

Report On
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
November' 2025

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Declaration

It is hereby declared that

1. The three months internship report submitted is my/our own original and physical work while completing degree at Brac University.
2. The report does not contain material or data previously published or written by a third party, except where this is appropriately cited through full and accurate reference.
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

Mohammed Showket Iqbal,
General Manager - HR,
Epyllion Group
227/A Tejgaon-Gulsan Link Road,
Dhaka-1208

Subject: Internship Report

Dear Sir,

This is my glad to convey my Internship Report, which I was appointed by your advice and core direction.

I have done my best to create and finish the report with valid as well as authentic data and recommended propositions in an effective, concise and intelligible manner as possible.

I therefore trust that the report will meet the required requirements.

Obediently Yours,

Md. Julkar Naim Omee
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Date: November 10, 2025

Non-Disclosure Agreement

This agreement is created and entered by and between Epyllion Group and Md. Julkar Naim Omee for the purpose of receiving certain confidential information as well as data of company to make the intern to undertake the project with M&M.

Epyllion & Md. Julkar Naim Omee hereby agree given as follows

1. "Confidential Information" refers to any vital data that belongs to the Organization that are clearly denoted as confidential.
2. To be denoted as Confidential Information, any information provided by Company to Intern in tangible form shall be refer to "Proprietary and Confidential" or an equivalent stage of designation.
3. Information shall not be treated as Confidential Information when: (i) it was already known to Intern, or (ii) it is becomes publicly known through no misconduct act of Intern, or (iii) it is received by Intern from a third party without similar restrictions and without violating of the Agreement.
4. Except as provided according to the Agreement, Intern will not disclose any Confidential Information or data to any other person. Interns will not convey any Confidential Information other than which is in connection with the report.
5. Interns might share Confidential Information only to the following quoted parameters (i) to other interns who have physically signed a non-disclosure agreement with Company, (ii) in response to the lawful request or requirement of a governmental authority or by suitable applicable of law, and (iii) to the faculty member go through the report.
6. Organization came to know that to complete the requirements of the internship course in which he or she is designated, Intern must give a profound presentation aligning the report to the audience that will not have signed the agreements which are not disclosed yet, and that type of presentation will provide information about the Organization. Company will work with interns to get rid of the insertion of Confidential Information in the presentation and there should not be any written materials which is prepared by the Intern.

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Acknowledgement

I would be happy to reveal my core gratitude to “**Epyllion Group**” and **BRAC University** for giving me the great opportunity to be part a of their team through my three months of internship. I’m truly grateful for the entire team of PGD-KIM, BRAC University for their immense and unconditional support.

I am thankful to **Mr. Showket Iqbal**, who have performed as my academic supervisor, for taking responsibility of my internship report preparation and providing clear understandable guidelines to prepare the internship report profoundly as well as smoothly. Also, he used to provide time for me when I needed.

I would also like to show my gratitude to my head of the department, **Mr. M. Ashraful Haque Kowsar Farshid** & my reporting officer **Mr. Md. Alhadi Bappy**. They are my best visionary mentors and leaders that I have found in this textile sector. They have given me full support and motivation to complete my PGD and provided me with genuine guidelines throughout the whole internship period, sharing their valuable experience from this RMG sector to prepare this final report. According to their proper guidelines, I’ve also learned how to cope with different working eras, working norms as well as culture, and how to deal with colleagues and management under their leadership.

I’m happy to acknowledge the enormous support of the Merchandising & Marketing Department, MIS, Textile Division along with core departments for providing me with the required informative data and time-to-time support.

Executive Summary

Epyllion Group was started its business journey as a house of Readymade Garments (RMG) engaged in manufacturing and exporting Knit Apparels since 1994 and it has been considered today as one of the largest conglomerates with substantial establishment of its backward linkage of all kinds of knit garments, textile, wet processing & garments accessories. Epyllion textile Limited is in processing raw fabric to finish products and export these products to different countries. Its factory is in Gazipur, Dhaka & Narayanganj and Corporate Office located in Tejgaon-Gulshan Link Road, Dhaka-1208. [About Epyllion]

I used to work in the corporate office and on continuous visits to the factory to align with the production process and procedure in different cases along with the textile departments. I have worked with most of the departments; especially in Textile Division, Commercial department, Yarn Procurement Department, Accounts and Finance Department, Buying office, Supply Chain Department, RMG factories. My basic responsibilities are to collect seasonal orders from buyers & follow-up execution up to on-time shipment.

The aim of these three months report using my three months of internship experience is to find out the production process, sustainable business, product and industry growth and life cycle. Strong zone, weak zone. challenges, scopes of “Epyllion Group and the industry”. I have given my best effort to make the internship report complete through analysis and research but if there found any limitations, I’ll hope those unintentional limitations to be overlooked.

Keywords: Garments Industry, RMG Epyllion, Epyllion Textile, Merchandising, Products, Operations, Buyers.

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List of Acronyms

STBPQ	Single tuck back pique
M&M	Marketing & Merchandising
DKL	Dekko Knitwear Limited
R&D	Research & Development
SBU	Strategic Business Unit
DDL	Dazzling Dresses Limited
EHL	Epyllion Holdings Limited
NHL	Nina Holdings Limited
EKWL- HW	Epyllion Knitwear Limited Highway
EKWL	Epyllion Knitwear Limited
ETL	Epyllion Testing Limited
ESL	Epyllion Style Limited
QC	Quality Control
SMS	Salesman sample
CSR	Corporate Social Responsibilities
CFO	Chief Finance Officer
CMO	Chief Marketing Officer
COO	Chief Operation Officer
CAD	Computer aided design

HPS	High Point Shoulder
SCM	Supply Chain Management
MIS	Management Information System
CPM	Course Per Inch
PPM	Pick Per Inch
WIP	Work In Progress
COC	Code of Conduct

Chapter 1: About Epyllion Group:

1.1 Overview of the Organization:

A Leading textile and apparel manufacturer Epyllion Group is situated in Bangladesh, was founded in 1994 and has since developed into one of the biggest vertically integrated textile and apparel producers in our country. A wide variety of garments, including Tee-shirts, Polo shirts, sweatshirts, joggers, hoodies and lots of varieties product are produced by Epyllion Group, including textiles that are knit, dyed, printed and finished.

The business runs a few factories, each of which focuses on a distinct stage of the manufacturing process. Additionally, they have a team of internal designers and developers who develop new items and designs in response to shifting consumer demands. Epyllion Group is a manufacturing company with a high emphasis on sustainability and moral business conduct. They are dedicated to treating every employee fairly and with respect and safeguarding the health and safety of their personnel.

Epyllion Group exports its products to international markets including Asia, Europe, Australia and North America. Some of the well-known brands that the company works with include PUMA, POLO RALPH LAUREN, VARNER, EXPRESS, PVH, M&S and NEXT.

Overall, Epyllion Group has established itself as a major player in the textile and garment manufacturing industry and continues to grow and expand its operations both domestically and internationally.

