Report On

Avery Dennison Bangladesh

Subtitle- Evaluating Avery Dennison's Manufacturing Unit

By

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

Executive Development Center, BIGD
Brac University
March 2026

Declaration

It is hereby declared that

1. The submitted internship report is my original work for the completion of degree at Brac University.
2. The report containing material from third parties is correctly cited as per correct references.
3. This report don't contain anything which was submitted or published by other institutions for the achievement of other degree.
4. The help taken from several sources is acknowledged by me.

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Academic Supervisor's Full Name & Signature:

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Sheikh Touhidul Haque

Assistant Professor, BIGD

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Letter of Transmittal

Sheikh Touhidul Haque

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Subject: Operational Analysis of Avery Dennison

With all due respect, I am happy to submit my internship report, "Operational Analysis: A Study on Avery Dennison Bangladesh." This report is part of what I need to do to finish my PGD program in Brac University.

The information and skills I learned during my internship at Avery Dennison Bangladesh are what this report is based on. I tried my best to include both theoretical and practical information in this report so that it would be useful and accurately reflect the company's operational process.

Thank you for always helping me and guiding me as I worked on this report. I really hope that the report meets your expectations and serves its academic purpose.

Thank you for your time and consideration. Sincerely yours,

_____

Hridoy Paul

ID: 1000055602

Executive Development Center, BIGD

Brac University

Date: March 10, 2026

Non-Disclosure Agreement

This Agreement is established between Avery Dennison Bangladesh (the "Company") and Hridoy Paul, a student of the PGD-KIM program at BIGD, BRAC University (the "Intern"). This partnership is formed to allow the Intern access to specific corporate data required to complete their assigned project.

Both the Company and the Intern agree to the following terms:

- Standard of Work: The Intern commits to performing all duties with high competency, remaining impartial, and ensuring all tasks are completed effectively.
- Documentation: It is the Intern's responsibility to maintain precise records and ensure all project-related files and documentation are kept current.
- Policy Compliance: The Intern must strictly adhere to all internal Departmental regulations and workplace policies throughout their tenure.
- Definition of Confidentiality: "Confidential Information" refers to any private or proprietary data belonging to the Company.

This agreement is made and entered into by and between Avery Dennison Bangladesh and the undersigned student at EDC, BIGD, Brac University

Student's Full Name & Signature:

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Industry Supervisor's Full Name & Signature:

Aumi Monnan Antar
Manager, Global Product Development, ADBD**.**

Executive Summary

The report talks about Avery Dennison's product development process, global strategies, and Operational strengths, such as its focus on innovation, sustainability, and putting the customer first. It also points out problems like ERP delays, tight deadlines, and problems with communication between departments. Based on these observations, suggestions were made, such as automating ERP approvals, using AI tools for lifecycle management, carrying out workshops across departments, and giving interns and new hires structured training.

This internship helped me learn more about marketing theories like the Product Life Cycle, the Marketing Mix (4Ps), Integrated Marketing Communication, SWOT Analysis, and Consumer Behavior, and it showed me how these ideas are used in real life. It also helped me improve my professional skills, like being able to do more than one thing at once, being flexible, communicating well, and solving problems.

Main findings suggest that future competitiveness relies on stronger digital integration and circular design as Bangladesh approaches LDC graduation. Eventually, the report demonstrates a transition from understanding manufacturing phases to mastering the strategic "physical and digital" solutions that generate the modern apparel value chain.

Keywords: RMG Supply Chain, Global Product Development (GPD), RFID Encoding, Operational Excellence, Sustainability & Circularity, KEPZ Manufacturing, Label Engineering.

