



APS GROUP



About HRM & Compliance

APS Group philosophy mandates the protection of the environment around us, as well the people who work for us. The Knit manufacturing process is such that at various stages, the environment and the employee are exposed to damage and exploitation, either by mistreatment or negligence. From the onset APS Group has adopted a mindset to ensure its infallibility in this regard. Our experience indicates that this approach has added substantial value to our company and more significantly our product. APS Group has a mission to fulfill by surpassing all the requirements of Humanitarian Management & to make its working environment a role model for others as "A BETTER WORKING PLACE" and unique in its field. APS Group has been operating the factory in FULL COMPLIANCE with all the applicable rules and regulations of native land as well as international standard. For improving the working conditions and setting a better working place.

M.M Rahman
General Manager
HR & Compliance



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APS Apparels Ltd, APS Design Works Limited, APS Holdings Ltd, APS Clothing Ltd. provides following facilities to the workers.

- Occupational Health & Safety (OHS)
- Training for new workers
- Workers Participation Committee to ensure workers rights
- Zero tolerance on any form of Harassment
- Maternity Benefit as per Bangladesh laws
- Child Care Center
- Environmental Protection
- Earn Leave encashment benefit & Service Benefits
- Dining and Canteen Facilities
- EID Bonus (Any Employee 6th month completed his/her job we have provided 50% Basic festival Eid Bonus and 1 years completed we have provided 100% basic Eid bonus).
- Earn Leave, Maternity leave, Sick leave, Casual Leave, Festival leave.

Beside above the following Code of conducts get high priority to APS Apparels Ltd, APS Design Works Limited, APS Holdings Ltd, APS Clothing Ltd. all the time

- Prohibition of Child Labor
- Prohibition of Forced labor
- No Discrimination
- Disciplinary Practices/ Anti-Harassment
- Fire fighting, Rescue & First aid Team
- Freedom of association and right to collective bargaining
- Handbook Provided to all employee
- Service book
- Grievance procedure
- Custom compliance
- Security compliance
- Environmental Compliance