



A. L. M Raisul Alam

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Career Objective:

With over sixteen years of extensive professional experience in Compliance, Environmental Safety, Sustainability, Quality, and Product Safety, I have repeatedly proved my ability to bring non-compliant manufacturing facilities into compliance with Quality, regulatory laws, and customer Codes of Conduct. I am now looking for a new challenge where I can apply my breadth of experience within a reputable firm, contributing to its growth and success.

Employment History:

Total Year of Experience: 16.3 years

1. General Manager, Compliance, EHS & QA

(July 2019 to Continue)

r-pac Bangladesh Packaging Co. Ltd, Adamjee EPZ, Narayangonj

Duties/Responsibilities

Lead Quality Assurance & Compliance Department Includes 4 units.

Social Compliance:

- Lead and mentor a team of Compliance, Environmental Health and Safety (EHS), and Quality Assurance (QA) experts to foster a culture of continuous improvement and adherence to industry best practices.
- Develop and implement robust safety policies and procedures that meet industry standards, customer specifications, and regulatory requirements.
- Organize and coordinate factory audits in alignment with buyer specifications, covering social, ethical, environmental, technical, and Supply Chain Security (SCS) audits.
- Monitor and enforce compliance with Labor Law-2006, Amendment Act-2013, Factories Act, Fire prevention regulations, Fire Fighting laws, ACCORD & ALLIANCE Standards, ILO Conventions, and other applicable laws in the RMG sector.
- Monitor certifications like BSCI, ISO, SEDEX, OEKOTEX, ACCORD, ALLIANCE, etc., and ensure readiness for their different audits and requirements.
- Provide Corrective Action Plans (CAP) on audit observations and ensure timely implementation.
- Establish and maintain strong relationships with relevant parties, including BGMEA, compliance auditors, fire and civil defense departments, labor offices, labor courts, police stations, local influencers, and labor federations.

Health & Safety:

- Ensure compliance with health and safety standards across the organization.
- Oversee the maintenance of structural, fire, and electrical safety protocols.
- Implement Job Safety Analysis to ensure a safe working environment.
- Conduct training needs assessments and provide training to management staff, workers, and compliance teams to carry out their HSE duties effectively.
- Follow up with the team to evaluate health and safety threats and develop preventive action plans to mitigate them.
- Monitor, analyze, and report HSE performance monthly to the senior leadership team.
- Advise and support the leadership team in improving safety standards.
- Conduct training related to Health & Safety, Environment, Fire Fighting, Fire Drills, First Aid (FAD), SOPs, and other social and technical compliance training.

Environmental Compliance:

- Uphold environmental sustainability in all organizational activities and work procedures.
- Fulfill buyer requirements on environmental issues including EMS, energy, water, waste management, air emission and GHG management, chemical management, and ETP management.
- Ensure proper wastewater treatment for all facilities, and evaluate and minimize water impacts.
- Strictly adhere to chemical Restricted Substance List (RSL) and Manufacturing Restricted Substance List (MRSL) guidelines.
- Conduct and follow up on chemical and environmental risk assessments.
- Ensure the safe handling of chemical processes and products within the company, maintaining chemical-toxicity-free premises.
- Prepare and present regular reports and updates on Environmental sustainability activities, performance metrics, and initiatives to senior management.

Quality Assurance:

- Develop and implement quality assurance policies and procedures to ensure industry standards, customer requirements, and regulatory guidelines.
- Develop and implement quality systems to reduce defect rates.
- Establish and maintain quality control checkpoints throughout the production process.
- Confirm product safety from raw material to finished product.
- Analyze customer complaints and follow up the root cause analysis.
- Analyze QA data to identify trends and areas for improvement.
- Evaluate the performance of Compliance and Quality Assurance staff and non-staff members according to their roles.
- Prepare and present regular reports and updates on quality assurance activities.

Achievement:

- Launch a culture of safety focused on achieving zero accident.
- Led a cross-functional team in the successful implementation of 5S principles throughout the factory in 2018.
- Initiate Job Analysis to identify and address the risk of a process to ensure adherence to high standards.
- Implemented a system to enhance team multi-tasking capabilities, improving efficiency in handling critical tasks
- Established an Environmental Management System (EMS) certified to ISO 14001 standards.

2. Manager, Compliance & EHS

(November, 2013 - July, 2019)

r-pac Bangladesh Packaging Co. Ltd , Adamji EPZ, Narayangonj

Achievement:

- Achieve a green rating in both the Walmart Sustainability Audit and the PVH Social Audit.
- Securing nominations from several prestigious buyers in recognition of our commitment to ethical practices.

3. Asst. Manager, HR, Admin & Compliance

(February, 2011 - October, 2013)

Crystal Martin Knitwear Ltd (UK), Halder Complex, Tellipara, Chowrasta, Joydebpur,

Achievement:

- Implemented streamlined onboarding processes, resulting 20% reduction in new hire time.
- Implemented cost-saving measures that streamlined administrative processes, resulting in a 10% reduction in administrative costs

Training Summary:

Certification	Institute	Location	Year
Understand the Cost of Quality and TQM tools	www.alison.com	Virtual	2023
Leadership Excellence	Sensei International Ltd	Dhaka	2020
Coaching and Mentoring Skills	Future Leaders	Dhaka	2019
KPI Selection Workshop	SAVVY Bangladesh	Dhaka	2019
Think 5S	SGS Bangladesh	Dhaka	2018
Lean Six Sigma	Dr. Mikel J Harry Six Sigma Management Institute Asia	Dhaka	2018
Health and Safety Practitioner (HSP)	EHS+ Center (North South University)	Dhaka	2017
Environmental Management Practitioner (EMP)	EHS+ Center (North South University)	Dhaka	2017
Energy Efficiency Practitioner (EEP)	EHS+ Center (North South University)	Dhaka	2017
Environmental Sustainability	Li & Fung	Dhaka	2017
ISO 14001-2015 Lead Auditor	Intertek	Dhaka	2016
Hazardous Chemical Management	EHS+ Center (North South University)	Dhaka	2015
ToT course on Social Compliance	GIZ	Dhaka	2014
Leadership @ Excellence	HR Kites	Savar, Dhaka	2014

Academic Qualification:

Exam Title	Subject	Institute	Result	Year
MSc	Environmental Science	Jahangirnagar University	CGPA 3.33	2018
BSc	Mathematics	National University	Second Class	2008
HSC	Science	BAF Shahin Collage	First Division	2002
SSC	Science	Banani BiddyaNickton	First Division	1999

Personal Information:

Father's Name : Late. M. A Rob
Mother's Name : Late Afroza Laila
Date of Birth : January 1, 1984
Height (Meter) : 1.75
Weight (Kg) : 80
Marital Status : Married
Nationality : Bangladeshi
National ID No. : 8672939629
Religion : Islam
Current Location : Banasree, Rampura
Blood Group : A+

Personal Information:

	<u>Reference: 01</u>	<u>Reference: 02</u>
Name	: Sumon Mia	Md. Mamun
Organization	: r-pac Bangladesh Ltd	Sinobangla Industries Limited
Designation	: Manager, Maintenance	AGM
Address	: Adamjee EPZ, Narayangonj	Gojaria, Narayangonj
Mobile	: 01755625712	01784625874
Relation	: Professional	Professional