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List of Acronyms

- AD – Avery Dennison
- BEPZA – Bangladesh Export Processing Zones Authority
- BIGD – BRAC Institute of Governance and Development
- BNL – Brand Name Labels
- BOM – Bill of Materials
- CRD – Customer Request Date
- CTP – Computer to Plate (Offset Printing)
- EHS – Environment, Health, and Safety
- ERP – Enterprise Resource Planning
- ESG – Environmental, Social, and Governance
- FG – Finished Goods
- GPD – Global Product Development
- GPS – Grow, Perform, Succeed (Avery Dennison Performance System)
- HTL – Heat Transfer Label
- KEPZ – Korean Export Processing Zone
- KPI – Key Performance Indicator
- LDC – Least Developed Country
- MRP – Material Requirement Planning
- OEE – Overall Equipment Effectiveness
- OTS – On-Time Shipment
- PD – Promise Date (or Product Development, depending on context)
- PET – Polyethylene Terephthalate (Carrier film for HTL)
- PFL – Printed Fabric Label
- PGD-KIM – Post Graduate Diploma in Knitwear Industry Management
- RBO – Retail Brand Owner
- RFID – Radio Frequency Identification
- RM – Raw Material
- RMG – Ready-Made Garments

Chapter 1

About Organization

1.1 Overview of the Industry

The Readymade garments industry acts as a catalyst for the development of Bangladesh. The "Made in Bangladesh" tag over garments has brought magnificence and immense glory for Bangladesh. It has made Bangladesh renowned all around the globe. Once Bangladesh was known by the critics as a "bottomless basket" which has now turned into a "basket full of wonders." The company **Avery Dennison** currently employs more than 36K employs in more than 50 countries across the globe with its operating headquarter in Mentor, Ohio USA. As a global partner to the apparel industry, Avery Dennison focuses on what actually matters: helping brands run more efficiently and sustainably. With decades of hands-on experience, we provide the tools and insights needed to improve supply chain visibility and help labels stand out in a crowded market. It is an 100% Export oriented US based garments label manufacturing Company which has been approved by Bangladesh Export Processing Zone (BEPZ)handling more than 200 accounts/brands (as of 2024). These 200 brands are the current primary and active customers of Avery Dennison Bangladesh who has given all the business in the year 2024. Garment factories from all over Bangladesh who export the garments of these brands take the tags and labels from Avery Dennison who is either the sole or the nominated supplier of those brands Avery Dennison is highly emphasizing on Diversity , Equity, Value-Ethics and sustainability, Currently its working toward 2026 sustainability goals as well.

1.2 Vision & Mission

Our company vision is **"Together, we connect the physical and digital to solve some of the world's most complex challenges”**. **“Together"** highlights the importance of collaboration, building on the foundation and strengths of both our Materials Group and Solutions Group — including our integrated digital offerings that are creating opportunities and driving new value for our stakeholders. **"Physical and digital"** speak to our unique position connecting the physical and digital, as well as our ability to serve as a force for good in solving our customers’ challenges. Our tagline, Making Possible, conveys a concise and powerful brand statement that captures the

essence of our vision and the value we deliver. Designed to be aspirational, have a lasting impact and reflect our long-term strategic commitments, it speaks in a relatable, engaging and inspiring way to our stakeholders.

