

Process Study on Product Development at Epyllion Group

By

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An internship report submitted to the Executive Development Center, BRAC Institute of Governance and Development (BIGD), BRAC University in partial fulfillment of the requirements for the degree of
Post Graduate Diploma in Knitwear Industry Management (PGD-KIM)

Executive Development Center, BIGD
BRAC University
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Declaration

It is hereby declared that

1. The internship report submitted is my/our 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/We have acknowledged all main sources of help.

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Letter of Transmittal

Raisa Adiba
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Subject: Process Study on Product Development and Production at Epyllion Group

Dear Madam,

I am honored to submit my internship report, prepared as part of the academic requirements at BRAC university, based on my experience at Epyllion Group. I have thoroughly tried to follow your instructions regarding the key aspects of this report and gathered the relevant information to make the report as clear and accurate as possible.

I gratefully acknowledge the guidance and support extended to me during the preparation of this document. It is my hope that this report will meet the expectations of the academic committee and contribute meaningfully to the understanding of the subject matter.

Thank you for your consideration.

Sincerely yours,

Sadab Mehmud

Student ID: 24281038

Executive Development Center, BIGD

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November, 2025

Non-Disclosure Agreement

This agreement is made and entered into by and between Epyllion Group and the undersigned student at EDC, BIGD, Brac University.

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Acknowledgement

To start with, I would like to express my gratitude to the Almighty, whose blessings and guidance have made it possible for me to complete this internship report successfully.

I am also grateful to BRAC University for providing me with the opportunity to gain the experience through this internship at Epyllion Group, one of the most impactful organizations in terms of its culture, modern technology, global standard quality, and sustainable practice in every aspect as a RMG industrial organization. My heartfelt thanks go to my both supervisors and mentors for their valuable guidance, continuous encouragement and constructive feedback throughout the preparation of this report.

I would also like to express my sincere thanks to the factory concern who helped me by devoting their time to solve my query and give their valuable feedback. Their cooperation and honest input were crucial for the successful completion of this report.

Finally, I extend my appreciation to my family and friends for their unwavering support and motivation.

Executive Summary

This report is based on the knowledge I have gained from my three-month internship across various departments of Epyllion Group.

Epyllion Group is a complete sustainable manufacturing supply chain-based organization combining the collaboration of various departments. My internship was focused on –Fashion designing department, Marketing & merchandising department, Supply chain management department, Textile production division and Garment production department. These are the core departments for a RMG industry to be functional properly and I am lucky enough to experience all the core working processes of these relevant departments. It was not possible to cover the whole working process and activities but I have gained the key idea of product developing and production process that directly contributes to the business of Epyllion.

Fashion designing department initiates the business by developing the product, Marketing and merchandising department secures the orders and executes the shipment, Textile division manufactures the main raw material-fabric and Garment division manufactures the final product collaborating the other departments like store, cutting, sample, sewing, finishing etc.

In this internship, I got the opportunity to understand the interdepartmental relations and their contribution to the business from the micro level point of view. This journey also will help me to develop a creative and innovative approach to solve any problem or developing any new process or strategy in my career. I believe, these opportunities gradually will develop a world class managerial community who will lead to transform our RMG sector into one of the largest industries in the global arena.

Keywords: Collaboration; Fashion designing; Marketing & merchandising; Supply chain management; Garment production.

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List of Acronyms

B2C	Business to Customer
EPL	Epyllion Limited
SCM	Supply Chain Management
R&D	Research & Development
TPM	Textile Production Management
AQL	Acceptable Quality Level
QMS	Quality Management System
QC	Quality Control
GSM	Gram per square meter

Chapter 1

About Organization

1.1 Overview of the Industry

Epyllion Group, within a very short time of its inception in 1994, has secured a remarkable position in the Apparels Industry.

The group started its journey at Mirpur, Dhaka with only 2 sewing lines and 200 employees. Epyllion Group has now swelled up with around 23,652 employees with 162 sewing lines in several locations of Dhaka, Gazipur and Narayanganj.

It is based in Bangladesh and has a strong export presence primarily serving brands and retailers in Europe and North America for over 30 years. Epyllion Group has been operated with a vertical setup containing sister concern Dekko Knitwears Limited, Epyllion Knitwears Limited, Dazzling Dresses Limited, Epyllion Style Limited, Epyllion Style Limited-Extention, Epyllion Knitwears Limited-HW, Epyllion Limited, Epyllion Fabrics Limited, Epyllion Testing Lab, Epyllion Washing Limited, Nina Holdings Limited, Epyllion Food & Beverage Ltd and Sailor.

