
Auditee :	Shafi Knit Limited
Audit Date From :	14/02/2019
Audit Date To :	14/02/2019
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV NORD GROUP
Auditor's Name(s) :	Md. Muftadeul Islam(Lead), Bodrudduja Chowdhury
Auditing Branch (if applicable) :	



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Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence																																							
A Very Good	<ul style="list-style-type: none">Minimum 7 Performance Areas rated ANo Performance Areas rated C, D or E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr></table>	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	B	B	B	A	A	A	A	A	A	A	B	B	B	B	B	B	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
A	A	A	A	A	A	A	A	A	A	A	A	A																													
A	A	A	A	A	A	A	A	A	A	B	B	B																													
A	A	A	A	A	A	A	B	B	B	B	B	B																													
B Good	<ul style="list-style-type: none">Maximum 3 Performance Areas rated CNo Performance Areas rated D or E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr><tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td></tr></table>	A	A	A	A	A	A	B	B	B	B	B	B	B	A	A	A	A	A	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	C	C	C	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
A	A	A	A	A	A	B	B	B	B	B	B	B																													
A	A	A	A	A	B	B	B	B	B	B	B	C																													
B	B	B	B	B	B	B	B	B	B	C	C	C																													
C Acceptable	<ul style="list-style-type: none">Maximum 2 Performance Areas rated DNo Performance Areas rated E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td></tr><tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr></table>	A	A	A	A	A	A	A	A	A	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	D	C	C	C	C	C	C	C	C	C	C	C	D	D	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
A	A	A	A	A	A	A	A	A	C	C	C	C																													
A	A	A	A	A	B	B	B	B	C	C	C	D																													
C	C	C	C	C	C	C	C	C	C	C	D	D																													
D Insufficient	<ul style="list-style-type: none">Maximum 6 Performance Areas rated E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td></tr><tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>E</td></tr><tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr></table>	A	A	A	A	A	A	A	A	A	A	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	E	D	D	D	D	D	D	D	D	E	E	E	E	E	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
A	A	A	A	A	A	A	A	A	A	D	D	D																													
A	A	A	B	B	B	C	C	C	D	D	D	E																													
D	D	D	D	D	D	D	D	E	E	E	E	E																													
E Unacceptable	<ul style="list-style-type: none">Minimum 7 Performance Areas rated E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr><tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr><tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr></table>	A	A	A	A	A	A	E	E	E	E	E	E	E	A	A	B	B	C	D	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
A	A	A	A	A	A	E	E	E	E	E	E	E																													
A	A	B	B	C	D	E	E	E	E	E	E	E																													
E	E	E	E	E	E	E	E	E	E	E	E	E																													
Zero Tolerance	A Zero Tolerance Issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)	Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.																																							

Main Auditee Information

Name of producer :	Shafi Knit Limited		
DBID number :	357721		
Audit ID :	143873		
Address :	Notunpara, Baipail, Ashulia, Savar Dhaka		
Province :	Dhaka	Country :	Bangladesh
Management Representative :	Mr. Md. Shahab Uddin – Manager – Admin, HR and Compliance		
Contact person:	Mr. Md. Shahab Uddin	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	Knitted Garment		

Audit Details


Audit Range :	<input type="checkbox"/> Full Audit	<input checked="" type="checkbox"/> Follow-up Audit	
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms	
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural	<input type="checkbox"/> Small Producer
Audit Announcement :	<input checked="" type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced	<input type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No		
Audit extent (if applicable) :	Limited scope (one production unit)		
Audit interferences or contingencies (if applicable) :	none		
Overall rating :	C		
Need of follow-up :	Yes	If YES, by :	14/02/2020

Rating per Performance Area (PA)

PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
D	B	A	A	B	D	B	A	A	A	A	C	A

Executive summary of audit report

Shafi Knit Limited (DBID: 357721)

This follow up audit was conducted by TUV-Nord auditors on 14th February, 2019 with two auditors. A female observer was present on audit day to interact with female employees. The team verified the facility's operations against the Amfori BSCI Code of Conduct and local legislative requirements.

Audit Scope Description:

Location:

Shafi Knit Limited is located at Notun para, Baipail, Ashulia, Savar, Dhaka. The factory located over a total area of about 19,600 square feet; where the production area is about 22,620 square feet and non-production area is about 1,400 square feet.

There are total 573 employees working in the facility amongst them 274 are male and 299 are female employee. Amongst this total number 523 are the employees who are directly engaged with direct production. Factory has 50 non-production employees.

The facility consists of one building and two sheds which description is given below:

Building 01:

Ground floor: Office room, cutting section, accessories store and bonded ware house.

1st floor: Office room, inspection room, finishing section, boiler room and spot removing room.

2nd floor: Sewing section and maintenance room.

3rd floor: Sewing section and office room.

Roof top: Prayer room and 70% vacant.

Shed 01: Sample room, yarn store, dining room, wastage area, child care room and medical room.

Shed 02: Generator room.

Factory's normal working hour start from 08:00 am to 05:00 pm. Employees are allowed for one hour meal break in one shift (01:00 pm to 02:00 pm).

