


# MD. RAMJAN ALI

Lead Auditor- (ISO-9001, 45001, 14001) Auditor-SA8000, ZDHC (Level 2 & 3).  
MSc in Environment, MBA.

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Sustainability professional with 8+ years of experience in Bangladesh's RMG sector, specializing in environmental management, workplace safety, and CSR. Certified ISO Lead Auditor (ISO-9001, 14001, 45001), Auditor: ZDHC (Level 2&3), Basic (SA8000) with an MSc in Environment. Passionate to develop scalable environmental & social solutions that promote sustainable growth and responsible business

## Key Skills

- Communication & Public relations
- Coordination & Monitoring
- Risk Assessment & Remediation plan
- Environmental & Safety Management
- ISO Audits & Compliance Management
- Data Management & Analysis

## Achievements and Awards

- Employee of the Year (2024) at Remediation Programme Department, RSC.
- Coordinated and monitored workplace safety programs for 100+ RMG factories.
- Conducted closure verification for 70+ RMG factories.
- Performed 30+ ISO & ZDHC audits across various industries in Bangladesh.
- Led the compliance department of a large-scale project with 3,000+ employees.
- Project Member of Environment Performance Assessment Framework (EPAF)- RSC & GIZ.
- Published several research articles at international journal on environmental management and sustainable development issues.
- Led and successfully coordinated numerous certification and verification audits/ inspection including: Higg FEM, BSCI, SEDEX, WRAP, ACCORD, RSC, GOTS, RCS, OCS, CTPAT, and brands Codes of Conduct (COC),

## Auditor certification:

- SA8000 Introduction & Basic Auditor from Social Accountability International
- Lead Auditor - ISO 9001:2015 (QMS) from Intertek, CQI-IRCA
- Lead Auditor - ISO 45001:2018 (OH&S MS): from Intertek, CQI-IRCA
- Lead Auditor - ISO 14001:2015 (EMS): from Intertek, CQI-IRCA

## Professional Experience

### ❖ Remediation Programme Officer (RPO). RMG Sustainability Council (RSC)

Jan 2022 – Present

#### Key Responsibility

- Monitoring and coordinating the associated remediation processes for workplace safety programs across more than 100 RMG factories.
- Facilitated essential communication among brands, factory owners, workers, BGMEA, BKMEA, trade union federations, and government agencies to ensure the sustainability of RMG factories.
- synchronize with engineering teams to resolve technical queries by factories and ensure timely CAP updates from the assigned RMG factories.
- Monitoring progress, issued recognition letters, and implemented, escalation & closure protocols for RMG factories.
- Maintained accurate RMG factories data and case files while addressing obstacles to remediation completion & challenges.

### ❖ Senior Executive Compliance. L'Usine Fashion Ltd.

Aug 2020 – Jan 2022

#### Key Responsibilities

- Coordination for certification audits, brand inspections, and stakeholder visits; key responsibilities for ensured of CSR & compliance activities.
- Led and successfully coordinated numerous certification and verification audits/ inspection including: Higg FEM, BSCI, SEDEX, WRAP, ACCORD, RSC, GOTS, RCS, OCS, CTPAT, etc
- Developed and closed Corrective Action Plans (CAPs) from audit findings through cross-departmental coordination.
- Enforced Codes of Conduct (COC) and Environmental Management System (EMS) standards across operations.
- Supported HR in policy implementation, grievance handling, and workforce compliance initiatives.
- Monitored legal, social, and environmental compliance, including ETP performance and Higg FEM.
- Conducted regular floor inspections to ensure fire, Structural, boiler, and electrical safety and OHS standards.
- Managed license renewals, compliance documentation, and administrative reporting.
- Delivered monthly training programs for continuous improvement

### ❖ Officer HR & Compliance.

Palmal Group of Industries (Arkay Knit Dyeing Mills Ltd.) Sep 2018 – Jul 2020

#### Key Responsibilities

- Responsible for all kinds of social, environmental, security Compliance activities.
- Prepared for audits (internal, external, third-party) by organizing evidence and coordinating site walkthroughs.
- Conducted daily safety inspections (fire, structural, electrical), risk assessment & ensure workplace safety.
- Coordinated compliance training for staff and workers.
- Assisted with Environmental Management & compliance reporting and coordinated Higg FEM assessments and buyer sustainability requirements.