Dekko Knitwears Limited, Epyllion Knitwears Limited, Dazzling Dresses Limited, Epyllion Style Limited, Epyllion Style Limited-Extention, Epyllion Knitwears Limited-HW are the six Garment manufacturing sister concerns containing Total of 162 Sewing lines and high-quality Cutting, Print, Embroidery, Inventory, QC Sections. Epyllion Limited was established in 2000 focusing on manufacturing Garment and finishing accessories like Elastic, Badge, Poly, Cartoon, Narrow fabric etc. EPL has already become one of the trustworthy suppliers of trims & accessories, one not only for internal but also for external vendors like Microfibre, Square, Fakir etc. Epyllion Fabrics Limited, Epyllion Testing Lab, Epyllion Washing Limited are the

core concern of Epyllion Group by manufacturing world class fabric and washed products. Nina Holdings Limited, Epyllion Food & Beverage Ltd are dedicated to the real estate business and Food business respectively. Nina Kabbo and Epytoast are their two significant products in terms of branding. Sailor is the dream project creating its own brand and quality in the local market targeting the B2C business.

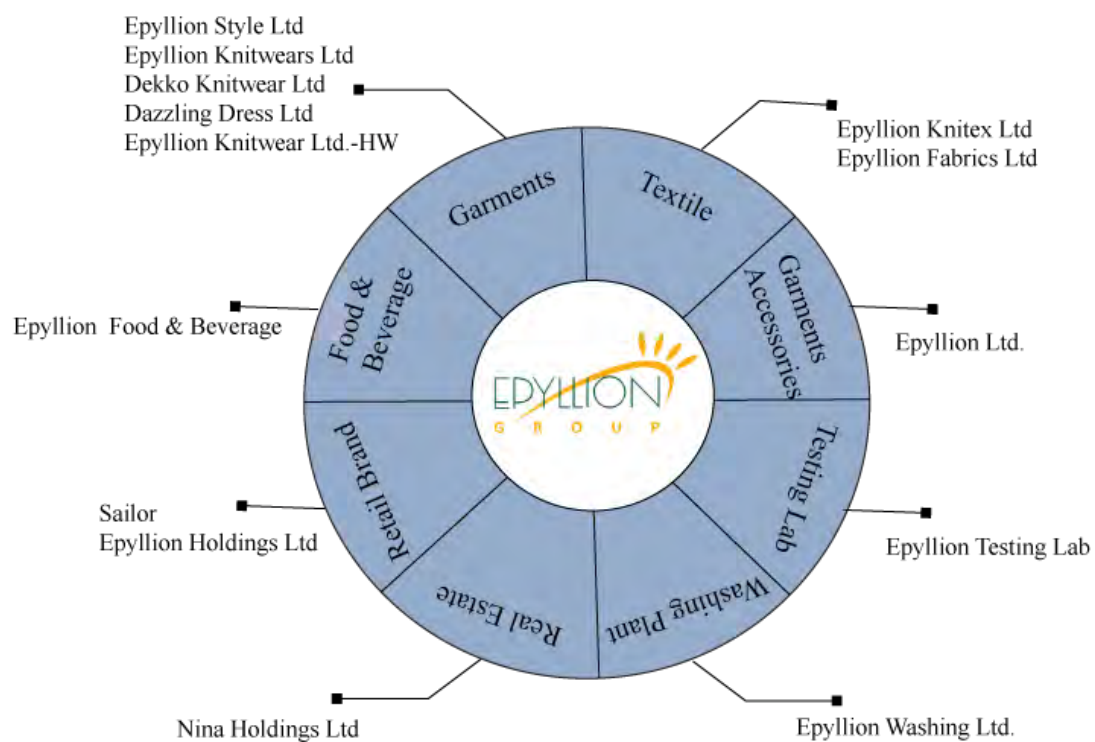


Figure 1: Business Overview of Epyllion

1.2 Vision & Mission

Mission: To become a window through which all our interacting parties can see and feel their prospect and dream about their success. Epyllion will become a lifestyle towards its employees, suppliers, buyers and above all shall become a role model of a green corporate house which will be regarded as an icon brand in the country.