Security section runs in three shifts in a day: 06:00 am to 02:00 pm; 02:00 pm to 10:00 pm; 10:00 pm to 06:00 am. They maintain attendance records through manual time keeping systems. Employees work regularly 48 hours/week. Saturday is their weekly holiday.

Employees receive wages by monthly basis in local currency (BDT). General working hours are approved from labor office was evidenced and yearly leaves are noticed by the management complying with govt. requirements.

Previous audit findings: As it was a follow-up audit the auditors specially checked the previous issues of following Performance Areas: PA 1, PA 2, PA 4, PA 5, PA 6, PA 7 and PA 12.

Audit Date: 14th February, 2019

Participants in the opening meeting:

Auditors:

Mr. Md. Muftadeul Islam- Lead Auditor

Mr. Bodrudduja Chowdhury- Auditor

Ms. Rumpa Chowdhury- Observer

Factory Representatives:

Mr. Md. Shahab Uddin- Manager (Admin, HR and Compliance)

Mr. Md. Minhazul Abedin- Asst. Manager
Mr. Md. Ashraful Islam- Sr. Compliance Officer
Ms. Hasna Akter Habiba- Welfare Officer
Mr. Md. Ashraful Islam- Vice President of Workers' Participation Committee

During opening meeting on 14th February, 2019 the Lead Auditor explained the audit purpose and scope to the management team. It was also communicated that workers will be interviewed in private, detailed document checking and a payroll record review shall be carried out. A visit of the plant, with permission for photography was requested. Confidentiality of all information was guaranteed by the auditor. The management team permitted to carry out the whole process as per the client's requirement. After the completion of the opening meeting, the auditors split into separate individual units to carry out a plant tour, document verification, management interview and other information collection as per the audit plan. All management staff remained with the assessment team throughout the assessment process and was very cooperative throughout the assessment process.

Health and Safety Tour:

The auditor has conducted the facility tour at the entire premises of the facility.

Interview and payroll review:

25 permanent employees were randomly selected from different production section for interview. Factory management has provided 1 year payroll records and time record for auditors review. On sample basis payroll records and time cards of the month of January 2019 (current month), July 2018 (random month) and March 2018 (random month) were reviewed. Moreover, attendance record, daily hourly & monthly production records, garments inspection report and accessories receiving and distribution records were reviewed by the auditors.

Closing Meeting:

At the end of the audit process, on 14th February, 2019 a closing meeting was held to discuss various issues observed during the audit.

Participants in the closing meeting:**Auditors:**

Mr. Md. Muftadeul Islam- Lead Auditor
Mr. Bodrudduja Chowdhury- Auditor
Ms. Rumpa Chowdhury- Observer

Factory Representatives:

Mr. Md. Shahab Uddin- Manager (Admin, HR and Compliance)
Mr. Md. Minhazul Abedin- Asst. Manager
Mr. Md. Ashraful Islam- Sr. Compliance Officer
Ms. Hasna Akter Habiba- Welfare Officer
Mr. Md. Ashraful Islam- Vice President of Workers' Participation Committee

Overall Audit Impression:

During discussion with the top management, it was observed that they do not hold a fair conviction about the long term benefits of ethics and integrity in all business activities, including the supply chain. They expressed their intent to discourage all social stigmas like corruption & bribery, and other dishonest practices in all business activities under their influence. The general situation is as follows.

Overtime done if needed. As per management, Regular hours are now 48hrs/week.

Employee wages are calculated and paid once in a month, all workers are paid the salary within 7th working days of the following month, as per the law. Interview also confirmed that overtime also paid with the wage.

Factory does not employ any foreign nationals / prisoners. Company employs workers coming from different districts of the country.

Mr. Md. Shahab Uddin- Manager (Admin, HR and Compliance) is responsible for compliance with the code. Factory has translated amfori BSCI Code in local language and posted them at prominent locations.

The factory communicates this Code to most of the employees by training as confirmed by training records and worker interviews.

It is verified through document review, factory tour, management interview and employee interview that no Home-working is used by this factory.

Factory License no.: 14442/Dhaka; valid up to date on: 30 June, 2019.

Fire License no. : DD/Dhaka/22001/2010; valid till 30 June, 2019.

Trade License no.: 004178; Valid till 30 June, 2019.

All workers are provided with written and understandable information about their employment conditions in respect to wages before they enter employment. Worker's knowledge found satisfactory about their legal rights and responsibilities. No gap has been found in providing employees the particulars of their wages for the pay period concerned each time that they are paid.

The factory has established a policy and procedure that will never employ and use any child labor with option of remediation.

Sufficient numbers of employees' personal files were provided for review. Each employee file includes a bio-data sheet, a recent photo and the age documentation. All employees get appointment letter and ID card while recruitment.

PA 3: The overall observations shows that the factory has established a complete 'Freedom of Association and Collective Bargaining' policy and procedures in place to ensure workers right to associate & organize collectively. Though there is no formal collective bargaining system in place but the factory has formed a 'Participation Committee; parallel means of workers union among the workers and management staff.

