

NANBA

GROUP

www.nanbagroup.com

PROFILE

Think Quality
Think NANBA



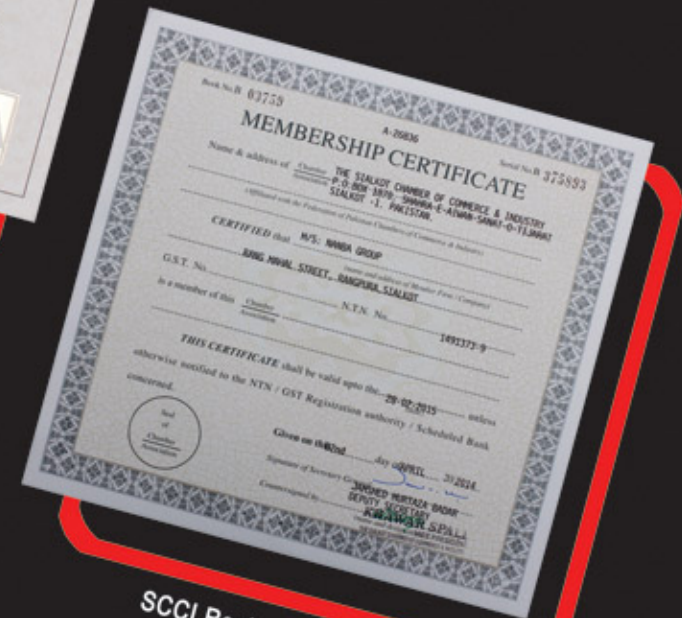
CERTIFICATES



ISO 9001: 2008 Certified



ISO 14001: 2004 Certified



SCCI Registered Company

NANBA
GROUP

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CRAFTSMANSHIP

Craftsmanship! It's a very deep word indeed and it just recalls the creed of an English writer John Keats, says about craftsmanship - I Love Beautiful Things. There's very little in the world that takes my breath away quite like an object that was lovingly crafted, built with care and passion, and presented with the sort of pride that befits a marvelously well-made item.

At NANBA GROUP our priority is to make all orders matchless and great in craftsmanship. Though we are not sometimes 100% succesful but our intention remains to the apex. Each order placed we give our full attention to the details, size, specification, workmanship, shape and overall look of the products. We really do our utmost to produce quality product that keep our good name in the market place and we may do a long run and years to years business with our clients. Due to our efforts to quality and craftsmanship we are honored to be supplier to some prestigious companies worldwide since 1992.

We look forward to serve you in the best possible way throughout in future.

NANBA GROUP
Crafting Quality Products



Think Quality
Think NANBA



JOINT VENTURE

We welcome well reputed companies for "Joint Venture" with us in our range of products on mutual benefits for both companies. If you are working a very special product having regular orders in hand of good quantity on continuous basis and facing problems like;

1. High Cost
2. Late delivery
3. Unsteady Quality Control
4. Poor Communication
5. Unprofessional Attitude, etc.

We may certainly be the solution and a reliable partner for you.

Being an ISO 9001-2008 certified company we follow all necessary undertakings in making a product from beginning till the end, a combination of best material and craftsmanship that stands us amongst the best in international business community amidst our competitors.

Furthermore, we can put together a suitable premises, skilled workforce, professional management, and dedicated staff for your projects. If you have such venture we are open to discuss and either can visit you in your country or welcome you in our factory Sialkot, Pakistan with great zeal.

This is an outspoken truth that in this running time prestigious companies are entering into joint venture with their manufacturers that benefit both ends in manifold. This minimizes the risk that comes with developing & maintaining the quality of products in connection with raw material particularly. Through International Joint Ventures, companies are given opportunities to increase profit margins, accelerate their revenue growth, produce new products becoming more innovative, and expand to new markets, gain financial support, and share professionals that have unique skills, benefitting both the companies on a larger scale of mutual success and entrepreneurship.

Please find below certain elements beneficial on both ends.

Raw Material Purchase & Stocking:

The purchase of raw material is the key to control price as well as quality throughout for future supplies of the same category of product. It gives an opportunity on the part of the client to inform manufacturer about the total purchase of the product in 3 months, 6 months OR a year, and based on this information it provides an opportunity to the manufacturer to purchase raw material accordingly and keep stock for future production on his end.

The benefit in buying larger quantity of raw material is also provided to the buyer ultimately in the form of very competitive prices based on the volume of raw material purchase considering orders in hand. On the top of it manufacturer also makes sure as of no price hike throughout the year at all. This benefits both parties in manifold.

Better production planning:

The above assists manufacturer to be able to do better production planning hence this decreases delivery time immensely and increases yearly turn over that gives business growth and increases overall business volume between both partners. This also gives an edge to install new production equipment so far the part of manufacturer is concerned and an edge to find out new markets of the same product on the part of the import partner.

Better Work-force planning & Chain System Production:

The above also helps in establishing a team of workers in 'Chain System Production management'. Under ISO 9001-2008 article A12 'Chain System Production Management' is considered to be the ideal system of manufacturing quality products.

