervisor. I gathered knowledge about different internal and external company documents, throughout my internship journey. Such as, annual return papers, CIP files, reviewing board meeting documents etc. Therefore, I had the opportunity to learn about company's secretarial issues throughout my internship period which could be a great scope for students forthcoming future.

### 1.3.3 Difficulties:

- I faced difficulties while scanning documents because the pages would jam constantly to scanning machines. Besides, after scanning the papers I could not get to see the scanned papers because those papers were stored in the company's public folders and interns did not have access to them.
- A computer was allocated for me to use but that was really slow and it used to ask for upgrades frequently.

### 1.3.4 Recommendations:

- TEAM Group should revise the critical process of IT help desk. Also, they could make a guideline about the usage of 'how to use their Help desk'.
- They should introduce a digital communication platform. So that, each and every employee would be able to connect with each other while encountering any issues.
- TEAM Group should take initiative regarding hosting some talent hunt programs. These programs will lead them to recognition and better reach to non-textile university students.
- They must introduce new generation computers which would consist of large storage availability, better processors and graphics.
- They could introduce intern's public folder for the smooth workflow and accessibility.



## Chapter 2: Organization Part

### 2.1 Introduction:

In 2009, TEAM Group founded "Team Sourcing" and became one of the Bangladesh's largest apparel sourcing firms. Within 15 years, the business entered including RMG (including backward integration), retail, real estate, medicines, and IT. Among Bangladesh's largest conglomerates, Team Group has 12 business units with 19,702 employees. By digitization and continuous innovation this group tends to increase efficiency and transparency to accomplish its corporate goals. Its goal is to become a billion-dollar firm by 2025 with excellence through staff development. TEAM Group encourages organizational diversity, inclusivity, women empowerment, gender equality, and personal growth.

### 2.2 Overview of the organization:

#### 2.2.1 Company Background:

Mr Abdullah Hil Rakib with a vision to become a global reliable organization, took the initiative to form a company named TEAM Group. TEAM Group began its journey with Team sourcing. Along with TEAM sourcing four more RMG manufacturing units were established. Over time it has become a family of 19,702 employees with 12 business units which are divided into five different industries. Initially, it established its foothold in the RMG industry and formed two more RMG units named Mars stitch and C.B.M international. TEAM group started to diversify their business through the establishment of twelve clothing in 2012 which was converted to a private limited company in 2019 and now it is among the leading retail clothing brands in the country. TEAM entered the pharmaceuticals business through TEAM pharmaceuticals which is among the rising pharmaceutical companies in the country. In pharma it also has one trading company pharma IMEX which started its journey in 2019. Besides, their IT concern named Intellier was formed in

2018 and over the short period, Intellier's product nidle won national Award.TEAM Group's real estate's concern, TEAM developers limited was formed in 2019 which has five successful running projects.

### 2.2.2 Company Values:

#### **Ownership:**

We believe in ownership. We are all owners in the business and think of our employees at the company as a two-way street.

#### **Excellence:**

We go all-out to excel in every aspect of our business and approach every challenge with a determination to succeed.

#### **Social Responsibility:**

We care for the future generation of our beloved country. Environment care is always ensured by green technology and management.

#### **Recognition and Reward:**

Appreciated efforts will increase the self-esteem and satisfaction of our employees. Employees' improved attitude towards their job will lead to excellence.

### 2.2.3 Vision of the Company:

To become a reliable global organization that provides excellence and quality through innovation with a forward-looking approach.

#### 2.2.4 Mission of the company:

- Setting up an ethical business standard by providing a safe and rewarding work environment.
- Implementing eco-friendly technologies through trained and knowledgeable workforce to offer highest level of customer satisfaction.
- Ensuring sustainable growth through innovation, talents and operational efficiencies.

#### 2.2.5 Organization Organogram:

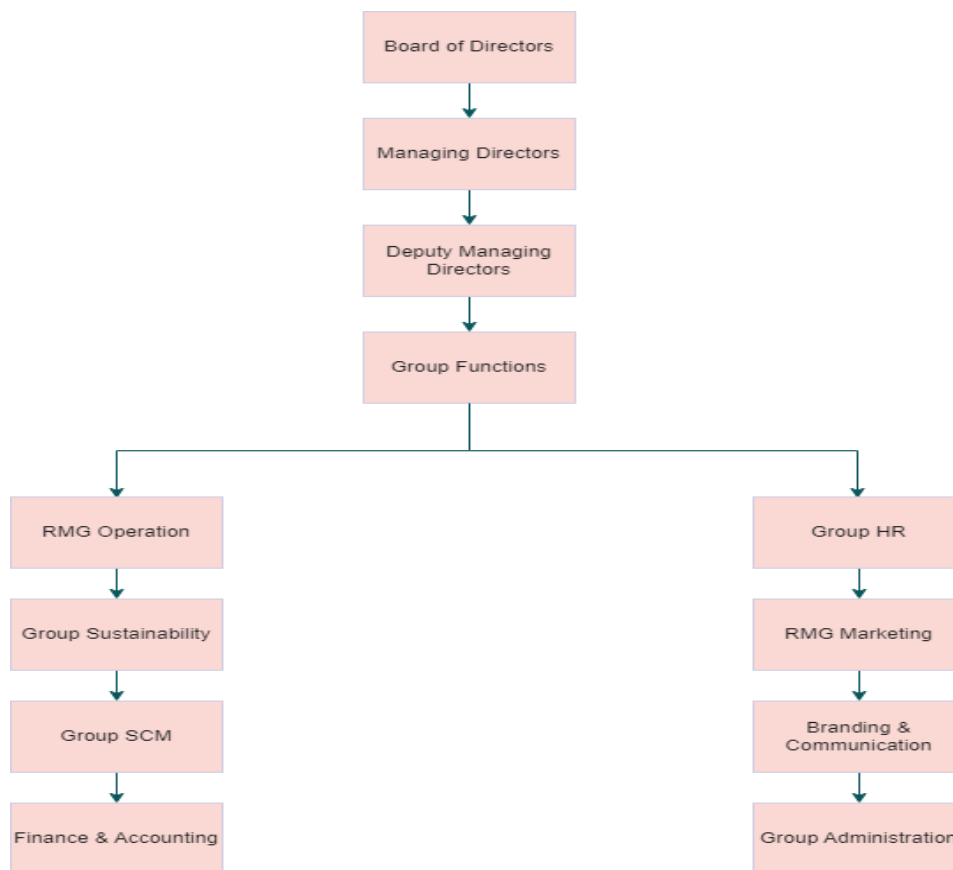


Figure 1: Company Organogram

**TEAM's Organogram:** Board of directors are the central authority for setting the strategic direction of the entity. On behalf of the board, the managing director is in charge of the management Process and system. Deputy managing director is regarded as the central figure where all heads of strategic business units reports directly.