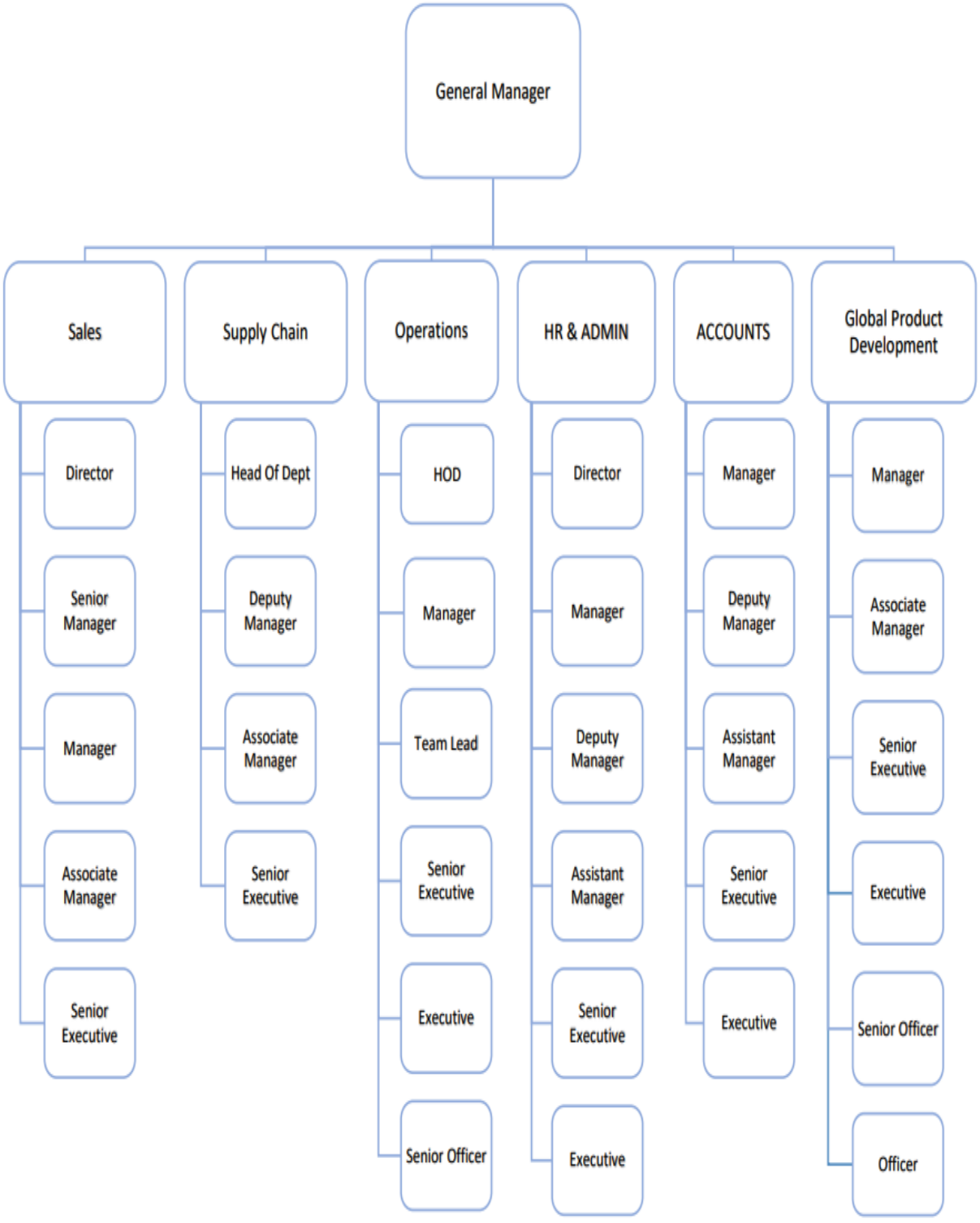
1.3 Goals & Objectives

Our **Plan to Win** outlines how we will achieve our goals and objectives for all our stakeholders, and outlines our company strategies:

- Drive outsized growth in high-value segments through market-driven innovation.
- Grow profitably in our base business.
- Lead at the intersection of the physical and digital.
- Effectively allocate capital and relentlessly focus on productivity.
- Lead in an environmentally and socially responsible manner.
- Optimizing labor and supply chain efficiency.
- Reducing waste and mitigating loss.
- Advancing sustainability, circularity and transparency.
- Helping brands and consumers better connect.