Vision: Deploying highly skilled and motivated workforce for achieving success which is not the profit but to enjoy the joy of life.

1.3 Membership, Certification & Recognition

Epyllion Group has been a proud member of the below organization –

BGMEA

BKMEA

BTMA

Epyllion has achieved several certification & recognition, some significant recognitions are mentioned below,

Best Employers Award- 2014 by Bdjobs.com

LEED (Gold) 2015

ECO Factory Standard

CIP (2008, 2012 & 2016)

2nd social and environmental excellence award 2014 from GIZ

6th Standard Chartered Financial Express CSR Award 2016

OHSAS 18001 (EFL, EKL, EWL) 2016

Super brand – 2018, 2020, 2023 & 2025

SEDEX (Best H&S/Labor Program, Suppliers 2019)

Occupational Health and Safety, Best Practice-2018 by Ministry of labor and Employment

CSR Contribution award by Rotary Club Uttara- 2018

GOTS (2018)

SWAN Eco Label (2018)

Oeko-Tex

OCS 100 & Blended

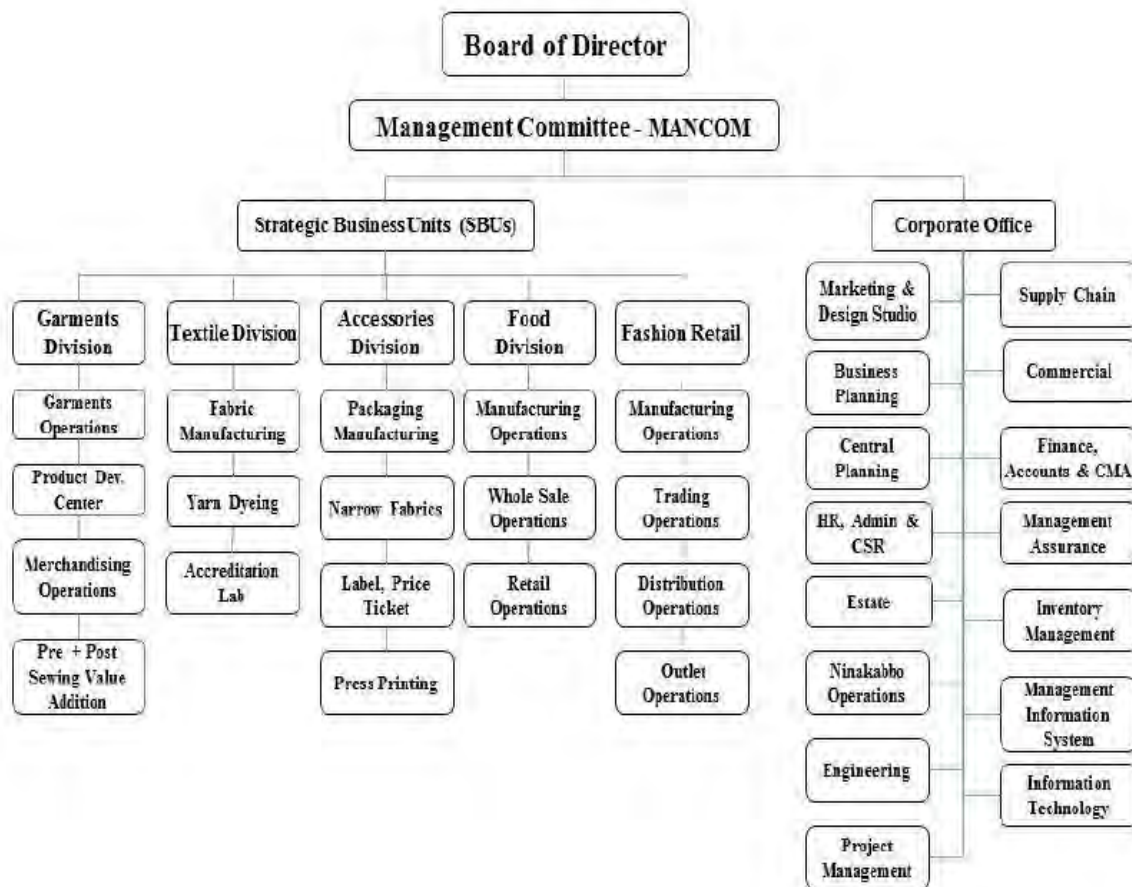
C&A Best Supplier Award- 2004

Annual CSR Award-2014 (by European Union & Save the Children)

HSBC Export Excellence Award-2014

SEDEX XPLORE SUSTAINABILITY AWARD-2023

1.4 Organizational structure, Organogram, Branches and Departments



1.5 Products/services produced by the industry

Garments- Epyllion is known for producing a wide range of value-added Knit apparel, including Hoodie, T-Shirt, Sweat Shirt, Jacket, Overcoat, Dress, Jogger, Short etc from various gender range of men, women, kids and unisex. The company is well-known for delivering high-quality products on time, year after year, which shows their commitment to excellence.