(Source: <https://www.epylliongroup.com/garments.php>)

1.2 Vision & Mission:

Epyllion Group wants to be a window through which everyone who engages with them can see their future and dream of success. For its employees, vendors, and clients, Epyllion will become a way of life. But most importantly, it will serve as a model for an environmentally conscious business that will become a landmark as well as milestone all over the country.

The mission of the Epyllion Group is to embark highly fitted and motivated workers to achieve success, which is defined as not making money but rather relishing life. (Internal source: HR)

1.3 Goals & Objectives:

Epyllion Group's goals and objectives are focused on achieving its vision and mission. Some of the company's key goals and objectives include:

1. Producing high-quality products.
2. Ensuring customer satisfaction.
3. Expanding its customer base with fostering innovation.
4. Ensuring sustainable and ethical business practices.
5. Investing in Human resource development

(Source: Internal HR)

1.4 Organizational Structure, Organogram, Branches and Departments:

Epyllion Group is organizationally structured by hierarchical which is created to support effective decision-making and communication within the business. The organization is divided into the following levels:

Organization Name	Epyllion Group
Nature	100% Export oriented knit composite
Chairman	Mr. Reaz Uddin Al Mamoon
Establishment	1994

Table 1: Organization information

Source: <https://www.epylliongroup.com/garments.php>

Strategic Business units (SBU):

Epyllion group is a business entity having garment division, textile division, accessory division, garments printing & embroidery section, washing plant with testing facility. At a glance Epyllion has 6 garments unit with 152 sewing lines, 2 core-textile units, 1 yarn dyeing unit, 1 washing unit, 1 accessory hub, 1 physical Lab, 2 printing & embroidery hubs & 1 retail garment retail named sailor.

Garments Division:

- Dekko Knitwear's Ltd (DKL)

- Dazzling Dresses Ltd (DDL)
- Epyllion Style Ltd (ESL) & Extension (ESL-ext.)
- Epyllion Knitwear's Ltd (EKWL) & Epyllion Knitwear's Ltd Extension (EKWL-HW)

Textile Division:

- Epyllion Fabrics Ltd.
- Epyllion Knitex Ltd.

Accessories unit:

- Epyllion Limited

Backward Linkage:

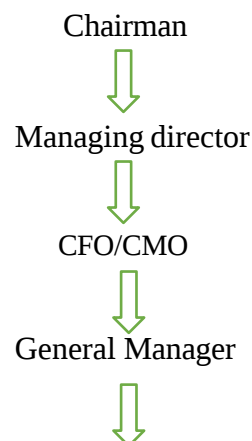
- Epyllion Testing Lab (ETL)
- Epyllion Washing Ltd (EWL)

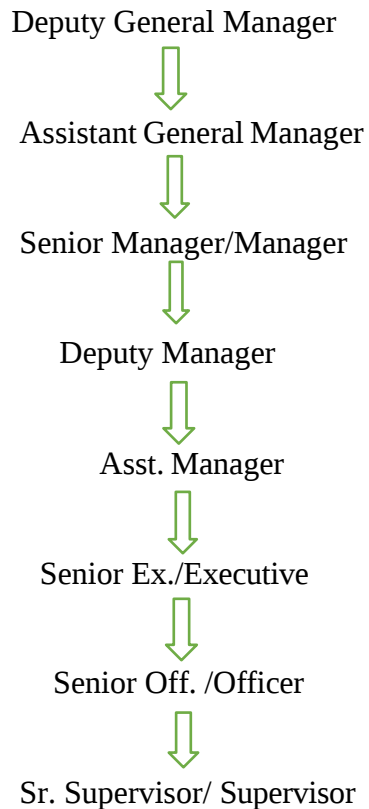
Retail Business:

- Sailor
- Nina Holdings Ltd (NHL)
- Epyllion Holdings Ltd (EHL)

Source: <https://www.epylliongroup.com/garments.php> & internal HR

Organization Organogram:





Source: Internal HR

1.5 Products/Service produced by Epyllion Group:

Knit Fabrics	Garment	Accessories/Trims
S/J, S/J Lacoste (STBPQ)	Men's/Women's/ Kids- - Knitted Tee, Polo, Sweatshirt, Shorts, Jogger Cardigan, Knitted Leggings, Hoody, Tank top, Dress, Beannie, Romper etc.	Drawstring, Twill Tape
Pique Polo		Elastic, Hangtag, Price ticket
Single and Double Lacoste		Polybag, Cartoon, Top bottom
3X2, 5X2 Rib		Mobilon Tape
1X1, 2X2 Rib		Gum Tape, Vanity Tag
Design Rib, Ottoman Rib		Tissue
Essential Terry, Fleece Terry		Sticker, Safety Seal

Table 2: Product information of Epyllion

Major export products & market:

Knit: All kinds of Tee-shirt, Polo Shirt, Sweatshirt, Sweatpants, Terry-Fleece shorts/jackets, Cardigan, Hoody/Jogger/Leggings, Ladies Night Wear, Kids Wear etc.

Target Market- Australia, U.S.A., North America, U.K., France, Norway, Germany, Netherlands, Holland, Belgium, Italy, Canada etc.

Buying/Trading Partners: PVH, POLO RALPH LAUREN, PUMA, C&A, CK, EXPRESS, J-Crew,

CARHATT, S. OLIVER, VARNER, Vouge Sourcing, Champion, G-Star Raw, M&S etc.

Export diversity as like below:

Europe- 85%

U.S.A.- 12%

Asia- 2%

Africa- 1%

Chapter 2: Learning Experience:

Learning Methodology:

Meeting with Industrial Supervisor:

For my internship, I have conducted 12 sessions with my industrial supervisor. With his proper guidance, First I chose six department which are inter-related with my own departmental job.

Department selection:

In the last three months, from the 2nd of August 2025 to the 16th of October 2025, In internship period I've closely worked with six vital departments of Epyllion. Here, I've picked up information on how the various departments interact with each other, how they are inter-connected, their individual job profile, tasks assigned to individual department, which is also the cause for selecting these department for my internship. This education will enable me to supplement my theoretical knowledge into practical experience. I have adhered to the schedule listed below in accordance with my industrial advisor as well as supervisor.

Department wise working schedule:

SI	Date		Department	Total working days
	From	To		
1	2-Aug-25	13-Aug-25	Fabric R&D Department	10
2	14-Aug-25	26-Aug-25	Product Development Centre	10
3	27-Aug-25	7-Sep-25	Marketing & Merchandising	10
4	8-Sep-25	30-Sep-25	Operation Department (Cutting +Sewing+ Finishing+ Quality)	20
5	4-Oct-25	19-Oct-25	Design studio	10
6	20-Oct-25	1-Nov-25	Commercial department	6

Table 3: Department wise working schedule

Learning Tool:

- Interview with related dept executives, supervisors & staff
- Documents in the relevant department
- Some of my own observations
- Feedback collected from executives & supervisors.

2.1 Fabric R&D Department:

Epyllion Group is one of the biggest leading textile and ready-made garment manufacturing Organization in Bangladesh, with a dedicated Fabric Research and Development (R&D) department.

