



Ethical Garment Manufacture

since 1993



**Ethical Garment
Manufacturer**



Desta
ETHIOPIA • ESTABLISHED 1993

History



Establishment

Desta Established as plastic shoes and sole factory

1993



Embroidery

Began in house embroidery

2010



Structured

Restructured and start in house production

2012



Expansion

Start Expansion

2017

Present

1995

Production

Started Braiding production



2011

NAVIGARE

NAVIGARE First garment Export to Italy



2014

SGC

Start production for Superior Uniform Group(SUG now known as SGC)



2019

Export

Export from Butajira



VISION



To be one of the world's leading garment and textile manufacturers through a last commitment to sustainability and corporate reasonability.

MISSION



To deliver **high quality garments**, speed to market, transparency and collaborative sourcing, and in doing so **earn the trust and confidence** of our international clients.

VALUE



- **Speed to Market** - we know the important of delivery on time.
- **Quality** - we work hard to ensure products are delivered to the standard expected by our buyers.
- **Hard Work** - we know the values of hard work, a quality instilled in us by our founders and we believe we can help drive Ethiopian's growth.
- **Joy** -Desta means "joy" and it's our aim that our buyers and our staffs feel cared for and full of joy to be part of the Desta family.

2020 Facts

| Category | Information |
|-----------------------|---|
| Production lines | 30+ |
| Sewing Machines | 1500+ |
| Embroidery Machines | 50+ heads |
| Capacity | Polo – 24,000/day T-Shirts – 45,000/day |
| Full time staff | 1500+ |
| Export Revenue Target | \$10,000,000 |
| Products & Services | - Garments Men, Women and Children - Scrubs |