Accessories and packaging- Printed gum tape, Heat transfer, Printed elastic and tape, Mobilon tape, Silicon, rubber, and leather patches, RFID tags and stickers, Thermal stickers, Zip locked poly bags, Anti-bacterial button poly, Anti-mold poly etc are manufactured by Epyllion Limited.

Fabrics and textiles- Various types of knit fabrics, including Single Jersey, Double Jersey, and Jacquard, Yarn-dyed products are made with maintaining the high quality and innovative approach from Epyllion Fabrics Limited.

Value-added services and others- Knitting, dyeing, and finishing, Yarn dyeing, with a focus on quality and fashion trends, Product and accessory testing, Screen printing and embroidery etc services which are related to the RMG production are available under the Epyllion factory facilities.

Chapter 2

Description about task accomplishment

I have been offered to visit and work with all of the executing departments directly in Epyllion Group in my Three months internship. As it is not possible for me to cover all of the departments, I have chosen below departments to focus. Regarding product development and production, these departments are the most involved and responsible to execute.

SL.NO	Department Name	Working Day
1.	Design Studio	10
2.	Marketing & Merchandising	20
3.	Supply Chain Management	6
4.	Textile R& D and Production Management	15
5.	Garment Production Management	15
	Total	66

2.1 Product Design & Design Studio Overview

Epyllion is renowned for its design capacity not only in Bangladesh but also in the global fashion business. Design studio, established in 2017, is a key component of its strategy to meet the fast fashion demand and blend creative design capacity with innovative product development. It features a team of young and diverse designers and is equipped with state-of-the-art facilities to create a wide range of casual and tailored garments for global markets. The studio's purpose is to drive innovation, speed, and efficiency within Epyllion's vertically integrated supply chain, helping the company stay competitive and adapt to ever-changing market trends.

Key Responsibilities During Internship

- Trend analysis- Analyze existing concepts & forecasting new concepts & Market Price Of different trends, designs, fabrics, trims & accessories.

- Mill week preparation-Customers arrange mill week twice a year targeting the seasonal trend, fashion, and forecasted business. We have to arrange analyzing existing concepts & forecasting new concepts & market price of different trends, designs, fabrics, trims & accessories.
- Concept Development-Brainstorming new color trends using WGSN color palette & WGSN Trend Forecasting & Seasonal Analysis.
- Concept Execution-Pattern development & sample pattern making of new designs. Maintaining quality Standard of the Products, Sample. Preparing sketch/ 3D Of design, Hanger, Graphic, Strike-Off & ensure approval & necessary changes.
- Mood book preparation- Preparing a collection of concepts based on a particular theme and proposing customers targeting their seasonal fashion.

Learning Outcomes

- I have developed a basic concept of fashion, trend, design, culture, market demand and current business opportunity in the global fashion industry.
- I experienced the handwriting of various brands, culture, ideology and ethics.
- I have improved the communication and socializing with customers and designers from various cultures, areas and philosophies.
- I have developed a basic knowledge on fashion elements, materials, fabrics, trims accessories.
- I have been introduced with various designing technique with both soft tools, 3D, presentation, artwork and real sketch, sample, mock-up, hanger etc

2.2 Marketing & Merchandising Overview

This department is considered as the backbone of Epyllion in terms of its business growth, sustainability, and developing new businesses by collaboration with inter-department activities.

It covers all the process of the development to shipment by communicating with customers and analyzing market, business, customer nature. It also includes the inter-department follow-up and logistics support from the very beginning to the last stage of shipments.

