

Mohammad Abdul Barek

Head of HR, Admin & Compliance

Responsibilities:

Practice HR, Admin, Compliance as per Bangladesh Labor Law
Ensure required compliance in the factory premises and implemented as per buyer code of conduct
Sort and solve non-compliance issues through daily monitoring & internal audit in the factory
Evaluate training needs and manage training programs to build competent workforce
Developing and implementing Organizational Development (OD) strategies in alignment with organizational goals.
Managing general HR practices strongly such as recruitment, staffing, prepare payroll, performance management system, staff orientation, development and training, compensation and benefits administration.
Managing employee relations, conflict resolution, employee welfare services and counseling.



Meghna Executive Holdings

Meghna Executive Holdings is one of Bangladesh's leading and most reputed vertically integrated knitted apparels manufacturers and exporters. The organization's client base includes renowned international retailers and the biggest brands of the fashion industry. It has started its business in 1996 and it has diversified its business into Cement Manufacturing, Bicycle Component Manufacturing, Garments Accessories Manufacturing, Sole Importer of world leading automobile Brands (BMW, KIA) and Electronics & IT Products(Apple), Lifestyle Product(Kohler). At present it established itself as a leading conglomerate in the country with a skilled and dedicated workforce of over 8000.

Facilities : Knitting, Dyeing, Cutting, Printing, Embroidery, Stitching.

Product Line: All circular knits - tee, polo, vests, Henley, sweats, hoody, jogger, ladies dresses, Nightwear, all kinds of kids wear, light weight woven, leggings. Fabrics - Jersey, Rib, Terry, Fleece, Interlock, Pique. All with or without elastin.

Buyer: M&S, H&M, Varner, Tesco, Matalan, Stanley & Stella, P&C

Certificate and Audit Report: ACCORD, GOTS-Garments, Printing, OCS-Garments, Printing, OEKO-TEX-Garments, Fabrics, RCS, Wrap, Better Work ,BSCI, SEDEX, Fair trade.

MEGHNA EXECUTIVE HOLDINGS



Meghna Executive Holdings (MEH), founded in 1965.

It is one of the largest business conglomerates in Bangladesh with investments in cement manufacturing, Light Engineering, Apparel & Textile as well as importer ship of world leading brands as Apple, BMW, Kohler, KIA & Vito. Meghna is also exclusive distributor of world renowned home decor brands as Christopher Guy, Michael Aram, Jonathan Adler Cornelio Cappellini amongst 15 others under Penthouse Livings.

Meghna Executive Holdings will carry out the following CSR activities for the Stakeholders:

1. Scholarship programs for the children of the employees
2. Healthcare programs for the employees and local community
3. Tree plantation
4. Nutrition allowance for the pregnant worker
5. Old home set up and maintain
6. Set up Vocational Institute
7. Helping local community for health, education, sports & cultural activities etc

IMPACT ON IR

The Covid-19 pandemic has completely derailed the textile industry from its growth trajectory. From Mar 2020 to May 2020, RMG exports fell by 54.8% to USD 3.7bn from USD 8.2bn over the same period of 2019. During this time, 1,150 factories reported order cancellation/suspension of USD 3.18bn which impacted around 2.28mn workers in the industry.

Global and local demand for manufactured goods, particularly in the garments sector, will affect private sector growth and government's focus in managing the COVID-19 pandemic is expected halt public sector projects. Hence, based on the economic disruptions following the pandemic, GDP growth forecast of Bangladesh by IMF, WB and ADB has been revised downward from 7.8%-8.2% to a range of 2.0% to 3.8% for FY'20. We project export to fall by 15.4%, import to slow down by 11.8% and remittance to grow at 6.0% in FY 20.



