

Introduction

Greetings and warm welcome to the very first issue of **MIRROR**, the Renaissance Group newsletter. We believe this newsletter will be an effective tool in making the internal & external stakeholders of the Group aware of Renaissance Group's activities, growth and achievements that are worth sharing. We hope that the readers will enjoy reading this publication and actively participate in its future issues. We expect comments from our readers for the betterment of the newsletter in days to come.



Photo Session with the Chief Guest



Renaissance Night

Renaissance Group believes, success lies in building high performing teams in the organization. It also believes that to achieve success in team building, it is important to create strong interpersonal relations among the team members. Corporate get together is an effective way to bring all the team members under one umbrella. Such get together goes deeper and involves creating a bond in the organisation. Every year Renaissance team members come together for celebrating such days of togetherness.

In 2016 the Group arranged an event in the midst of the lush green tea gardens of Sreemongol at the *Grand Sultan Tea Resort & Golf*. The cultural program performed by our colleagues, the traditional cuisine of Sylhet and the gifts waiting at the guest rooms were the big surprises of the event. The most enjoyable part was the time spent during journey from Dhaka to Sreemongol which was full of giggles, songs & of course, selfies. Besides in house performers, renowned singer Bappa Majumdar enthralled the audience with his mesmerizing performance.

Mr. Md. Shahriar Alam, M.P. and the honorable State Minister for Foreign Affairs of the Government of Bangladesh attended the event as the Chief Guest.

Contents	Page
Renaissance Night	1
Go Green	2
Radio Dhol : The Newest Feather	2
Target Australia at Southern Garments Ltd.	2
Trainings!	3
Renaissance Face	4
Iftar Party 2016	4
Women's Day 2016	4
Farewell	4
Friendly Cricket Match	4
Workshops & CSR Activities	5
Factory Titbits	5
Employee News	6



Go Green



The U.S. Green Building Council (USGBC) is committed to transforming the way buildings are designed, constructed and operated through Leadership in Energy and Environmental Design (LEED). LEED is a certification program for buildings and communities around the world that guides their design, construction,

operations and maintenance toward sustainability. There are certain "LEED Minimum Program Requirements" that make a project appropriate for pursuing LEED. These are:

- Comply with environmental laws
- Be a complete, permanent building
- Use a reasonable site boundary
- Comply with minimum floor area requirements
- Comply with minimum occupancy requirements
- Commit to sharing whole-building energy and water usage data
- Comply with a minimum building area to site area ratio

To receive LEED certification, building projects must satisfy above prerequisites and earn points to achieve different levels of certification; the number of points that the project earns determines the level of LEED certification that the project will receive.

LEED Certified: 40-49 points earned
 LEED Silver: 50-59 points earned
 LEED Gold: 60-79 points earned
 LEED Platinum: 80+ points earned

Keeping up with the growing demand for environment-friendly RMG products, We are pleased to inform our readers that Renaissance is coming up with two state of the art LEED certified Green Factories: 1) *Renaissance Barind Ltd.*, an woven apparel manufacturing unit at Ishwardi EPZ with an expected annual production capacity of 12 million pieces. 2) *Southern Garments Ltd.*, one of Renaissance's Knit Manufacturing Units is also in the process of being transformed into a LEED certified Green unit.



Radio Dhol : The Newest Feather



Radio Dhol 94.0 FM is the newest feather added to Renaissance crown. The first rock radio station from Bangladesh, launched in October 2015, *Radio Dhol* has already made quite a

stir among the youths of the country.

The station is committed to support Bangladeshi Rock Music, to compete with the world standards and give a solid platform for upcoming and talented rock musicians. *Radio Dhol 94.0 FM* is the first Rock Radio station to start official broadcasting with world class Bangla, English and legendary rock music on their playlist. With renowned faces of Bangladesh broadcasting media industry on board, *Radio Dhol* promises to 'rock' the young Bangladeshi audience to their hearts' content!

Target Australia at Southern Garments Ltd.



Mr. Richard Jones, Director Merchandise & Mr. Robert Newbold, Head of Sourcing for South Asia of *Target Australia* recently visited Southern Garments Ltd.. Mr. Muhammad Sayeed, Managing Director & Mr. Gaus Zahid, Director, warmly received them and showed them around the factory. It may be mentioned that *Target Australia* has been a major client of Renaissance for many years now. Both *Target Australia* and Renaissance look forward to further strengthen their business partnership in coming days.

