



FOOTPRINTS....

Solehre Brothers Industries have been established since 1976, began with the VISION to produce gloves that protect what matters most, COMFORT and PROTECTION.

Solehre Brothers Industries can look back on more than 40 years of leadership in gloves innovations. Our story spans the globe and brings World class technologies for the construction of Gloves which we are importing from Germany, Italy, Turkey, USA, Korea, Taiwan, China, Belgium and Switzerland.

Solehre have been manufacturing Cycling Gloves what began as handmade street gloves are today technically innovated and designed to provide comfort, warmth and protection. The company is headed by the third generation family members of the Solehre under skilled 700-800 workers.

Solehre's Senior and few of our family members moved from the West Pakistan since 1962 to the region in Great Britain, where Solehre UK set up a branch.

Solehre is a global leader in glove solutions. Solehre designs, develops and manufactures a wide range of gloves/hand protection solutions and clothing for cyclists and consumers around the World with Premium Quality, Optimal Protection and Superior Comfort.

VISION:

The Solehre's vision is to create a world where Cyclists, during their leisure time, require the Comfort with Protection. After all, what better guarantee is there for increased comfort, productivity than through adequate protection. During the manufacturing process, products need to be met or exceed the quality requirements described in manufacturing processes.

To make our vision come true, we have developed an approach that relies on three main pillars: Technological leadership, Ongoing Development, Strong Global Presence

Solehre serves unique and different markets, but what all connects are: the focus on comfort and protection, combined with a never-ending quest for innovation.

MISSION:

Solehre's Mission is to grow into value added products to meet and exceed the expectations of our value able customers. We never stop exploring ways to promote the quality of our products supported by continuing research and development.

To be a fast growing, innovative organization to meet consumer's and customer's needs with a broad range of branded products while adhering to World class standards in high quality, low cost and quick response.

Creating brand offerings that deliver freedom and empower people to live and feel better.

COMMITMENT:

Solehre's Commitment to meet the changing needs of comfort care system. Commitment to lead the Industry in the uncompromising growth cost saving quality Cycling Gloves.

Commitment to deliver the value offered only by Supreme quality Cycling Gloves.

Commitment to support Cycling Gloves sales with the industry's most efficient delivery mode and after sale service.

In short, recognizing today's passionate assessment of comfort, Solehre's commitment is to suppress high costs.

Solehre have been transformed into victorious!

YEAR OF EXPERIENCE

Ever since its foundation over 40 years ago, Solehre have been expanding and strengthening its position to become a global OEM/ODM in the World of Cycling business by earning experience exhibiting:

- * ISPO - GERMANY
- * TAIPIE CYCLE
- * INTER BIKE - LAS VEGAS
- * CANTON - CHINA
- * EUROBIKE - GERMANY
- * FIBO - GERMANY

SHIPPING:

Solehre believes quality assurance isn't about just production of goods but also providing on time delivery without loss of or damage to goods. Our shipping and export department starts making arrangements, right after receiving the confirmed customer order.

The export department is assigned to book goods on well reputed sea, airlines and courier Services which have safest and fastest routes.

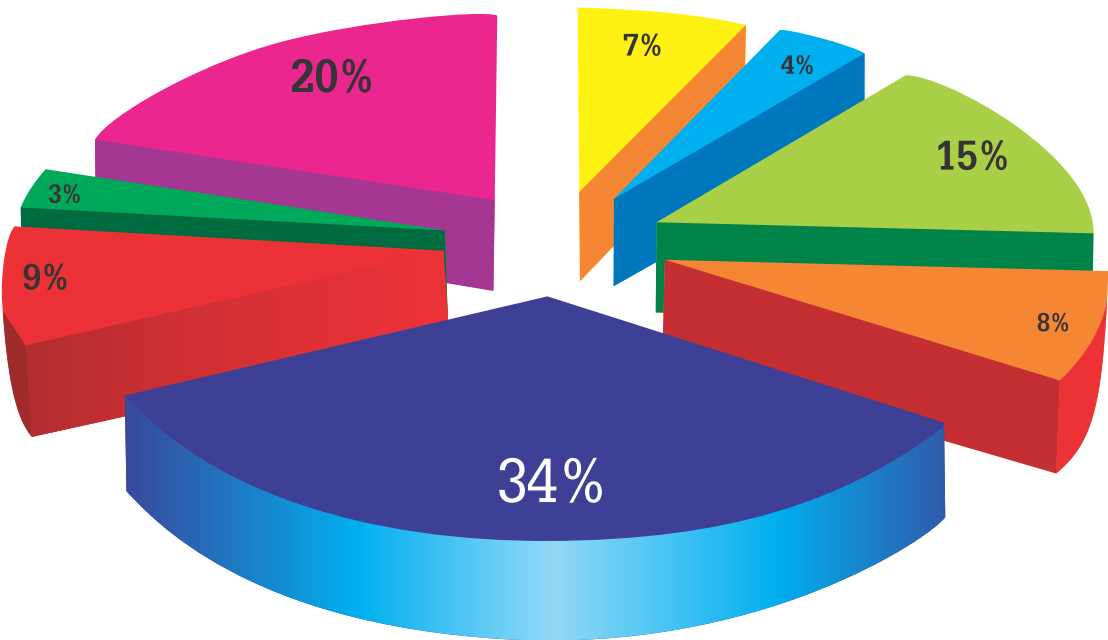
CUSTOMER SERVICES

Quality assurance doesn't end here, we provide full customer services relating to any aspect of our gloves and other products.