These business unit heads control the work responsibilities for the different subunits. The group has 28 senior leaders which are responsible for the management of the 12 business units in the group. The functional heads are responsible to lead their respective teams also responsible for maintaining the policy of the group.

#### 2.2.6 Organizations under TEAM Group:

**Five RMG Concerns: TEAM Sourcing:** It was formed in the year 2009 and now it has become one of the top tier garment suppliers in Bangladesh. It works for the customers to supply a range of services which includes permission to access TEAM's own manufacturing partner factories, design department, merchandising team, quality assurance, timely shipment, and compliance related services.

**Products of TEAM sourcing:** In housing lab, Fitting department, Merchandizing department, Design development, Quality assurance, Shipping.

**Brothers Fashion Limited:** It is LEED Gold certified one stop woven bottoms and denim manufacturer which has a capacity to produce 133.38 million minutes per year.

**Products of Brothers Fashion Limited:** Denim bottoms, Denim and non-denim casual shirts, Skirts, Ling pants, Shorts, Ladies Blouse, Denim jacket, Swim shorts, Cargo pants and shorts, Dockers.

**4A Yarn Dyeing Limited:** It is also a LEED certified factory which is specialized in the production of high-quality jackets. It has a capacity to produce 399.16 million minutes capacity per year.

**Products of 4A Yarn Limited:** Padded jacket, Quilted jacket, Seam sealed jacket, Down jacket, Bomber jacket, Ski-Gear, Jogging suit, Rain wear, Casual jackets, Gilet, Wind breaker, Leather jacket.

**MARS Stitch Limited:** This factory is dedicated for the production of woven bottom and jacket and it has a capacity to produce 98.49 million minutes per year.

**Products of MARS Stitch Limited:** Padded jacket, Quilted jacket, Seam sealed jacket, Ski-wear, Rain wear, Casual jackets, Wind Breaker, Board and swim shorts, Cargo pants, chino and dockers.

**Gramtech:** It is specialized in producing all varieties of knitted polo shirts, sweatshirts, fleece jackets, terry pants and undergarments. It has a capacity to produce 139.53 million minutes per year.

**Products of Gramtech:** Tank top, T- shirt, Serafino, Polo shirt, Fleece Hoodie, Fleece pant, Knitted Sleepwear, Knitted pants and Shorts.

**Southend Sweater:** It is a dedicated sweater factory which has capacity to produce 127.27 million minutes per year.

**Products of Southend Sweater:** Pull over, Cardigan, Polo, Hoodie, Dress, Skirts, Pants, Cap, Muffler, Shawl.

**Non- RMG concerns:**

**Twelve Clothing Limited:** It was founded on 2012. They have expanded their operation throughout Bangladesh. It has covered 30 locations all over Bangladesh with their presence of 38 outlets. It has physical stores where TEAM try their best to ensure to give the best service to the customers for their easy shopping. They are also available via E-commerce site and Facebook marketplace.

**Products of Twelve Clothing Limited:** Ethnic- Panjabi, pajama, Kabli set, Coatee, 2 pc, 3 pc dresses, casual shirts, Formal shirts, Ladies pant, Denim pants, Gown, Frock, Mask, shoes, Bag, Belt, Perfume.

**TEAM Developers:** It was established in the year of 2019. They have been committed to designing and building real-estate projects across urban Bangladesh. They focus on the production of eco-friendly architectural designs which would consist of high-quality material to secure construction.

**Products of TEAM Developers:** Jahan villa, Aruns's dream, Team Everest and three more projects are yet to be named.

**TEAM Accessories Limited:** It is a concern of TEAM which was founded in the year of 2015. It has high quality manufacturer of apparel accessories producing a variety of woven tags and labels with offset and flexographic printing.

**Products of TEAM Accessories Limited:** Woven label, Offset printing, Printed Labels, Hangtag/swing ticket, Barcodes, Flasher, Photo Inlay.

**TEAM Pharmaceuticals:** It was established in the year of 2017 and it is one of the youngest concerns of TEAM Group. Its aim is to prevent and cure diseases through their products. Also,

they seek to earn the trust of patients and doctors by providing innovative and quality medicines from their state-of-the-art manufacturing facilities.

**Products of TEAM Pharmaceuticals:** Analgesics and antipyretics, Anthelmintic, Anthelmintic, Antiasthma tics, Antibiotics, Antibiotics, Antiemetic, Antiflatulents, Antifungals, Anti-Spasmodic, Antihistamines, Vitamin and supplements, Muscle relaxants, Laxative, Gastroprokinetic, Disinfectants, Dermatological, Expectorants, Nsaids, Antiulcer ants.

**TEAM Pharma IMEX Limited:** It is Bangladesh's fastest-growing pharmaceutical marketing firm, founded in 2019. In has three healthcare arenas and those are Import, Export, Indent.

**Import:** IMEX exports pharmaceutical goods from pharmaceutical giant company's. Oncology, Gynaecology, Blood Plasma Derived Products, and Medical Devices are IMEX's specialties. Due to the expertise, IMEX currently is the best choice for global companies to market goods in Bangladesh. By branding their partners' products to pharmacies, hospitals, clinics, doctors, health care providers, and other wholesalers, IMEX helps assure quality products for clients.

**Export:** Global pharma markets vary in regulatory restrictions, marketing strategy, and customer behavior. IMEX exports medicines for Bangladeshi manufacturers. Their knowledge and worldwide network help Bangladeshi pharmaceutical producers find the proper market and partners for their goods in numerous export destinations.

**Indenting:** For worldwide API producers, IMEX is the trusted partner to market in Bangladesh. Bangladeshi pharmaceutical businesses receive TOP-grade API and Excipients from IMEX.

IMEX represents reputable and accredited API & Excipients manufacturers from Brazil, Mexico, Spain, Italy, Germany, India, China, and South Korea. They choose suppliers based on USDMF, EDMF, GMP, COA, MOA, MSDS, and TSE/BSE manufacturer quality certifications. They make

themselves stand out from other indenting firms by listening to their clients, responding fast to their demands, anticipating future needs, and earning their business every day. IMEX's strong points include Business Development, Sales & Marketing, and Drug Regulatory Affairs.

**Products of IMEX Pharma:** Diabetics care, Skin care, Test kit, Export of finished pharmaceutical products, Indenting of pharmaceutical raw materials.

**Intellier Limited:** It was founded in the year of 2018. It is a technology-based service providing company. It is focused to deliver applications and different types of product as per customer demand. Intellier team is bound to serve their customers by providing a complete hardware as well as software solution which includes ERP, cloud integration related services.

**Products of Intellier Limited:** Nidle, Trims ERP, I-pos, E-commerce solution, ESG dashboard, IT management service, Mobile app, Web solution, IOT solution, Software testing service.