1.4 Key Brands we work with and Organizational Organogram

Brands	Origin Country
INDITEX (Zara, Pull&Bear, Lefties)	SPAIN
FAST RETAILING (UNIQLO, G.U)	JAPAN
Marks & Spencer (M&S)	UNITED KINGDOM
WALMART	USA
H&M (Hennes & Mauritz)	Sweden


General Manager
Sales
Director
Senior Manager
Manager
Associate Manager
Senior Executive
Supply Chain
Head Of Dept
Deputy Manager
Associate Manager
Senior Executive
Operations
HOD
Manager
Team Lead
Senior Executive
Executive
Senior Officer
HR & ADMIN
Director
Manager
Deputy Manager
Assistant Manager
Senior Executive
Executive
ACCOUNTS
Manager
Deputy Manager
Assistant Manager
Senior Executive
Executive
Global Product Development
Manager
Associate Manager
Senior Executive
Executive
Senior Officer
Officer

1.5 Products/services produced by the Avery Dennison Bangladesh

- Paper hangtags or tickets/Joker tags
- Paper packaging items
- Stickers
- Printed fabric labels
- IPPS
- Woven labels
- RFID stickers
- Strings and Garment accessories

Chapter 2

Description about task accomplishment

2.1 Areas I Worked On

Department Name	Timeline
○ Global Product Development	25days
○ LITHO Paper- Offset, Digital (Operations)	15 days
○ Printed Fabric Labels (Operations)	6 days
○ Heat Transfer (Operations)	6 days
○ Woven Labels (Operations)	6 days
○ RFID Labels (Operations)	6 days
○ Demand Planning	6 days
○ HR Department	6 days
○ Customer Service-Sales	6 days

2.2 Global Product Development Department

I have been working here since 2022 when I was an officer and currently I am working in Avery Dennison Bangladesh as a Senior Officer in Global product Development. Coached and guided the new joiners for different products, production processes and helped them to adjust the new working environment, more than seven team members were trained who are now leading various accounts. As a GPD our core task is to handling vast number of brands smoothly and launching new accounts, Preparing quotations and Deploy a product to convert into sales and helping to achieve the sales target with our innovations and ideas. The Details of Job roles are as follows:

During my time in this role, I took full ownership of the product lifecycle, starting with the successful launch of several new programs where I ensured every transition from concept to floor was handled without a hitch. A major part of my daily focus involved digging into our production capabilities to find the most cost-effective methods for development. When there is urgency, I followed standard timeline as well as pushed the sample development following tight time cycles. To ensure smoother production, I worked on every technical aspect starting from product specifications and formats to specific ink draws. Everything was finalized and ready for the teams to use without any disruption and delay.

I’ve firmly believed that continuous improvement can keep us ahead of the competition, so I ensured product re-engineering to be a core part of my responsibilities. This involved getting hands-on with both local and global projects to hit our re-engineering targets and keep us competitive in a tough market. On the commercial end, I managed the quotation process and finalized tenders by balancing optimized lead times with aggressive pricing, which was key to winning over new business. Whenever a crucial issue rises on the production line, I stepped in immediately to troubleshoot and resolve the problem and completing the root cause analysis. By this we can ensure the required support for our customers and cross-functional partners effectively and immediately.

Beyond the technical aspect, I believe that I have a great ability in mentoring, coaching and training junior staff to know more about the business and SOP , as well as cooperating our Sales and CS

teams to help them hit their targets and build stronger trust and relationship with our clients. When I faced material shortage issues, I find the ways to use the material from excess stock and overcoming the supply chain obstacles. This not only kept our orders on track but also helped clear out reserve risk materials that would have otherwise sat idle. As maintaining efficiency is my first priority, I strictly followed the 5S principles in my workstation.

2.3 LITHO Paper- Offset, Digital (Operations)

During my internship at Avery Dennison Bangladesh, I got a practical view to understand how a giant printing operation actually works. I spent a large amount of my time in the Offset Printing Department which gave me an incredible detailed knowledge. This is a mix of heavy machines and skilled manual labor. They operate the global brands with operating skills. This reason the smaller or medium label prints, primarily used the **Heidelberg GTO 52** machine, but if mass volume need to print, the **CD74** Speed masters take the lead.