Key Responsibilities During Internship

- ☐ Receiving the selection from mill week
- ☐ Sample development
- ☐ Costing
- ☐ Fabric and raw material approval
- ☐ Raw material booking

- ☐ Sample approval
- ☐ Risk analysis
- ☐ Negotiation and production
- ☐ Production Follow-Up
- ☐ Documentation and commercial activities
- ☐ Data analysis and business improvement

Learning Outcomes

- I have learned the total Textile & RMG industry process flow by working in this vibrant department.
- I have improved the communication and socializing skills with customers and vendors.
- Developed a technical knowledge on product elements, materials, fabrics, trims accessories.
- I have gone through various types of problems and technical issues and the trouble shooting ideas.
- Got the basic idea of product development, costing, negotiation and execution to serve the customer satisfaction.
- I am now more confident on presenting any issues and solving from both end with Buyers and Vendors or Suppliers.
- Got the basic idea of many important documents like PI, Invoice, BOM, Bill of lading, Shipping Documents etc.

2.3 Supply Chain Management Overview

Epyllion Group is a vertical organization containing a vibrant supply chain department. In my short period of internship, it is hardly possible to cover all of the activities of this department. I am trying to focus on the main working procedure of sourcing the material-Yarn.

Key Responsibilities During Internship

- After the merchandising/Knitting department shared the booking details (yarn count, quality, quantity, target price, sustainability etc I reviewed those details and plan.
- Then I started to source suitable yarn suppliers in terms of quality and price they can offer.
- After quotation from the chosen supplier, I compared that with the target price and finalized the price with several negotiations.
- Then I verified the required certifications to ensure the sustainability required.

- After confirmation, the supplier shared the PI (Proforma Invoice).
- Following LC issuance, our team shared it with the supplier and collected ETD (Estimated Time of Departure) and ETA (Estimated Time of Arrival).
- After yarn inhouse, the quality and the quantity to be checked.
- Then the commercial team proceeded with the payment and the TC (Garment Transaction Certificates) applied therefore.

2.4 Textile Production Management Overview

Epyllion is famous for its one of the finest textile research and development departments in the global textile arena. This department is focused on not only maintaining the customer requirements but also innovating new quality, design, process, and technology.

There is a collaboration of the below department in textile production in Epyllion.

- ☐ R&D
- ☐ Knitting
- ☐ Dyeing & Finishing

R&D (Research & Development)

After the mill week selection, buyer comments or innovation purpose R&D executes the first development of the main material, fabric. This department is the miniature version of the total textile department containing all the processes of the textile division. This department is more focused on the Buyers' requirement, new innovation and ensuring the quality at its best. R&D plays the role of a pioneer to the production team and executes customers' and designers' imagination into reality.

Knitting –

After receiving the fabric booking from merchandising team, Knitting Department steps up as the first team to play below role-

After receiving fabric booking from merchant, we have to analyze the swatch or reference or own development and release yarn requisition. Then we have to design machine. After receiving yarn, we have to set machine and proceed knitting. After Knitting has been completed, grey fabric has been delivered to dyeing section.

Dyeing & Finishing-

After receiving the fabric from the Knitting Dyeing department, Dyeing plays the most significant role in terms of achieving the actual shade and quality of the fabric.

PHASE-1 (PRE-TREATMENT)

First heat Setting the grey fabric with 200°C by heat set m/c to achieve the dimensional stability. Then Scouring & Bleaching has been started using Hydrogen peroxide(H₂O₂) + caustic soda (NaOH) to remove impurities and yellowish natural color from fabric and

increase absorbency with adding enzyme bio agent for enzyme wash to achieve smooth surface and remove hairiness.

PHASE-2 (DYEING)

In this phase we add auxiliary agent (Levelling Agent + Sequestering Agent + Wetting Agent) to improve the evenness and consistency of dye uptake on different areas on fabric. Then color powder as per lab recipe has been dissolved into liquid form and dosed to the dyeing m/c. After the dyeing runtime of 30-40 min salt and soda has been dosed. Soaping agent and acid have been added to remove the unfixed dye particle and neutralize the PH value.

PHASE-3 (AFTER-TREATMENT & FINISHING)

The dyed fabric has been run through the stenter m/c adding silicone and softener to remove water with padder pressure and dry the fabric and control the fabric properties (dia, gsm, shade, shrinkage, softness etc). Then brushing and shearing has been applied to the terry fabric as per required to cut the back loop and remove the fiber. This operation has been applied to turn the terry fabric into fleece. Curing, Salt Finishing and Tumbling has been added to achieve required GSM and other properties and better fixation of dyes.