In this case the manufacturer selects a team out of the work-force already working in the company. Each individual of this team does not complete product from initial to the end but only do a selective work. And product is completed by a team work. This system of manufacturing gives faster production out put and accurate production making utmost quality. The manufacturer in this system is liable to provide the same article throughout the year in form of repeated orders to this selected group and settles a price with the group that is competitive than those workers who make product from start till the end. This benefit of competitive price of 'Chain System Production' is provided to the client.

Joint Exhibitions:

In the light of above co-operation both companies may exhibit together in world's renowned exhibitions under one platform that will make more stringent steps in exploring and winning great business opportunities together where both stands responsible for their liabilities.

Stocking Business:

Joint venture also paves the ways for stock business. There are two aspects of stock business. Most of the Chinese Companies hold the market place due to this tactic of business. These are as follows below please.

1. Manufacturer may stock unanimously finished products in his premises and once order is placed shipment to be dispatched within 2/3 days
2. Finished goods may be stocked on client's end and win the market place on mutual under standing and benefits.

NANBA GROUP
Creating Opportunities



TERMS

Prices: The prices are generally FOB Sialkot Pakistan in USD/GBP/EUR - does not include shipping cost please. For more details on shipping information and cost you may please visit our online website www.nanbagroup.com or ask assistance by our sales team.

Quality: Quoted prices are based on the 'Quality Craftsmanship' as well as 'Quality Raw Material' available in our market place for making these products. The same product may be inexpensive if to use standard raw material please.

Quantity: Price is based on stated Qty only and may vary upon a change in Qty please. Prices are subject to change upon any change in the cost of raw material, workmanship, minimum wage in Pakistan etc prior to any notification. It is only valid for 20 days please.

Lead Time: Manufacturing time negotiable as order is placed. Our delivery of orders is as quick as possible. All standard orders are shipped in 5/6 weeks, rush orders are delivered in 3/4 weeks. Larger orders delivery time is negotiable as order is placed, keeping in view already orders in hand.

Lead Time Start Up: Please be noted delivery time starts from the day we receive payment in our bank by bank wire transfer and not when order is placed because we don't start production without clearance from our accounts department please.

Orders: No order is big or small for us, we accept all orders QUANTITIES happily and look after them with the same attention, care and diligent. However, our quotes much depend on the order Qty following the philosophy - "More is the Qty less is the price and vise-versa".

Order Placement: You may please place order via E-mail / Fax / Courier Etc. Please be noted whenever you place order we need a "Purchase Order" for our inward manufacturing processing & ordering line up. This PO also assists on certain steps manifold.

Replacement: If there is any defect in product please let us know within 10 working days of receipt of order and we will arrange replacement for you either in product or refunded ASAP. However, after 10 days of order receipt if we are not informed about replacement we won't be responsible and are not liable to provide any kind of replacement either.

Samples: We have a miscellaneous sample policy varies from product to product due to the fact of having a great range of items that we are providing to our clients from years.

1. We offer some of the products totally free of cost; only the client needs to pay shipping charges. In this regard one may please provide DHL/FedEx/UPS account for shipping collection on client's end.
2. There are some of the products that we ask for sample cost in advance prior to working on requested samples. For shipping either client may pay along with sample cost and we will use NANBA DHL account for shipping purpose or client may also provide his courier account for freight collection on his end.

When order is placed we usually wave off mould charges, sample set up charges from the total invoice of the order, giving incentive to clients.

Payment Mode & Terms:

Payment Mode: Our preferable payment method is T/T Bank Wire Transfer Please and require MT103 message of the wire transfer prior to start production.

Payment Terms:

1. Small orders till 10,000 USD full advance payment is requested please.
2. For larger orders about 50,000 USD 50% advance, 50% as shipment is ready to dispatch.
3. For Tenders 40% payment in advance 60% LC at Sight (Irrevocable).

AGENTS & ASSOCIATES

We look for companies and ambitious individuals to work as an associate/agent with us and be a part of NANBA and its products range in abroad. The qualified agency or representative will have the exclusive right to promote and develop the market for the chosen and decided products within a protected trade territory via his/her preferred channels. NANBA guarantees full support and assistance to its agents and looks forward working with them as a team.

Our Authorized Agents / Associates

➤ **UK PARTNER**
MRS. SAM HINDLE
145 Exeter Road, Kingsteignton
Newton Abbot, Devon TQ12 3NQ
United Kingdom
Tel: 0044 (0) 1626 352200
Mob: 0044(0) 7811 378450

➤ **CANADA PARTNER**
MR. GHULAM MUJTABA
Unit 410
421 Markham Road,
Scarborough
Toronto – Ontario M1J 3E2
Canada
Mob: 001-647-700-4806

➤ **DUBAI PARTNER**
MR. KHALFAN MAQSOOD
Hili, Alain,
United Arab Emirates
Mob: 00971 55 431 2345

➤ **UK PARTNER**
MR. HAROON IKRAM
& MISS NORAIN IKRAM
68 Wagon Lane,
Solihull, West Midlands
B92 7PN
Birmingham, England.

