



The novel coronavirus has given rise to a global pandemic that has destabilized life and most institutional settings. It has changed, and will continue to change, the world and the way we work, rest and play. New thinking will be required to adapt to the new normal life post COVID-19. No one can say how long the crisis will last. Thus it's better to start the process of thinking about a 'new normal'.

**The New Normal Norms:**

- \* Use of Masks & Gloves in common & crowded places
- \* Queuing is now the norm, be it when visiting health professionals, going to the shops, or even getting in a lift.
- \* Public transport looks very different, with social distancing in place
- \* Hypervigilance towards the sound of cough, sneeze or snuffle that leads to maintain the higher standards of hand and personal hygiene.
- \* Holidays are spent at home or within the country due to travel restrictions.
- \* Education as we know it has change. Schools and universities have moved online.
- \* Work has also change due to social distancing. Zoom meetings even became our New Normal.
- \* Goodbye to concerts, sports, movies, festivals etc.
- \* Staying away from the love ones like elderly parents, grandparents, pregnant relatives, new parents or those who might be vulnerable to coronavirus for their own sake.
- \* Handshakes & hugs are altered by elbow & foot shake, waves or greetings from a distance.
- \* The way we dine out has changed. Many of us availing home delivery service and many of us exploring their own cooking skills at home.

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It is very human to miss the old ways and as with any change. Its important to give yourself some time to adjust with the new normal.

- \* Social distancing does not mean social disconnecting. We can still connect with our love ones through online
- \* We don't always need "major" events to happen to make us feel happy. Celebrate anything that puts a smile on your face, even a cup of tea in the early morning may bring that joy.
- \* Get your information from reputable sources rather than from opinions on social media
- \* With everyone at home and without helping assistant now it may be more difficult to keep the house tidy, so adjusting expectations about housekeeping may be more helpful. Sharing household works will remove the stress.

Last but not least, give yourself the space and time to grieve, to celebrate, and to feel every emotion in between, during this challenging time. We are living in a situation that never happened before and it is impacting each and every one of us in a unique way.

## Initiatives Taken by Different Manufacturing Units of RG to Fight Against COVID 19



Adequate number of Hand Washing Facility inside the factory premises



Checking Temperature of worker, staffs and visitors



Full time doctor & Nurse with adequate PPE and protections are engaged in providing service



Disinfecting shoes of the workers, staffs and visitors



Maintaining que and proper distance in everywhere inside the premises



Maintaining social distancing in the work stations and even during the meetings and trainings



Providing Hand sanitizer,mask and handkerchief where needed.



A quarantine area has been set up inside the factory where the suspected workers are sent before medical check-up.



Ensuring Hand washing before starting their work at the work station and every after 2 hours.



Mostly used areas like work station, lobby, stairway, lift, canteen tables are being disinfected periodically in a day



Workers are given awareness training, provided with leaflets, posters & banners are displayed on the notice boards and other visible places of the factory.



Social distancing is maintained during lunch as well.

## Aurko Retail Ltd.

**AURKO** RETAIL has started its journey from 1st of March 2020 with its first wholesale branded store under the name of "Duronto", one of the main wholesale hubs in the country followed by the second store on the 7th of March 2020. Inspired by the success of Duronto Television Renaissance group felt the need to launch a brand that will cater to a much needed children's clothing segment. The need for such a venture emerged after extensive research that revealed a clear need for a children's brand that would give the authenticity, reliability and most importantly guarantee of high quality garments for the children of Bangladesh. While ensuring quality it is also important that the product is within the buying reach of the target consumer. Aurko retail strives to ensure that every children has access to quality product at a competitive/affordable price. Aurko's vision is to become the number 1 children's' lifestyle brand in Bangladesh.



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## Renaissance Face



A regular scenario, a man of average height performs his duties in the floor at Southern Garments Ltd. with dedication and sincerity. The man is Mr. Abdul Alim, Production Manager who is with us since May 1995.