After all the dyeing and finishing process has been completed the quality department will evaluate the shade with the approval and test the other qualities like hand feel, shrinkage, GSM, twisting and curling etc with some tests and release passed the fabric to the delivery and failed fabric to the reprocess.

The quality passed fabric has been delivered to the garment store and proceeded for cutting.

Key Responsibilities During Internship

- Receiving the buyer/designer swatch, comments, parameter or other information like fabrication, fabric type, construction, GSM, hand feel etc.
- Analyzing the fabric construction and setting the parameters like Yarn count, m/c type, m/c diameter, cam arrangement, needle arrangement, stitch length, gauge etc.
- Releasing the yarn requisition
- After yarn allocation, Proceeding to Knitting
- After knitting, evaluating the quality and sending the grey fabric to the formulation lab for the preparation of the dyeing recipe.
- After receiving the dyeing recipe, dyeing process has been started with 3 phases (Pre-Treatment, Dyeing, after treatment and finishing)
- After dyeing and finishing, the R & D team released the fabric evaluating its quality with the actual requirement.
- After getting approval from the customer side, providing the initial documents, file and parameters of the fabric to the production team and sharing the risk assessment is also a key role of R&D.

2.5 Garment Production Management Overview

Epyllion group utilizes a vertically integrated set up with six garment production units of Dekko Knitwears Limited, Epyllion Knitwears Limited, Dazzling Dresses Limited, Epyllion Style Limited, Epyllion Style Limited-Extention, Epyllion Knitwears Limited-HW.

In my internship, I have focused on the Epyllion Knitwears Limited-HW unit at Madanpur, Narayanganj because this unit has been established emphasizing modern technology, data driven planning and efficient supply chain management to ensure the high quality with on time delivery. That was a great introduction to me of modern-day production set up to enhance my professional knowledge, experience and courage.

In my internship, I have focused on the below concern departments which are significant to product development and production.

- PDC
- Cutting
- Sewing
- Finishing
- Final Inspection
- Packing & Dispatch

PDC (Product development center)

The product development center is the most significant department focusing on the sample development and approval. Key roles are to be maintained in PDC as below,

- Receiving the initial files (Techpack, Comment, Measurement chart, CAD file etc)
- Pattern and marker making
- Proceed cutting and sewing
- Quality check and documentation
- Finishing and dispatching the sample
- Receiving comment and approval
- Fit and GT sample (Preproduction sample) approval
- Handover the GT Fit sample and technical file to the bulk production team.

Cutting

- Receiving the production order and size set order from Planning
- Receiving the approved technical files, size grading, pattern from CAD
- Fabric received from the store, Undergoes an initial quality check for type, width, color, and shade variation.
- Keeping the fabric to the relaxation to control shrinkage before cutting.

- Marker making and checking.
- Spread multiple plies of fabric on the cutting table according to the marker plan.
- The spread fabric plies are cut according to the marker outline using electric cutting machines which are automatic and computerized.
- Numbering, Sorting and bundling to each cut piece to prevent the mixing of different shades and sizes.
- Then the cut panels are sent to sewing inputs. Some panels are sent to the embellishment sections (Print, Embroidery) before sewing.

Sewing

- Receiving the cut panels from cutting and embellishments; then receiving the trims and accessories from the store.
- Each style has been analyzed before sewing (PP Meeting), to evaluate risk assessment, required sewing operation, machine types, production target, line layout plan, line balancing etc.
- Sewing machines have been set up according to the sewing operations and adjusted with needles, thread tension, SPI etc.
- Individual operator performing specific operation on the garment.
- In line QC checking undergoing to decrease the defects
- Counting the completed garments and checking the production rate, target, and efficiency.
- Final inspection/ End line inspection undergoing to ensure the actual quality of the product without defects.

Chapter 3

Critical assessment of Internship work

3.1 Personal Contribution During Internship

Throughout my internship journey, I have experienced the real industrial scenario with the application of the most modern and efficient technology, process and management system of Epyllion group. Although Epyllion practices the latest and efficient concepts, technology and process, still there were some scopes for me to contribute during my internship. Along with my academic knowledge, the basic conceptual ideas and learnings from my PDG-KIM courses play a main role in making me contribute. Here I am trying to note some of my contributions.