PA 4: The overall observation shows that the factory has formed and practices a non-discrimination policy and procedures in place. During closed door interview, none of the workers complained of any form of discrimination. All workers are equal as per factory policy and practices.

PA 8: The overall observations shows that the factory has established a complete 'Child Labor Policy' and as per this 'no child labor' notice is posted inside the factory in prominent places. In addition, age verification certificate, national ID card, birth registration certificate or academic certificate are well maintained in the respective personnel files.

PA 9: The overall observations shows that the factory has a policy and procedures on young workers which posted in all prominent places in the premises

and communicated to the workers through training and awareness program. During the factory tour, no suspected young workers observed and none was noticed by the factory workers. However, as per policy the factory has written standard procedures for special protection of the young workers as per local law and ILO standards.

PA 11:

The overall observation shows that the employees are free to leave the factory when they resign from the services, with payment. There is no restriction on worker's movement within the premises. The workers are not forced to stay back once they get authorized leave from the management.

PA 13: The overall observations shows that the factory has maintained a record keeping system and was provided necessary documents to the audit team for review. Factory has legal licenses and permits to operate facility approved by the concerned authority. Management was transparent during the entire period of audit and they showed a positive attitude and were supportive to the auditor during the site visit. They were dedicated to maintain good business relations with their business partners and were committed to fulfill their expectations.

The company is continually trying to improve its Business Ethics. Company is providing Attendance Bonus, Festival holidays, Group Insurance, Medical services to its employees, Earn Leave Encasement as per law.

The top management was cooperative during the entire audit and expressed commitment to work on audit findings.

Special Notes:

There are no agencies used by the auditee, which makes the agency labor contract not applicable.

The factory has no trade Union and no collective bargaining agreements as it is not mandatory.

There is no dormitory, which makes photos of it not applicable.

No inconsistencies found between time and production records, which makes photos of it not applicable.

Ratings Summary


Auditee's background information			
Auditee's name :	Shafi Knit Limited	Legal status :	Private Limited Company
Local Name :	শফি নিট লিমিটেড	Year in which the auditee was founded :	2010
Address :	Notunpara, Baipail, Ashulia, Savar	Contact person (please select) :	Mr. Md. Shahab Uddin
Province :	Dhaka	Contact's Email :	shafiknithr@gmail.com
City :	Dhaka	Auditee's official language(s) for written communications :	English
Region :	South Asia	Other relevant languages for the auditee :	Bengali
Country :	Bangladesh	Website of auditee (if applicable) :	None
GPS coordinates :	23.945405,90.2755165,17	Total turnover (in Euros) :	7706748.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :	None	Production volume :	390, 000 Pcs Per Month
Product Group :	Apparel	Production cost calculation :	No
If other, please specify :	None	Lost time injury calculation cost :	No
Product Type :	Knitted Garment		

Auditee's employment structure at the time of the audit		
Total number of workers :	573	Total number of workers in the production unit to be monitored (if applicable) :
		0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	274	299
Temporary workers	0	0
In management positions	17	3
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	0	0
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	274	299
Production based workers	0	0
With shifts at night	7	0
Unionised	0	0
Pregnant	-	0
On maternity leave	-	0

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

1- Followup Audit [Audit Id - 143873] Audit Date: 14/02/2019 PA Score: D

Deadline date:13/02/2020

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The overall observation shows that the factory has set a partial system to implement & monitor the social management system, appointed a Senior Management Representative to implement and maintain company's Social Management System. Factory also has a system to select business partners as per their company policy. Further, the factory has a production plan as well as lost time reporting system implementing monthly/daily basis.

সামগ্রিক পর্যবেক্ষণ দেখায় যে, কারখানায় সামাজিক কর্মক্ষমতা নিরীক্ষণ একটি সিস্টেম আছে, বিএসসিআই নিয়ম ও প্রবিধান অনুযায়ী কোম্পানির সামাজিক ম্যানেজমেন্ট সিস্টেম বজায় রাখার জন্য একজন সিনিয়র ব্যবস্থাপনা প্রতিনিধি নিযুক্ত করেছেন। এছাড়াও কারখানায় ব্যবসায়িক অংশীদার এবং উৎপাদন পরিকল্পনা আছে।

1.1 - Current follow up audit conducted on 14th February 2019

Not Corrected: Factory management did not develop effective Social Management System to integrate the amfori BSCI new code of conduct into day to day business practice and to contribute customers and stakeholders in possible continuous improvement of the facility. Currently facility did not define long-term goal to protect workers and no plan set to ensuring living wage, few gaps were found about grievance mechanism and ensuring health and safety. [As per amfori BSCI CoC]