Epyllion Group's Fabric R&D division is in-a-charge of creating cutting-edge and environmentally friendly materials for its textile and apparel goods. Experienced specialists make up the team, which is focused on creating fabrics that adhere to the organization's high standards for quality, performance, and customer demand. The R&D team works closely with the marketing design and sourcing teams.

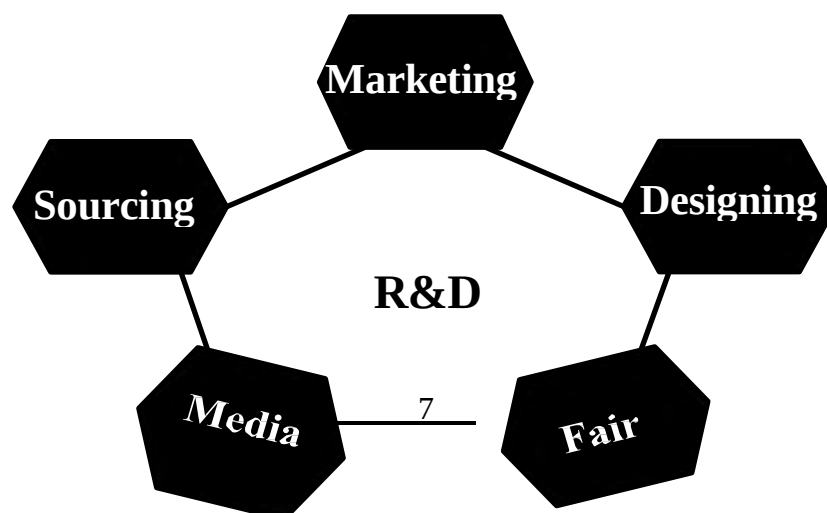
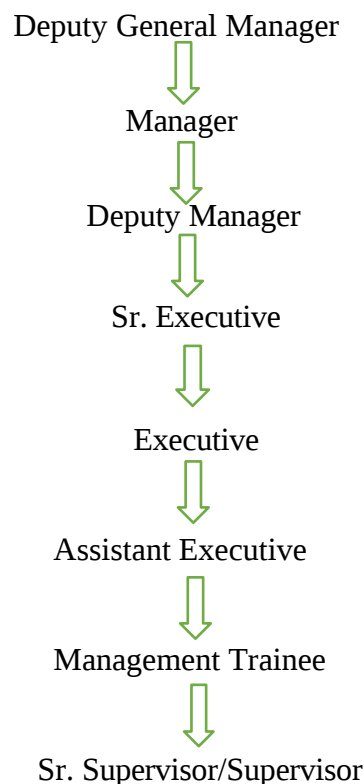


Fig. 1: Departmental Linkage of Fabric R&D department (Source: Internal R&D PPT)

R&D Organogram:

The department develops and tests fabrics for strength, durability, colorfastness, and other crucial characteristics using cutting-edge manufacturing and testing equipment. To guarantee that the fabrics fit their needs and preferences, they also work closely with their suppliers and clients with following organogram:



Source: Internal HR

Exclusive Product Highlights:

The Fabric R&D department of Epyllion Group is committed to sustainable and eco-friendly manufacturing practices. They use advanced techniques to reduce waste and minimize the environmental impact of their operations. The team is also focused on developing fabrics that are made from sustainable materials and processes, such as recycled polyester, organic cotton, and low-impact dyeing techniques. Exclusive products of R&D are following below:

- Active, functional & Sports.
- Sustainable collections

- Circular sweater looks knit
- Elevated Fleece
- Premium Quality
- Jacquard Design
- Super fine compact knit
- Innovative Structures
- Acrylic Blend fabrics.

R&D Strength & Capabilities:

Research & Development department has a wide range of materials of coarser to finer GSM. They have the capacity to produce various weights of different fabrication with suitable range of machinery (12 gg to 40 gg) facilities. There are diversity of materials specially focusing on sustainability. Such as: Zero carbon modal, Ecovera viscose, recycle polyester, organic cotton, recycle cotton, carbon zero tencel, linen, hemp, acrylic, bamboo, wool, Sorona, dri-release, nylon, bio-degradable, viscose etc. Also, their future vision is working on sportswear, 100% recycled polyester, natural colored cotton & Renewcell.

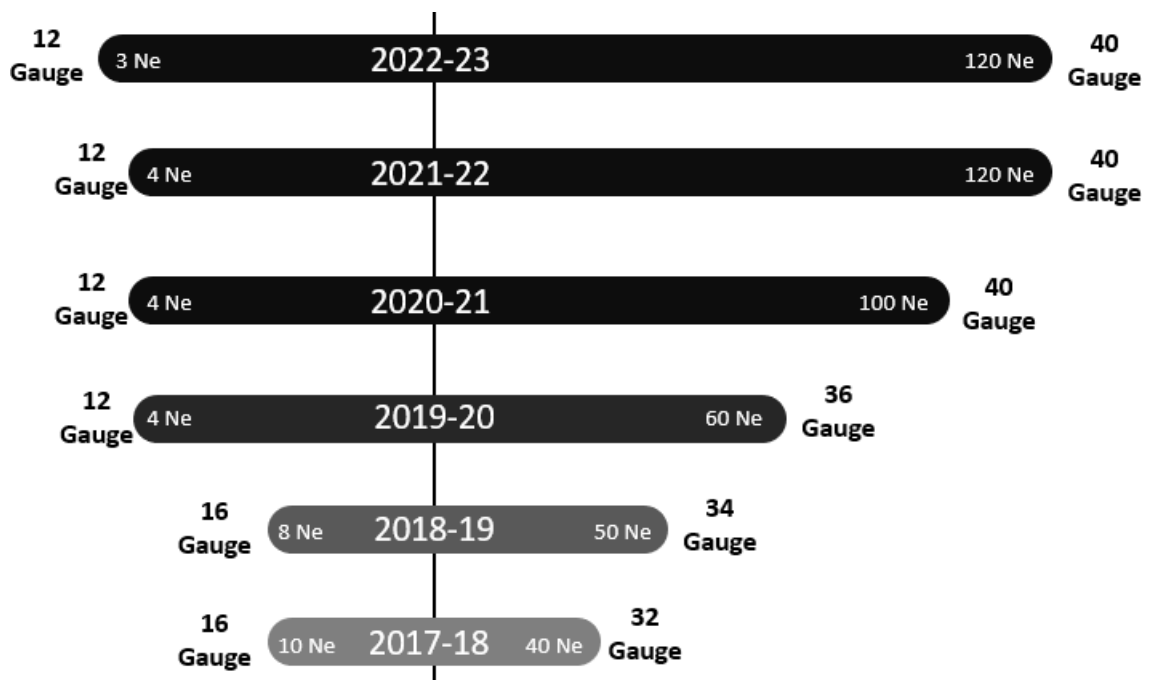
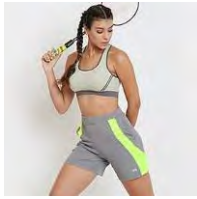


Fig.2: Fabric R&D department strength in recent years (Source: Internal R&D PPT)

R&D future vision:



Sportswear



100% Recycled polyester



Natural colored cotton



Renewcell

Fig.3: Fabric R&D department future vision (Source: Fabric R&D internal PPT)

Overall, the Fabric R&D department of Epyllion Group is an essential part of the company's commitment to quality, sustainability, and innovation in the textile and garment industry.