Product Design & Design Studio

- I have learnt the basic design concepts like fashion, design, trend, forecasting, color grading, design elements, shape during my fashion design course which prepares me to work in a design studio with a very short learning curve.
- I have been introduced to some fashion forecasting platforms like WGSN, Style sight which help me to prepare a good collection for mil week concept submission.

Marketing and Merchandising

- I have learnt the basic raw material costing, fabric consumption in Marketing & Merchandising course. As a result, I was able to negotiate with the trims supplier and CAD department to reduce the raw material cost and fabric consumption. It contributes to increasing the profit margin.
- I could make a total T&A of product development from sampling to GT handover of a particular season.

- Regarding developing a Kids product with rhinestone, an embellishment material, I selected the supplier as per Oeko-Tex Certification and also checked the material with testing RSL. I was introduced to these basic concepts of testing and certification during my quality course in PDG.

Textile R&D and Production Management

- I was introduced to the general textile process flow chart in my 'Introduction to Knitwear Industry' which helped me on my internship in knitting dyeing finishing departments.
- I made a fabric summary with the approved labdip information to keep tracking and proceed knitting and dyeing more efficiently.
- Analyzing the fabrication and labdip information, I summarized the common fabric can be dyed together of different booking. It was an efficient move to save time, wastage and cost.

Garment Production Management

- I had gone through the buyer design and technical comments and summarized the seasonal call out and necessary actions in terms of PDC.

3.2 Suggestion for industry improvement

During my internship in Epyllion, I have gone through excellent practices of modern technologies and production processes. In spite of that, there are still some areas to improve.

Design Studio- The total number of developments from design studio are impressive but still a good number of developments don't get selected as mainline order. I recommend focusing more on the costing, production capability and feasibility.

Besides the Global trend and fashion demand, we may introduce some local Bangladeshi traditional motif, design elements to the global arena.

Marketing & Merchandising- Epyllion is doing business mainly focusing on high value products with comparatively higher FOB. By working more on raw material costing, wastage, price balancing they should also grab a vast range of business with a shorter price for some customers.

Textile R&D and Production Management- Epyllion's Textile unit is renowned for good quality and value-added textile products. But in terms of customer service, they have some shortcoming in on time delivery and capacity shortage. PMC (planning, monitor & control) has more to offer to increase OTD rate. Out sourcing or capacity increase may be the solution.

The actual ERP tracking system and data circulation should be available to track, summarize and plan. Manual tracking is not efficient. Real time data analysis can be the key.

Garment Production Management- Epyllion has built a culture of running some learning and training programs with the new operators and staff. Beside this, experienced employees should be trained with some modern-day skills and concepts.

One stop service should be offered to some main significant departments. It will increase efficiency and reduce mistakes.

According to the practical scenario, Epyllion garment management may start to gradually replace some of their foreign managerial personnel with some local enthusiastic workforce.

3.3 Learning for self-improvement

In this internship journey I have acquired some significant lessons that will contribute to my professional and personal life.

- To accomplish any task, I had to go through planning, organizing, leading and controlling.
- Total technical and industrial process and execution was visible to learn
- Proper tracking the data and analyzing it efficiently is a key to industrial management

- Decision making capacity and troubleshooting the bottlenecks and shortcomings in terms of executing the business is the most significant role of a vibrant management.
- With proper team work and effective on time communication, every task can be executed as required.
- Good technological knowledge and soft skills with proper communication will make a great change in an inefficient supply chain.
- Maintaining the chain of command and respecting the corporate norms offers a good, ethical and neutral working environment. It is also an important key to align a large team to reach a common organizational goal.

These learnings give me confidence to make some changes and add value to any given situation in any organization. I feel blessed to get such an opportunity from Brac with industrial collaboration.

Chapter 4

Conclusion

As a fresh graduate in textile engineering, it is not very common to have a confident and effective approach in terms of professional career. Therefore, a huge vacuum has been created with less productive mid-level and managerial level workforce in our industry. PDG in Knitwear Industry Management is playing a vital role in this area. I feel very lucky to pursue this course from both an academic and professional point of view. The academic classes were very effective in terms of not only theoretical and academic management knowledge but also adding significant value to my professional managerial philosophy.

It was a great motivation for me to dream a bigger dream. This journey gives me that belief to act like a significant figure in this industry with adding value. It is high time for our RMG sector to go through a significant transition compared to the other billion-dollar industries in the international arena. I think this approach from Brac university was exactly the essential step that will directly address the transition of our industry.

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