সংশোধিত নয়: প্রতিষ্ঠানটিতে নতুন আমফরি বিএসসিআই আচরণ বিধিটি দৈনন্দিন ব্যবসায়িক কার্যক্রমে প্রয়োগ করার এবং কারখানার সম্ভাব্য ধারাবাহিক উন্নয়নে গ্রাহক ও অংশীদারদের অবদান রাখার জন্য ফ্যাক্টরি ম্যানেজমেন্ট কর্মকর্তা সোশ্যাল ম্যানেজমেন্ট সিস্টেম তৈরি করে নাই। কারখানায় শ্রমিকদের রক্ষা করার জন্য দীর্ঘমেয়াদী লক্ষ্য নির্ধারণ করেনি এবং সমস্ত কর্মীদের জন্য লিভিং ওয়েজ পুরোপুরি নিশ্চিত করার জন্য কোনও পরিকল্পনা নেই এবং স্বাস্থ্যগত কিছু অসামঞ্জস্য পরিলক্ষিত হয়। অভিযোগ ব্যবস্থাপনা সম্পর্কে সচেতনতা বিষয়ে কিছু তফাৎ রয়েছে [আমফরি বিএসসিআই আচরণ বিধি অনুযায়ী]

1.2 - Current follow up audit conducted on 14th February 2019

Corrected: Factory has assigned management representative to implement amfori BSCI principles with power of decision-making and budget allocation to succeed in the follow-up of amfori BSCI social performance.

সংশোধিত: বিএসসিআই নীতিগুলি বাস্তবায়নের জন্য সিদ্ধান্ত গ্রহণ ও বাজেট বরাদ্দের ক্ষমতা সহ কারখানা দায়িত্বপ্রাপ্ত প্রতিনিধি নিয়োগ করেছেন।

1.3 - Current follow up audit conducted on 14th February 2019

Not Corrected: Facility management has develop supplier selection policy and procedure and monitoring for all suppliers were not ensured. Besides that, they did not distribute amfori BSCI Code of Conduct and Terms of Implementation to the all significant business partners yet. No mechanism is developed to collect, solve and keep records of any complaints received about business partners. [As per amfori BSCI CoC].

সংশোধিত নয়: কারখানাটি সরবরাহকারী নির্বাচন নীতি এবং পদ্ধতিগুলি বিকাশ করেছে কিন্তু উল্লেখযোগ্য সকল সরবরাহকারীদের পর্যবেক্ষণের আওতায় আনা হয়নি। উপরন্তু, কারখানাটি বিএসসিআই তার বিদ্যমান সকল ব্যবসায়িক অংশীদারদের মধ্যে সিওসি এবং টিওআই বিতরণ করেনি। ব্যবসার অংশীদারদের কাছ থেকে প্রাপ্ত কোনও অভিযোগের সংগ্রহ, সমাধান ও রেকর্ড সংরক্ষণের কোন ব্যবস্থা নেই। [আমফরি বিএসসিআই সিওসি অনুযায়ী]

1.4 - Current follow up audit conducted on 14th February 2019

Not Corrected: Factory did not have proper 'Contingency Plan' to reduce unnecessary subcontracting or overtime. Though the factory has a production planning in place, it was found not properly realistic and achievable basing on their working hours scheduling for the workers. They are planning considering 10 hours as working hours in a day instead of considering 8 hours, if the factory plans to produce product considering 10 hours workers has to do mandatory overtime. [As per amfori BSCI CoC]

সংশোধিত নয়: অপ্রয়োজনীয় সাব কন্ট্রাক্ট কাজ বা ওভারটাইম কমাতে ফ্যাক্টরিটি সঠিক 'সম্ভাব্য সব ঘটনার জন্য তৈরি থাকার পরিকল্পনা' করা নেই। যদিও কারখানার একটি উৎপাদন পরিকল্পনা আছে, কিন্তু এটা বাস্তবসম্মত নয়। শ্রমিকগণের সাথে কথা বলে জানা যায় যে, তারা সাধারণ ৮ ঘন্টা দৈনিক কাজের সাথে ২ ঘন্টা অতিরিক্ত কাজ করে থাকে যা দৈনিক ১০ ঘন্টার হিসেবে উৎপাদন পরিকল্পনার সাথে সংযুক্ত।

Remarks from Auditee:

Full Audit [Audit Id - 118868] Audit Date: 13/03/2018 PA Score: E

Deadline date:31/08/2018

Good practices

Nil

Areas of improvement

Remarks: The auditee has set and publically stated their mission, vision, and objectives. Furthermore, the auditee has ensured workers involvement via training on worker representation and grievance mechanism. A senior management has been appointed as responsible person to established BSCI principle in the factory. BSCI code of conduct was also posted in the factory. However, gaps were identified such as factory had conducted audit on only 5 out of 24 supplier/ business partner, procedure was not used to select current and future supplier/sub supplier and no monitoring system to evaluate the business partner's social performance in respect to BSCI COC