BECOME OUR AGENT:

Please visit: www.nanbagroup.com and fill out the questionnaires given. Once we receive your request of agentship we shall evaluate and revert soonest possible.

NANBA GROUP



TENDERS

At NANBA GROUP we have a great experience of " Tender Supplies ". Since 1992 we have won and served various tender supplies worldwide to our prestigious clients in range of our products and won great laurels. We are honored to be supplier to Queen Supplying Companies in UK, Group of Companies in US and other esteemed companies in Europe, Middle East and rest of the world. We know the intricate details and documents submission of these tenders in well organized manners along with physical samples that assist our clients to win tenders from their respective ministries.

Please be noted we offer physical samples for tender submissions. We usually submit these samples within 2/3 weeks depends on the products list. Normal tenders we supply in 10/12 weeks. Larger tenders we supply in 3/4 months depending on the Qty of order and already confirmed orders in hand.

Our most recent supply to - DARK FOREST PRODUCTION LTD - for the production of **CINDERELLA**

DARK FOREST PRODUCTION LTD.

STANLEY KUBRICK BUIDLING,
PINWOOD STUDIOS
PINWOOD ROAD, IVER HEATH, BUCKINGHAMSHIRE U.K

At the end of the production of **CINDERELLA** their testimonial letter to us encourages and impart a new ray of confidence and encouragement, giving us more multi-dimensional ways to serve to some great clients always seeking something brilliant for their projects. Please contact us to have a look at this letter to see what our clients attribute us.

If you have a special Project / Tender in hand that you looking to have reliable supply you will find NANBA GROUP a suitable partner assuring you excellent products, in time delivery and great services throughout. For more details on tender supplies please contact to our marketing and sales team.

QUALITY CONTROL

Quality Control, or Q.C for short, is a process by which entities review the quality of all factors involved in production. This approach further places an emphasis on three aspects which are as mentioned below please:

1. Elements such as controls, management, defined and well managed processes, performance and integrity criteria, and identification of records and trace system.
2. Competence such as knowledge, skills, experience and qualifications.
3. Soft elements, such as organizational culture, motivation, team spirit and quality relationships.

Controls include product inspection, where ever product is examined visually, and often using a special skill to evaluate if the product is upto the mark and standard approved prior to dispatch to the client. Inspectors will be provided with lists and descriptions of product, its sepcifications, size, minute details and they must be well-equipped with technical details of manufacturing process to be capable to find out flaws and defects in a particular product. The quality of the output is at risk if any of these above aspectes are deficient in any way.

QUALITY CONTROL emphasis testing of products to uncover defects and furher reporting to the management as well as the production line and aim only to send quality approved products to the client. Also Q.C aims quality assurance attempts to improve a sustained production.

» We have developed a detailed Q.C Sheet that includes following features:

1. REFERENCES & TRACEABILITY DETAILS
2. PRODUCTS & QUANTITY DETAILS
3. Q.C FLOW & ASSURANCE DETAILS

We have not uploaded this document on our website due to two reasons. (1) to keep this confidential from our competitors and (2) this information may not be copy and paste on other websites. There is a trend in some companies in our town that they copy and paste our written material as well as pictures on their websites and clam these to be their whereas in reality these belongs to NANBA .

Please contact us if you want to see this "QUALITY CONTROL SHEET" with its full features. Upon your request we will provide the same for your view please.
NANBA GROUP TEAM.

RESEARCH & DEVELOPMENT

Most people associate Research & Development (R & D) function of a company with the invention of new products. Whilst this is very important, the development of existing products is of equal significance because client's requirements and preferences are continuously changing. For instance bullion embroidery badges are being demanded now in 3D look for more details and for a more elegance look. The task of product research and development is to come up with the goods and services that meet the requirements of the clients.

In well run company, research and development bear strictly commercial functions; to further the company's business objectives by developing and creating better products, to improve operational processes and to provide expert advice. Some research is not expected to pay for itself within a foreseeable time span, as a matter of fact, NANBA GROUP completely understands this fact we have a separate team of employees that work continuously on the new products hence our range of products and services have gone more than 5000 products in our line of business in 2014. Almost double range than 2011-12. Each new product added to our business line have its own identity and knowledge in the form of "Research & Development" process.

» To read more about our Methodology of Research & Development pattern.....

Production Design And Development	Marketing Research to find what is wanted
Prototype	Secrutiny
Pre Production Run	Test Marketing
Production	Clientage

» To read more about our new developed products.....

» To come to know what is undergoing in " Research & Development " presently....

» To read more about " Customer Loyalty Tactics" , "Creating Value Through The Marketing Mix" , "Using Tactics To Increase Brand Awareness" ,

» Using New Product Development To Grow A Brand.....

Thanks and regards to all valued clients.

NANBA GROUP



CLIENTAGE

SINCE 1992 when we started to serve International Clientage we had a few clients in first two years but with consistent and great services, high quality product and in time delivery brought us amongst the best companies in Sialkot, Pakistan and as a matter of fact we won great laurels in IDEAS 2012 Exhibition beyond our expectations.