"Plate Making" portion draws my attention towards it as it works before the ink touching the paper, they use a CTP process to make the designs on a metal sheet / plate and one for each pantone of CMYK. I am told by the ink technicians who were checking the viscosity meters of the missing ink. Because this viscosity meters is to confirm the Pantone colors stayed constant. If the consistency varies, the whole batch gets rejected. Once machine starts, the ink goes from the plate to a rubber blanket and finally to the labels. I saw one operators continuously pulling scrap samples so that they can check the quality. After the sheets dry, they went to the Polar machine to cut it as per the spec dimension. It separate the stacks of paper with high precision to get the final label dimension. The full area is always clean and under controlled temperature as a little humidity can destroy the ink.

I also avail to check the Digital Printing zone of the plant. Offset is preferable for huge volumes. O the other hand, Digital method is used where "Variable Data" such as barcodes or personalized designs is required. These variable data changes for each SKU. As plate doesn’t need here, the process is much smoother and faster. I observed them run the HP Indigo machine. It is an marvelous piece of art because it gives you that "offset look" but it's all done by digital machines.

The digital printing process is highly software depended. I saw the operator using AI-based tools to prepare the artwork files so the quality of image would be sharp. After the paper rolls are being loaded, the machine did the rest. However, the operators still need to do color settings at the start of every shift to keep things constant. After the labels were print done, an extra layer is being added through a Laminator to make them durable.

2.4 Printed Fabric Labels (Operations)

This part covers my learning in PFL department. Care labels help us to know the size and how to wash them properly. These labels are mostly made from satin, nylon, or polyester tapes. They need to be durable enough to last longer of washing but also soft enough so that won't irritate the end customer.

For the labels having specific wash care instructions or unique serial numbers, they mostly use Thermal Transfer printing method. They're ribbon-based RM and great for hard text. I watched how the loading of big rolls of fabric tape onto the machines and guide them through a series of rollers. Depending on customer requirements, they use different types of inks. Drying and Curing process are very interesting thing to watch. The tape doesn't just air dry but also it goes through these hot-air dryers to "fix" the ink into the fabric. The step is mandatory to prevent the ink from wash off the first time the customer put their clothes in the laundry.

Once these steps are done, the long rolls move to the Slitting process. They have to cut the wide rolls down to the exact label spec and dimension and stack them perfectly based on the order quantity.

This department is very concerned with quality and confirm the spec wise item is correct as per customer requirement. I saw quality inspectors literally using magnifiers to check the lettering legibility of the tiny print and make sure every letter was sharp. They also run "wash durability" tests in their inbuilt LAB facility. Their focus on sustainability is what amazes me more. They use low-VOC inks and recyclable packaging. I know these are huge deal for global brands these days. In the whole process flow, the workers comfort and durability are the top priorities.

2.5 Heat Transfer (Operations)

When I moved to the HTL (Heat Transfer Label) department, my technical knowledge got enlightened. The "tag less" labels printed directly onto the fabric of a t-shirt or athletic gear is the product of HTL. Unlike the fabric labels I saw earlier, these are essentially "built" in layers on a carrier film is called HTL and its then heat-pressed onto the garment later.

I spent a large amount of time observing how they actually produce these labels. It's a very specific "sandwich" of layers of ink and adhesive. It all starts with the Carrier which is also known as PET sheet. Carrier is basically working as a base. It holds everything together til it's applied on the garments. First they use the Release coating. This layer determines how the label peels off (Cold or Hot). It's designed to let go of the artwork at just the right temperature so that the design sticks to the shirt and not the plastic precisely.

Then the required colors are printed by mesh screen. I saw that they use a mix of screen printing and 4-color digital printing here to get the required color. "Registration" challenge is pointed out by the operators. For the bigger labels, they usually do two pass of color to make sure the ink is thick enough and the colors are totally opaque. This thicker ink film makes the label perform better. They use a Clear Ink layer often which not only for aesthetics, it's a "top-coat" that helps the label survive the Crocking Test in lab. It also helps for stretching.

