

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (hereinafter referred as the "MOA") is entered into at Dhaka on this 10th Day of February of Two Thousand and Sixteen of Christian Era.

-BY AND BETWEEN-

DONGLIAN FASHION(BD) LTD. a company limited by shares and incorporated under the companies Act, 1994 having its registered office at Hazi Rafiz Uddin Tower, Unique Bus Stand, Jamgorga, Ashulia Dhaka-1349, Bangladesh represented by its Chairman **Mr. Ren Weidong** (hereinafter referred to as "**Company/First Party**") which expression shall, unless it be repugnant to the context or meaning thereof, be deemed to mean and include its successors-in-office, legal representatives, executors, administrators and assignees) is the party of the **ONE PART.**

-AND-

SOMMILITO GARMENTS SRAMIK FEDERATION (SGSF), a Trade Union Federation duly registered under the office of the Director of Labour of the Ministry of Labour and Employment of the People's Republic of Bangladesh under the relevant laws of Bangladesh having its Registration No. Dhaka-4436 and having its office at H-61/1 (3rd Floor), Amtoli, Mohakhali, Dhaka-1212, Bangladesh, represented by its president **Mrs. Nazma Akhter** (hereinafter referred as the "**Federation**") which expression shall, unless it be repugnant to the context or meaning thereof, be deemed to mean and include its successors-in-office, legal representatives, executors, administrators and assignees) is the party of the **OTHER PART.**

The Company and **The Federation** are hereinafter, wherever the context so requires, referred to individually as a "**Party**" and collectively as "**Parties**."

WHEREAS, there arises a dispute between the company and Donglian Fashion (BD) Ltd. Sommilito Workers Union (hereinafter referred as the Union) and the management of the Company.



AND WHEREAS, the **Union** is an affiliated organization of the **Federation** and the Union requested the **Federation** to negotiate with the management of the company to come up with an amicable settlement of the instant dispute.

AND WHEREAS, the Federation after 2 days' (7th & 10th February 2016) long term meeting on the issue reached in a mutual understanding to come up with a amicable settlement to ensure the better interest of the workers as well as of the company and thereby interested to enter into a written agreement on the same.

NOW, THEREFORE, in consideration of the representations, warranties, promises and covenants contained herein, and other good and valuable consideration, the Parties, intending to be legally bound and agree to the foregoing and as follows-

TERMS AND CONDITIONS:

1. That the company shall take immediate steps to withdraw the Writ Petition being No 12244 of 2015 and thereby vacate the Order of Stay granted by the Hon'ble High Court Division restraining the Trade Union Activities of the Union in the premises of the company.
2. That both parties shall compromise with each other to ensure the favourable work environment in the factory.
3. That the company shall reinstate bellow mentioned worker in their post with all back wages and benefits, who are-

Sl No.	Name	Card No
1	Abdur Razzak	2410044
2	Sharifunnesa	630124
3	Mamun	2410046
4	Md. Shohel Mia	2310035
5	Tanzila	2420135
6	Raihan	2310044
7	Md. Azijor Rahman	2310023
8	Shohel	2420290
9	Rakibul	2410103
10	Nusrat	2630100
11	Jannatul	2420136
12	Rahima Khatun	2630010

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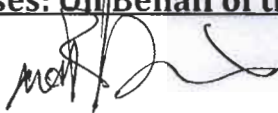
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4. That the Federation shall work to setup the Union and support the company for the smooth operation of activities of the Union.
5. This Agreement is being executed simultaneously in two counterparts, each of which shall be deemed to be an original and both of which shall constitute one instrument and agreement between the parties.

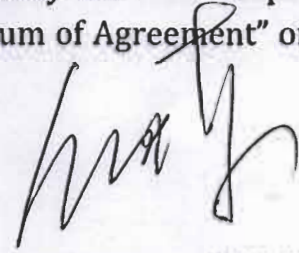
IN WITNESSES WHEREOF, the Parties hereto, having read and understood the impact and significance of this Deed in letter and spirit, do hereby set their respective hands hereunder in execution of this deed of "Memorandum of Agreement" on the day, month and year first written above

Witnesses: On Behalf of the Company

1.




2.



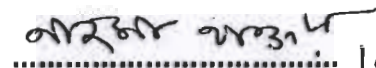
.....
Mr. Ren Weidong
(Chairman)
(Donglian Fashion(BD) Ltd)

Witnesses: On Behalf of the Federation

1.


(Razzak)

2.


(Sharifunnesa)

..... 10-2-16
Ms. Nazma Akhter
(President)

SOMMILITO GARMENTS SRAMIK FEDERATION (SGSF).