Note: Pictures taken before Covid



BUTAJIRA



BUTAJIRA

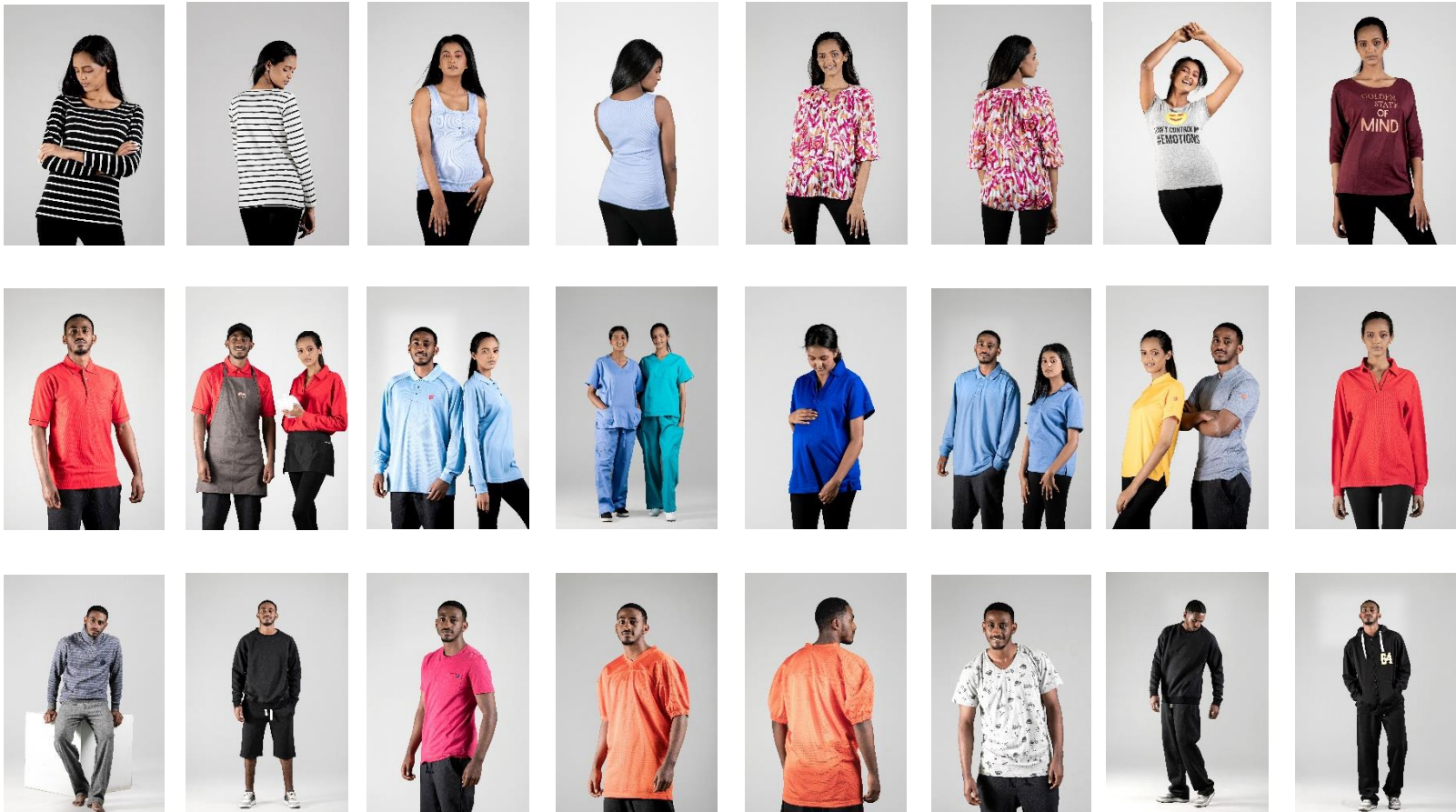


1300
90% women
Ages 18-30



Garment

Products



Customers & Brands



High Performance Identity



LIVERGY



esmara





Sustainability

የሰነ-ምግባር መርሆዎች

Code of Conduct

ህጎችና የስራ ቦታ ደንቦች

ሁሉም የድርጅቱ ህጎች እና ደንቦች ከብሔራዊ እና የአካባቢ ህጎች እና ደንቦች ጋር የተጣጣሙ መሆናቸውን ለማረጋገጥ አንተጋለን።



Compliance with Laws and Workplace Regulations

We are committed to ensure that all company laws and regulations are compliant with national and local laws and regulations.

አካባቢ

የፋብሪካ እንቅስቃሴዎች በብሔራዊ እና አካባቢ ደረጃ ተፈጻሚነት ያላቸው ሕጎች እና ደንቦች በማክበር እየሰራን መሆናችንን እናረጋግጣለን።



Protection of the Environment

We comply with environmental rules, regulations and standards applicable to our operations and will observe environmentally conscious practices in all locations..

የሞያ ጤንነት እና ደህንነት

ከብሔራዊ እና አካባቢ ደንቦች ጋር የሚጣጣሙ ደረጃቸውን የጠበቁ የሞያ የጤንነት እና የደህንነት መስፈርቶች በተቻለ መጠን ለሚሟላት ቆርጠን እንሰራለን።



Health and Safety

We are committed to maintain the highest possible standard on occupational health and safety complying with applicable national and local legislations.

የሥራ ሰዓታት

በብሔራዊ ደረጃ ተፈጻሚነት ካላቸው ሕጎች እና ደንቦች ውጪ የሥራ ሰዓታት እንዳይበልጡ እንጠነቀቃለን።



Hours of Work

We are committed not to exceed the hours of work according to the applicable national and local laws and regulations.

የብዝሃነት ትንኮሳ

ሠራተኞች በቅርብ ተቆጣጣሪዎች ወይም አቻዎቻቸው በየትኛውም ደረጃ በቃል፣ አካላዊ፣ ስታዊ እና አዕምሯዊ ትንኮሳ ወይም ብዝሃነት የሌለበት የስራ አካባቢ መሆኑን ለማረጋገጥ በፅናት ተግባርን እንሰራለን።



Prohibition of Harassment or Abuse

We are committed to ensure for employees at all levels that there is no possible environment for immediate supervisors or peers to harass or abuse verbally, physically, sexually or mentally.

የግዴታ ሥራ

ያለ ፍላጎት ወይም በግዴታ የሚሰራት ስምምነት፣ ውል ወይም ሌላ መንገድ ላለመጠየቅ እና በየትኛውም የሥራ ኃላፊነት ደረጃ የሠራተኛውን አስፈላጊ ነገ እንቅስቃሴ ላለመግታት ቆርጠናል።



Prohibition of Forced Labor

We are committed not to use involuntary or forced labor indentured, bonded or otherwise and not unnecessarily limit the freedom of movement of employees at all levels.

የጉምሩክ ደንብ ማክበር

ሁሉም አግባብ ያላቸው የወጪ እና የገቢ ሥራዎች ተቀባይነት ካላቸው የጉምሩክ ሕጎች ጋር አጣጥሞ ለመሥራት እንተጋለን።



Customs Compliance

We comply with applicable customs laws, and will establish and maintain programs to comply with customs laws regarding illegal transshipment of finished products.

የመደራጀት ነገነት

በሁሉም ደረጃ የሠራተኛው የመደራጀት እና ማህበር የማቋቋም እና የመደራደር ነገነት እንዳለው እንዲያውቅ ለማረጋገጥ በትጋት እንሰራለን።



Freedom of Association and Collective Bargaining

We are committed to ensure the freedom of association and collective bargaining of employees at all levels.

ማግለል

በስርዓተ-ሥራ፣ በቀለም፣ በዘር፣ በሀይማኖት፣ በዜግነት በፖለቲካ አመለካከት፣ በማህበራዊ እና የጎሳ ተዛምዶ ላይ ተመስርቶ ምንም ዓይነት ልዩነት ሳይደረግ ሁሉም ሠራተኞች በየትኛውም ደረጃ ላይ ቢገኙ እኩል እንዲታዩ እንተጋለን።



Prohibition of Discrimination

We are committed to treat all the employees equally at all levels without any discrimination on gender, color, race, religion, nationality, political opinion or social ethnic origin.