Management understand English and they were comfortable with English.	
1.1 -	1.1 1. It was noted that factory management did not develop effective management system to implement amfori BSCI code of conduct & TOI. Auditee need to develop internal procedures to integrate the BSCI Code to show full commitment towards integrating the amfori BSCI Code into the auditee business culture. Moreover, management needs to consult customers and stakeholders to adhere to a continuous improvement approach in day-to-day business practices. This violates amfori BSCI Performance Area 1.1 2. It was noted that facility management did not set up effective Social Management System to integrate the BSCI code in day to day business practice and facility did not involve workers and workers representation in communication structure and for exchange information. This violates with BSCI Performance Area 1.1 Management understand English and they were comfortable with English.
1.2 -	1.2 1. It was noted that facility has assigned Manager (Admin, HR & Compliance) to implement amfori BSCI principles but he had no decision-making power and budget allocation power to succeed in the follow-up of amfori BSCI social performance. This violates amfori BSCI Performance Area 1.2 2. It was noted that facility did not appoint a senior management to follow up the grievance mechanism. However, factory is assigned this responsibility on HR Executive.. This violates BSCI Performance Area 1.2 Management understand English and they were comfortable with English.
1.3 -	1.3 1. It was noted that auditee had a policy and procedure on how to select current and future significant supplier. But not yet provided any Tol for 4 of 12 Business Partners This violates BSCI Performance Area 1.3 2. It was noted that facility did not conduct any audit to its suppliers in line with BSCI code of conduct to evaluate business partner social performance. This violates BSCI Performance Area 1.3 Management understand English and they were comfortable with English.
1.4 -	1.4 It was noted that the facility did not have any workforce planning to calculate the costs of production and delivery times realistically (including labour costs). This violates BSCI Performance Area 1.4; Management understand English and they were comfortable with English.
Remarks from Auditee	
1.1-1: We wil correct as early as possible;, 1.1-2: We wil correct as early as possible. 1.2-1: We wil correct as early as possible., 1.2-2: We wil correct as early as possible. 1.3-1: We wil correct as early as possible., 1.3-2: We wil correct as early as possible., 1.3-3: We wil correct as early as possible. 1.4: We wil correct as early as possible.	

Performance Area 2 : Workers Involvement and Protection

1- Followup Audit [Audit Id - 143873] Audit Date: 14/02/2019 PA Score: B

Deadline date:13/02/2020

GOOD PRACTICES:
AREAS OF IMPROVEMENT:

Overall observation shows that the facility partially comply with the requirements of this performance area-2 (Workers Involvement and Protection). The facility has developed freedom of association policy. Although no trade union is formed in the facility but the facility has open policy to accept trade union. The facility has formed participation committee where members are elected by the management to ensure two way communications. Facility posted amfori BSCI code of conduct and summary of Local law in the prominent place of factory. However still there are some gaps for continuous improvement and monitoring system.

সামগ্রিক পর্যবেক্ষণ দেখা যায় যে, কারখানায় সামাজিক নিরাপত্তা আংশিকভাবে এই কর্মক্ষমতা এলাকা-২ (কর্মীদের পরস্পর সহযোগিতা এবং নিরাপত্তা) এর প্রয়োজনীয়তাগুলি পূরণ করে, প্রতিষ্ঠানটি সংঘ করার স্বাধীনতা নীতিমালা উন্নয়ন করেছে। যদিও ট্রেড ইউনিয়নের কোনও সংস্থার গঠন করা হয়নি কিন্তু ট্রেড ইউনিয়নের জন্য উন্মুক্ত নীতি রয়েছে। এই প্রতিষ্ঠানটি অংশগ্রহণকারী কমিটি গঠন করেছে যেখানে দুই পক্ষের যোগাযোগ নিশ্চিত করার জন্য সদস্যদের দ্বারা ব্যবস্থাপনা পরিচালিত হয়। ফ্যাক্টরিটির প্রধান স্থানে আমফরি বিএসসিআই আচরণ বিধি এবং স্থানীয় আইন সংক্রান্ত সারসংক্ষেপ পোস্ট করা হয়েছে। তবে এখনও ক্রমাগত উন্নতি এবং পর্যবেক্ষণের ক্ষেত্রে কিছু তফাৎ পরিলক্ষিত হয়:

2.1 - Current follow up audit conducted on 14th February 2019

Corrected: It was noted that auditee has arranged session with the workers and worker's representatives to discuss about improving workplace working conditions.

সংশোধিত: কর্মীদের কাজের পরিবেশের উন্নতি সম্পর্কে আলোচনা করার জন্য কর্মীদের প্রতিনিধি ও কর্মীদের সাথে সেশনের ব্যবস্থা করেছে।

2.2 - Current follow up audit conducted on 14th February 2019

Not Corrected: The facility management did not define properly specific and step wise written long-term goal for protecting workers in line with the aspirations of the amfori BSCI values and principles. [As per amfori BSCI CoC]

সংশোধিত নয়: কারখানা ব্যবস্থাপনা কর্তৃপক্ষ বিএসসিআই মূল্যবোধ এবং নীতিমালার আকাঙ্ক্ষার সাথে শ্রমিকদের সুরক্ষার জন্য নির্দিষ্ট এবং ধারাবাহিক ভাবে লিখিত দীর্ঘমেয়াদী লক্ষ্য যথাযথ নির্ধারণ করা হয়নি। [আমফরি বিএসসিআই আচরণ বিধি অনুযায়ী]

2.4 - Current follow up audit conducted on 14th February 2019

Corrected: Facility management has provided training to the staff and workers on terms of amfori BSCI code of conduct and local laws.