#### [2.2.7 Affiliations for better work growth:](#)

**ILO for better work:** To improve decent workplace with industrial relations.

**UNICEF mothers at workplace:** To ensure the legitimate rights of female workers to breastfeed their child at workplace.

**IFC pact:** Partnership for cleaner textile.

**GRI (Global reporting initiative):** Partnering with GRI, TEAM Group is improving their sustainability issues.

**Fair wear foundation:** To ensure fair employment.

**SWISS contact:** Progress project – this particular project intervening to develop enterprise-based skill development, productivity and ESG.



**USAID:** Development partner.

**Care Bangladesh:** They are the Development partner to ensure safe drinking water.

**Solidaridad:** Development partner for worker well-being.

**KOICA:** Development partner for providing enhanced job opportunities through industry specialized training program.

## 2.3 Management Practices:

### 2.3.1 Leadership style:

Leadership style varies from company to company as well as the hierarchy level. Leadership style is classified in three different categories. Categories are discussed below:

**Autocratic Leadership:** TEAM Group's mid-level managers such as, branding department manager or corporate affairs department manager they take decision independently. For example, when they need to set any funds or create budget, they themselves make it. They just ask their team members in which area they need to spend.

**Democratic Leadership:** In TEAM Group, Deputy managing director encourages the general manager to give ideas such as, where they should go for refreshments with all the staff. Or Assistant general managers ask senior level managers to give inputs or thoughts regarding how to make a better work environment. In this style, everyone feels the importance as they are a part of the organization.

**Laissez Faire Leadership:** In this style the company managing director trusts its most higher-level subordinates who hold positions such as manager of HR department or manager of branding.

Here, MD does not interfere much or give any instructions about how to run their team or managing a particular task.

### 2.3.2 Human resource planning process:

**Recruitment and selection process:** TEAM Group follows an authorized recruitment policy. This policy is the same in all of their units. In the beginning of the recruitment process- a standard JD is created for that role and shared with the department when a specific department or line manager first requests it. Employment Ads are published on both internal and external job sites based on the job description. Through the interview process -they first sort the CV and shortlist the candidates. After that, for some particular role such as, secretary selection or managerial post- for them a written test is arranged. After passing the test, they set it for the viva. After passing the viva, a thorough background check has been done and based on the outcome recruiters decide whether to hire the candidate or not.

After the recruitment employee needs to submit few documents and then he/she gets the offer letter. After receiving and reviewing papers, the employee gets the necessary approvals. Moreover, on the first day of the office new joiners got an orientation session where they are introduced to the group in detail. Interns do not receive this kind of orientation.

### 2.3.3 The training and development initiatives:

TEAM has a learning and development policy that governs the entire employee training and development process. A separate team is responsible for managing the group's training and development needs. As per the approved policy, an annual calendar for the training is set at the starting of the year depending on TMA (Training need assessment) conducted. On the basis of the annual budget, the training is allocated and approved by the board.

Training needs analysis conducted in team can be projected as follows:



Figure 2: Training session analysis

Based on TNA, the HR domain shares a common nomination form with the particular department and the nomination is used to create the participation list.

At TEAM Group, training sessions are available at both terms such as internal and external. For internal training, experienced internal employees are urged to serve as training facilitators. The HR department searches for the ideal external facilitator from reputed outside sources. The management sets an honorarium for internal training to motivate the employee. The HR department tracks the efficiency of the training among the participants once the program is over and the participants complete a post- training evaluation.

#### 2.3.4 Performance appraisal:

TEAM follows market practices for evaluating performance. Among them the most common and important methods are given below-

PMS cycle, KPI and employee coaching: At the beginning of every year annual targets for every business units are locked and on the basis of that KPI are set for every function which are being translated to individual level targets. On the basis of the year end performance, employee appraisal has being set. Employee advancement in the organization is ensured depending on the performance level against the set KPI, employee coaching is provided to the employees depending in the work nature and requirement which helps them to grow in the organization. TEAM Group follows January to December performance cycle on the basis of which PMS system is managed across the group.

Probation period: Probation period is applicable from entry level employees to deputy general manager designation. Employees after joining the group stays in a probation of six months. During this probation period, the employees are closely monitored by their line supervisor and function head. In the fifth month, the employee goes through a probation evaluation by their function head, line manager and group HR. On the final vetting of the DMD, the employee is confirmed for that specific position.

#### 2.3.5 Promotion and increment system:

The Group follows a few steps while rewarding the employees. HR department starts to monitor employee's performance from the joining date and based on their performance each employee receive rewards. Here are few methods to reward which are given below:

**COLA (Cost of Living Adjustment):** It is given annually to the employees for adjusting the market inflation rate.

**Merit pay:** After completion of one year the employee is entitled to merit pay. Employees are nominated by their department head and based on final voting by the top management merit pay is given.

**Market Adjustment:** After every two years, a market survey is made. After completion of the survey, the existing salary of the employees are being compared with the market salary. And if the result came out like- employees are getting less payment than the market then the top management make appropriate decisions for the adjustment.

**Promotion:** The top performers of any department are recommended for special promotion at any time of the year either by their line manager or department head. After receiving the recommendation, the top management makes the final decision.

## 2.4 Marketing Practices:

### **Marketing Strategy:**

#### 2.4.1 Applied strategies:

As TEAM Group majorly focused on ready-made garments like, mostly TEAM manufactures products for European and South American countries. To attract the buyers, they participate in International Trading Fair such as Magic Fair held in the USA. By participating they get connections from international brands and it helps to create more links to get clients. For B2B business like RMG, this type of participation is helpful for their marketing strategy.

For retail brand Twelve- they focus on social media marketing such as making reels, Ads, content to get the attention from the audience. For TEAM pharma- they make eye-catching advertisements, sponsor health benefit related shows on TV.

#### 2.4.2 Segmentation:

Demographic segmentation:

Age: TEAM Group manufactures different sizes of clothes except for kids. They make clothes for young adults and old people.

Gender: Both men and women products are available in their company.

Geographic segmentation:

They get production orders from European, North American, South American and Asian countries. Among them, China, Turkey, Japan, India, Lebanon, UAE, Netherlands, Greece, France, Uk, Australia, New Zealand are the most frequent buyer countries.

#### 2.4.3 Targeting and Positioning strategy:

TEAM emphasizes a distinct targeting strategy. European countries favor denim products as they have high demand for it. Because of it, TEAM exports this type of denim jackets, pants, sweaters to these countries. Moreover, this manufacturing business is a pure B2B and they thrive to keep the connection for a long term. Also, they participate in different international fairs to grab the attention of buyers.

To get recognition from international buyers, TEAM tries to take part in international seminars and fairs. Some of their buyers are from top tier brands such as, zara, calvin klein, Antony Morato, Marcus, Next, Guess and many more. They Produce high quality products for both men and women.