2.2 Product Development center:

A dedicated facility within the business, The Epyllion Group Product Development Center, concentrates on the creation of new products and the enhancement of current ones. Type of samples generally produced by PDC department are as follows:

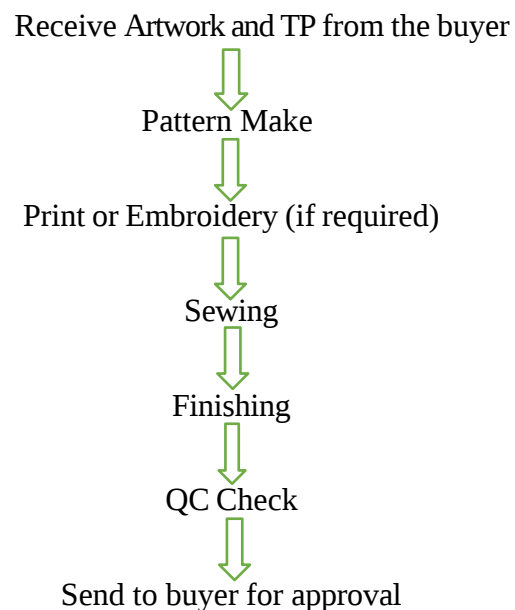
- Pre-proto
- Proto / Development
- Fit
- Pre-production
- Size Set
- Salesman
- Photo shoot
- As per buyer specific requirement.



Fig.4: PDC department of Epyllion group (Source: <https://www.epylliongroup.com/garments.php>)

Process of sample making:

The PDC department's primary objective is to create new and inventive goods that address evolving consumer and market demands. The following working procedure is used to create new textiles, designs, and production methods as well as to enhance already existing products to make them more effective, long-lasting, and sustainable:



There is core designated responsible from the department are working closely to maintain the sample accuracy:

- IE and planning department.

- Pattern / CAD department (PDC)
- Embellishment department. (Print/ Embroidery)
- Cut-kit department
- Operation Department (Cutting + Sewing + Finishing)
- QC department.

The center places a strong emphasis on social responsibility and sustainability in addition to product development. It has created a place for several steps to lessen its impact on the textile environment, including producing eco-friendly products and practices, cutting waste, and supporting sustainable production methods. The center is also deeply committed to the welfare of its staff members, and it offers a range of training and development opportunities to advance their abilities and knowledge.

Sample production capacity – 500 pcs/day.

Working Efficiency- 40%

Sample line- 10

PDC Department is capable from basic line to

- Fashion Basic
- Fashion functional
- Fully fashioned &
- Own designed based circular knit products

Epyllion PDC department in one stop solution within shorter lead time, Product re-engineering by IE expertise & quality assurance with on-time delivery.

2.3 Marketing & Merchandising Department

M&M is one of the core departments of Epyllion group consisting of 4 wings handling different buyers as below:

- M1 is taking the lead for Champion, Bonds, Hanes Australia, Stanley Stella account.

- M2 is taking the lead for PVH (Tommy Hilfiger, Tommy Jeans, Calvin Klein), Target Australia, C&A, G-Star Raw, J-crew, Vouge Sourcing Buying account
- M3 wings leading Varner, Puma, Express, Hugo Boss, Polo Ralph Lauren, Carhart-Country Road, S- Oliver, Varner buying account.
- M4 is responsible for Marks & Spencer (M&S), Celio.



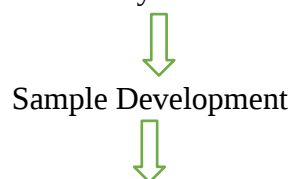
Fig.5: Buyer Portion in Epyllion Group (source: Internal M&M PPT)

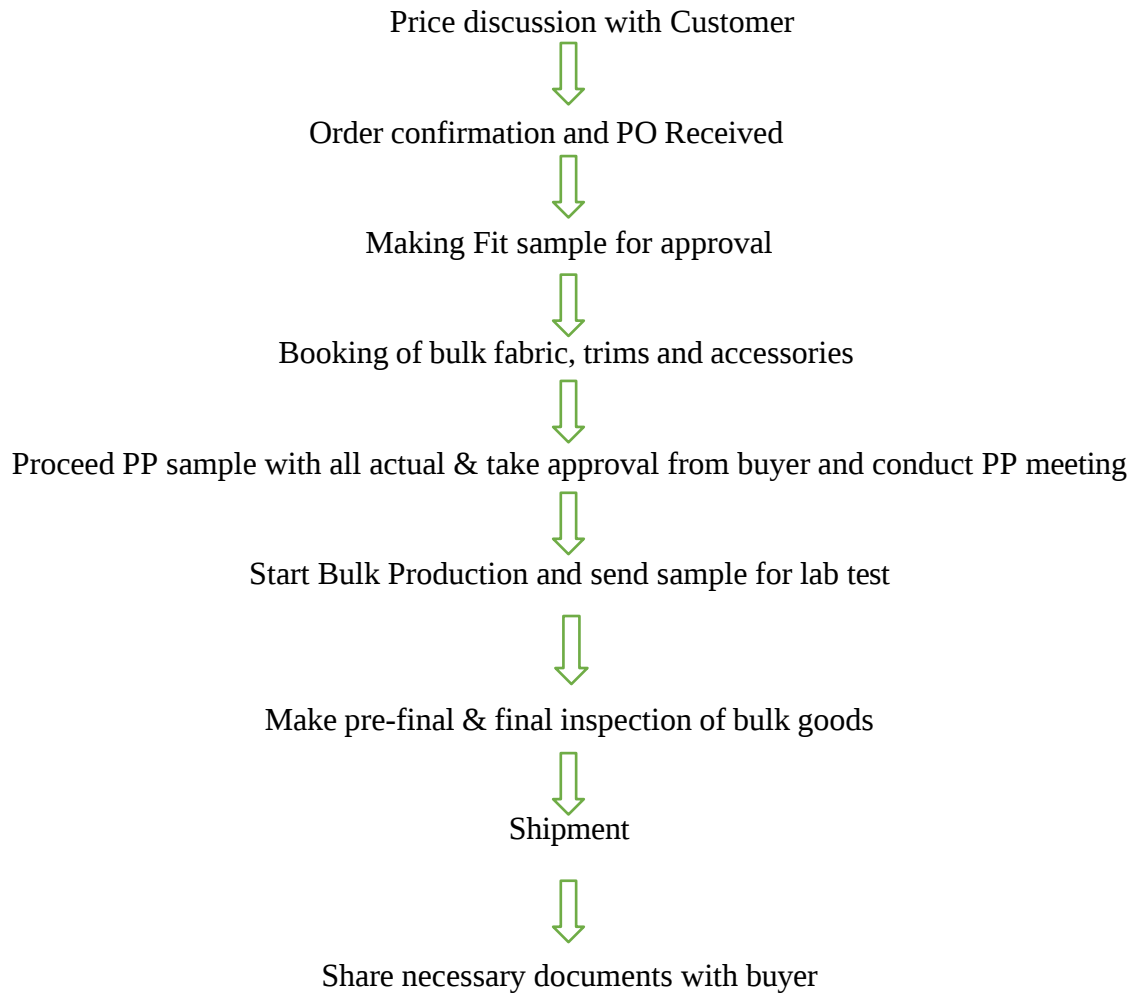
Stated above 4 wings follow almost same process for merchandising for their different accounts. In some cases, sampling approval can be different, but all other processes are found almost same. Some buyers have done self-inspections; some allow them to proceed with third party inspection & some certified own factory nominated person for inspection for that buyer/customer account. Here I tried to state the whole merchandising process with a flow chart that all divisions try to follow.

