



سفیر الصناعة الأردنية 2022
Jordanian Industry Ambassador 2022

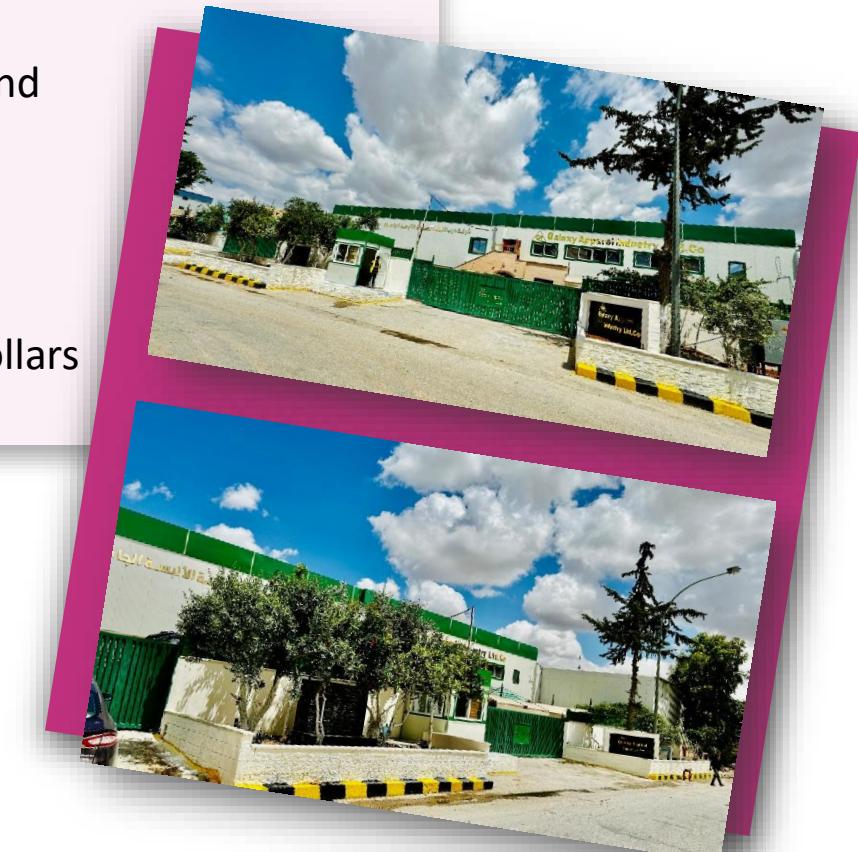
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About us:

Galaxy Apparel Industry Ltd. co. was established in 2005, at Al- Hassan Industrial Estate, which is the world's first qualifying Industrial Zone (QIZ), at Ar-Ramtha, near Irbid city, in the Hashemite Kingdom of Jordan. Initially, it started in a very small scale by *Mohammad Nur Alam, President and CEO of:*

- ***Galaxy Apparel Industry Ltd. Co in Jordan,***
- ***Galaxy Apparel USA INC in New York.***
- ***Afnan Apparel Industry Ltd in Bangladesh,***
- ***Shaoxing Galaxy Textile Ltd.co in China***

- ❖ Galaxy Apparel Industry is achieving exemplary growth in terms of manpower and productivity every financial year by an extraordinary effort of the Galaxy team members.
- ❖ Now, it consists of over 750 various machines, more than 2000 employees and produces 20,000 to 25,000 garments per day. Its turnover is 30-35 million US dollars per annum.



Our vision is to become a leading manufacturer and exporting company amongst all the apparel industries in Jordan. This can be accomplished via spontaneous productivity and excellence of quality, service and customer satisfaction.



&



Our mission is to satisfy all its stakeholders by filling their expectations within a legal frame. We would like to consider the environmental issues, worker welfares, comply with local and international laws, maintain the business ethics and also to fulfill corporate social responsibility to reach our mission.

Goals:



Our Goal is to achieve the highest level of customer satisfaction consistently and to Continuously strive for improvement.

- And thus, our company identifies and confirms and takes crucial steps immediately in order to fulfill the customer needs.