#### 2.4.4 4ps of TEAM Group:

**Product:**

TEAM Group makes a variety of products. From cardigan, pull over, cap, skirt and dress they have it all. In their production 60% of items are for male and 40% of items for females. As per the client's demand, they manufacture the products. With positive word of mouth, they are trying to grab the market.

**Price:** TEAM is a manufacturing focused company and RMG business has a scope for price negotiation. Buyers can negotiate and then can decide. Also, the price depends on which type of clothing, designs they are getting.

**Place:** Firstly, the company gets the order after multiple conversations via mail and phone calls. Then, buyers confirm the order for their own shops and then TEAM starts working to complete the order and send those to particular shops via cargo. From cargo, the merchandise reaches the particular buyers then they set it to sell in their retail shops.

Moreover, TEAM has retail shops too. They have 38 outlets all over Bangladesh.

**Promotion:** TEAM Group's RMG unit is a B2B business. Besides, buyers and owners need to have direct communication. From different countries buyers come to check the fabric and raw material. After the final check of the order, buyer team confirms the order. Most of the buyers get to know about this company through textile seminars and International textile fairs.

Moreover, all the garment owners of Bangladesh arrange a yearly gathering to create more linkage which is really helpful for all the owners to introduce their company globally. Furthermore, TEAM also take sustainability initiatives such as energy saving production, eco-friendly dyeing process to promote environment friendly brand.

Also, to promote their brand, the top-level board members of TEAM participate in various talk shows, sponsor cricket teams, hold sales conferences and so on.

#### 2.4.5 Marketing Channel:

They export the manufacturing products directly to the buyers. Some of direct buyers are zara, calvin klein, Antony Morato, Marcus, Next, Guess. Also, BGMEA (Bangladesh Garment Manufacturers and Exports association) plays an important role to get an international trading agreement which facilitate to overcome any legal issues.

#### 2.5 Financial Performance and Accounting practices:

TEAM Group did not allow me to discuss any financial documents and accounting practices because of the restrictions and confidentiality.

#### 2.6 Operations Management and Information System Practices:

TEAM Group's IT concern, Intellier introduced a solution to integrate in their factories. They made Nidle which works as a software solution by integrating workforce and Machines.

It helps to measure the performance with timeless manner along with transparency.

Firstly, an IOT machine needs to be attached with the sewing machines which will transmit the real time production data through wireless. This is how the productivity of the staff members and the production lines bottleneck related crucial data can be passed through without human intervention with real time data. This machine can show which worker is skilled or idle or efficient. By using it line managers do not need to go to individual staff to see who are unskilled. To motivate the skilled workers, it can be also used to increase the salary of particular workers. In their factories, efficiency increased from 10% to 12% because of the usage of Nidle.

Before Nidle, they needed one to two dedicated men to input these raw data manually which would cost them a maximum of 4 hours per day. After using Nidle, they can save time.



It has more features. In warehouse and cutting sections, raw material counting is important. Input men gather all the information about materials, then they input it in an Intelligent management system of Nidle. Input men prepare all the raw materials according to the respective departments. After that, when it gets prepared, a light like traffic sends notification to those departments to pick the raw materials. This system can be tracked by the production manager too. They can see through Nidle software if the respective departments get the materials or not. (Nidle Smart Factory Solution - Intellier, 2023)

## 2.7 Industry and Competitive Analysis:

### 2.7.1 Porters five forces:

#### **The bargaining power of buyers: High**

There are existing competitors in the market. Buyers can easily switch to another company if they get a lower price from any other company. Also, TEAM is a green factory, so it has its own cost to maintain. Because of that, they cannot lower the cost of the goods.

#### **The bargaining power of suppliers: Low**

TEAM Group has multiple suppliers locally as well as internationally. Most of the raw materials are imported from China from multiple vendors. Because of that, there is a scope to negotiate the price.

#### **Threat of new entrants:Low**

Setting up a manufacturing factory requires huge investment. Without investment and expertise, survival in the RMG industry is quite impossible.

#### **Threat of substitutes: Low**

They have used digitization in the manufacturing units. Using IOT with real time monitoring data helps to increase productivity. TEAM Group made very own software named Nidle and there is no alternative to it.

### **Competitive rivalry: High**

According to a report, Bangladesh has more than 4500 garment factories which is huge in numbers. (Tidswell, 2022). It is high in numbers because, all of the factories are in same competition with TEAM Group.

### **2.7.2 SWOT Analysis:**

#### **Strengths:**

- Workers maintain production schedules strictly to meet the goal.
- Nidle which is a smart IOT software of TEAM, helps their manufacturing company to get efficiency in their production.
- Because of their advance machineries they have high productivity.

#### **Weaknesses:**

- TEAM needs to collect raw material from China. Because of that, there is a dependency on the supply chain. If the supplier could not deliver the raw materials on time, then the whole production would get delayed.
- Because of the increasing price of raw material, companies' internal employee welfare, incentives, wages got compromised.

#### **Opportunities:**

- TEAM has a green factory set up which is enough to motivate the buyers to give orders to them because TEAM Group complies with their regulations.
- They have planned to open a retail store in USA which would help to bring more connectivity and customer engagement.

**Threats:**

- GSP program are not getting renewed. Because of that, custom authorities charge hefty amounts of tax.
- As Bangladesh has huge suppliers so price negotiation is less.
- Because of high Electricity, gas cost, the overall cost of production got increased.

## 2.8 Summary and Conclusion:

In the vast world of business, launching a new venture or finding a job might seem easier, but it takes a special kind of bravery to revive struggling businesses and make them thrive again. This is the inspiring story of the TEAM Group and its 12 distinct enterprises. More than just profit, their mission is to make a positive impact on society.

Originating as "Team Sourcing" in Bangladesh, TEAM Group has evolved over the last 14 years. TEAM have ventured into various sectors such as clothing, retail, real estate, medicine, technology, and more, infusing fresh ideas into the established practices to revive industries.

However, their story is not just about business success; it's about creating a supportive and inclusive workplace. TEAM believe in equal treatment for all, regardless of gender, and their empower women and celebrate diversity. Managing Director, Abdullah Hill Rakib, embodies this spirit. He transformed struggling factories into thriving businesses, uplifted numerous lives, and embraced innovation – a true embodiment of TEAM Group's values. Presently, TEAM Group

manages 12 entities with a dedicated workforce of more than 19,702, generating an annual turnover of approximately \$323 million. Within a mere five years, they have opened 24 clothing stores, and their endeavors extend beyond fashion, encompassing medicine, technology, and housing. The Managing Director of the TEAM Group aspires to lead them to even greater global heights.

## 2.9 Recommendations:

TEAM Group is already doing well in their field. As per my judgement I can suggest few more options to improve their productivity:

- To broaden their marketing scope, they might launch a section for children's clothes.
- They need to adopt technology in a more efficient way. Monitoring the progress of their employees by installing software at their head office can do the work.
- They have to form strong relationships for the local stores and have to add attractive designs to garments to promote their brand image.