Trainings

Renaissance attaches exceptional importance towards continuous training & development of its talent pool. A good number of training sessions were organized recently by its Corporate HR Team.

Leadership & Strategic Planning

A training on Leadership & Strategic Planning was arranged on January 29, 2016 at BRAC CDM, Savar. The participants were none other than the Renaissance Directors. The participant Directors much appreciated the session and asked for more such sessions for themselves in future.



Talent Management & Succession Planning

Talent Management & Succession Planning is a key tool that provides integrated means of identifying, selecting, developing and retaining top talents within the organization. Developing future leaders is a key objective of Renaissance and the Group puts continuous efforts in the forms of training & development of its team members. A day long training programme was arranged on Talent Management & Succession Planning on April 29, 2016 at the Bangladesh-Japan Training Institute, Dhaka. 11 Team Leaders participated from different departments and units of the Corporate Office.

Optimum Utilization of Workplace

A training on Optimum Utilisation of Workplace was held on September 2, 2016 at Barind Media Ltd.'s Project Office, Gulshan. 24 participants from various departments & units participated in the day long session. The objective was to train the participants to manage & organize workplace for maximum utilization of work hours and optimum utilization of available resources with a mind to recycle and reduce waste as much as possible.



Daily Difficulties in Implementing Labor Law

A training on Daily Difficulties in Implementing Labor Law, 2016 was held on August 25, 2016 at Royal Cuisine Restaurant, Uttara. The event was unique in the sense that it brought together all 24 HR Team Members from the different units of the Group. The participants shared their work related issues, knowledge, had open discussions as well as advice from the Expert Panels in order to address their issues. Mr. Advocate Jafrul Hasan Sharif, an expert on Labor law, facilitated the session.

Rukshana Shadat Chowdhury, Deputy Manager - Commercial, Millennium Textile (Southern) Ltd, has been working for Renaissance for the last 25 years. She happens to be the longest serving employee of the Group. MIRROR spoke to her to know her feelings for the very long time she has spent at Renaissance:



Renaissance Face

MIRROR: Please tell us about how your journey started at Renaissance.

RSC: I have started my journey with this organization back in 1991, as an Assistant in the Commercial Department of Southern Garments Ltd.. That was my first job. I was a student with no knowledge of the business world. Our office was at Kawran Bazar with a total of 22 employees. I was transferred to Millennium Textiles (Southern) Ltd. in 2002 at its Gulshan office. I was amalgamated at the Corporate Office as the Group was officially formed in 2010.

MIRROR: What differences you see in this organization today?

RSC: Honestly, I find no differences except for the ever increasing number of employees and the new business units that are being added. Everything remains the same, e.g., the business policy of the Management, the friendly and safe working environment, the positive attitudes of the colleagues etc..

MIRROR: How have you upgraded yourself to achieve your current position?

RSC: If one works hard with honesty & dedication and is committed to the Company, success comes automatically. Renaissance is no exception. I believe Management have reckoned my efforts and therefore have given me the opportunities, through training & development to upgrade myself. Working procedures have changed largely since my joining in 1991. I have tried my best to adopt to changing scenarios especially in the field of technology.

MIRROR: What makes you stay for so long in this organization?

RSC: Needless to say, I have developed a soft corner for Renaissance since this has been my home away from home for the last 25 years. I find a safe and just environment in this Company. Being a woman I have never felt that I am being treated differently. I think that is important. These perhaps are the factors that made me continue with Renaissance for so many years.

Iftar Party 2016

The traditional Renaissance Iftar Party was arranged on June 16, 2016. About 500 guests & colleagues as well the Directors participated in the Iftar. The Renaissance Iftar is an event where colleagues from different Renaissance units break their fast under one umbrella along with their Management, exchange greetings and have a jolly good time.



Women's Day 2016

Renaissance Corporate Office celebrated Women's day 2016. This year's slogan for the day was "Pledge for Parity". The female colleagues, the Directors and the Departmental Heads participated in the event. The Female colleagues were presented with flower bouquets. A brief discussion session, followed by snacks ended the event.