Amongst our long-standing customers, we have leading Group of Companies in U.S.A - Queen Supplier Companies in United Kingdom. Rose of Malta in Canada Customers in Australia, Canada, Europe and Middle East etc. A great number of companies around the world trust NANBA : for quality & services.

Our clients are also from Colleges, Universities, RAF, Army Regiments, Cathedrals, Airlines, Custom & Excise, Uniform manufacturers, Health and Local Authorities, Sports Clubs (bowls, golf, cricket, rugby, football, swimming) Associations, Union & Confederate societies etc.

We are really thankful for the continuous co-operation of our clients.

NANBA GROUP
Serving with gusto

TESTIMONIALS

----- Original Message -----

From: "JMB PRODUCTS LTD"

To: naeem.ayub@nanbagroup.com

Sent: Mon, June 09, 2006 3:07:42 AM

Subject: frock coat

Dear Ayub

We picked up shipment today. Thank you.

Firstly, we really appreciate for your in time delivery of our rush order and secondly please accept our appreciations for the quality, particularly Leather Holsters. Our customer is very much satisfied and hopefully will be placing another order soonest.

Talk you soon
Kath

Please visit our website www.nanbagroup.com to read more testimonials.

SERVICES & FEEDBACK

At NANBA GROUP we try our utmost to provide excellent customer services and feedback to our clients. Our customer services staff has certain customer services skills training facility so that they may serve to clients in the best possible way. These are as under please.

» NANBA CUSTOMER SERVICES SALIENT FEATURES:

Attentiveness & Patience:

The ability to really listen to customers and keep calm and patient is so crucial for providing great services for a number of reasons. At NANBA we are trying our best to give proper training environment to staff in customer services so that to give special care and attentiveness to our clients.

Clear Communication Skill:

Our staff is well equipped both in URDU & ENGLISH language. For local clients URDU native langague is preferable medium and for International clients we provide services in ENGLISH. We are though trying to include new staff that can serve in FRENCH LANGAUGE as well being another widely spoken language worldwide. If you need services in ARABIC LANGUAGE we have a branch office in UAE you may please email at info@nanbagroup.com to get the details of customer services center in UAE.

» Recent Experience on:

We assist our clients from order placing to production, packing & Q.C updates and even afterward co-operation, if they require any further assistance please. We have online uploaded one recent experience of great service being provided to our client. Please visit us at www.nanbagroup.com to red this in detail.

ORDER COMMITMENT

» Delivery Commitments:

Thanks to global competition, faster product development, and increasingly flexible manufacturing systems, an unprecedented number and variety of management systems in various steps of manufacturing are competing in the market place of manufacturing, giving new ways and faster turn around of the committed orders to the respective clients worldwide.

NANBA GROUP 'Supply Chain Management' always striving its best to move quicker possible manufacturing steps and schedules keeping in view the quality of the product. Systems and methods for scheduling deliveries, in real time, to be made within committed time. Before making a deal we deeply analyze whether (1). It would be possible to complete, within the time frame, the requested delivery or all deliveries that were already scheduled to be made within the time window (2). It makes sense to meet the delivery within the particular time window using the available raw material and 'Production Line' schedule up seeing delivery dates of already confirmed orders in hand.

At NANBA we have managed a best "Supply Chain Management" that ensures all delivery commitments in time with the collaboration and team work of purchase section that ensures all raw materials to be in time and quality wise excellent and according to the requirements of our clients worldwide.

» Material, Quality, Craftsmanship:

At NANBA GROUP we always try to use the best quality raw material available in the market place so that to make sure quality is up to the mark and as a result craftsmanship could give more elegance to the final finished product. Our purchase department source raw material both from native as well as from abroad sources to make sure that NANBA is recognized as a Manufacturer Brand in the world market in providing quality & services in our said line of products.

» Faster Delivery / Stocking Facility:

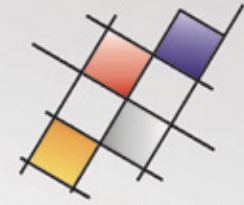
We have a clientage list for whom we stock items that they buy on regular basis. This gives them advantage to other companies because as they place order their order is dispatched within 2/3 days. To get this service you may please list down your items and inform us. You only need to pay 20% of the total value of the invoice items you wish to put in stock on this end please.

WE LOOK FORWARD TO SERVE YOU IN THE BEST POSSIBLE WAY WITH EACH PASSING DAY.
NANBA GROUP

ORDER STATUS

To follow up the status of your order please use these useful methods below.

1. Always send PO as you place order with us hence PO number on the order will be used as reference number in production line that helps to track down your order status and allow us to give you accurate update on your order status in production line.
2. You may please use Performa Invoice Number to follow up your order status.
3. You may email/contact to your correspondent to see the status of your order please.
4. Request for special "Tracking Bar Code of Production" after a week OR so as you place order and use this code to tracking your order in production line please.