## Chapter 3: Project Part

### 3.1 Introduction:

The sustainability journey of Team Group is based on a triple-bottom line approach to ensure environmental protection, social responsibility and economic efficiency in business operations.

Sustainability is not merely a buzzword for them, rather it's a key driving force for their overall business. As they charted their growth trail, they were acutely aware of the negative social and environmental externalities and have always been committed to meeting all the Sustainable Development Goals (SDG). The company is dedicated towards building sustainability in the Ready-Made Garments (RMG) sector through a range of initiatives and practices that seek to reduce the impact on the environment while producing garments. TEAM is incorporating

sustainable materials to reduce water consumption, energy consumption. Moreover, to reduce the energy consumption rate in production they focus on both renewable and non-renewable sources. Their main concern is to reduce the carbon footprint so they invest in energy-efficient machinery and eco-friendly fabrics including cotton and recycled polyester. In addition, they stand for GHG Emissions and provide a strong monitoring system of greenhouse gases and pollutants generated during operation in another mechanism to lessen carbon footprint. Furthermore, they use recycled cotton which helps to reduce the amount of water needed to make the products in the manufacturing process. On the social perspective, their objective includes creating employment opportunities, ensuring indoor environmental quality, providing medical facilities, fair price shops, implementing living wages, engaging in strategic with CSR activities. Therefore, make significant contributions towards sustainable communities. (Monowar, 2024).

Monowar (2024) also describes that few countries have substantial environmental and labor laws that companies must adhere to. A green regulatory environment may encourage more sustainable residential design, while buyers advocate sustainability to stay compliant with the regulations and avoid legal sanction. Moreover, Sustainable practices help to mitigate risks from supply chain disruptions, resource scarcity, and environmental or social malpractice that could damage the organization's reputation.

### 3.1.1 Background:

RMG industry of Bangladesh is the second largest exporting country in the world. In Bangladesh it generates the revenue accounting for 85.5% of the total. Around four million people are engaged in this industry. (Junayed & Akter, 2023)

Countries like Bangladesh who are still in the developing stage have to go through certain challenges to achieve any goals. There are few challenges to achieve SDG's are as follows: The

main hurdle for Bangladesh is to apply the contextual goals into reality. Because, in Bangladesh we have to deal with the affordability of the usages of renewable energy, certain infrastructure to support heavy industrial machines in factories. Moreover, employee safety at the workplace is another issue to attain SDG. Furthermore, there are challenges in terms of production barrier, such as high production cost, power cost, deficiency of natural resources like electricity, gas. Electricity and gas are the two natural resources that are used in the manufacturing industry. Moreover, the increase in raw material price leads to harm in production capacity. (Ferdous, 2015; Chowdhury & Quaddus, 2015; Adnan et al., 2015).

To meet SDG, Our policy maker needs to ensure the long term benefits which can be derived by implementing SDG.

In terms of production, there are few obstacles that could create unfavorable conditions to supply the manufacturing goods on time. It eventually creates disruption to give the payments to employees on time. It also hampers the work environment because of the distress. Because of that, they are unable to provide the safe work environment and in SDG, safe work environment is an integral part. Moreover, Inflation, rising gas prices, shortage of gas and electricity hampers overall productivity of the operation process in RMG. (Hasan, M. M., Parven, T., Khan, S., Mahmud, A., & Yajuan, L. et al., 2018)

TEAM Groups response to sustainable development. In terms of waste recycling: first of all, they categorized the type of waste and then send those for recycling. In terms of work environment safety, Team Group has a dedicated training program for employees as well as a dedicated safety committee for employee welfare. To develop sustainability and to overcome the challenges in RMG, there are multiple factors that can be highlighted from TEAM Groups sustainable development strategy.

### 3.1.2 Broad Objective:

Broad Objective: The key focus of this report is to analyze the challenges that faced by the RMG industry in Bangladesh towards sustainable development. It also aims to explore how the TEAM group is responding to such challenges by making the most of its resources.

### 3.1.3 Specific objectives:

- To find out the benefits of using sustainable raw materials.
- To identify the outcomes of using renewable energy for sustainable development.
- To evaluate the workplace safety initiatives.
- To examine the benefits of economic impact.

### 3.1.4 Literature review:

The definition of sustainability is broad and it integrates environmental, social and economic considerations for long-term sustainability of our people and planet. From an environmental point of view, sustainability means rational use and economic recovery of natural resources, reduction in waste or emissions into the environment and preserving balance with ecosystems. Socially, sustainability is equitability, inclusivity and the quality of life for those in need within a community. Economically, sustainability implies that the current enterprise practices and business models generate profit by nurturing sustainable practices (Alazzani & Wan-Hussin, 2013).

According to SDGs, it is essential to implement recycling practices. It makes garment factories accountable for their management practices such as responsible production and consumption. In our country, there are few factories which actually took initiative in terms of decreasing the harmful impact on the environment. Around 34% of textile or garments already are equipped with

recycling methods. (Healthcare Delivery in RMG Factories in Bangladesh: What Are the Missed Opportunities?, 2014).

Moreover, it is mandatory for the garment factory management team to see the well-being and health measures of employees while tackling chemicals. Most mid-tier garments do not have a dedicated team to look after the safety of employees. Furthermore, most of the mid to low tier factories manage the chemical list or stock by entering them manually which may cause any error. (Haque et al., 2020).

Bansal (2005) identified many factors that could influence the adoption and integration of the sustainable practices, particularly in the developing countries such as, regulatory frameworks, Stakeholder engagement, Organizational culture and access to technology.

Our country's biggest readymade industry generates 5.77 lakh tons of apparel related waste every year. It is creating a huge negative impact on the environment. Also, to produce raw materials for garments there is a need for chemicals. According to Textile today, 8000 chemicals are used to produce raw materials. If it goes straight to the river banks then, the source of natural water also goes into trouble. If the factory owners started to recycle the waste, it would save \$500 million every year. (RMG Industry May Save \$500 Million Annually by Recycling Cotton Waste, 2023).

Finding raw materials from internal sources is a bit difficult because not all the factories are practicing to make the raw material sustainable. There are few challenges. In the initial stage the cost of the sustainable material is high. Moreover, not all the factories have the capacity to invest in R & D. (Islam et al., 2013)

Garment factories need gas and electricity to manufacture their products and they face challenges because there is a scarcity of these natural resources. This industry's electricity consumption is



approximately 300 MWh yearly. (khan et al., 2020). Also, the disrupted electricity supply and unavailability of gas in the time of production create barriers to deliver the main product on time. (Rahman et al., 2017). Bangladesh relies on natural gas for power. Only reserved gas cannot meet rising energy demand. Insufficient gas availability has forced Bangladesh's policymakers to distinguish power production energy sources due to rising demand. (Islam et al., 2021).