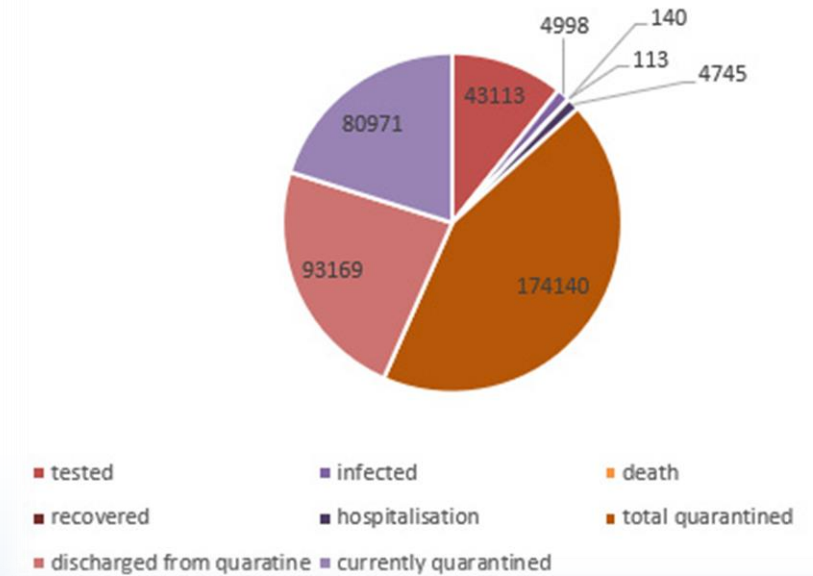
COVID -19 IMPACT

- Disruptions of Physical Communication :
Covid -19 make a hindrance to the physical communication.
- Lack of confidence in Trade and Global market by disruption of transparency.
- Lack of proper information on market developments and country policies in critical commodities for the global food system.
- Disruption of Global Supply Chains especially for essentials:
 - Cancellation of passenger Flights
 - Important Shipping raw material import
 - Export shipping goods
 - Migration of labor and employees
 - Medical , Health & Safety.

COVID-19 (Coronavirus) has affected day to day life and is slowing down the global economy. This pandemic has affected thousands of peoples, who are either sick or are being killed due to the spread of this disease.

Presently the impacts of COVID-19 in daily life are extensive and have far reaching consequences. These can be divided into various categories:

Covid 19 Situation in Bangladesh, April 25, 2020



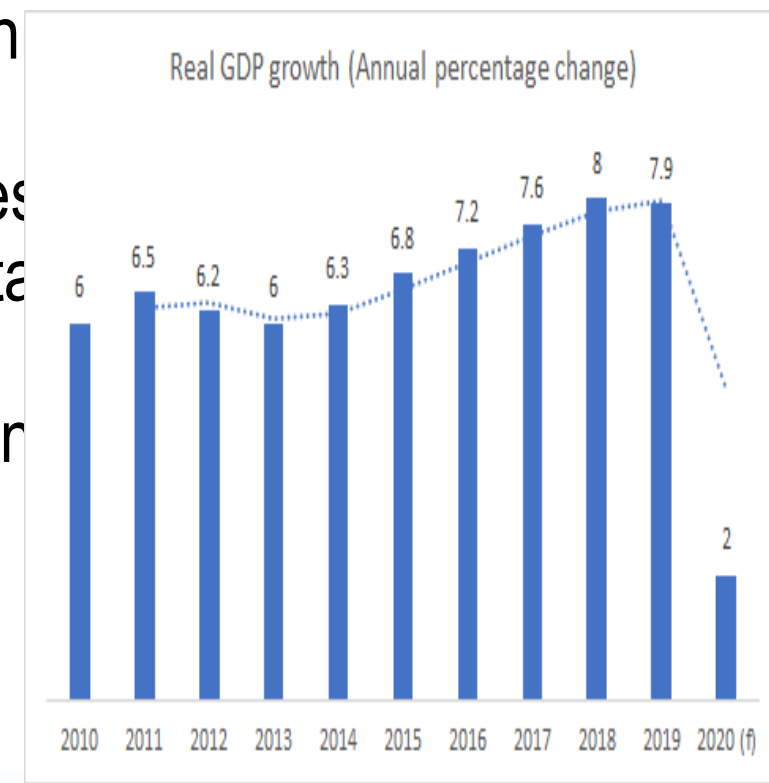
❖ **Healthcare**

- Challenges in the diagnosis, quarantine and treatment of suspected or confirmed cases
- High burden of the functioning of the existing medical system
- Patients with other disease and health problems are getting neglected
- Overload on doctors and other healthcare professionals, who are at a very high risk
- Overloading of medical shops
- Requirement for high protection
- Disruption of medical supply chain