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UNIFORMS
ACCESSORIES
ACCOUNTREMENTS

CAMOUFLAGE
UNIFORMS
ACCESSORIES
EQUIPMENTS



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PRIVACY POLICY

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Your provided confidential informations to provide goods and/or services that you request, to communicate with you, and to personalize our information sent to you. We do not sell, trade, or rent your personal information to others. We ask for your shipping information, telephone, fax and mobile number, and e-mail address to enable us to contact you in relation to an enquiry you have made, to contact you about relevant products or services, to contact you if there is a problem with your order, to refund or there is another genuine reason for doing so. We keep such details secure and ensure our confidential policy at each step, none of our client's personal information is forward to any other company or individual.

Nanba Group has created this privacy policy for www.nanbagroup.com in order to demonstrate its firm commitment to privacy ("We" or "Us", as used in this Privacy Policy, may include the Nanba Group family of companies and websites within the NANBA family of companies.

As our communication started we will have your personally identifiable information such as your name, address, telephone etc vise-versa when you create an account as an agent/distributor, sing up for email communication, participate in a survey, contact customer services, engage in a promotion or otherwise interact with. Your personally identifiable information may be used by us for all legal purposes, which may include, but are not limited to, responding to your requests, processing your transactions, for administrative purposes such as conducting contests.

The Site often requires the use of encrypted or non-encrypted cookies. Cookies are data that a web server transfers to an individual's computer for record keeping purposes. Cookies are an industry standard used by most websites and help facilitates users, ongoing access to and use of a particular website, fro example by providing information used to deliver content specific to your interests and for other purposes, such as security and other account administrative functions and which may track personal identifying information.

FOR MORE INFORMATION ON PROVICAY POLICY YOU MAY PLEASE CONTACT AND ASK IN DETAILS.

BEST REGARDS TO ALL.

NANBA GROUP



PROGRESS

A company's first 2 years are by far the most critical of its existence. This is the period of time when concrete signs of progress send clear signals to founders and investors alike that the company is more than just another idea. Successful early steps also reinforce confidence in everyone involved in the startup, an often-ignored, intangible element of entrepreneurial success.

It's extremely easy for founders to get distracted by the countless demands on their time in the early days of a company. Product launches, business plan refinement, capital raising, team recruitment, marketing pushes, sales pitches and personal responsibilities all vie for the founder's time. This type of business can lead to a heady (and hectic) sense of false accomplishment. This is why setting and defining clear priorities that a founder adheres to (no matter what) is paramount for survival and success.

With the grace of GOD - NANBA GROUP not only went through successfully from this early period of hectic task but also get very fast progress and emerged to be leading Manufacturer and Exporter in the international market place. Since 1992 each year we are getting more grips on our manufactured products, adding new products in our manufacturing line and giving more expertise to our workers and colleagues, vendors and sub-contractors, raw material sources and distributors. From a small company NANBA is now a grown up good sized company working as a team in various departments and activities. There are some key features that we keep an eye on to keep on going our progress.

Expanding Market Awareness:

NANBA is continuously working on growing organic awareness within the company's market about its product/service, and an increase in the "inbound" activity the new venture attracts. These signals, which are slightly less "tangible" than the others, inevitably contribute to a growing sense of positive momentum and confidence. This expansion of marketing awareness not only organize our within company system of good sales but also provide us a path to exhibit in various products related events worldwide, as a result, a new legacy of clients trusting NANBA GROUP for their needs to keep the graph of our success upwards.

Dig out new business plans:

Business plans aren't just for start-ups. A concise, comprehensive business plan provides the backbone of ongoing business strategy, and an obvious reference point for future reviews. A good business plan will contain a timeframe for achieving all key targets, identify major competitors, and map out sensible financial goals. There's no point getting carried away; if your business plan isn't realistic, it's worthless. But your plan should not be set in stone either – instead, it should be reviewed regularly, and flexible enough to allow you to adapt your strategy to respond to key changes in the market, such as the emergence of new competitors or advances in technology. In relation to above thought NANBA has a special core team that digs our new business plans that is very helpful to generate new business and getting progress by leaps and bounds.