The RMG industry witnessed a lot of workplace related mishaps. Fire accidents are the most common. According to The Business post, in the year 2020, 177 fire incidents happened, which increased in 2021 and the record was 180. In the year of 2022, the number of incidents were 241. (RMG Industry Sees Rise in Fire, Workplace Accidents, n.d.). Also, garment factories and their workplace safety related concerns have a major impact. International buyers need to comply with some rules and regulations regarding it. After the Tazrin fashion incident, these types of concerns made huge fuss on buyers. (Rahman et al., 2017). To tailor sustainable development goals, it is important to acknowledge the safety of workers. Besides, it is essential to provide them occupational training to dodge injuries.

Therefore, Sustainable practices promote social, environmental, and economic longevity, these known as the triple bottom line, helping organizations stay competitive and profitable. These methods encourage organizations to prioritize benefits above revenues. (Sarkar et al., 2020).

#### 3.1.5 Significance:

The research will be significant as it will provide accurate insights about the challenges that Ready-made garment industry faces on a regular basis in terms of sustainable development. Also, this report will help to recognize sustainable development programs undertaken by The TEAM Group and the benefits it serves.

### 3.2 Methodology:

The report has been made with a qualitative research method consisting of in- depth interviews and confidential dialogues between the interviewer and the respondent. This paper will describe textile related sustainability concerns.

The research technique has relied on both in-depth interview and secondary data. For an in-depth interview, three departmental head were chosen. Those are the head of the sustainability department, head of HR, head of branding department.

Secondary data has been collected through company's internal report, Literature review, Journals, Research articles from google scholar, Newspapers, BGMEA website. Journals.

### 3.3 Findings and Analysis:

#### 3.3.1 Raw Materials:

TEAM's textile and garment entities manufacture a wide variety of products, such as woven fabrics, denims, jackets, knitted shirts, sweatshirts, and undergarments etc. These products are made from different materials, such as cotton, polyester, spandex, and others. By prioritizing sustainable choices like organic cotton and recycled polyester, they conserve resources, reduce energy consumption, and prevent landfill waste. Their policy and target for sustainable material sourcing are based on the circular economy principles, which aim to reduce waste and pollution and restore natural systems. They use eco-friendly and biodegradable resources, such as organic cotton, to show their commitment to sustainability. They make sure that their sourced raw materials meet standards and are certified by the Global Organic Textile Standard (GOTS), the Organic Content Standard (OCS) and Oeko-Tex Certification. These certifications ensure that their

materials are produced in a way that respects the environment and society, from the raw material extraction to the final product.

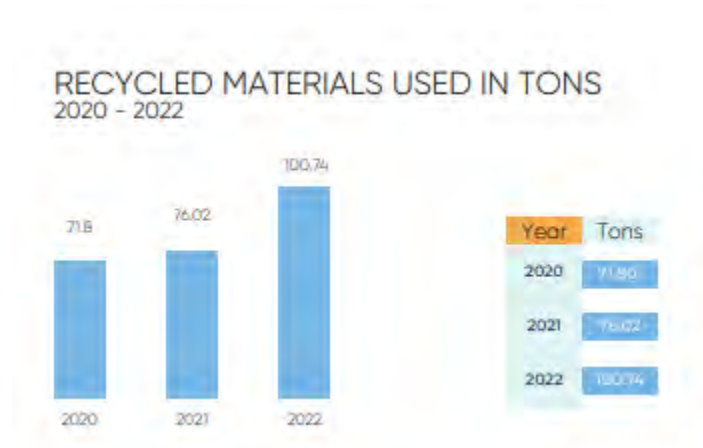


Figure 3: Usages of Recycled raw materials of TEAM factories

The graph shows that the usage of sustainable raw material increased from year to year. The graph shows that, in the year of 2020 the recycled material was 71.80 tons. In the year 2021, the number of recycled materials increased and reached to 76.02 tons. The percentage of using raw materials increased by 5.88%. In 2022 the amount of recycled raw material usage was 100.74 tons. From 2021 to 2022 the percentage increased by 32.5%. Year by year the usage of recycled material is increasing.

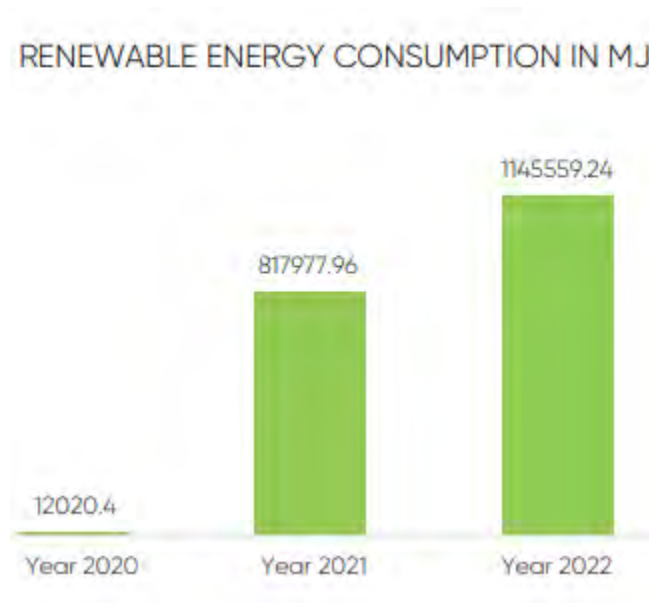
The usage of recycled material increased a lot in the year 2022. It is because of the policies from the government and buyer's preference as well. The Bangladeshi government declared that, if those factories would practice these policies, they would get a deduction in terms of Tax. Stricter national regulations and a growing concern among buyers about the ecological footprint of products result in an increasing demand for environmentally friendly options.

### 3.3.2 Power Saving Initiatives:

TEAM Group uses natural gas for the production purpose which is 60% of their total consumption rate. They now only rely on purchased electricity for only 8% of their energy needs. They derive energy from other alternative sources to meet energy shortages. The alternative sources are solar panels, LED light, servo motors, Air Nozzles, Sky light, Energy saver air conditioner, fans. Also, A waste heat recovery system is a great source to decrease the pressure from using natural gas.

**The benefits of these initiatives:** The adoption of solar panels decreases the dependence on using natural gas thus reducing the level of greenhouse gasses. Replacing clutch motors with direct-drive servo motors has a major effect on consumption of electricity. Also, the use of natural light facilitated by skylights also cuts down on the reliance for artificial lighting and therefore lowers electricity consumption. In addition, because it consumes less energy than regular bulbs, LED lighting gives the environment a helping hand when saving on electricity. In addition, the use of air nozzles instead of open pipes means a reduction in compressed air consumption and further saving energy. Besides, Waste heat recovery systems are able to capture and re-use waste heat which is created during industrial processes. Moreover, Energy saving air conditioners and other appliances are also providing a pretty nice amount of energy savings, especially for those in areas where AC use is high. Together, these programs deliver a holistic solution for improving energy conservation and sustainability in operations.