❖ **Economic**

- Slowing of the manufacturing of essential goods, Disrupt the supply chain of products
- Losses in national and international business
- Poor cash flow in the market
- Significant slowing down in the revenue growth

❖ **GDP:** COVID-19 catches the Bangladesh financial sector at an inopportune time. Banks were trying to come to terms with the Ministry of Finance directive of 6% and 9% caps to interest rates on deposits and loans; vulnerable asset quality; moribund capital markets. Here is the figure of GDP growth rate of Bangladesh. According to this last two years the GDP rate was 7 to 8% but in 2020 the GDP growth was decrease into 2%.



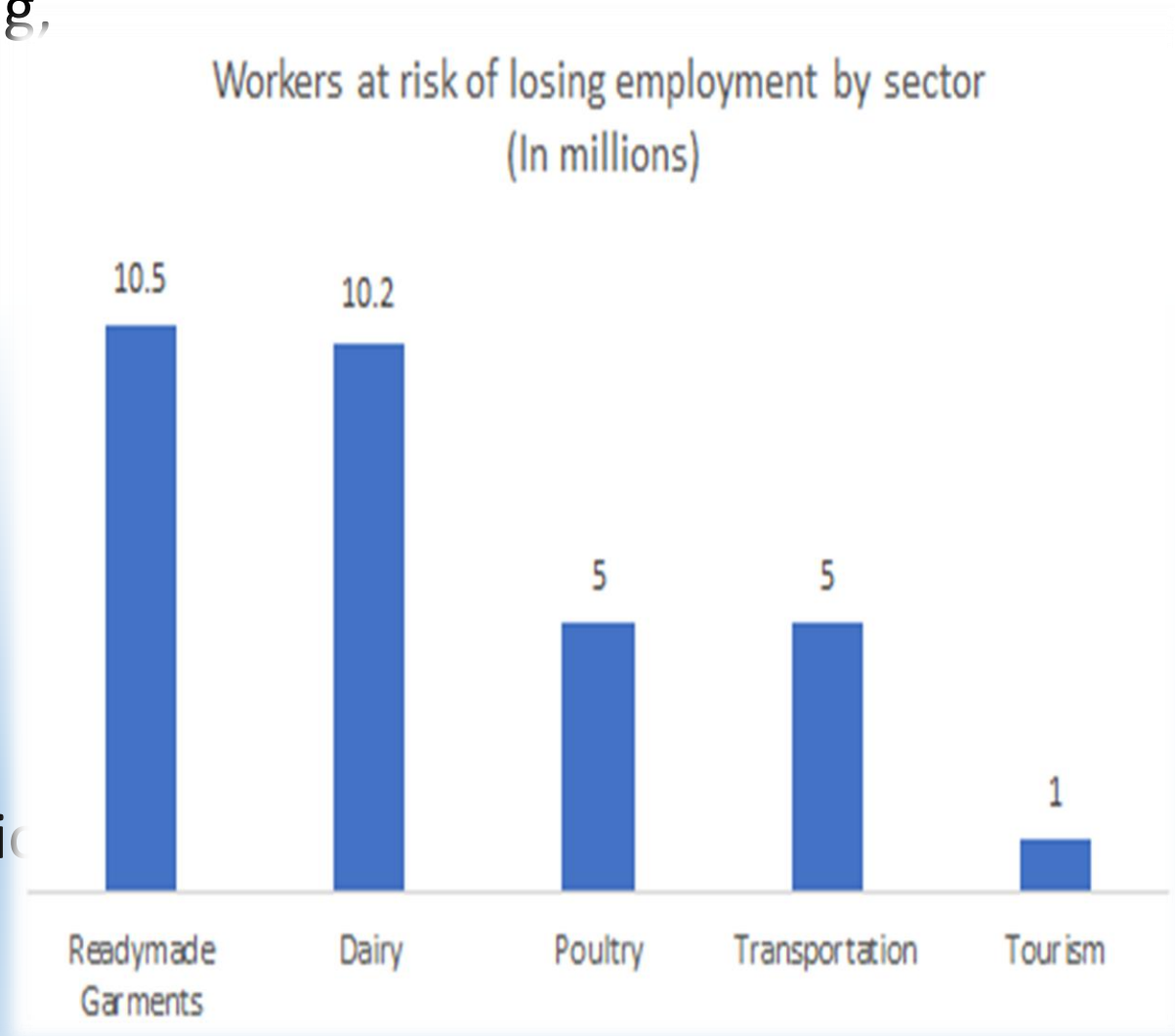
❖ **RMG & Remittances:** Large Ready-made Garments (RMG) companies which buy from Bangladesh are literally closing doors, many permanently, to reduce costs. Stores have closed for H&M, GAP, Zara, Marks & Spencer, Primark, which are all major buyers of Bangladeshi RMG products. Since the onset of COVID-19, shopping came to a virtual standstill as people avoid discretionary spending globally. As of June 26, it is estimated that 1,931 global brands have canceled or are likely to cancel orders worth \$3.7 billion from Bangladeshi garment factories