Then the adhesive layer is applied as it actually bonds the label to the fabric. They use a few different types of adhesive depending on the customer requirement. Which are- AGILITY, AGILITY INDUSTRIAL. It's all about finding that balance between a clean release from the carrier and a permanent bond to the clothing.

2.6 Woven Labels (Operations)

During my time in the Woven Label department, I got to see how we produce labels like Main labels, Size labels, and Integrated labels directly on a loom. These labels are created by interlacing two sets of threads. There are two types of yarns- the Warp (the vertical yarns) and the Weft (the horizontal yarns that run through the warp in a specific pattern). I learned that the thickness of these yarns is measured in Denier unit. On the other hand, the density through which how many yarns are packed into a single millimeter is measured. Density is measured as Picks.

The department uses two main types of looms: Broadloom and Needle looms. Broadloom is which we handle in-house. Needle looms are used for other specific needs I spent time looking at the two primary qualities we produce. Those are as follows-

Satin: This has a glossy surface and a dull back. It uses two yarns vertically with 116 mm ends. It looks premium but has a longer lead time of about 25 to 30 days.

Taffeta: This is a flat, plain weave where the number of yarns is roughly the same in both directions.

Also in BD we don’t have capability of needleloom so we do IC for those items from CN and then we just do cut and fold in BD and deliver to customer. But there is a recent exception for UQ only, we brought 3 needleloom machines for supporting UQ orders locally. Now coming to broadloom we are producing it quite effectively from a long time and serving customers as per their requirement we can do almost every width and satin taffeta both.

2.7 RFID Labels (Operations)

RFID is the most valuable business for ADBD, we do encode vendor shared informations in to the tags and took it further to world. In this department mainly a layer of intelligence is added to labels so that those labels can be tracked throughout a supply chain. I started by looking at the Monarch machines, specifically the Pathfinder 6059. It is a mobile printer. It is an interesting one because

it allows for scanning, printing, and RFID encoding all in one go. It is the fastest machine for encoding the labels.

I also observed the tabletop units, which are mainly for high-volume jobs. The ADTP1 is the fastest and most productive encoder. It's used for different purposes like Carton, poly sticker labeling, tracking assets and printing hang tags. The goal with this machine is increasing productivity and stopping vendor chargebacks by keeping downtime to a minimum. Then there is the ADTP2. It is smaller but still high-performing. It has a larger ribbon capacity which is about 200 meters. It means 33% less downtime because the operators don't need to change the supply changeover as often.

I spent some time learning the different manufacturing processes for these smart labels which are as follows-

Thermal RFID Printing: This uses a heat-transfer method. Here heat is applied to a ribbon coating. As a result, ink attaches to the paper or substrate. The Base roll already has the Inlay and IC applied. IC is sourced from China. I noticed these rolls require very careful handling and climate-controlled storage. That is why, we use approved Dry Ink ribbons for this. I saw machines like the Snap 700 and ADTP1 running these jobs.

Inkjet RFID Printing: This is a bit different. The reason behind this is it sprays ink directly onto surfaces like paper or plastic. As a result, it creates the image. I saw the KiaroD and Epson machines. These are being used for this digital inkjet process.

PFL RFID Printing: This is almost exactly like the Thermal RFID process. The only difference is that the base material is a tape roll with an inner inlay, specifically for fabric labels.

I also looked at the Litho RFID side. It covers both offset and Digital techniques. With Offset, the ink-stained images are pressed onto rubber sheets before being transferred to paper. It keeps water away from the paper.

2.8 Demand Planning

Demand planning team in ADBD actually plays a great role, they worked as a bridge between sales and operations team; They do collect projection of different materials and make sure to have these materials in house before bulk order hits. Once DP team gets the actual forecast, the MRP phase gets started. Here the system automatically calculates exactly the time and amount we need. The following parameters are used here-

Current stock levels- It means what we already have on hand.