Objectives:

- Our objective is to achieve and maintain optimum dedication, best effort, new concepts, collective thinking, and positive attitude from its employees in order to reach its vision and mission.

CORE VALUES:

Safety



The company provides an especially safe, secure and hygienic environment for all its employees such as first aid kits, doctors, sanitation facilities etc. Also, we are very strict against any sort of harassment (physical or verbal) and encourage our workers to inform the authority according to our grievance policy.

Ethics

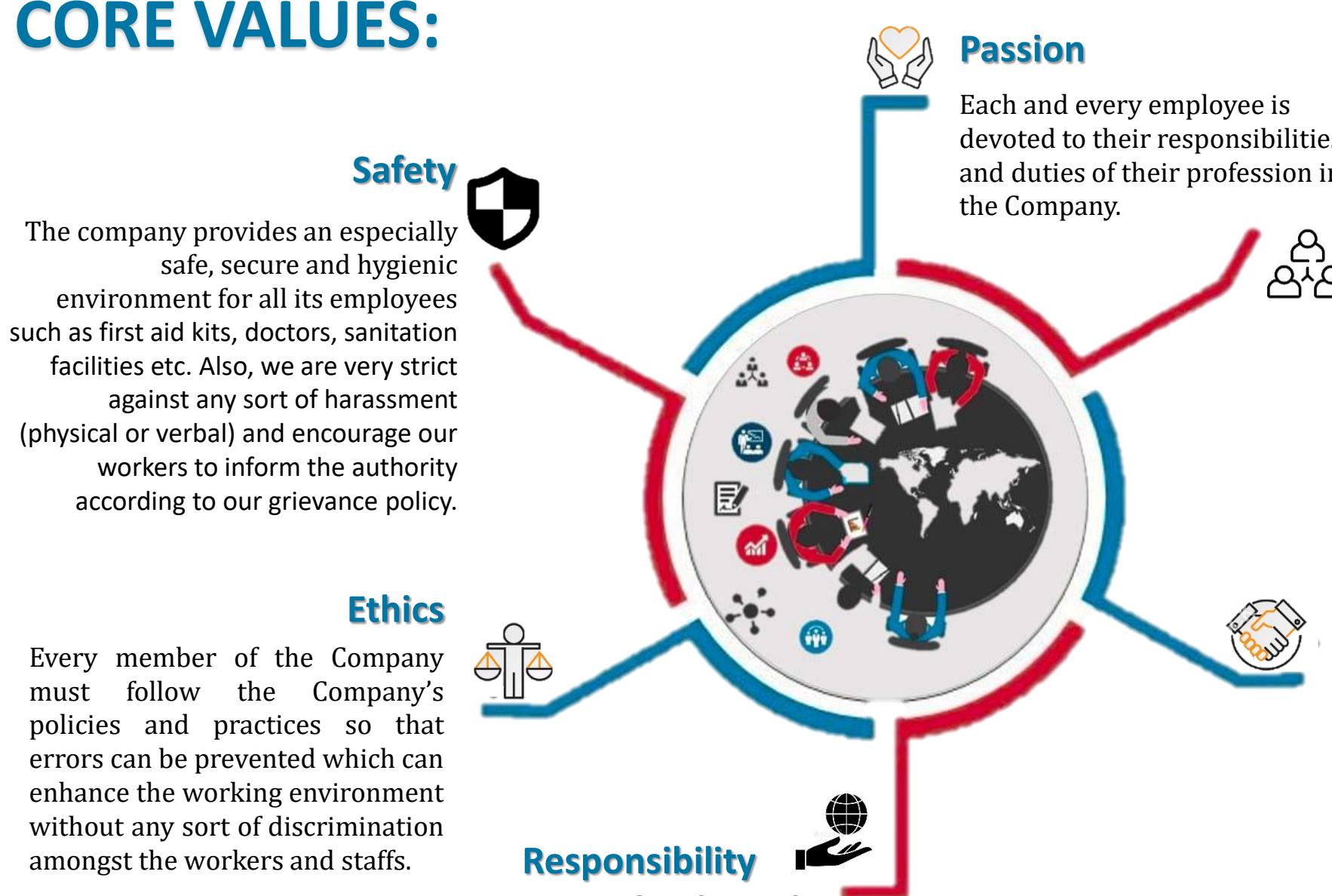


Every member of the Company must follow the Company's policies and practices so that errors can be prevented which can enhance the working environment without any sort of discrimination amongst the workers and staffs.