Merchandising work process:

A merchandiser is responsible while receiving an order to execute the bulk shipment with several working steps. It involves sampling approval, price negotiation, fabric & trims booking, in-house within time & also ensure proper inspection.

Queries received from buyer with details (MC Chart/Tech pack)





Category of products:

In total product category of Epyllion, they mostly focused on fancy products and sweat items. Besides fancy items they also do Tee shirts, polo, leggings, jogger etc. I have tried to show product ratio in below pie chart:

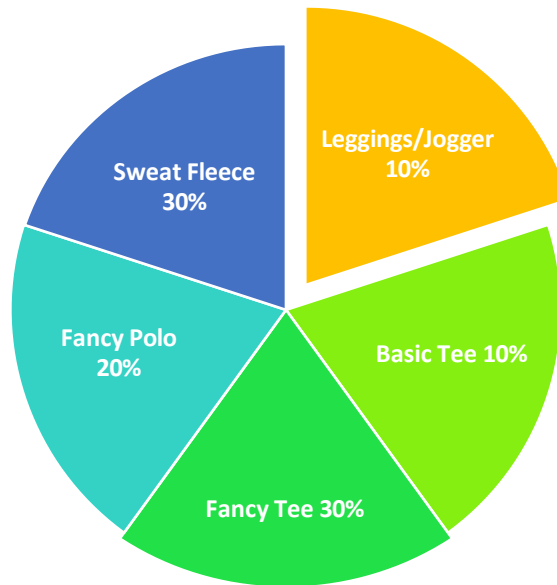


Fig.6: Product ratio (item wise), (Source: Internal M&M PPT)

Category of products Gender wise:

In terms of gender-wise category, Epyllion is capable of men's, women's and kids' items but they are mostly focused on men's area.

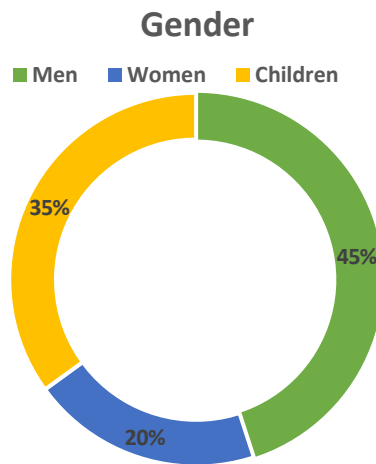


Fig.7: Product ratio (Gender wise), (Source: Internal M&M PPT)

Sustainable products certification:

The material or yarn which is used by Epyllion will always ensure customer's satisfaction as well as safety. Their material is certified with following standards which help to maintain compliance in factory:

- Oeko Tex
- BCI Cotton certified
- OCS certification
- GOTS (Global Organic Textile Standard) certification
- Global Recycle standard
- Fair-trade certified
- Supima certified
- Linzen viscose certified
- Eco-vera certified
- Sorona certified
- Kapok Natural Fiber
- Hemp certified

Above stated certification helps to set the quality standard of Epyllion's product as well as sustainable factory certification help Epyllion to ensure all the compliance which attracts customer & create a scope to grab an order. Here I tried to mention some of those certifications below:

Sustainable Factory Certification:

Factories of Epyllion are certified with below standards for their commitment to environment, people engagement, fire safety & maintaining all the compliance rules.

- LEED certified (GOLD)
- Eco Factory" certification by M&S
- UNGC (United Nations Global Compact) signatory
- BSCI membership
- WARP certified
- SEDEX membership
- "ISO 26000- Social Responsibility"

2.4 Operation Department of Epyllion Group:

2.4.1 Cutting Department:

Cutting orders for garments and providing cut panels to the sewing department are the responsibilities of Cutting section. The daily sewing allocation of the sewing line needs to be aligned with the cutting department's capacity and output efficiency.

Cutting dept. working process:

Cutters, spreaders, cut component quality inspectors, and assistance for sorting, ply numbering, and bundling are used to build up a cutting department with the below working flow. First, they take fabric from the store & set for relax to reduce its tension. Then it spread with spreader & set the marker accordingly to take the best output. Then fabric cut with automatic cutters & make bundle & mark accordingly to join them properly in sewing line.



Cutting tools:

Once there use manual cutter but now most of the machine is automated in factory. Various kinds of cutting machines are mostly used in cutting stage are given as follows:

- Straight knife cutting m/c
- Band knife cutting m/c
- Round knife cutting m/c
- Die-cutting m/c
- Notcher cutting m/c
- Drill cutting m/c
- Computer controlled knife cutting m/c
- Laser beam cutting m/c
- Water jet cutting m/c
- Plasma torch cutting m/c



Straight knife cutting machine



Round knife cutting machine

Fig 8: Straight knife and round knife cutting Machine (source: <http://www.hashima.co.jp/e/products/product0055.html>)

Recommended no. of fabrics lay based on lay height in cutting dept.

Fabric Type	Lay Height
Linen	200 Lay 2 1/2"
CVC	300 Lay 3"
Stripe	200 Lay 2 1/2"
Cotton Spandex	200 Lay 2 1/2"
T,C	300 Lay 3"

Table 4: Recommendation of lay height

- Cutting pcs calculations per lay = Marker pcs * No. of ply
- Cutting Target = (Target efficiency * Manpower * W.H) / SAM

Cutting Defects:

Though people in cutting section try to follow all types of precautions but sometimes they miss out & it counts as a defect. Following are the common defects found in cutting table which causes waste of fabric and time loss for re-cutting, is a threat to on time shipment:

- Miss out
- Running shade
- Matching piles
- Mistakes in bundling as well as numbering
- Bowing of cut panel
- Notch Mark in several places of fabric panel
- Narrow sewing allowance
- Loose tension
- Oil-spot
- Miss-alignment