He started his career in garments sector at very young age but couldn't continue for long due to poor working environment that he experienced there. Therefore, he switched the job and started working in different field with a promise of never coming back to the garments sector again.

It was his destiny that brought him to the same sector again and he joined Southern Garments Ltd. in the year 1995. He was still very young and received appointment as Cutter Man. Here his journey commenced with Southern Garments Ltd. and the knot is still intense enough.

He was promoted to Cutting Master in the year 2002 for his performance. Utilizing his quick learning skills and dedication soon he acquired the position of Cutting In-charge in the year 2003. Afterwards, he was given responsibilities of Assistant Cutting Manager in the year 2006. Meanwhile he has received trainings from GIZ, BJTI & BGMEA on Skill Development, Production and other technical issues.

He performed his responsibilities as Assistant Production Manager from 2008 to 2012. Right now he is the Production Manager of Southern Garments Ltd. who witnessed a lots of ups and down and changes in management. Good working environment, positive attitude of Management and growing opportunities have changed his early perception regarding Garments Industry and helped him to stay with us as an important member of our family. Mirror would like to thank Mr. Alim and wish him a future filled with bright days, new opportunities and success in each goal he pursues.

## Intra Company Cricket Tournament 2019- 2020

Renaissance Group has organized an Annual Intra Company Cricket Tournament from January 03, 2020 to February 07, 2020. A total of 8 concerns of Renaissance Group participated in this knock-out system based tournament. Apart from the players, there was a huge gathering of the enthusiastic supporters of both teams were present and enjoyed the match in all matches, who had come to cheer their team members. The final match was played on 7th February, 2020 where Pandora Fashion Ltd. became champion by beating Pandora Sweaters Ltd. with 19 runs.

The prize distribution ceremony took place at the cricket field right after the final. Durjoy Kumar of Pandora Fashion Ltd. adjudged Man of the final for his outstanding 121 runs and 2 wickets in the final. He also was awarded the Player of the Tournament trophy for his all-round performance by scoring 141 runs and 5 wickets in just 2 matches of the tournament. The managers of each team, organizers of the tournaments and umpires were also awarded by the trophies and medals. M Naimul Basher Chowdhury handed over the champion trophy. The respective directors of Renaissance Group are also present there and enlightened the prize giving ceremony. Overall the tournament was very successful and the participants thoroughly enjoyed the tournament.



## Fair Price Shop

With a view to increase the real income of workers through reduction in health and daily necessities cost Renaissance Group has established Fair Price Shops at the factory premises affiliating with APON Wellbeing Ltd. The shops are now successfully in operations at Renaissance Apparels Ltd. and Southern Garments Ltd.



The shop offers the workers with quality and affordable health-nutrition products and services which is close to dealer price, free membership card, credit purchase facility and free life & health insurance. Worker earns points on each purchase from the shop that accumulate on her APON account. For every 100 taka spent, the worker earns 1 APON point. With 200 points, the worker gains access to zero-cash health coverage, allowing her to get free medical diagnoses and prescriptions from a doctor, and life coverage of up to BDT 35,000 (USD 435).

The initiative not only helps in minimizing monthly expenditure of the workers but also helps in behavior change in health, nutrition and financial inclusion.



## Women Friendly Workplace

Renaissance Group is an equal opportunity provider. Renaissance believes that there should be no glass ceiling for women who display the same amount of ambition, zeal and productivity as their male colleagues.

With women in the workforce, it is essential to have basic amenities - like separate restrooms for women and well-equipped medical facilities that suit women's needs. Female employees entrust the company with their safety and wellbeing and the company must reciprocate with appropriate measures like adequate security staff, surveillance and security within and around the office premises.

Apart from providing the basic conveniences to its female colleagues Renaissance provides the Maternity Leave & Benefit as per the Law of the land that allows the mother more rest and time to provide care for her child.