Responsibility



We insure that the goods we produce are in optimum quality and are completely harmless to our stakeholders.



Brands we are working for:

AÉROPOSTALE

jcpenney

PERRY ELLIS



AMERICAN EAGLE
OUTFITTERS



Eddie Bauer®
EST. 1920

DANSKIN
NOW

RUSSELL™



mitre



ASHLEY STEWART®

SKORA

Splash
IN LOVE WITH FASHION

AIRWALK®

PONY®

apania

RBX

We are working for leading multinational distributors brands like **DANSKIN NOW**, **RUSSELL**, **GEORGE POLO**, **US Polo Assn. Monument**, **Rugby University**, **Splash**, **MITRE**, **JC Penney**, **Pacific Trail**, **Ashley Stewart**, **RBX**, **UMBRO**, **CB**, **BHPC**, **PERRY ELLIS**, **EDDIE BAUER**, **Sam's Club**, **Aéropostale**, etc..

We follow their code of conduct, technical manual, and quality manual and comply with our own quality manual, production process etc. Despite of everything, we are collaborating with our clients to achieve perfection and customer satisfaction.

Outdoor Voices

32° DEGREES

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Executive Summary:

Background

- GAI was established in 2005 in Ramtha, Jordan.
- Debuted with a small scale by Mr. Mohammad Nur Alam, the president and the CEO.
- Contains different branches in different countries

Capabilities

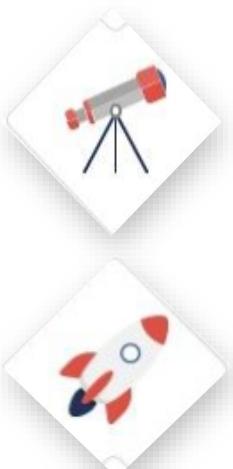
- Galaxy Apparel Industry produces 20,000 to 25,000 garments per day
- Produces top quality garments
- Excellent cooperation with employees
- Maintenance of rules and regulations

Accreditation

- Certified with proper recognition
- Owns Membership of various renowned work programs
- Associated with leading multinational distributors brands

Goals and Objectives

- Our goal is to achieve highest level of customer satisfaction
- We believe that it could be achieved by optimum dedication, best efforts, new creative concepts, collective thinking of our team.

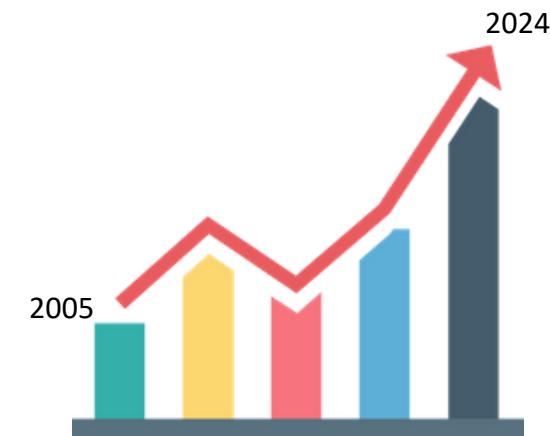


Vision

Is to become the leading manufacturer amongst all the apparel industries in Jordan.

Mission

Is to satisfy all the stakeholders, maintain the business ethics and fulfill the social responsibilities



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Experience and Growth:



Stats

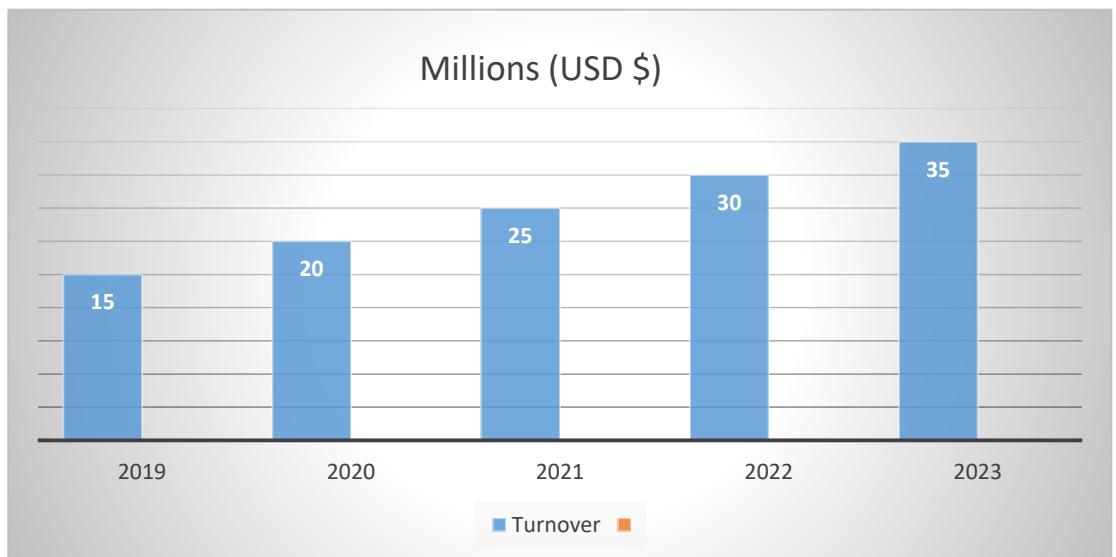
- In the few years, from 2019, our initial turnover was 25m \$ and by the end of 2023, we reached 35m\$.
- This illustrates the annual growth of the Galaxy Apparel Industry.

Mohammad Nur Alam founded Galaxy Apparel Industry Ltd. Co. in AL-Hassan Industrial Estate (QIZ), AL-Ramtha, Irbid, Jordan in the year of 2005.

Journey from Zero to Hero

Initially, GAI started as a small scale factory but now due to his visionary steps and vast experience, the Company has become renowned amongst the others. Besides the factory, we have a separate embroidery unit that produces approximately 10000 pcs per day. Galaxy Apparel Industry Ltd. Co is now planning for Business diversification.

As a visionary entrepreneur, Mohammad Nur Alam is always seeking possibilities and is willing to take challenges. He believes that threat and opportunity goes hand in hand. Where there is a challenge, there is also a chance.



Our standards & achievements



Galaxy Apparel Industry is a Golden listed company enlisted by the Ministry of Labor, Hashemite Kingdom of Jordan for complying with the local, international & ethical compliance requirements. Galaxy Apparel Industry is also a member of the “ILO-IFC better work program” for the welfare of employees.

As a member of the ILO-IFC better work program, better work Jordan monitors and certifies Galaxy Apparel Industry for compliance of all international social & ethical standards.

❖ *Certification:*

- **CIP (NRB) Award-2024** from Govt. of the People’s Republic of Bangladesh, (Ministry of Expatriates Welfare & Overseas Employment). for outstanding contribution in remitting foreign currency (Financial Year 2022 to 2023)
- **Jordanian Industry Ambassadors Award** from his majesty King Abdullah II Ibn Al-Hussein.
- **Golden List Certified** from Jordan Ministry of Labor.
- Compliance Factory certified by **ILO-IFC Better Work**.
- **WRAP (Worldwide Responsible Accredited Production) Gold Certified of Compliance.**
- **ISO 9001: 2015** Quality Management System : **Certified**
- **ISO 14001: 2015** Environmental Management System: **Certified**
- **ISO 18001: 2007** Occupational Health & Safety Management System: **Certified**
- Global Recycled Standard (**GRS**)
- Version 4.0 : **Certified**

❖ *Membership:*

- Membership of **JGATE**
- Membership of **Irbid Chamber of Industry**
- Membership of **Better Work (ILO-IFC Better Work)**



Our Certification & 3rd Party auditing Partner's:

<u>Certification:</u>	<u>Auditing Partner's:</u>
            <p>Walmart Factory Capability & Capacity Audit</p>	      <p>Ministry of Labor Hashemite Kingdom of Jordan</p> 

CIP (NRB) Award-2024



Certificate of Appreciation and Gratitude:

Honor from Govt. of the People's Republic of Bangladesh, (Ministry of Expatriates Welfare & Overseas Employment).