সংশোধিত: কারখানাটি আমফরি বিএসসিআই এবং স্থানীয় আইন এর উপর ব্যবস্থাপনা কর্মীদের এবং শ্রমিকদের প্রশিক্ষণ প্রদান করেছে।

2.5 - Current follow up Audit conducted on 14th February, 2019:

Not Corrected: Factory has conducted the satisfactory on grievance mechanism. But factory has developed grievance procedure for its employees but the procedure did not define how to deal with 'Potential Conflict of Interest', 'Time Frame' and 'Appeal Procedures'. Also, no grievance satisfaction survey conducted by the facility for communities and business partners. [As per amfori BSCI CoC]

সংশোধিত নয়: অভিযোগের প্রক্রিয়া আছে কিন্তু পদ্ধতিটি সুনির্দিষ্টভাবে 'সম্ভাব্য স্বার্থগত সংঘাত' কিতাবে মোকাবেলা করা হবে, 'সময়সীমা' ও 'আপীল প্রক্রিয়া' নির্ধারণ করেনি। এছাড়াও, সম্প্রদায় ও ব্যবসায়ের অংশীদারদের জন্য কোন অভিযোগ সন্তুষ্টি জরিপ এখনও পরিচালিত হয়নি। [আমফরি বিএসসিআই সিওসি অনুযায়ী]

Remarks from Auditee:

Full Audit [Audit Id - 118868] Audit Date: 13/03/2018 PA Score: C

Deadline date:31/08/2018

Good practices
Areas of improvement

Remarks: The overall observation shows that the auditee partially fulfils the requirements of the performance area. Factory had conducted meeting with workers & workers participation committee. They also provided occupational health and safety training the workers. However, gaps were identified auditee did not have any system exchanges information on workplace-related issues with workers and their representatives about improving working conditions in the facility, workers & workers representatives were not genuinely involved in defining the Long term goals, vision, mission and objectives of the company in line with the BSCI Code of Conduct, facility had provided different kinds of training to the workers. Moreover no Specific training provided to the human resources; OHS and the grievance mechanism personnel. Moreover, directors, managers and workers representatives are not trained on the content of the BSCI Code, auditee did not provide any training on BSCI code and conduct to the new workers, factory had grievance handling procedure to address complaint from the different sources of ways and the auditee but did not take any measure on how to overcome Potential conflicts of interest (e.g. if a grievance is against the person who administers the mechanism). Management understand English and they were comfortable with English.

2.1 - 2.1 1. It was noted that auditee did not have any system exchanges information on workplace-related issues with workers and their representatives about improving working conditions in the facility. This violates BSCI Performance Area 2.1 2. It was noted that, the facility had establish documented communication structure to discuss about improving working conditions with workers and their representatives. But did not developed grievance mechanism in any step of its development as no senior management was involved in the process. This violates BSCI Performance Area

	2.1 Management understand English and they were comfortable with English.
2.2 -	2.2 It was noted that workers & workers representatives were not genuinely involved in defining the Long term goals, vision, mission and objectives of the company in line with the BSCI Code of Conduct. This violates BSCI Performance Area 2.2; Management understand English and they were comfortable with English.
2.4 -	2.4 It was noted that the facility management did not provide any training to the 'New workers' and 'Worker Participation Committee' members on the content of the BSCI Code and also they are not well aware about the activities of the Worker Participation Committee. This violates BSCI Performance Area 2.4; Management understand English and they were comfortable with English.
2.5 -	2.5. 1. It was noted that factory had grievance handling procedure to address complaint from the different sources but workers representative were not involved in this procedure. Moreover, they had no grievances lodged including how they were investigated and addressed, grievances saving time frame. This violates BSCI Performance Area 2.5; 2. It was noted that factory did not conduct appropriate grievance satisfaction survey and no additional measures taken to avoid any kind of discrimination to access the grievance mechanism. This violates BSCI Performance Area 2.5; Management understand English and they were comfortable with English.
Remarks from Auditee	
2.1-1: We wil correct as early as possible 2.1-2: We wil correct as early as possible 2.2: We wil correct as early as possible 2.4: We wil correct as early as possible 2.5-1: We wil correct as early as possible, 2.5-2: We wil correct as early as possible	
Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
1- Followup Audit [Audit Id - 143873] Audit Date: 14/02/2019 PA Score: A Deadline date:	
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 118868] Audit Date: 13/03/2018 PA Score: A Deadline date:	
<u>Good practices</u>	
<u>Areas of improvement</u>	
As per document review and workers interview all workers are free to report any grievance to higher management through proper channel. Management has no objection for trade union but employees have no intention to form any union as they seem comfortable to express their problems to management through WPC (Workers Participation Committee), welfare & HR officer directly. Factory has a policy for communication with employee. Existing counselling system consisting of a designated welfare officers, WPC and HR personnel acts as worker representative who relay workers expression to top management as desired. As per employees and management interview, workers have access to reach the upper level authority. Thus, based on observation and employees interview during audit, it was noted that this factory is fully in compliance with this section.	
Remarks from Auditee	
Nil	

Performance Area 4 : No Discrimination

1- Followup Audit [Audit Id - 143873] Audit Date: 14/02/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