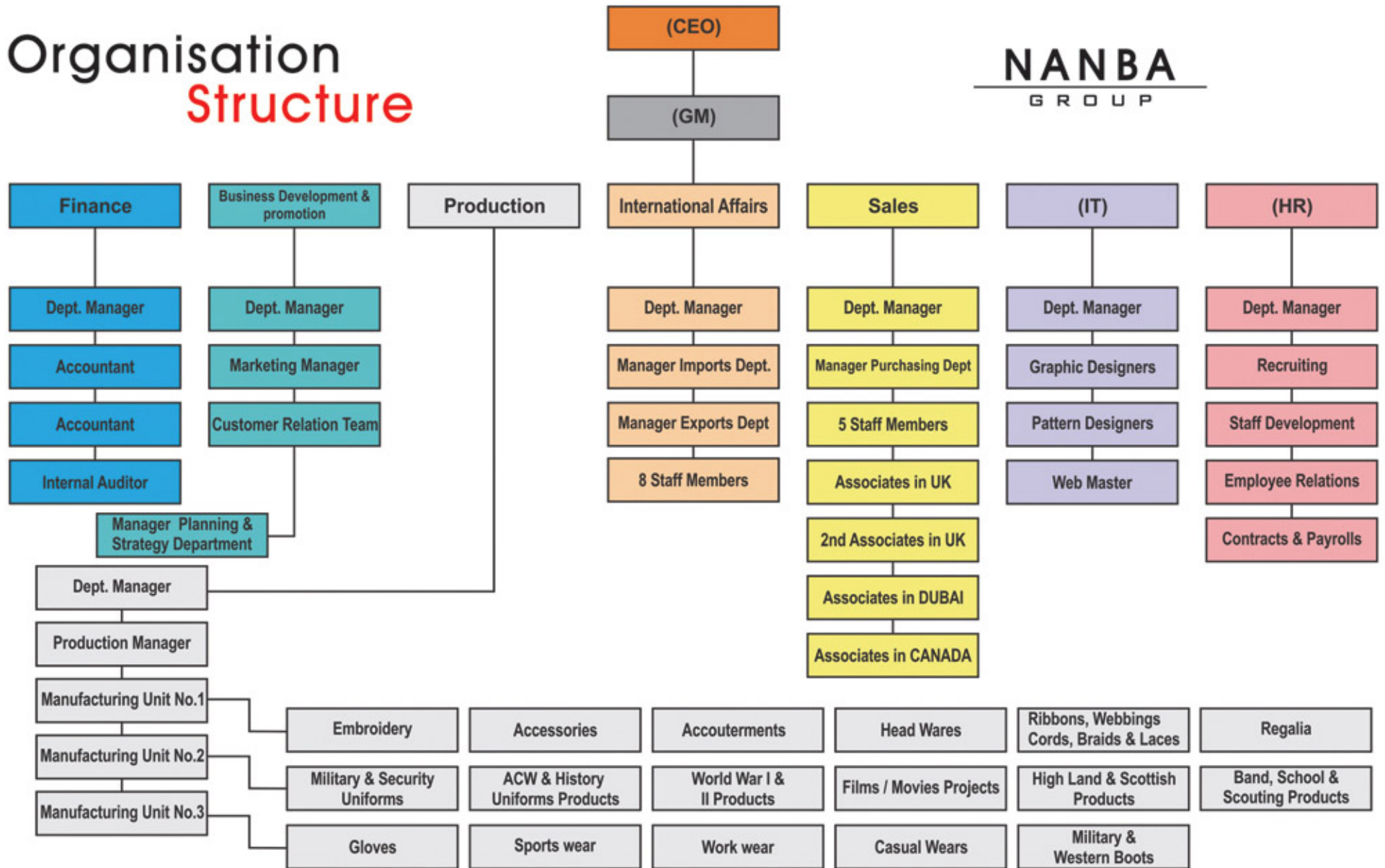
Establish tangible business goals:

NANBA progress meant to establish tangible business goals, set to be achieved within the business year with certain arms of the business, distinguishing good performance, such as sales, provide a clear indicator in the form of revenue; many have no tangible bottom line. So it's important to establish key performance indicators to progress with each passing year. With each passing year NANBA is setting new business goals that reinforce our efforts to achieve the set targets.

VISION

It is universal truth that it is vision and ideology which makes bigger things happen giving brand names in business. Our vision is to stand NANBA GROUP as a brand name in the list of Manufacturers & suppliers in Sialkot, Pakistan in our line of business till 2020. Through honesty, excellence in performance, great services, quality of product, in time delivery and above all great co-operation and commitments we want to grow with concrete foundations with our international clients, partners and associates.

Organisation Structure



Ethical Trading Policy

Policy Statement:

NANBA expects and demands that each of its business units, all of its employees carry out their duties to the highest ethical standards and in compliance with all relevant legal principles. This standard of behavior and performance is maintained in the company's dealings with employees, customers and raw material suppliers.

General Principles:

NANBA and its employees will at all times demonstrate the highest levels of integrity, truthfulness, and honesty in order to uphold both personal and corporate reputations and to inspire confidence and trust in their respective actions.

Health & Safety:

NANBA (The company) is committed to provide a safe and healthy working environment for all of its employees.

Environment:

NANBA respects and highly values its diverse employee population. Accordingly, the company has an unwavering ethical commitment toward promoting a workplace that is respectful of personal differences and free of discrimination and harassment. This principle applies in our hiring and interviewing process as well as all aspects of our work environment. By providing a respectful, creative, and positive atmosphere where employees can be successful and achieve their targets and goals in the best possible way.

Employees:

All employees are treated with dignity and respect with equal employment opportunities given to all irrespective of their race, religion, gender, sexual orientation, maternity, marital status, family status, disability, age, or national origin. Employees are offered a safe and healthy workplace and the company will not tolerate any form of harassment. At NANBA No child or under age labour is used, all workers must have reached the age of 18 or have reached the minimum legal working age under the national law. Workers under the age of 22 must not work at night or under potentially hazardous conditions.