CIP (NRB) Award-2024 for outstanding contribution in remitting foreign currency (Financial Year 2022 to 2023).



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Jordanian Industry Ambassadors Award-2022

:Certificate of Appreciation and Gratitude:

Honor from His Majesty King Abdullah II Ibn Al-Hussein, For the Jordanian Industry Ambassadors



TO THE NILE OF GOLD, THE MIST GREEN, THE MIST
MERCIFUL



*Under High Patronage and Royal Honor
From*

HONOR FROM HIS MAJESTY KING ABDULLAH II IBN AL-HUSSEIN, MAY GOD
PROTECT HIM

*For Jordanian Industry Ambassadors
Certificate of Appreciation and Gratitude
Galaxy Apparel Industry Ltd. Co*

Fathi Al-Jaghbir,
Chairman of the Amman Chamber of Industry

Amman on Muharram 13, 1445 H,
corresponding to July 31, 2023 AD

Golden List Certified from Jordan Ministry of Labor:



وزارة العمل

الرقم 41477/1/ تقييم 1447
التاريخ 27/03/2024 1447
البرلاف 2025/11/18

السيد مدير عام شركة درب التنمية لصناعة الألبسة

تحية طيبة وبعد،

الموضوع: القائمة الذهبية

استناداً لتعليمات شروط واجراءات استخدام واستقدام العمال غير الأردنيين في المناطق الصناعية المؤهلة للعام 2007، الصادرة بموجب أحكام المادة (4) من نظام رسوم تصاريح عمل العمال غير الأردنيين رقم (36) لسنة 1997 ومقابلات إعادة تقييم استمرار عضويتكم في القائمة الذهبية، قامت الوزارة بإعادة تقييم لشركتكم في الفرع الرئيسي وذلك للتأكد من مدى التزامكم بتطبيق معايير ومتطلبات القائمة الذهبية، وبعد القيام بالزيارات التفتيشية والإجراءات التقييمية اللازمة، نود إعلامكم بحصول شركتكم 80.2% (ثمانون واثنان بالعشرة بالمائة) من النقاط التي تطبق على مؤسستكم، ما يؤهلكم بالاستمرار في عضوية القائمة الذهبية.

حيث كانت العلامة على النحو التالي:

العلامة النهائية	شركة درب التنمية لصناعة الألبسة	اسم الشركة
%80.2		

Galaxy Apparel Industry Ltd.co is a **Golden listed company** enlisted by the Ministry of Labor, Hashemite Kingdom of Jordan for complying with the local, International & ethical compliance requirements in Jordan.

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نواب التصدّر

Compliance Factory certified by ILO-IFC Better Work.

- Galaxy Apparel Industry Ltd.co is also the member of “ILO-IFC Better Work Program” for the welfare of employees.
- As a member of ILO-IFC Better Work Program, Better Work Jordan monitors and certifies Galaxy Apparel Industry Ltd.co for compliance of all International Social & Ethical Standards.

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One year from July 2023



ANNUAL CERTIFICATE OF PARTICIPATION

This certificate does not constitute an endorsement of working conditions by Better Work, the ILO or IFC

THIS IS TO CERTIFY THAT **Galaxy Apparel Industry**
LOCATED AT **Irbid, Jordan** HAS REGISTERED FOR THE PURPOSE OF
PARTICIPATING IN THE
ILO-IFC BETTER WORK JORDAN PROGRAM

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F +962 (0)6 592 5779
jordan@betterwork.org, www.betterwork.org

Tareq AbuQaoud
Better Work Jordan Programme Manager





WRAP (Worldwide Responsible Accredited Production) Gold Certified of compliance.



WRAP ID: 16856

Certification Period: Nov 10, 2025 to Nov 10, 2026

Production Process: QC, Finishing, Sewing, Trimming, Packing, Cutting, Embroidery, Finished goods warehouse, Spot cleaning & Fabric-trims stock warehouse

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Jordanian Industry Ambassador 2022





GRS Scope Certified by Control Union.