Farewell

Mr. M. A. Rahman, the Executive Director, after having worked for RG for 14 years, retired in February 2016. A farewell ceremony for Mr. Rahman was held on February 2016.



Friendly Cricket Match

A friendly cricket match was held between Big W and Renaissance Group. Renaissance won the match by a large margin. Mr. Md. Modasser Pasha, Director Marketing of Renaissance was adjudged the Man of the Match. Renaissance colleagues with their families came to the field to cheer for their team.

Workshop on Fire-Fighting

Fire can be one of the most hazardous root causes of massive destruction and casualties. Renaissance puts maximum emphasis to train & develop their employees to minimize the plausible causes of fire and to fight fire effectively. As a regular practice, workshops on Fire-Fighting and Awareness were recently held for the workers of Pandora Sweaters Ltd, Millennium Textiles (Southern) Ltd, and Southern Garments Ltd. Experts from Fire Services & Civil Defense Department conducted the workshops.



Experts demonstrate operating procedure of Hose Line Pipe at a Fire Fighting & Rescue training at Pandora Sweaters Ltd.



Basic Fire Safety & Helpline training by Alliance at Millennium Textile (Southern) Ltd on September 27, 2016.



Fire Drill at Millennium Textile (Southern) Ltd by ORYX on March 31, 2016.



Southern Garments Ltd held a 14 days training on Fire, Health Safety & Compliance from May 11 to May 26, 2016.

Training & CSR Activities



A regular Induction Training at Millennium Textile (Southern) Ltd.



Two months training on Garments Quality from February 27 to April 24, 2016 at Southern Garments Ltd.



Renaissance Apparels Ltd arranged Hepatitis B Virus and Blood Group Test Program arranged for employees and workers on March 30, 2016.



Factory Titbits



New Year 2016 celebration at Southern Garments Ltd.



Annual picnic held on February 11, 2016 at Renaissance Apparels Ltd .



Annual Picnic held on February 2016 at Southern Garments Ltd.



Iftar Party at Renaissance Apparels Ltd June 2016.



Workers' Participatory Committee election at Southern Garments Ltd.

Employee News



On March 6, 2016, Mr. Md. Gholam Maola & Mrs. Morium Akter have been blessed with twins, Mehnaz Suraiya Naomi (daughter) & Maheen Mashroor (son). Mr. Maola is the System Administrator IT at Pandora Sweaters Ltd.



Mr. Bassu Ali & Mrs. Sabrina Yasmin Shimu have been blessed with a daughter, Sabrina Yasmin Suraiya on July 17, 2016. Mr. Bassu Ali is the Junior Executive, Cash at Renaissance Barind Ltd.



Mrs. Waheeda Sabrina Urmi & Mr. Yusuf Harun Badsha have been blessed with a son, Faiyaz Tajwar Harun on September 20, 2016. Mrs. Waheeda is the Senior Executive, Accounts at Millennium Textile (Southern) Ltd.



Mr. Md. Mizanur Rahman Chowdhury & Mrs. Shamima Nasrin have been blessed with a daughter, Afra Arzin Chowdhury on October 15, 2016. Mr. Mizanur is the Senior Merchandiser at Millennium Textile (Southern) Ltd.



Mr. Rajib Kumar Paul, Senior Executive, Merchandising at Renaissance Apparels Ltd, has tied knot with Ms. Brity Paul on March 03, 2016.



Mr. Real Islam, Executive, Product Development at Renaissance Sourcing Ltd, has tied knot with Ms. Atika Islam, on September 15, 2016.

CONGRATULATIONS



Best wishes!

Health Tips

Drinking Water At the Correct Time Maximizes its Effectiveness On The Human Body



- *2 Glasses Of Water After Waking Up
- Helps Activate Internal Organs
- *1 Glass of Water 30 Minutes Before a Meal
- Helps Digestion
- *1 Glass of Water Before taking a bath/show
- helps Lower Blood Pressure
- *1 Glass of water before Going to Bed
- Avoids Stroke or Heart Attack

Good Practice!



Please Turn off UPS

While leaving Office

Recycle



PRINT LESS BY PRINTING 2-SIDED