4.2 - Current follow up audit conducted on 14th February 2019

Corrected: The factory has performed satisfaction surveys on the harassment, discrimination etc. to their workers. Note that no discrimination and harassment observed / raised by the workers. [As per amfori BSCI CoC]

সংশোধিত: কারখানার কর্মীদের বৈষম্য বিষয়ে পর্যায়ক্রমিক সন্তুষ্টি জরিপ করেছে।

Remarks from Auditee:

Full Audit [Audit Id - 118868] Audit Date: 13/03/2018 PA Score: B

Deadline date:31/08/2018

Good practices

None

Areas of improvement

Remarks: It was noted during the factory tour, employee's interview, management interaction and review of payroll records that the facility pays equal wages to all the employees for same nature of work and job requirements and also promotion & training opportunity is based on the workers willingness and competency. The facility has a policy and procedures on non-discrimination, which has been communicated to the workers through induction program and different kind of trainings. As per the workers interview, there is no discrimination in the facility. However, gaps were identified such as factory did not conduct periodic satisfaction surveys on the grievance mechanism, harassment, discrimination etc. Management understand English and they were comfortable with English.

4.2 - 4.2 It was noted that factory did not conduct regular survey on the grievance mechanism. However, no discrimination found during the audit. This violates BSCI Performance Area 4.2; Management understand English and they were comfortable with English.

Remarks from Auditee

4.2: We wil correct as early as possible

Performance Area 5 : Fair Remuneration

1- Followup Audit [Audit Id - 143873] Audit Date: 14/02/2019 PA Score: B

Deadline date:13/02/2020

GOOD PRACTICES:
AREAS OF IMPROVEMENT:

The overall observations shows that the factory has ensure and pay all kinds remuneration to the workers as per law. All workers were provided with written and understandable information about their employment conditions with respect to wages before they enter employment and about the particulars of their wages for each pay period. The factory pays the wages within 7 working days of the following month. Moreover, the overall compliance level of the factory was found complete and consistent except one deviation was noted on living wages issue.

সামগ্রিক পর্যবেক্ষণ দেখা যে, কারখানা আইন অনুযায়ী শ্রমিকদের পারিশ্রমিক পরিশোধ করেছে। সকল শ্রমিকদের তাদের কর্মসংস্থানের অবস্থা সম্পর্কে লিখিত ও বোধগম্য তথ্য প্রদান করা হয়েছে। কারখানা চলতি মাসের ৭ কার্যদিবসের মধ্যে মজুরি প্রদান করে। কারখানা জীবন ধারণের মজুরী প্রদানের কোন উদ্যোগ নেয় নাই।

5.2 - Current follow up Audit conducted on 14th February, 2019

New Issue: The factory does not provide pay slip for the workers as per law.

নতুন ইস্যু: কারখানাটি শ্রমিকদের জন্য যথাযথ পে-স্লিপ প্রদান করে না।

5.4 - Current follow up audit conducted on 14th February 2019

Not Corrected: The facility did not estimate the living standard in the region calculating their living wage properly to determine a potential gap between present local minimum wage and living wage and so no action plan is in place to fill the gaps. [As per amfori BSCI CoC]

সংশোধিত নয়: কারখানায় স্থানীয় ন্যূনতম লিভিং ওয়েজ (মজুরি) যথাযথ নির্ণয় করতে পারেনি এবং বিদ্যমান মজুরির মধ্যে সম্ভাব্য ব্যবধান নির্ধারণের জন্য কোন ব্যবস্থা গ্রহণও করা হয়নি। তদ্ব্যতীত এই তফাৎ পূরণের জন্য কোনো কর্ম পরিকল্পনা নেই। [আমফরি বিএসসিআই আচরণ বিধি অনুযায়ী]

5.5 - Current follow up Audit conducted on 14th February, 2019:

New Issue: The factory did not develop any procedure yet to encash un-availed earn leave.

নতুন ইস্যু: কারখানায় অব্যবহৃত অর্জিত ছুটি নগদায়ন করার ব্যবস্থা নেই।

Remarks from Auditee:

Full Audit [Audit Id - 118868] Audit Date: 13/03/2018 PA Score: A

Deadline date:31/08/2018

Good practices

1. Attendance bonus as per designation from BD. Tk. 300/- to Tk.400/- 2. Factory provided transport facility for the workers (1 bus provided for 50 workers).

Areas of improvement

Remarks: The overall observation shows that the auditee partially fulfils the requirements of the performance area. The factory respected the local law requirements, and the wages related regulations were posted and clearly communicated to all employees. All workers were paid as per minimum requirement of Bangladesh law. All workers' wages were calculated by monthly rate. The minimum wage paid by the factory was BDT 5300 per month according to the wage records. All workers are provided with written and understandable information about their employment conditions in respect to wages before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid. Benefits such as social insurance, annual leave, and maternity leaves, and other legally mandatory benefits provided to all workers, Payroll is thoroughly checked by accounts and HR department before disbursement of payment to ensure employees are paid wages consistent with local laws and terms of employment. Wage slip is issued to employees to verify if wages paid are consistent with terms of employment. However, gap was identified such as, it was noted that the facility did not estimate living wage to determine a potential gap between present local minimum wage and living wage to meet a decent living standard and so no actions to fill the gaps. As per the Bureau Veritas Consumer Products Services (BD) Ltd calculation living wage for this region would be BDT.9900/-. However, factory is providing minimum wages to all the workers as per law.