Certificate No: CU1178477GRS-2025-00063860
Certificate Version No: CU1178477GRS-2025-00103224
Certification Period: June 17, 2025 to June 16, 2026
GRS (Global Recycled Standard)



GMP Certified by International Associate:



Certificate No: 24-1926-1GMPT
Certification Period: Feb 28, 2025 to Feb 28, 2028
GMP (Good Manufacturing Practice) Textiles.

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ISO-14001:2015 Certified by G-Certi.

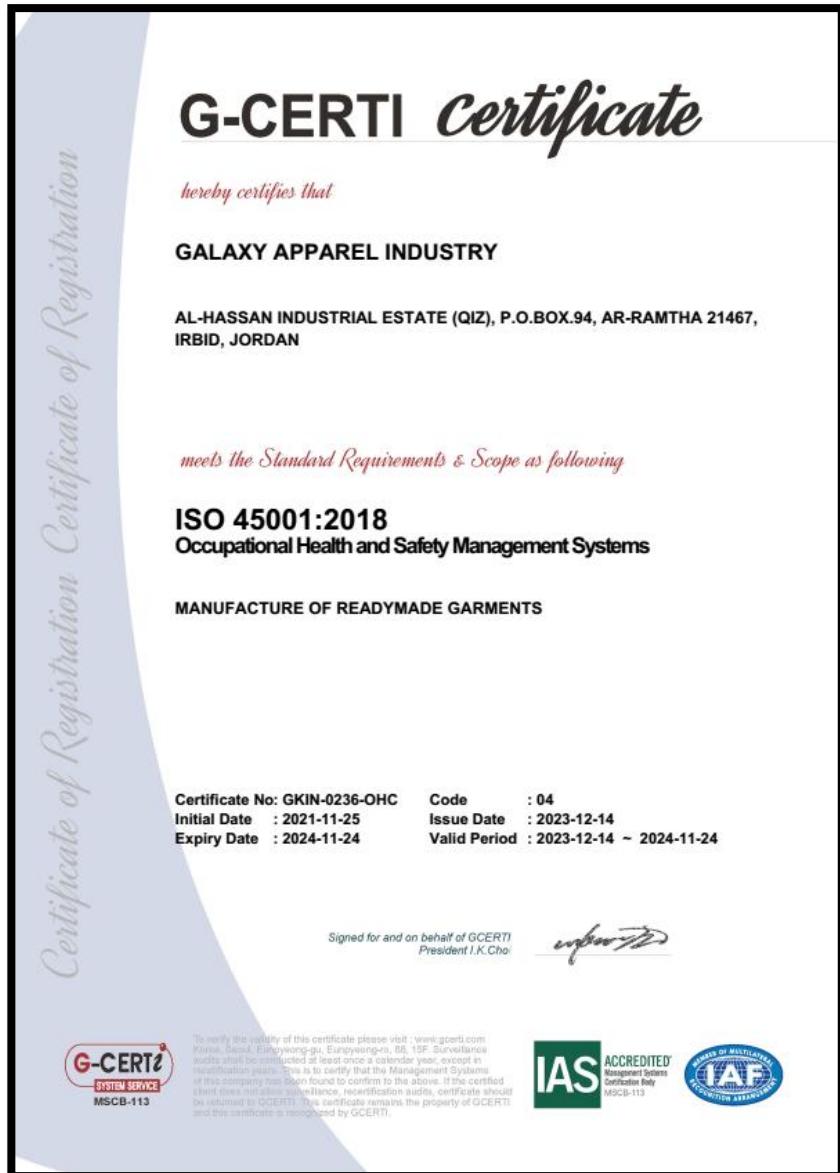


Certificate No: GKin-0236-EC
Certification Period: Dec 14, 2023 to Nov 24, 2024
Environmental Management Systems
ISO 14001:2015

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ISO-45001:2018 Certified by G-Certi.



Certificate No: GKin-0236-OHC
Certification Period: Dec 14, 2023 to Nov 24, 2024
Occupational Health & Safety Management Systems ISO 45001:2018

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رجال التصدیر

ISO-9001:2015 Certified by G-Certi.