***Renaissance provides its pregnant workers with free Iron Tablets and the amount for one Ultra Sound scan. Providing a special nutrient food like milk, fruits, eggs mixed Khichree every day for pregnant workers are one of innovative initiatives of Renaissance Group. Workers in Renaissance Group have the opportunity to take medical advise from a registered Doctor. They are provided with sanitary napkins at 75% of discount price or for free.***



Different events and occasions like Women's Day, Valentine's Day, Falgun celebrated by female colleagues in Renaissance is now a common phenomenon. The Female Cricket Team of Renaissance Group has become so powerful and can challenge any of the Cricket teams of RG.

Renaissance considers developing a workplace conducive to women is not just beneficial for them, but for the company too as business gain loyal, talented employees who can contribute in the growth and success equally.

## Celebration of Bashanta

Corporate Office of Renaissance Group has arranged a Bashanta Utshab for the very first time on February 14, 2020 at the own premises in Uttara.

All arrangements, though a very little was to welcome the advent of Spring. Ladies were dressed in "bashonti" (yellow or orange) colored sarees and adorning floral ornaments, while boys wore colorful panjabis. The festival-loving members of Renaissance Group welcomed and celebrated the day with great joy, love and in a colourful manner. It seemed Bashanta has touched all the hearts.

There was some light refreshment like fuchka, chotpoti, Jilapi & Pithas. The background music helped to create the vibes of the occasion. The colourful traditional decorations with flowers was the cherry on the top. Everyone engaged themselves most of the time in taking selfies and photographs.



The MDs & Directors came to attend the event, enjoyed it very much. They took photographs with all and were happy for the lovely warm arrangements. We are expecting to arrange such event in bigger range in the coming years.

## Training & Development



Training on “Wage Management System” at Millennium Textiles (Southern) Ltd. held on February 16, 2020



Training on “Health & Safety” at Millennium Textiles (Southern) Ltd. held on January 01, 2020



Awareness sessions on COVID 19 have been arranged from May 06, 2020 to May 17, 2020 at Renaissance Barind Ltd. All workers and staffs participated the session in 36 batches.



Training on “Technical Skill Development” held on June 01, 2020 and September 16, 2020 at Renaissance Barind Ltd.. Total 90 staffs from Production, IE, Planning & Quality have attended the training. Head of Quality & Head of IE facilitated the training that focuses on SMV Making & Costing, Efficiency calculation, Work place arrangement, Line balancing, Methods development, Wastage Management, Basic Quality Control, Work Organization, Total Quality Management (TQM), Quality Improvement, Quality Process.



Awareness Session on Social Compliance “WE Program” held on February 03, 2020 at Pandora Sweaters Ltd. Total 40 Numbers of employees among Management staffs, PC Committee members, and production staffs attended the session.



“Woven Sewing Operator Training” by BGMEA SEIP held in the month of February 2020 at Millennium Textiles (Southern) Ltd. Total 30 numbers of Apprentice and helpers participated in the training and now working satisfactorily in the Sewing lines as operators.



A training held on “Fire Fighting, Fire Prevention, Rescue and First Aid Training” held on February 04, 2020 by Bangladesh Fire Service & Civil Defence Directorate” at Renaissance Barind Ltd.



Training on “Fire Safety & Emergency Rescue” held on February 18, 2020 at Renaissance Barind Ltd.. The training has provided sound knowledge on the prevention methods of occurrence of fire & explosion, how to reduce the risk of damages and risk of life caused by fire. The training was facilitated by Mr. Md. Haider Ali, Fire & Safety Officer and total 40 numbers of workers participated in the training.

## Training & Development



A three days long Training on 5S & KAIZEN was held on March 10, 2020 to March 12, 2020 at Renaissance Barind Ltd. by Mr. A K M Shamsul Huda, Vice President - BSTQM. Total 35 numbers of workers & staffs attended the training. The main objective of the training was to make a workplace function better & easier by using 5S. Renaissance Barind Ltd. has implemented 5S in 4 lines as pilot basis.