### 3.3.3 Renewable Energy:



*Figure 4: Renewable energy consumption of Team Factory*

TEAM are currently utilizing sustainable energy sources, like solar energy which lessens the environmental impact with a capacity of 308 kW on the roofs of factories. This not only helps to reduce air pollution but also results in less climate risk, a smaller carbon footprint, and lowers reliance on fossil fuels. This adoption of solar energy has proven to be quite advantageous in terms of both business and the environment.

The graph shows that the consumption of renewable energy increased gradually from year 2020 to 2022. In the year, 2020 the consumption rate was 12020.4 MJ which increased in the year 2021

and that was 817977.96 MJ. In the year, 2022 the consumption rate was highest which was 1145559.24 MJ.

In the year of 2022, there was a spike on consumption of renewable energy, because of the installation of solar panels. Moreover, a monitoring system has been implemented to reduce the wastage of energy and maximize the use of energy.

#### 3.3.4 Water Consumption:

TEAM group's ETP team works to reduce water consumption and increase water recycling measures throughout the production. Water use is monitored through regular internal and 3rd party audits. Their installed ETP has a daily capacity of 1680 cubic meters/day. Moreover, because of their efficient planning only 20 liters of water are being used to produce per piece cloth. The ETP function has a biochemical plant with equalization tanks and an IPS multi-graded sand filter with activated Carbon.

They employ robust wastewater treatment processes, verified by both their advanced in-house labs and external third-party evaluations. Adhering to the Environmental Conservation Rule (ECR), their practices consistently maintain parameters such as pH, BOD, COD, and TDS within recommended limits. Moreover, the rainwater harvesting system has been systematically decreasing their overall reliance on groundwater since 2020.

#### 3.3.5 Chemical Management:

TEAM Group developed a thorough chemical management system in their organization. This system from top management will connect and engage with sourcing, laboratory, production teams at every stage. This comprehensive strategy involves regular monitoring, which allows for precise tracking, risk assessment, and compliance with safety and sustainability commitments.

Implementation and training are critical in preparing teams to handle chemicals safely. They incorporate audits, both in-house and credible third-party labs to improve the accountability. Besides, Chemicals are subjected to regular testing by external Labs to verify accuracy, upholding the standards. They ensure their chemicals adhere to industry guidelines for Zero Discharge of Hazardous Chemicals (ZDHC). In addition, employees are trained to use proper transportation, labeling, storing, and disposing of chemicals.

### 3.3.6 Waste Reduction Strategies:

Implementation of Lean Manufacturing System has empowered them to optimize processes, eliminate inefficiencies in their production process. Besides, TEAM has been using laser technology and AutoCAD for accurate fabric cutting which is another method to reduce waste generation. Moreover, their waste disposal practices encompass selling non-hazardous waste to third parties for recycling. The materials used in packaging have mostly been biodegradable to reduce overall waste, which completely degrades over time.

### 3.3.7 Waste generate and recycled:



Figure 5: Waste generation and recycling of TEAM factories

The data is analyzed to determine the overall impact of the strategy on waste reduction, recycling, and disposal. About half of the waste generated is recycled, with a rate of 46.1% in 2021 and 46.4% in 2022. This shows progress in lowering the amount of waste that goes to landfills and increasing the recycling.

The reason behind the rise in waste generation from 2021 to 2022 was the increase in production also they have been developing two more product lines which caused the increase in waste generation.

### 3.3.8 OHS related training:

This training covers aspects like health and safety, fire safety, evacuation procedures, electrical safety. This training also fosters the expertise in the risk assessment. It also gives knowledge about the proper usage of chemical handling, Sharp Tool protocols and Hot Working precautions. The training regime further includes Machine Operating skills, integrating theoretical knowledge with practical application.



Moreover, this training program also educate the workers of different work-related injuries and how to take precaution beforehand. Injuries like, needle injuries, Cutting Injuries, Snap Button Injuries, Machine Knife Injuries. Workers receive proper training how to navigate all the machines and how to avoid injuries.



Figure 6: TEAM Groups work related injuries

This graph shows that, the number of work injuries that elevated over the years. In 2020, the number was 201 which decreased in 2021 and the amount reached to 139 injuries. But in the year, 2022 the number of injuries increased has reached at 153 people. The reason behind this hike is, new workers were added to factories. And some of them didn't receive training.

### 3.3.9 Economic impact:



Figure 7: TEAM's Export revenue

This graph shows the revenue in export for 3 years from 2020 to 2022. It is clearly visible that, in 2022 their revenue was higher than the past two years. Higher revenue from export earnings makes a contribution to the country's economy.

### 3.3.10 TAX contribution:

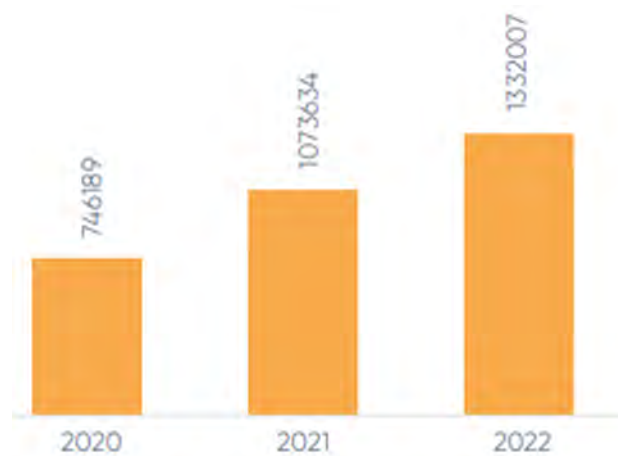


Figure 8 TAX Paid In USD

Examining the percentage change from 2020 to 2021, there is a visible robust increase of 43.8%. The percentage change from 2021 to 2022 demonstrates a growth rate of 24.1%. The total tax paid increased by 785,818\$ from 2020 to 2022, this means that the total tax paid increased by 105.3%. TEAM Group is committed to aligning our tax planning with the guidelines provided by Bangladesh's Tax Act and Rules. Their intention is to ensure that their tax contributions will continue to provide a meaningful boost to the national economy.

#### 3.3.11 Indirect economic impact:

TEAM took initiatives which led to direct economic effects. These initiatives encompass areas such as education, housing, healthcare, relief efforts, environmental projects. These would not only help local communities but also would be helpful for the country's economic development. They have pre-schooling facilities within factory premises which facilitate education. This initiative led to increased employability. Moreover, a project named Ashrayon prokolpo was made to improve the lives of slum dwellers. Furthermore, for a healthy workforce, The Free Friday clinic was initiated where workers could go there to receive free checkup and free medical facilities.