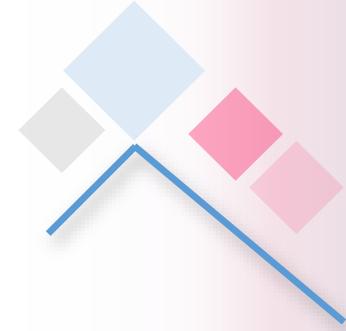
Certificate No: GKin-0236-QC
Certification Period: Dec 14, 2023 to Nov
24, 2024
Quality Management Systems ISO
9001:2015



Our Products and Production Process:

Products:

- The Company is producing top quality garments for men, women and kids that are knit and woven . Galaxy Apparel Industry strictly follows the specifications and the appointed dates for the garments that are requested by our valued customers.



Our Production team arranged scientifically advanced equipment, techniques & manpower to achieve higher production with standard quality. While having conformation of a specific bulk order with shipment approval date, we deduce the fabric, raw materials and the trim arrival date, and make an action plan. Afterwards, we correspond to all related personnel to make their individual departmental plan.



Production instruction files are distributed to everyone related to the production process. There is a daily monitoring process to inspect whether the production is going per plan. In case it does not comply with the same steps, then a strategic plan will be carried out.



In case there are any kind of delays, the production progress is reported to the clients and if required to get an extension from them. Finally, we are providing external inspection if internal inspection is satisfactory. Shipping plan is taking place per pass report by internal and external audit.

Production Process

- Production File with details order
- Size set cutting & sewing for Approval
- Pre-production meeting & comments adjustment
- Pilot run cutting , sewing & comments adjustment
- Bulk cutting (Cutting Department)
- Bulk Sewing
- Goods Packing according to packing instruction
- Final Inspection offer to the Buyer QA / Third party

Quality Process:

- We have several in-line, end-line and finishing quality assurance processes to ensure the quality of the garments. We follow 1.5%, 2.5% or 4% quality control standards to comply with the internationally established Accepted Quality Levels.
- We have separate quality control standards which are 1.5% for finished garments.
- Mandatorily, 10% of fabric and raw materials will be inspected before issuing for the line of operation.
- 100% of finished garments are inspected before packing to ensure that there are zero defects in packing. At present, we are introducing TQM to ensure 100% quality of our products to achieve the client's satisfaction.



Compliance and other facilities:

Compliance: The company complies with all the laws that are related to the labor welfare as stipulated by the government, the international labor organization and other recognized labor welfare organizations of the clients. The company also complies with the custom's laws and security regulations in place, as updated by the authority from time to time.

Accommodation: We have separate accommodations for male and female workers near the factory. All rooms are very spacious and tidy. We follow the Health Ministry's latest requirements. There are sufficient washrooms, toilets and water supplies and sufficient electricity supplies per seasonal demand. Fire alarms with firefighting equipment are also provided. Additionally, first aid kits with full ingredients are available at every floor of the dorm.

Social Security: This security setup is managed by The Social Security Corporation of the Jordan Ministry of Labor. It ensures the employees' insurance coverage if there are any unforeseen mishaps, including disability, death, injuries, unemployment and in maternity needs.



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Corporate Social Responsibility:

- Corporate social responsibility (CSR) is the most ideal definition for a built-in and self-regulating mechanism that ensures active compliance with spirit of law, ethical standards and international norms.
- The CSR works for a positive impact on the environment and the stakeholders that are affected by the activities of the business. If a business venture cannot make a tangible positive impact through direct actions, it might support or sponsor social initiatives that benefit the stakeholders.



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Benefits:

Galaxy Apparel Industry consists of more than 1000 employees, the majority are from:

- Bangladesh
- Sri Lanka
- Nepal
- India
- Jordan.

The additional benefits include:

- All our workers are hired without any hiring costs.

Therefore, all the expenses are managed by the Company



Wages:

The minimum wages required by the local law, including mandated and overtime wages, all additional allowances are paid to our valued workers.