Training on “Financial Literacy for Women” held on February 10, 2020. Total 40 numbers of female workers attended the training. The training has provided them with the knowledge of budgeting, Wise spending, importance of taking part in financial decisions and importance of saving money. The training was facilitated by Mr. Mamunur Rashid, Senior Executive – Training & Development.

## Story Corner

### Let go of your Stresses!

A psychologist walked around a room while teaching stress management to an audience. As she raised a glass of water, everyone expected they'd be asked the “half empty or half full” question. Instead, with a smile on her face, she inquired: “How heavy is this glass of water?”

Answers called out ranged from 8 oz. to 20 oz.

She replied, “The absolute weight doesn't matter. It depends on how long I hold it. If I hold it for a minute, it's not a problem. If I hold it for an hour, I'll have an ache in my arm. If I hold it for a day, my arm will feel numb and paralyzed. In each case, the weight of the glass doesn't change, but the longer I hold it, the heavier it becomes.”

She continued, “The stresses and worries in life are like that glass of water. Think about them for a while and nothing happens. Think about them a bit longer and they begin to hurt. And if you think about them all day long, you will feel paralyzed – incapable of doing anything.”

It's important to remember to let go of your stresses. As early in the evening as you can, put all your burdens down. Don't carry them through the evening and into the night. Remember to put the glass down!



## Group Insurance

A well-grounded financial plan may be the life saver plan on severe health or physical damage or death to the people. This is where the idea of Life and Hospitalized insurance has generated from the Management of Renaissance Group.

The employees of Corporate Office came under the coverage of Medical & Life Insurance last year. The benefit has also covered “No Cash Treatment” with leading hospitals in Bangladesh, In Addition, a hospitalization ID card holder gets special discount from reputed diagnostic centers.

Last year, employees of Corporate office have received tk. 2,91,029 as Medical Insurance including Maternity Coverage.

## Fair & Lovely Scholarship

Aastha, one of the promising projects of Unilever Bangladesh Ltd. has been launched recently that aims to giveaway scholarship certificates to female worker's children for those who are students and achieved a good result in PSC, JSC & SSC-2019. Children of the female workers at Renaissance Apparels Ltd. were selected and awarded with the scholarship for their outstanding achievement in JSC & SSC by Aastha FAL Scholarship Program under the umbrella of Unilever Bangladesh Ltd..

Samiya Jahan, daughter of Ms. Mahmuda Khatun, Cleaning Supervisor was awarded with scholarship of tk. 800 monthly for a year for her excellent result in JSC. Shantona Akter Mimi, daughter of Asma Khatun, Operator and Md. Shakib Ali, son of Ms. Shelpy Begum, Helper were given scholarship of tk. 1200 monthly for a year for their result in SSC Examination. The certificates were handed over to the proud mothers in presence of Directors and team leaders of the different department on September 16, 2020.



## Tree Plantation at RBL

With the responsibilities towards the environment Renaissance Group engages in programs like tree plantation.

Following the practice, Renaissance Barind Ltd., LEED certified Green Factory has taken initiatives of planting trees in the premises and surroundings of the factory. The program was inaugurated with the hand of our honourable chief guest Ms. Shwapna Bhowmick, Country Head of Marks & Spencer on December 24, 2019 while her visit at Renaissance Barind Ltd.



## Art Competition and Prize Giving Ceremony

Renaissance Group believes that business cannot achieve a steady growth without maintaining a sustainable balance in the environment and society it works on. Based on this belief system, the group has associated themselves with the various projects.

Renaissance Barind Ltd. had arranged Art Competition on account of Victory Day on December 06, 2019. The participants were divided in to two groups considering their age. Children came in the factory premises wearing colourful dresses. Children started drawing their pictures with full enthusiasm after receiving the beautiful new boxes of pencil colour and pastel colour. The pictures drawn by the tiny Picassos amazed all. The event ended with taking lots of group photographs along with the parents of the children.



The prize announced for the first, second & third position holder was the scholarship of tk. 2000, tk. 1500 & tk. 1000 respectively per month for one year. The winners were awarded with the Dummy Cheque on December 24, 2019 in the presence of honourable Country Head of Marks & Spencer, Ms. Shwapna Bhowmick.