We guarantee the quality of all our products and work closely with our customers in improving the product quality and satisfying the requirements of our customers.

TRADE EXPORT MARKETS:

- Asia
- Africa
- America
- Australia
- Europe
- Far East
- Gulf
- Scandinavia



QUALITY STANDARDS/ACHIEVEMENT:

Several European standards relate to Gloves, these include:



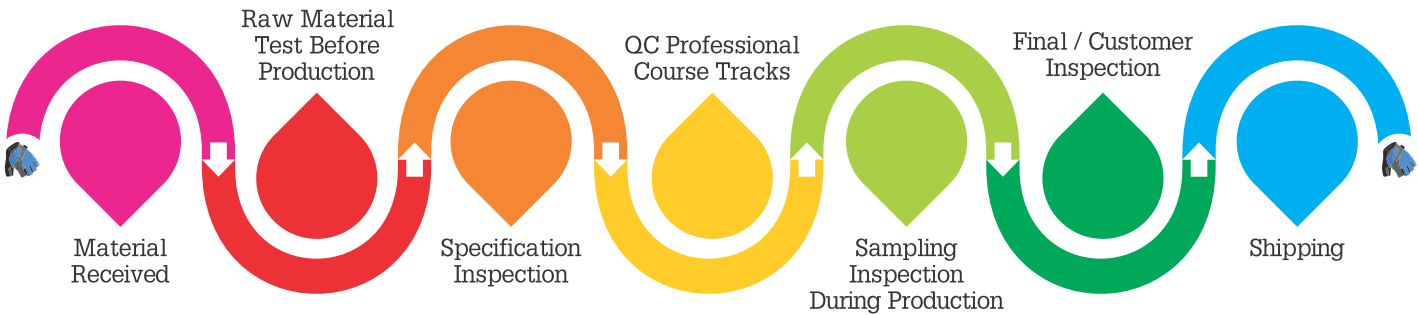
ISO:9001:2008



FOCUS ON CUSTOMER'S REQUIREMENTS



QUALITY CONTROL FLOW CHART





FACILITY:

The layout of a company is very important because it establishes an organization's competitive priorities in regard to capacity, process, flexibility, cost, as well as quality of work life, customer contact and image. The objective of layout strategy is to develop an effective and efficient layout that will meet the firm's competitive requirements. Layout design has the following purpose:-

- Higher utilization of space, equipment and people
- Improved flow of information, materials or people
- Improved employees morale and safer working conditions
- Improved customer/ client interaction

The space of the layout is 43560 Square feet (covered area 38115 Square feet) which can be categorize as a big company. Company's facility consist main Office, Q.C Room, Packaging Area, Material, Store Show Room, Finished Product Storage.

Principles on Business and Human Rights as well as guidelines for Solehre for economic cooperation and development.

Labour rights, the Rights of Freedom and Collective Bargaining, Solehre respects the right of workers to form unions or other kinds of worker's associations and to engage in collective bargaining.

FAIR REMUNERATION:

Our organisation respects the right of workers to receive fair remuneration.

OCCUPATIONAL HEALTH AND SAFETY:

Solehre ensures a healthy and safe working environment, assessing risk and taking all necessary measures to eliminate or reduce it. We provides all necessary personal protective equipment and implements control to ensure the safety of the workers and their health.

No Bonded Labour: Our organisation does not engage in any form of forced servitude, trafficked or non-voluntary labour.

Ethical Business Behaviour: Our organisation does not tolerate any acts of corruption, extortion, embezzlement or bribery.

No Discrimination: Our organisation provides equal opportunities and does not discriminate against workers/religion.

Decent Working Hours : Our organisation observes the law regarding hours of work.

No Child Labour: Our organisation does not hire any worker below the legal minimum age.

No Precarious Employment: Our organisation hires workers on the basis of documented contracts according to the law.

Protection of the Environment: Our organisation takes the necessary measures to avoid environmental degradation.

Bribery and Corruption Policy: No form of corruption and bribery is tolerated by the company. This applies to both direct and indirect benefits, in terms of money, inappropriate gifts, invitations or other unfair advantages intended to achieve favouring or to manipulation.

SOCIAL RESPONSIBILITY AT THE CORE OF BUSINESS

The Code of Conduct sets the approach undertaken by Solehre to incorporate social responsibility at the core of our business.

CODE OBERVANCE

Our organisation is obliged to protect workers' rights as mandated by the law and the BSCI Code.

WORKERS' INVOLVEMENT AND PROTECTION

Our organisation keeps workers informed about their rights and responsibilities.

GRIEVANCE MECHANISM

Our organisation provides a system to collect complaints and suggestions from employees.

SUPPLY CHAIN MANAGEMENT AND CASCADE EFFECT

Our organisation uses the BSCI principles to influence other business partners.

 **SOLEHRE'S**
www.solhere.com