ክፍያ እና ጥቅማ-ጥቅም

ሠራተኞች በየትኛውም የሥራ ደረጃ ሲሰሩ በብሔራዊ ደረጃ ተፈጻሚነት ባላቸው ሕጎች እና ደንቦች መሠረት ተመጣጣኝ ክፍያ እንዲከፈላቸው እንተጋለን።



Compensation and Benefits

We are committed to compensate employees at all levels in accordance to the applicable national laws and regulations in relation to the following: Promotions, social security, awards, health and safety, food subsidize and annual leave.

የሕፃናት ጉልበት

በየትኛውም ሁኔታ፣ በየትኛውም ተቋማትን ውስጥ እድሜው ከ18 ዓመት በታች የሆነ ሠራተኛ እንዲቀጠር ላለማበረታታት እንተጋለን።




Prohibition of Child Labor

Under any circumstances, at any level and in any place of our establishment we are committed not to encourage employing anyone at the age below 18.

ጥበቃ

እዎች፣ ተቀጣጣይ፣ ለህይወት አስጊ ነገሮች እና ሌሎች ከንትርባንዶች ቁጥጥር ካልተደረገባቸው ጭነቶች ላይ እንደሌሉ ለማረጋገጥ እንሰራለን።



Security

We will maintain facility security procedures to guard against the introduction of non-manifested cargo into outbound shipments (e.g. drugs, explosives, biohazards and/or other contraband).

Sustainable Partners



Social Impact

Transportation

Kiosks

House rentals

Restaurants



[What it's like to Work at DESTA: An Interview with a Line Supervisor | Desta Garment PLC \(desta-garment.com\)](#)



[What it's like to work at Desta: An Interview with the In-charge of Quality Department | Desta Garment PLC \(desta-garment.com\)](#)

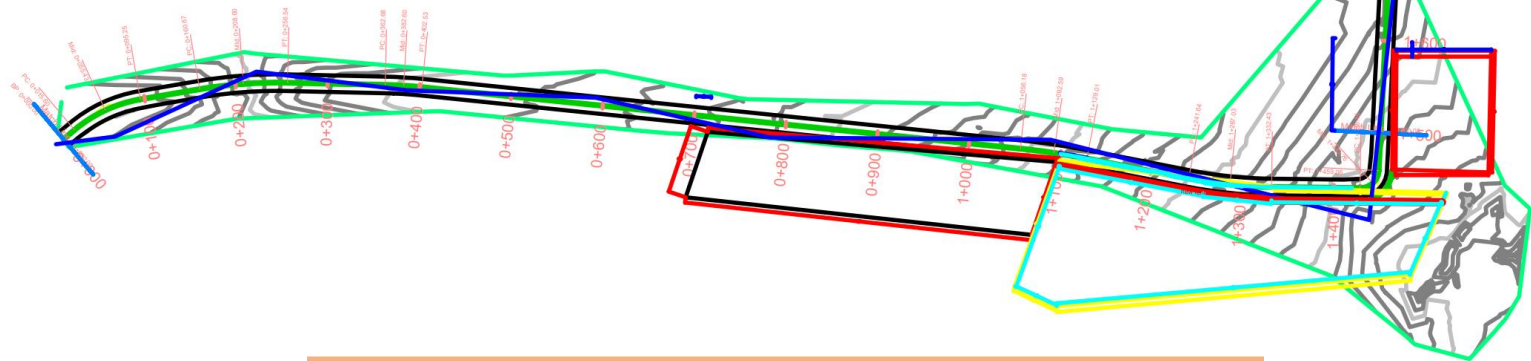
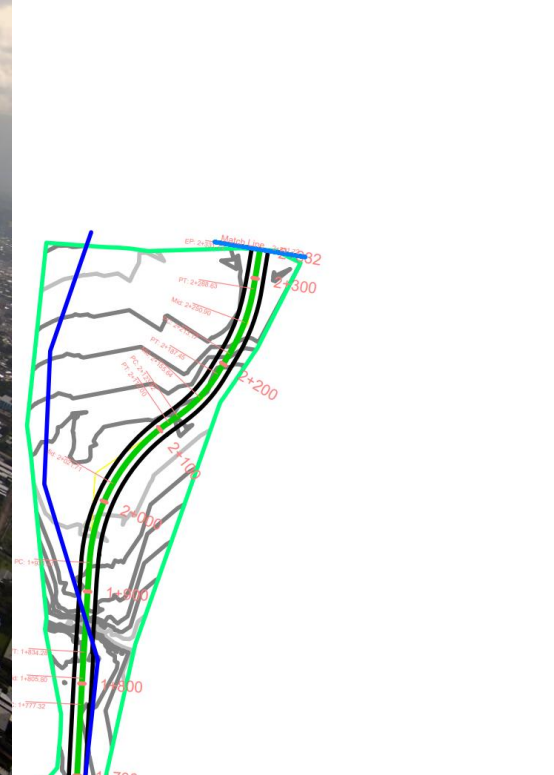


[What it's like to work at Desta: An Interview with the Trainee Coordinator. | Desta Garment PLC \(desta-garment.com\)](#)





Corporate Social Responsibility (CSR)



ROAD Construction 2.5km Asphalt Road



Degagogot School





Shershera School



Transforming Shershera School





ABSHIRO MEMORIAL HOSPITAL (AMH)

Thank you



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