Lead times- It means how long it takes to get more.

Safety stock and minimum order quantities- These are used to make sure we never run out completely.

Ultimately when the materials are physically available, the department puts together the weekly and daily production plans. Not only that, they have to look at machine availability, labor capacity. Moreover, the give priority to items those are urgently needed by the customer. By tracking both the Raw Material and Finished Goods inventory, they ensure that the factory does not face stock out situation.

2.9 Customer Service – Sales

During my time working with the Customer Service (CS) team, I found two major metrics are used to manage orders and track performance through. They are- **On-Time Shipment (OTS)** and **Promise Date (PD)**. **Customer Request Date (CRD) manages the entire scheduling process**. While placing order, this is the specific date the customer ask for. If they don't give us a date, we fall back on the **Standard Lead Time**. It is the pre-agreed timeframe based on the specific product line or RBO setup.

Business strictly follows the CRD. It is our first priority for scheduling and shipping. However, it can only be revised under very specific circumstances. For example, if the customer asks for a

later date, puts a hold on the order, or if the order gets stuck on a credit hold. The CRD can never be revised based on internal issues. If we mess up internally, the CRD stays as it is so that we can accurately measure our performance.

Chapter 3

Critical assessment of Internship work

During my internship period in Avery Dennison Bangladesh, I gained a huge amount of insights regarding Trims and Packaging industry. Not only that, I have gained knowledge about its impact on Garments Industry. By visiting the manufacturing plant, I got to know a lot about total manufacturing process. Moreover, I got idea on printing, weaving, different materials and its solutions. I performed as a central link across several crucial departments, mainly focusing on Global Product Development (GPD). I performed as the technical and commercial bridge. I mainly translated the customer requirements into manufacturing realities. My work used to start by receiving design briefs for items like woven labels and RFID inlays. After that I used to develop detailed technical specifications (tech packs). My target was to ensure every product met strict quality and cost targets. I spent significant time managing the transition from sampling to full-scale production. These included not only updating ERP systems with accurate Bills of Materials (BOM) but also coordinating with the manufacturing unit at KEPZ to ensure our designs were compatible with local machinery.

I was highly involved with Supply Chain and Production workflows. I assisted in monitoring raw material levels. I also helped in navigating the complexities of bonded zone documentation for imports and exports. In the production phase, I worked to minimize machine downtime. I did this by helping sequence jobs effectively. I also worked in tracking Overall Equipment Effectiveness (OEE). I also supported the Sales and Customer Service teams. I prepared them technical data for quotations and maintaining constant communication with garment exporters so that they can provide order status updates.

3.1 Application of Generic and Industry-Specific Courses in Internship

My Quality Management and Industrial Engineering courses helped me to understand how formula work in real world. When I was tracking Overall Equipment Effectiveness or analyzing scrap rates, I was applying the lean manufacturing principles. I course I studied helped me to find out where the "waste" was actually happening in the die-cutting or lamination process. The concept of continuous improvement helped to run the production floor smoother and better.

My understanding of the technical side was deeply supported by the Introduction to Garments Industry - Knitwear and Production Management and Merchandising courses. I understood the construction of knitwear. Also I knew about the pressure garment exporters face with their own lead times. That is why, I could better appreciate why GPD (Global Product Development) has to be so precise and on time. When a customer asked for a specific wash-resistant woven label, I knew that I have to understand the chemical and mechanical stress that label would undergo. I learned about these in textile properties related courses.

On the operational side, the Analytical Skills, Business Operation, and Communication Skills courses helped me for performing my day-to-day functions. My analytical training helped me maintain the BOM (Bill of Materials) and item masters without errors. Moreover, the HR Skills and Competencies course was highly relevant while I was involved in performing the "cross-functional" nature of the job. I had to communicate over technical specifications to production. On the other hand, I was managing the commercial expectations of the sales team. It taught me how to handle the people, the most important element of the supply chain. It also taught me how to negotiate timelines and resolve the inevitable friction that happens when we need to met high-volume production following strict quality deadlines.