Customers:

The Company will take all reasonable care to avoid misleading statements, concealment, and overstatement in all of its statements. It will seek to build long term partnerships with its customers by being honest and straightforward in its dealings at all times. It will respect the confidentiality of any information that it might obtain in relation to its customers.

NANBA ETHICAL CODES:

- All employment with NANBA is freely chosen.
- Staffs are not required to lodge deposits BUT they are liable to provide identity papers.
- Staffs are free to leave NANBA after reasonable notice.
- No child labor shall be used under 18 years of age.
- Employee under 22 must not work at night or under potentially hazardous conditions.
- Working conditions are safe and hygienic.
- NANBA takes adequate measures to prevent accidents and minimize potential hazards.
- Staff receives regular health & safety training.
- Staffs have unrestricted access to required facilities.
- Working hours and remuneration are reasonable and regular employment is provided.
- Staff are not forced to work extra hours until they are willing to do overtime voluntarily. And overtime is provided at double to their salary. Our usually working hours are 8 hours a day.
- Staff are provided 1 days off per week
- Staff are given written terms and conditions of employment that details the employment relationship between and the respective obligations of the employee and employer, rates of pay, working hours, grievance and disciplinary procedures, holiday entitlement, absence and sick pay rules and notice periods for termination of employment.

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CAREER

From two decades NANBA is providing career opportunities to talented, qualified and competent individuals male and female in different fields of work within organization. NANBA has evolved into a symbol of trust and reliability, experiencing phenomenal growth and success over the years that propel career of generation into never before conquered horizons, a company that believes its people are its most valuable asset, provides development opportunities, benefits and a working culture that embraces diversity. So whether you're looking for an internship, graduate opportunities, or a job opening to progress your professional career, at NANBA you can shape your own path as you work with the people that drive sustainable business growth.

NANBA welcome applications from ambitious, hard-working individuals from within Pakistan.

Join us today and further your career in some of the world's most dynamic markets.

NANBA GROUP
Creating Opportunities



Human Resources, Training Policy

Human resources policies are not often a priority in the early stages of running a small business. However, there are advantages to implementing these policies early, particularly in a manufacturing business, to give emphasis and direction to how company attracts, trains and retains staff, while keeping everyone in business on the same page.

Recruiting and Hiring:

While the manufacturing industry traditionally used unskilled, entry-level workers, technology may require specific skills supporting company's tasks. HR policies may spell out these skills as minimum qualifications as a guideline for screening and interviewing. If business is subject to fluctuations in demand, creating a policy covering the use of temporary staff to cover peak periods helps the efficient use of workers for whom likely pay an agency a higher hourly rate than regular staff, without the experience or productivity.

Orientation and Training:

Some elements of training are mandated outside small business, such as Occupational Safety and Health Administration training or state-sanctioned equipment training, for example. Building this into HR policy is a due diligence safeguard, illustrating company's intent to comply.

Employee Retention:

Company makes an investment with each employee hired. Given strong demand for skilled workers, may want to address employee retention in HR policies to prevent workers from leaving before investment in their training pays off. While wages and benefits contribute to job satisfaction, HR policies that clearly outline job descriptions, chains of command, dealing with workplace issues such as harassment and resources that employees can access also contribute to a culture that engages staff.

Personal and Job Development:

NANBA uses his HR policy manual to outline routes of advancement. For example, list the education, training and experience for your ideal supervisor, so that an ambitious staff member has direction to follow. This may exist already if you've included job descriptions in HR policy. Consider outlining an "inside track" for current staff to encourage the perception you care about their growth as well as their work.

GROUP PRODUCTS & SERVICES

Badge Makers - Insignias, Crests & Emblems
Uniforms - Accessories & Accountments
Ribbon Weavers & Webbing Manufacturers
Medals & Ribbons, Citations & Bars, Rosettes Makers
Belts & Buckles - Laces - Trimmings, Braids & Cords
Lanyards & Whistle Cords - Aiguillettes & Sashes
Cord shoulders, Epaulettes, Sliders, Navy Shoulders
Military Berets & Peak Caps - Head Ware Makers
Masonic Regalia - R.A.O.B Regalia & Fraternal Societies
Manufacturers of History Costumes, Zouves, ACW Etc.
Ceremonial Clothings, Parade Uniforms & Accessories
Highland wears , accessories and accoutrements
World war 1 & 2 products, Accessories, Militaria Gears
Military & Tactical wears, Gears & Accessories

PRODUCTS GUARANTEED

We take 100% satisfaction guarantee for all our merchandise! Being ISO 9001-2008 certified company all our products get completed through a meticulous execution of the above standard and our final QC is at its best. Let's be a partner with NANBA and share a different experience of quality products & business care, in time delivery, and personal business services.

We strive our best that our customers are highly satisfied with all our efforts made in execution of their orders and make sure that each order strengthens more confidence, realibility and long term business connections.

NANBA FROM PAKISTAN feels proud to serve you !