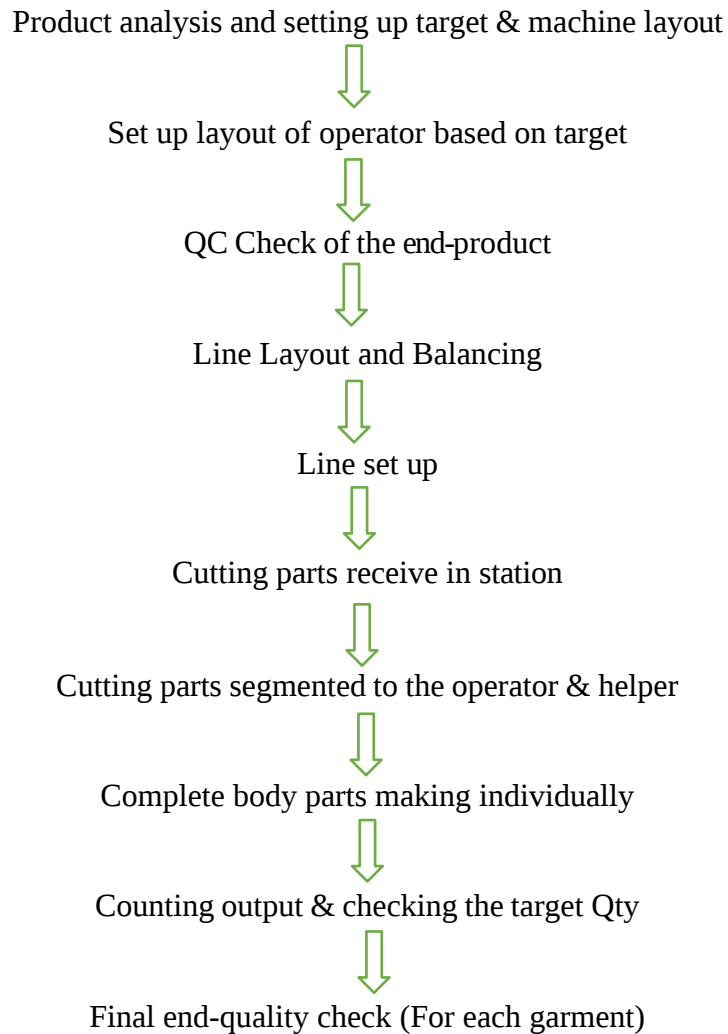
Well-planned activities in the cutting room guarantee a seamless flow of work to all subsequent processes. Fabric usage, which accounts for the majority of a garment's cost, is controlled in the cutting room.

2.4.2 Sewing Department:

Modern machinery and cutting-edge production methods are used in the Epyllion Group's sewing department to guarantee accuracy and efficiency in garment manufacture. The section hires competent professionals who have received training in sewing in a variety of styles and designs.

Sewing dept. working process:

The sewing department keeps track of every step from receiving garments from the finishing department to sending cuttings to the cutting department. They compile reports detailing the daily labor usage and line-by-line productivity completing following working steps:



Based on the stitching type & product there are numerous types of sewing m/c used in factory. Among them I tried to list some of below as follows:

Sewing M/C types:

- Single needle lock stitch m/c
- Overlock sewing m/c
- Flat lock sewing m/c
- Button attaching m/c

- Button-hole making m/c
- Bar-tack m/c
- Zigzag sewing m/c
- Kancai m/c



Fig.9: Overlock lock sewing machine (source: <https://ordnur.com/sewing/overlock-sewing-machine-types-specifications-technical-adjustment/>)



Fig.10: Flat lock sewing machine (source: <https://textilelearner.net/flat-lock-sewing-machine-parts/>)

Stitch Classification:

There are available about more than 50 types of stitches. But from 15 to 18 types of stitch are used in textile industry. Which stitches used mostly are given below in six classes as follows:

- Stitch class-100
- Stitch class-200
- Stitch class-300
- Stitch class-400

- Stitch class-500
- Stitch class-600

Though following proper precaution some mismatch is found in sewing section which is count as a defect. In my report I tried to mention some of common sewing defects as below:

Common sewing defects:

Following are the sewing defects found at the time of sewing or in checking table after sewing which causes rejection & threat to fulfill the exact shipment quantity, more rejection impacts on cost too.

- Open seam
- Miss out of stitches
- Seam puckering
- Skipped stitch
- Uncut/loose thread
- Uneven/Distorted knitting
- Vertical Stitch Miss
- Seam Slippage
- Drop Stich
- Needle thread breakage
- Variable stitch density

2.4.3 Finishing Department:

The finishing department is accountable for final garments steam iron or pressing, tagging the finishing items, packing, checking, and cleaning of the finished goods. The quality of the finished goods can be increased and maintained as well as orders can be shipped on schedule.

Finishing department Working process:

The garment finishing sector plays a significant role in operation department. By performing operations to show the product in accordance with the needs of the buyer, the finishing section adds value to the product through the quality checking, finishing touch & retouch if any defects are found.

Finishing input (style, color size wise)



Initial or Primary quality check



Spot removing & Pressing & Inspect



Put hangtag & Fold the Garments



Poly, Barcode (Customer wise sticker)



Metal check through Metal Detector M/C



Cartooning



Ready for final inspection

Common finishing defects:

The prevalence of defects in finishing department creates barriers for smooth production rates, and its emphasis on low-quality goods creates a negative impact on the financial stability of the organizational growth . Following are the finishing defects found after garments finishing:

- Uncut thread
- Steam problem
- Broken stitch
- Button alters
- Skip stitch
- Bar-tack defect
- Oil/dirty
- Shading

- Needle mark/cut
- Size mistake
- Checkup down
- Raw edge out
- Stone in garments

Workers in this department are trained to handle a variety of finishing procedures, including ironing, folding, labelling, and packing. They also thoroughly inspect the clothing to make sure it meets the company's quality requirements.

To assure effectiveness and consistency in the finishing process, they deployed cutting-edge equipment and technology. To guarantee that the employees are not exposed to any risks while executing their jobs, the department also adheres to strict safety procedures. The company has built a reputation for providing high-quality products to their clients thanks to its emphasis on quality and attention to detail in the finishing department.