## Language Skills:

**English language: TOEFL score: 88**

- Listening: Proficient user
- Reading: Proficient user
- Speaking: Proficient user
- writing: Proficient user

## Volunteer Experience:

- National River Convention – 2025, Bangladesh, Dhaka. Volunteer | Bangladesh Rivers Save Movement, 01-Nov-2025.
- Environment Innovation Summit & Awards 2024. Volunteer | TSC, University of Dhaka, 28-Dec-2024.
- Tree Plantation Campaign – Bangladesh, 2024  
Volunteer | VBD, Participated in planting 10,000 trees across 5 districts in Bangladesh.

## Others Activities:

- Volunteer for Bangladesh (VBD)- JAAGO Foundation.
- Volunteer -Mission green Bangladesh (MGB).
- Publicity Editor - Bangladesh Poribesh Andolon (BAPA), Badda.
- Member-Save The River Movement, Bangladesh.
- Member - BDRMGP FnF Foundation BD
- Student Member – US embassy Dhaka.
- Member - Bangladesh Society for Human Resources Management (BSHRM)

## Declaration

By signing below, all the information mentioned in the resume is correct to the best of my knowledge and believe



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Md. Ramjan Ali

## ❖ Academic Education

- M.Sc. in Environment and Disaster Management (MEDM), Jagannath University, Dhaka | 3.69/4.00 (2024-2025)
- MBA in Finance, Royal University of Dhaka | GPA: 3.40/4.00 (2016-2017)
- MA in Philosophy, University of Dhaka (Govt. Titumir College) | GPA: 2.53/4.00 (2015-2016)
- BA in Philosophy, University of Dhaka (Govt. Titumir College) | GPA: 2.65/4.00 (2012-2015)

## ❖ Professional Education

- Diploma in Social Compliance (DSC), Bangladesh Institute of Management (BIM), 2021 | GPA: 3.50/4.00
- Post Graduate Diploma in Human Resource Management (PGDHRM), United International University (UIU), 2019 | GPA: 3.00/4.00
- Social Compliance & CSR Issues, Bangladesh Knitwear Manufacturers and Exporters Association (BKMEA) & Institute of Apparel Research & Technology (iART), SEIP project 2018 | Gerad: A-

## ❖ Professional Training

- Climate action training for the fashion industry | GIZ & UNFCCC | 2025
- HIGG FEM 4.0 training program | Sumerra & PDCA International | 2024
- Human Rights and Environmental Due Diligence (HREDD) | GIZ | 2024
- Effective Communication & Customer delight | RSC & SAPIEN | 2024
- Workplace Wellbeing Management (WWM) | UCEP & SNV | 2021
- Industrial Relations & Gender-Sensitive Workplace | Ethical Trading Initiative (ETI-Bangladesh) | 2021
- Industrial Compliance Management, | SCITI & BSCIC | 2021
- Health, Safety & Environment (HSE) Management | Bangladesh-Japan Training Institute (BJTI) | 2020

## ❖ Research & Publications:

- Sustainable textile industry: Balancing growth and environmental concerns in Bangladesh, January 2025, <https://doi.org/10.30574/ijrsra.2025.14.1.0076>
- Environmental Remediation Pathways and Sustainability Integration in Bangladesh's RMG Sector: A Field-Based Assessment of Challenges and Strategic Solutions. December 2025 <https://doi.org/10.54536/ajmri.v4i6.6243>
- Fashion's environmental toll: Textile waste and the urgency for sustainable solutions, October 2025, <https://doi.org/10.53022/oarjst.2025.13.2.0052>
- Exploring the Effect of Climate Transformation on Biodiversity in Coastal Ecosystems, December 2024, <https://doi.org/10.30574/gjeta.2024.21.3.0240>
- Green Branding of RMG Industry in Shaping the Sustainable Marketing. July 2024, <https://doi.org/10.30574/wjaets.2024.13.2.0603>
- Necessity of Green Construction for Building Sustainable Environment. October 2024, <https://doi.org/10.30574/wjaets.2024.13.2.0603>

## ❖ Project Activities

- **Environment Performance Assessment Framework (EPAF).**  
Aug 2025 – Dec-2025,
  - Perform area – Water & Wastewater Management
  - Coordinated by: RSC & GIZ
- **Gender-Based Workplace Sensitivity Initiative & Industrial Relation.**  
Project Period: 3 Months (2021)
  - Implementing partner: Ethical Trade Initiative (ETI)
  - Project Activities: Delivered 500+ training sessions on gender equality, respectful communication, gender-sensitive & workplace behavior.
- **Social Compliance & CSR: Skills for Employment Investment Program (SEIP).**  
Project Period: 6 Months (2017)
  - Coordinated by: BKMEA & iART, Funded by: Finance Division.
  - Focused areas: social compliance, CSR, worker's rights, occupational health and safety, environmental management, and compliance audit standards.