3.2 Suggestion for industry improvement

During my time at the facility, I found that there is a huge pressure of lead time. To stay competitive, especially as Bangladesh prepares for LDC graduation in 2026, I believe that GPD & factory floor should have a digital integration. Due to manual verification of technical packs and

physical sample approvals a large of time is needed. Implementing real-time Product Lifecycle Management (PLM) tools which can link directly to machine settings could dramatically reduce setup times. If the production machines at KEPZ could "read" the digital specifications directly from the GPD phase, there would be lower number of defects. As a result, the production would be faster.

At the same time, as global brands shift toward the stricter sustainability mandates, our local industry must prioritize circular economy in trim design. A significant amount of material waste is handled during the die-cutting and weeding processes. An industry-wide shift toward mono-material labels would make recycling much easier for the end consumer. Mono material label is using the same material for the label and the adhesive. We should position ourselves as sustainability partner which will eventually help brands meet their ESG (Environmental, Social, and Governance) goals. Additionally, Bangladesh trim industry can protect its margins even as labor and energy costs rise.

3.3 Learning for self-improvement

Initially, I was highly introvert and was not courageous enough to talk into the cross-departmental meetings. Then I spent more time coordinating between GPD and Sales. Through this coordination, I gained the confidence to express my technical observations clearly, smoothly & perfectly. I realized that being a professional is not only about having data but also show casing it in more organized way.

As RMG Industry in Bangladesh is fast paced, I have learned new approaches for time management and task prioritization. I quickly learned that I cannot just work through a simple "to-do" list. I had to develop a multitasking mindset. As a result, I learned which tasks were urgent for the customer and which were important for long-term production. This multi tasking mentality and prioritizing tasks based on urgency will help me to shine in my career.

On the technical side, my analytical and technical skills have enriched a lot. I try to understand every report from the core. I try to understand why the data are following such a trend and find the root cause. I became much more proficient at interpreting complex specifications. Now I can easily identify where a process might fail before it even hit the machines. This linked directly into my growth in adaptability and problem-solving. Moving from the lab to the production floor taught me how to adjust my mindset instantly. I do not look for instructions rather I take the ownership of the tasks which creates a great sense of responsibility within me.

Chapter 4

Conclusion

Working in Avery Dennison, made me understand that “Made in Bangladesh” tag requires a great amount of talent and technology. This report documented my understanding of how the production process work and why global product development is needed here. With the integration of technology, sustainability and innovation, Avery Dennison has become the trust of various global brands.

The most profound realization I’ve had is that in a 100% export-oriented environment, there is no room for error. Technical specification & required quality checking is a must for ensuring error free production. I have worked on troubleshooting as well as guided the juniors. The importance of interdepartmental cooperation and communication was among the most significant lessons I learned during this internship. While problems like long approval processes, communication breakdowns, ERP item setup delays, and customer input revisions occasionally created bottlenecks, they also provided me with practical experience with real-world organizational operations challenges. I gained a better understanding of how multinational corporations handle these issues and the strategies they employ to guarantee a smooth workflow by firsthand experience with these worries. It also taught me how crucial patience, problem-solving skills, and flexibility are in a work setting.

Additionally, working in a multicultural workplace helped me hone soft skills like leadership, teamwork, communication, and time management. Seeing Avery Dennison's business culture,

professional ethics, and global standards inspired me to approach my own work with more structure and discipline. I also realized how important it is to network and build relationships with coworkers because doing so not only makes tasks easier to complete but also creates a positive and productive work environment.

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Appendix A.

- Appendix A: Avery Dennison Organizational Organogram
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- Appendix C: Technical Specifications for Woven Labels (Satin vs. Taffeta comparison)
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