2.4.4 Quality department:

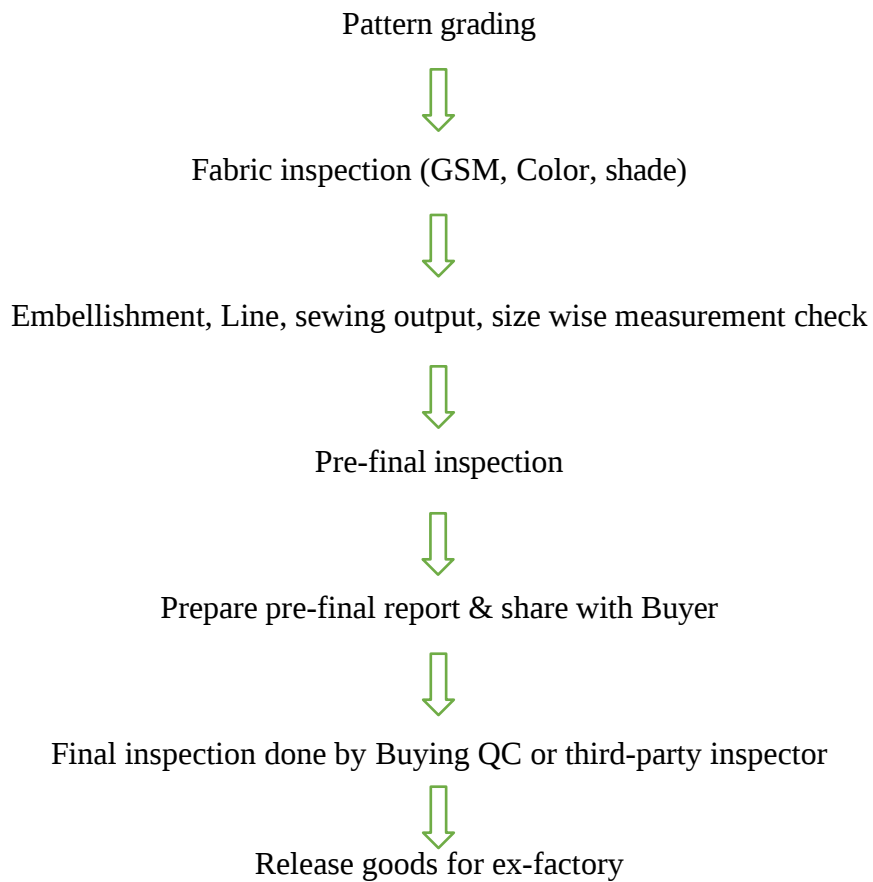
The quality of the items produced by Epyllion Group is continuously monitored by a dedicated Quality Department located at the facility. To make sure that the product meets the company's quality standards, the quality department collaborates closely with other departments like the design, production, and finishing departments. Additionally, the department makes sure that the clothing is produced in accordance with any applicable international quality standards, including ISO and AQL.

Quality department general working process:

Before truck-out the garments towards shipment, the final step is to be QC passed. Before final inspection, there are also pre-final inspection done by GPQ checking overall fabric, embellishment, sewing, measurement quality with the approval. Then final inspection was done by the buying QC and after releasing the pass report factory proceed for the Ex-factory.

Sample comments follow up





Here I have tried to share an inspection report reference to get proper idea of inspection process, which criteria needed, standard method, inspected sample size, lot wise quantity, major & minor defects etc. Overall, Quality Department plays a critical role in ensuring that their garments meet the highest quality standards as per buyer requirement.

Inspector Name	Zahidul Islam	Inspection Date	07 Mar 2023
Inspector Email	zahidul.islam@puma.com	GPS (accuracy)	

PO #	LCHD	Sales Subsidiary	Final Customer	Inspected
1. 4601787454	14 Mar 2023	UYPUU	BOINV	☒

Description	Style	Color	Size	PO Qty	Actual Qty	PF	Pick Cartons	Sample Size
1. CLASSICS BRAND LOVE Leggings	623102	01	XS	11	11	32	1	2 Adjust...
2. CLASSICS BRAND LOVE Leggings	623102	01	S	22	22	32	1	4 Adjust...
3. CLASSICS BRAND LOVE Leggings	623102	01	M	22	22	32	1	4 Adjust...
4. CLASSICS BRAND LOVE Leggings	623102	01	L	11	11	32	1	3
Total				66	66		4	13

Preparation

The following documents should be available for inspection:

- Approved Sealed Sample (check workmanship & details)
- Approved Color Standard
- Tech Pack
- Shipping and Special Instructions
- Packing List
- Puma's Packaging and Labelling Manual
- Metal Detection Report (of bulk shipment)
- Vendor's Internal Final Inspection Report
- Garment Wash Report and Sample

Results	Double Sampling	Status	Defects Found	
			Major	Minor
1. Measurement & Fitting		Pass	0	
2. Workmanship		Pass	0 / 0	0 / 1
3. Packaging & Labelling	☐			
Overall Result		Pass		

Comments / Required Actions

Passed 1.00 mm MD,Fitted size is M ok, Selected cartons no#1/2 & 3.

Measurement & Fitting		Pass	
		Round 1	Round 2
	Total Defects Found	0	
	Completed	☒	☐
623102 - 01 - XS	Sample Size	2	
	Defects Found	0	
623102 - 01 - S	Sample Size	2	
	Defects Found	0	
623102 - 01 - M	Sample Size	2	
	Defects Found	0	
623102 - 01 - L	Sample Size	2	
	Defects Found	0	

Workmanship		Pass	
Sample Size	13	Major	Minor
Completed	☒	Total Defects Found	0
			0
A. Componentry & Trims	Defects Found	0	0
B. Fabric	Defects Found	0	0
C. Finishing & Pressing	Defects Found	0	0
D. Logo & Embellishment	Defects Found	0	0
E. Safety	Defects Found	0	0
F. Sewing & Linking	Defects Found	0	0
G. Trimming & Threads	Defects Found	0	0
H. Packaging & Labelling	Defects Found	0	0

Fig.11: Inspection report ref. (Source: Internal paper docs.)

2.5 Design Studio:

Epyllion Group of company has a profound design studio that helps them move quickly from one season to the next with the trend. They attempt to prepare their concept using the mood board supplied by buyers according to the season as well as the customer demand. A design studio runs with numerous buyers selecting the final product for their store for upcoming orders to place for the organization or vendors. The design team is made up of a variety of young minds that can think beyond the exquisite with the commitment of a "state of the art" through Design Studio. To fulfil global need, the Design Team opens the opportunity throughout the business to grab orders with the present age and modern technology.

Epyllion Groups' vision & mission mixes design with product development, innovation along with speed, efficiency, technology, and continual development to fulfill their clients' needs and the always changing market trends. They have amassed a substantial and devoted customer base through many years of mutual trust and dedication. The design team creates 3D patterns and designs using a variety of applications. Additionally, they offer a library with a substantial collection of fabrics and trimmings. The design studio also has a display room featuring the most recent trends in fashion.

Design Studio Working Process:

By receiving mood board with seasonal color palate from Buyer/Customer is the 1st or initial step work process of design team. They analyze and mindset with this & try to present a sample according to customer demand which also needs to be production friendly & cost effective. After several sessions with honorable customers about the design, pattern, color, and embellishment, finally a product gets ready to add as a seasonal product towards to production.

Receiving season wise mood board and color palate from Customer



Analysis and Understand the mood board



Make 3D design with software and Receiving buyer comments on the design



Making concept sample following buyer comments



Displaying sample to Customer



Customer comments (if need to Change/modify)



Selected Sample handover to merchandising team for costing & further work



Fig.12: A mood board sample (source: <https://www.pinterest.com/pin/31666003605428052/>)

2.6 Commercial Department:

A dedicated Commercial Department of the top garment maker and exporter in Bangladesh, in Epyllion Group, is essential to the business's success.