REGISTRATIONS

Registered Number NTN: 1491373-9
Registered Office: JALAL PURA SIALKOT - PAKISTAN

Registered With FBR, Government of Pakistan.
Registered As: Manufacturer, Exporter & Importer

Member of The Sialkot Chamber of Commerce & Industry
Membership No. A-26836 / Serial No.B 272327

Member of The Federation of Pakistan Chambers of Commerce
Member As: Pakistan UK Business Council
Membership No. FPCCI/PAKISTAN-YK.BC/2014-4543

Member of The Birmingham Chamber of Commerce & industry
Membership No. B22615

FOCUS & FOCAL TARGET

After many years interaction with worldwide clients our core sales team derived that there are certain main focal targets to be achieved in our services and manufacturing areas considered to be concrete milestone of the company and we do our best to accomplish these main characteristics.

These are as follows:

- The most important : Timely Delivery
- The most concerning : Quality Products
- The most required : Competitive Price
- The most requisite : Utmost Services
- The most wishful : Clear Communication

We are having focused customer services team and best manufacturing line up that makes us distinguished amongst our competitors.



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www.nanbagroup.com



MANUFACTURING



PROCESSES



WHY TO WORK WITH NANBA...

» We are in the international business since 1992, having vast experience of excellent customer services, coherence in manufacturing and timely delivery, a separate Q.C control system that keeps a stringent eye on the quality of products.

» When you work with NANBA you need not to wait for e-mail replies till hours & days as we get back to our clients with their requested details/information instantly. Since we have well educated and qualified staff. So they understand your instructions the way you want them to understand, expediting the communication and helping in manufacturing goods according to the needs. This all makes business EASY & QUICK. Mr. Naeem Ayub himself Post-Graduate in English language and literature guides and pave our customer services staff sothat our customers receive only excellent communication.

» We are ISO 9001-2008 & ISO 14001-2004 certified company as a matter of fact all our products are completed through certain quality manufacturing measures that maintains excellence of the products throughout. Our clients request ISO certification for tender requirements from Government Officials. Please let us know if you need copies for these by email or by courier to present your suppliers for tender bidding.

» We have long-standing experience of handling 'Larger Tenders' and we once again solemnly assure you that you will find us amongst the very best for handling tenders as our prices are truly competitive and delivery is strictly followed accordingly.

» We stock products for particular clients on request to dispatch them the very next day as they place order. To get your products in stock on our end 20% down payment is required for the total invoice of stock items please.

» NANBA is a factory based manufacturing company with its own premises that allow us to enhance our manufacturing capabilities with each passing year. Since in Sialkot, Pakistan the workers are highly skilful and trained in their workmanship but the problem is that they are not educated and many of them even did not pass their high school. The products we are dealing in are very specified and manufactured on sizes and details so the hands that make these products must be understandable with sizes and details. First, we appoint the best workers who work with mindfulness and secondly we have a special programme of their learning, training and education within our factory.

» We are child labor free company. We don't appoint anyone under the age of 18 years in any field of our company please.

» We believe that we are a very suitable company for joint venture. If you have such venture we are open to discuss and either can visit you in your country or we welcome you in our Factory Sialkot – Pakistan with great zeal. We will pick you up from the Airport and give you cordial hospitality during your stay with us.

» Furthermore, Please be informed we have our Regional Manager in DUBAI, who is liable to make deals with clients on behalf of NANBA. If you are traveling U.A.E and look forward to join meeting please inform in advance sothat we may have arrange this. You may please contact to get details of our U.A.E office.

» We have very best sources nationwide as well as worldwide for our raw material needs and requirements in making our products perfectly excellent in quality. We do not use sub-standard raw material and maintain certain meetings with them time to time to make sure consistent quality throughout.

» NANBA is corporate client to DHL since 2005, having Import & Export accounts with them enjoying some special services. For instance, when we deliver by DHL our transient time is very petite compare to our competitors, we ship all our UK clients' orders on Saturday and they receive it on Monday. Being corporate client to them we have special rates from DHL that we ultimately benefit to our clients.

OUR DHL EXPORT ACCOUNT: 456-146-031

OUR DHL IMPORT ACCOUNT: 951-422-928

» Please be noted displayed products on our website are just for reference we have digital shot pictures that we don't display on our website to keep them confidential, you may request to have a look of fantastic workmanship. If you don't see what are you looking for let's talk to us we may certainly assist you. We are in the filed since 1992, supplying to world top companies including leading manufacturers in UK, U.S.A & Europe. For more information please visit us at www.nanbasgroup.com

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» MESSAGE

“ NANBA represents a varied spectrum that intelligently and economically combines high quality products of "Badges & Uniform Accessories" owes its standing amongst the best in business to its clients and partners.

Thus, NANBA is much more than merely a supplier, a partner who listens carefully and contributes ideas, who understands customer's needs & requirements providing them a high level assistance. From products to services, from assistance to accomplishment.

Our manufacturing, a combination of best material and craftsmanship. After all, at NANBA we have been known since 1992, number of years of excellence!

NANBA FROM PAKISTAN feels proud to serve you. ”



Director



NANBA

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