❖ Social

- Service sector is not being able to provide their proper service
- Avoiding the national and international travelling and cancellation of services
- Disruption of celebration of cultural, religious and festive events
- Undue stress among the population
- Social distancing with our peers and family members
- Closure of the hotels, restaurants and religious places
- Closure of places for entertainment such as movie and play theatres, sports clubs, gymnasiums, swimming pools, and so on.
- Postponement of examinations

The impacts of the pandemic on HRM

- Strategic HR Management and Planning,
- Human Resource Planning,
- Recruiting and Labor Markets,
- Training and HR Development,
- Employee Relations,
- HR Skills,
- Talent Management,
- Performance Management,
- Appraisal,
- Employee Benefits,
- Risk Management and Worker Protection
- Employee Rights and Responsibilities



COUNTER MEASURES:

❖ Offering PPE (Personal Protective Equipment):

We provide all kinds of PPE to our employee to secure their safety such as mask, Hand gloves, all kinds of sanitizer, cap, eye glass etc.

❖ Medical Facilities & Accessories:

We enrich our medical equipment's and our medical team through awareness training to provide service during this pandemic.

❖ Social Distance:

We create awareness by providing various training and creating awareness by PA system to every employee so that they can maintain social distance each of them.

❖ Awareness Program :

We provide various types of awareness program of Health & Hygiene through the internal and external trainer with the help of national and international NGO and Brands.

❖ Isolation Facilities :

If any person find out that he/she is affected by this virus , in that cases we take him to the Isolation room, so that he can make him quarantined.

❖ Hand wash station:

At the entrance point, we kept there soap, liquid soap, hand sanitizer, temperature measure kits, water for washing as they can easily keep them clean.



COUNTER MEASURES:



❖ Separate Work Station:

We separate our work station from each other so that they can maintain social distance.

❖ Job Security :

Some worker feel insecure to loss their job for long absent but ensure their job security

❖ On Time Salary:

We provide salary on time through on line banking.

❖ Emergency Service:

We have always made a preparation on this pandemic on emergency cases. We make ready our medical team, medicine, transport, ambulance, and health clinic.

❖ Provide sanitization: Our organization provide sanitization not only for them but also their family members. Besides various NGO types organization come forward to help them.