# Cultural Activities of Different Manufacturing Units

## Pitha Utshab

Pandora has arranged Pitha Utshab on January 27, 2020 in the factory premises. Several workers from different sections brought varieties of pithas like Bhaja puli, dudhpuli, patishapta, jhinuk pitha, nokshi pitha, pakon pitha, narikeler naru and lots more. Moreover, every member was dressed in traditional clothes; ladies in saree while men were in Punjabis. The premises were beautifully decorated and stalls were set up for pithas to be showcased. The popular Bangla songs added more delight to the enthusiasm in pitha utshob. This event allows everyone to interact and socialize in a beautiful weather.



Mr. A N M Shamsuzzaman, Director of Pandora Sweaters Ltd. inaugurated the program where he praised such initiative. Later, he roamed around to see and taste different types of pithas those were displayed. The presence & participation of everyone were highly appreciable.



Badminton Tournament at Pandora Sweaters Ltd.



Annual picnic of Millennium Textiles (Southern) Ltd.



Craft Competition at Pandora Sweaters Ltd.



Annual picnic of Renaissance Barind Ltd.

# Certifications



**Your Words May Represent  
Your Thoughts But Your  
Efforts Represent You.**

## Health Corner

### Amazing Facts

- The entire length of all the eyelashes shed by a human is over 98 feet.
- We blink more when we walk.
- It's impossible to sneeze with your eyes open.
- Your eye balls stay the same size from birth to death
- The pupil dilates 45% when looking at something pleasant.
- All babies are colour blind when they are born
- An average person blinks 12 times per minute and about 10,000 blinks a day.
- An average person reads 200- 250 words per minute
- Eyes are composed of more than 2 million working parts.
- Our human eye is 576 mega pixel.
- Corneas are the only tissues that don't require blood. It takes in oxygen directly from the eyes.
- It can process, 36,000 bits of information every hour
- The healthy human eyes can distinguish 17,000 different colours.
- Men are more likely than women to be colour blind
- The finger print has 40 unique characteristics but your iris has 256 which makes it better for biometric data scanning.

### Take Care of Your Eyes !!!

- Clean your eyes with pure cold water regularly. This is one of the best way to keep eyes healthy and disease free
- Wear UV protective sunglasses
- Exercise your eyes, and also be sure to relax them. Roll your eyes up & down, than side to side. Move your eyes in circular motion. Repeat this exercise 5 to 10 times a day to relax your eyes
- Do not look at a bright light directly
- Do not read in dim light
- Eat lots of fruits & vegetables
- Maintain a good distance from the computer screen – sit approximately 22 – 28 inches away from it. Sitting too far or too close may increase strain in your eyes

### The 20 - 20 - 20 Rule

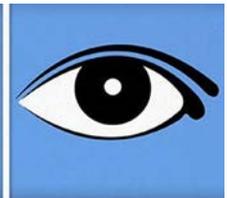
Computer Vision Syndrome (CVS) is one of the most common stress injuries in the workplace. Caused by staring at a computer monitor for too long, CVS can cause headaches, Blurred vision and dry and watery eyes.



EVERY  
20 MINUTES...



...TAKE A BREAK  
FOR 20 SECONDS...



...AND LOOK AT AN  
OBJECT 20 FEET AWAY.

Follow the 20-20-20 Rule & give your eyes the break they deserve

### Is Your Cell Phone Making You Blind !!!

- Dry Eyes - We normally blinks 16 to 20 times per minute while looking at a cellphone we blink just 6 to 8 times
- Headache - Poor neck position and eye strain can increase the chance of headache
- Eventual Nearsightedness – Focusing on a screen for long periods of time strains the eye muscles, which are designed to focus naturally about 20 feet away
- Blurry Vision – Strained ocular muscles can no longer focus at varying distances, while this is temporary at first, it can become permanent