Working Hours:

Galaxy Apparel Industry ensures the working hours per day and the days per week do not exceed the legal maximum limit. One day off is allowed in every seven days, except if there is any emergency shipment pressure. In such cases, Galaxy is providing alternative/additional holidays as a compensation to workers.

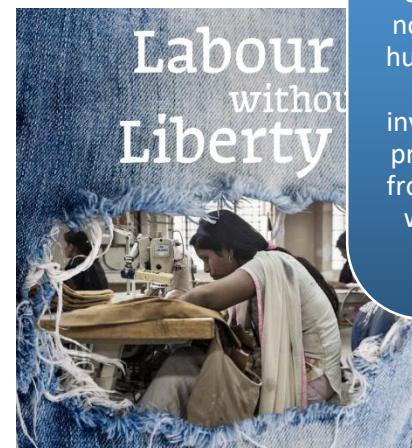


No Forced labor:

Galaxy Apparel Industry does not compromise with the basic human rights. It is unacceptable for any kind of forced or involuntary labor at any form. It prohibits all relevant personnel from coercing employees in any way or unnecessarily limiting the freedom of movement.

No child labor:

We believe today's children are the leaders of tomorrow. Education is the priority for children and therefore, no child labor is allowed. No one under legal age can recruit at Galaxy Apparel Industry.



Facilities

The Company provides many facilities such as:

- Provision
- Entertainment
- Other Welfare Activities
- Social Security



Provision :

All employees, including the staff members, have their meals at our cafeteria. Three meals are provided for all by very experienced Bangladeshi, Indian and Sri Lankan cooks.



Welfare Activities:

We have help desk with a lady welfare officer for counseling worker affairs regarding their personal or official problems. All our welfare officers train our workers on their health care, personal cleanliness, women health, importance of saving, mutual respect and social interaction. All our workers are also members of labor union.



Entertainment:

Several entertainment facilities are bestowed to our workers in order to be engaged with after their working hours or in their holidays. We arrange cultural programs on the day of the Bangla New Year and the English New Year and also organize annual picnics and big celebrations at Eid ul- Fitar and Eid ul- Adha.



Factory Review





Factory Review





Factory Review





Office Review





Showroom Review



Manufacturing Process Gallery



Manufacturing Process Gallery



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Manufacturing Process Gallery



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Warehouse Review



Machinery / Equipment Gallery



Gerber Plotter M/C



Digitizer (FK)



Auto Pattern Cutter M/C



Metal Detector M/C



In-House lab with equipment



Color Assessment cabinet

Machinery / Equipment Gallery



Fabric Inspection M/C



Laser Cutting M/C



Embroidery M/C



Fabric Spreading M/C



Bios Cutting M/C

Machinery / Equipment Gallery



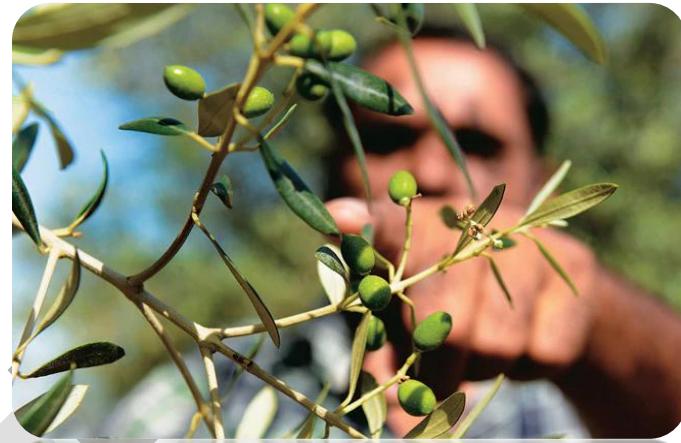
Machinery / Equipment Gallery



Label Printing & Cutting M/C



Dormitory / Garden / Canteen Gallery



Event's & Entertainment Gallery



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Geographical Reach:



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Contact Us

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Website: www.gaiFashion.com

Facebook:

<https://www.facebook.com/galaxyapparelindustry/>

Youtube:

<https://www.youtube.com/channel/UCKeICEPTq25jgxclhBuKQ>