The entire process of exporting Epyllion's goods to foreign markets is under the control of the commercial department. This includes handling customs clearance and documentation, managing the supply chain, negotiating contracts with clients, working with manufacturing teams to ensure on-time delivery, and resolving any problems or obstacles that may emerge. Epyllion Group commercial department. is responsible for:

- All export related document issues
- Issuing LC to supplier
- Payment release to supplier

- Share BCI/Au Cotton tracking
- Arranging sales contract

The Commercial Department also has a strategic role in exploring new market opportunities, creating pricing strategies, and examining market trends and consumer preferences in addition to these operational duties. To make sure that Epyllion's products satisfy the requirements and expectations of clients in various markets and countries, they collaborate closely with other departments including marketing and design.

Overall, the Commercial Department is a key player in Epyllion's success, ensuring that the company's high-quality apparel products reach customers around the world in a timely and efficient manner.

Chapter 3. Critical Assessment of Internship Work Considering PGD Course:

Through this three-month internship period, I tried to learn something new that will help me to grow personally and professionally:

- Team members and individuals support the objectives of leadership.
- Knowing the team management value chain, Teamwork supports the organization's objectives.
- By ensuring the value chain, the team may sustainably work together as one unit.
- Improvement and innovative development in processes or ideas.

3.1 Application of Generic and Industry Specific Course:

The theoretical generics and knit manufacturing-related courses taught me a few key concepts. I became aware of the course-specific generics points and deals during this future period.

Application of generic course:

- Find examples of CSR, compliance, and HR practice
- Discover effective leadership and teamwork techniques.

- Recognize the business's internal and external environments.
- Discover ways to practice having good interpersonal skills and the following Fairly use of supervision skills, motivational skills.
- Recognize the importance of decision making with proper knowledge.

I tried to learn about organizational actions, organizational complexity, and artistic dynamics in the HR Skills and Competencies course which was taken by our honorable course teacher Mohammed Showket Iqbal Sir (Course Code: KIM-101). Now that I understand managerial leadership, norms & culture, behavioral changes with colleagues, manager etc. I have learned about price exchange with profitability analysis, applied mathematics analysis, profit and loss interpretation with analytical skills and competencies through the course of Analytical Skills and Competencies (Course Code: KIM-102).

The most beneficial course for me is Communication Skills (Course Code: KIM-103). Discuss with staff members regarding numerous topics but remember to keep an eye out for their attitudes. Now I am aware that when I communicate with suppliers and buyers/customers, I used to communicate properly and in a substantive manner prior to the meeting, I am a much more effective presenter as well as speaker for them at present.

I found this after taking the course Business Operations Skills (Course Code: KIM-104) and understood about the calculation of business profit and loss. I will study how to establish a business with morals and wealth, how to operate legally, and how to run a square firm that gauges the most trade difficulties in this course. A greater level of performance at work is encouraged by this learning.

Learn about the whole range of production methodologies, technical way of procedure types, and benefits and drawbacks (Founded-through system, In a bunch or cluster production system, unit-wise production system, line) in Industrial Engineering (Course Code: KIM-202) sessions. Also, we received details on many aspects including CAD, cutting, sewing, and finishing for samples like apparel and business.

Application of industry specific courses:

- learn about the duties performed by the business and marketing departments.
- Know how to operate the garment production process.

- learn in detail the obligations and liabilities of the many departments involved in the production.
- Recognize the importance of backward relationships such as knitting, dyeing, finishing, and washing of fabrics.
- Recognize the importance of quality control and quality assurance.

3.2 Suggestion for Industry Improvement:

Throughout my internship, I've found some limitations & tried to find most possible of these are listed below:

Limitations of Fabric R&D Dept.:

- Unavailability of Auto-stripe fleece, Auto-stripe Rib m/c
- Outsourcing for velvet terry & polyester brushing.
- Expansion of R&D fabric gallery with numerous versatile fabrics which is now a demand with present time.
- Yarn-dyeing lead-time is more compared to others.

Suggestion:

- Arrange to set up Auto-stripe fleece, Auto-stripe Rib m/c.
- Increase capability velvet terry & polyester brushing.
- Reduce Y/D production lead time
- Expansion of R&D fabric gallery

Limitations of PDC Dept.:

- PDC team could give more support if sample line could increase or PDC team alignment should be re-arranged.
- SMS line could be separated from development line to get proper output.
- Requirement is always more than sample capacity.

Suggestion:

- Manage enough manpower to support both regular & SMS line.

Limitations of Merchandising Dept.:

- Product display room could be little spacious.

- Budget limitation.
- Grabbing order with competitive price became more challenging now some days because of raw material price hiking & Russia-Ukraine war consequence.

Suggestion:

- Be more competitive with overall pricing.

Limitations of design studio:

- Sometimes there is a tough equilibrium between new design & hit target costing.
- Design team may not have access to all the resources and tools that designers need to create their best work. This can include specialized equipment, software, and materials.
- There is always a modest difference between buyer comments & samples.

Suggestion:

- Design team should be occupied with necessary tools & browsers.

Limitations of commercial department:

- Commercial to ERP step by step process is little complex
- LC opening process could be faster

Suggestion:

- ERP team can employ this to prepare the process smoothly.
- Needs to be more active with Bank to process LC release.

3.3 Learning for Self-Improvement:

Through this Three-months intern journey, it also helps me for my self-improvement in some points like below as follows:

- Recognize the significance of the backward linkage role through the industry.

- My soft skills, such as social control and communication, have improved than before.
- Realize the value of proper communication and learn how to make people productive.
- Challenges throughout the order & tactics to process a full order receive to shipment.
- Marketing perspectives while negotiating an order with the respective suppliers as well as the Buyers/Customers.
- Design challenges to fulfil buyer requirements.

Chapter 4 Conclusion:

Textile industry when first began as a semi/pre-export-oriented commerce in the era of 1980s, the Bangladeshi garment sector had rapid growth, overcoming numerous obstacles and thanks to the diligence of businesses, the way the labor stages employees work and efficient legislative oversight. A variety of organizations are struggling to minimize costs while simultaneously raising the value of raw materials, compliance, present age technology and monitoring compliance with an expanding lot of competitors throughout the present textile business. The result is that they lose the buyer consistency. The vast practice of using inexpensive labor to drive down the cost of products has helped the Bangladeshi economy to expand. In general, completely different businesses use various techniques for upholding business growth. Using deceptive methods to create "Low-Cost Labor" is not sustainable. Manufacturers should view trade as having dynamic bargaining power, the capacity to influence high-value goods of high volume, exceptional with the product line with value addition, strong backward-linked trade growth, market expansion, and the ability to choose an appropriate course of action for significant cost savings. This will enable the trade to survive and prolong the existence of the community of owners, core-workers, and their dependents towards achieving the desired goal and creating value generation in more number for the organizational continual growth.

After completing the remarkable and valuable PGD-KIM program towards future career, I've came to a fruitful conclusion that, I can apply and assimilate the valuable dynamic thoughts and experience required for the garments industry in Bangladesh. My ability to build and run the company will be aided by my knowledge, experience, communication skills, and other abilities towards my career. My ability to think profoundly in dynamic way and conduct research is improved by this mighty course. This outstanding course aids in inspiring and advancing leaders for near future period for the mid-level employees to the top-level employees as an asset for the textile sector throughout the world as well as Bangladesh.

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