#### 3.3.12 Discussion:

According to the findings, TEAM group uses sustainable raw materials which results in a 10% reduction of corporate tax offered by NBR's declaration about incorporating environmentally friendly materials for manufacturing purposes.

Power saving initiatives help them to reduce their dependence on natural gas and now they only use 60% from natural gas.

At 0.02 m<sup>3</sup> (20 liters) per piece, the organization has a low water footprint indicating that there is less use of this substantial resource creating environmental protection and sustainability benefits.

They also achieved a carbon footprint of 19,349 tons by reducing the waste generation and chemical management which reflects the organization's goal to decrease greenhouse gas emissions that are essential for a better environment.

They recycled 100.7 tons of materials which helped them to reduce the cost in production. Also, It helped to minimize waste-landfilling by promoting the use of biodegradable materials in manufacturing.

They are ZDHC Level 3 Certified which is an advanced stage of certification, ensuring top-notch chemical management and releases only minimal environmental impact of hazardous substances.

The company has been able to reduce emissions by 36.66% and energy consumption by 8.73%, as it implements successful strategies to lower its environmental impact. In addition, a 10% decrease in water consumption indicates efforts towards the saving and conservation of rainwater that are essential for sustainable operations.

The company demonstrates active waste management as it is recycling 46.4% of its waste to optimize landfilling and allow enhanced environmental cleanliness. This also means that there is a positive incentive to adopt eco-friendly practices.

Moreover, the more local manufacturing is exported, the higher tax will be generated which will eventually benefit economic growth. Their tax growth is now 24.1% which is significantly creating measurable economic growth.

They also initiated training for their employees which helped them to reduce work -related injuries. Moreover, some initiatives were done for local community improvements such as, health care facility, pre schooling facility.

### 3.3.13 The challenges TEAM Group faced:

They are particularly conscious of synthetic materials like certain fabrics and poly bags. Their non-biodegradable nature is a matter of grave concern for them. These materials, if not handled correctly, persist in the environment. They not only pose threats to marine life and contribute to soil pollution but are also implicated in the broader issue of micro-plastic contamination. It creates concerns that these micro-plastics, once in the ecosystems, can infiltrate the human food chain, presenting significant health threats.

Moreover, their rainwater harvesting system has been systematically decreasing their overall reliance on groundwater. The thing they could not control in this scenario was how much the rain would be and for how long it would rain, which created a problem in terms of storing the rain water.

### **3.4 Summary and Conclusions:**

The ready-made garment industry plays a significant role in Bangladesh economic growth. This industry has remained the biggest export earner for decades.

Throughout the years, the RMG industry made progress and now stands as a prime global player. Also, rapid changes in the industry and evolving according to that is important to stay at a competitive pace. So, all the garment factories need to do something to stay in a competition. TEAM Group has taken initiatives in terms of sustainable actions to reduce wastage, reusable energy by integrating IOT in their production. Embracing innovation and data driven actions is helping TEAM Group to grow. However, factories of our countries need to take steps to comply with green practices to sustain.

### **3.5 Recommendations:**

Some of the suggestions from TEAM Group:

- Integrating of wind energy can help to reduce power consumption.
- By integrating waterless washing machines, it is possible to reduce the use of natural water consumption.
- Shifting to a paperless office is another recommendation to reduce waste.
- Using post-consumer waste recycling method is another way to reuse materials.

Each of these recommendations needs support of advanced technology. By adapting these, it will help to minimize more the environmental footprint of chemical use and promote more sustainable practice.

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Appendix A.

Final Proposal:

**Topic: Bangladesh RMG industry challenges on sustainable development & TEAM Group's response**

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**Research Objective:** The key focus of this report is to analyze the challenges that faced by the RMG industry in Bangladesh towards sustainable development. It also aims to explore how the TEAM group is responding to such challenges by making the most of its resources.

**Background Information:** RMG industry of Bangladesh is the second largest exporting country in the world. In Bangladesh it generates the revenue accounting for 85.5% of the total. Around four million people are engaged in this industry. (Junayed & Akter, 2023)

RMG sector faces lots of challenges such as, high production costs, power costs, deficiency of natural resources such as electricity, gas. As these two natural resources are the main source to in manufacturing industry. And top of that, increase in raw material price leads to harm in production capacity. (Ferdous, 2015; Chowdhury & Quaddus, 2015; Adnan et al., 2015)

Obstacle in production creates unfavorable conditions to supply the manufacturing goods on time which eventually leads to not being able to give the payments to employees on time, not being able to provide safe work environment, non-structural waste management and not being able to recycle the waste and so on. Safe work environment is an integral part in sustainable development. Inflation, rising gas prices, shortage of gas and electricity hampers overall productivity of the operation process in RMG. (Hasan, M. M., Parven, T., Khan, S., Mahmud, A., & Yajuan, L. et al., 2018)

TEAM Groups response to sustainable development. In terms of waste reduction, they use kaizen, implement lean manufacturing system which helps to reduce waste. In terms of waste recycling: first of all, they categorized the type of waste and then send those for recycling. In terms of work environment safety- Team Group has a dedicated training program for employees as well as a dedicated safety committee for employee welfare. To develop sustainability and to overcome the challenges in RMG, there are multiple factors that can be highlighted from TEAM Groups sustainable development strategy.

**Preliminary Methodology:** For this research, secondary data will be used from google scholar- previously published research papers, newspaper articles to get the holistic overview of RMG industry impacts of barrier related to sustainable development. Primary data will be collected through TEAM Groups different RMG concerns with some semi-structured question sets which will be taking through interviews. Moreover, some secondary data will be collected through

TEAM Groups database. Both primary and secondary data will be used to questionnaire and literature review.

**Significance of the Issue:** The research will be significant as it will provide accurate insights about the challenges that Ready-made garment industry faces on a regular basis in terms of sustainable development. Also, this report will help to recognize sustainable development programs undertaken by The TEAM Group and the benefits it serves.

### Interview Questions:

|  | TEAM  |
|--|---|
| <b>Interview Questions:</b>  |   |
| 1. What raw materials do you use and what are the benefits of using these materials?   | 6. What waste reduction strategies have you implemented and what are the benefits of these strategies?  |
| 2. What energy-saving initiatives have you implemented and what are the benefits of these initiatives?                           | 7. What kind of Occupational Health and Safety (OHS) training do you provide to your employees and what are the benefits of these training programs?              |
| 3. How do you incorporate renewable energy into your operations and what benefits have you observed from using renewable energy? | 8. What is the economic impact of your sustainability initiatives and how do these initiatives beneficial is your company for contributing in national economy?   |
| 4. How do you manage your water consumption and what are the benefits of your water management strategies?                       | 9. What is the indirect economic impact of your sustainability initiatives on the community and supply chain, and what benefits have you seen from these impacts? |
| 5. What measures do you take for chemical management and what are the benefits of these practices?                               |   |



*Figure 8 Nidle*