Management understand English and they were comfortable with English.

5.4 - 5.4: It was noted that the facility did not estimate living wage to determine a potential gap between present local minimum wage and living wage to meet a decent living standard and so no actions to fill the gaps. However, as per the Bureau Veritas Consumer Products Services (BD) Ltd calculation living wage for this region would be BDT.9900/- and factory did not calculated living wage for the workers. However, the workers are receiving the minimum wage of the land. This violates BSCI Performance Area 5.4

Management understand English and they were comfortable with English.

Remarks from Auditee

5.4: We wil correct as early as possible.

Performance Area 6 : Decent Working Hours

1- Followup Audit [Audit Id - 143873] Audit Date: 14/02/2019 PA Score: D

Deadline date:13/02/2020

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The overall observation shows that the auditee partially respects requirements of this principle / Performance Area-6 (Decent Working Hours). Facility provides legally required overtime rate, the facility uses manual time keeping system to track the workers daily in and out time, as per provided records. However still there are some gaps for continuous improvement and monitoring system.

সামগ্রিক পর্যবেক্ষণ দেখা যায় যে, কারখানাটি আংশিকভাবে এই কর্মক্ষেত্র -৬ (যথোচিত কাজের ঘন্টা) এর প্রয়োজনীয়তাগুলি পূরণ করে, প্রতিষ্ঠানটি আইনগতভাবে প্রয়োজনীয় ওভারটাইম হার প্রদান, কারখানা ইন এবং আউট সময় সংরক্ষণের জন্য ম্যানুয়াল টাইম রেকর্ড ব্যবহার করে।

6.1 - Current follow up audit conducted on 14th February 2019

New Issue: The records of working hour (In time/Out time) and overtime were almost found to be identical for the entire workforce thus indicating lack of control in proper production planning. Records show uniform time out for all the workers even if some of them did come early or left the work place. i.e. 8.00 am to 5.00 pm or 7.00 pm (in case of OT). Therefore, exact time in/out was not reflected properly in time records. For such, actual working time/overtime could not be verified properly because of this manual time keeping system. [As per amfori BSCI CoC]

নতুন ইস্যু: সকল কর্মীর কর্মঘন্টা (আসা/যাওয়ার সময়) ও অধিকাল ঘন্টার নথি পর্যবেক্ষণের সময় একইরকম পাওয়া গিয়েছে যা সঠিক উত্পাদন পরিকল্পনায় নিয়ন্ত্রণহীনতা বোঝায়; সকল কর্মীরা একই সময়ে এসেছে বা বের হয়ে গিয়েছে তা না হলেও সময় কার্ডে সকাল ৮টা থেকে বিকেল ৫টা বা ৭টা (অধিকাল ঘন্টার ক্ষেত্রে) লেখা আছে। এইজন্য সঠিক আসা বা যাওয়ার সময়ের নথির সাথে আসল সময়ের অমিল তৈরী করেছে। এই হস্তলিখিত হওয়ার কারণেই সময় নথির কর্মঘন্টা/অধিকাল ঘন্টার তথ্যের সত্যতা নিশ্চিত করা যায়নি। [আমফরি বিএসসিআই সিওসি অনুযায়ী]

6.2 - Current follow up audit conducted on 14th February 2019

Not Corrected: Through job card, salary sheet and overtime payment record reviewed, workers and management interview the facility had performed excessive overtime –

a) 24 out of 25 sample workers had worked overtime 14 to 32 hours (exceed 12) in a week in the month of January 2019 (Current month) and daily maximum overtime found 7 hours.

b) 21 out of 25 sample workers had worked overtime 13 to 28 hours (exceed 12) in a week in the month of July 2018 (Current month) and daily maximum overtime found 7 hours.

c) 25 out of 25 sample workers had worked overtime 14 to 24 hours (exceed 12) in a week in the month of March (Random month), 2018 and daily maximum overtime found 7 hours. [As per amfori BSCI CoC and Bangladesh Labour Law 2006, Section-102(1), (2)]

সংশোধিত নয়: হাজারি কার্ড অনুযায়ী, বেতন পত্র এবং ওভারটাইম পেমেন্ট রেকর্ড পর্যালোচনা, শ্রমিকদের এবং ম্যানেজমেন্ট ইন্টারভিউ থেকে দেখা যায় শ্রমিকের নিম্নে উল্লিখিত অতিরিক্ত কর্মঘন্টা করেছে –

ক) ২৫ জন নমুনা কর্মীর মধ্যে ২৪ জন জানুয়ারী ২০১৯ (বর্তমান মাস) মাসে সপ্তাহে ১৪ থেকে ৩২ ঘন্টা (১২ এর বেশী) সর্বোচ্চ অতিরিক্ত ঘন্টার কাজ করেছে এবং দৈনিক সর্বোচ্চ ওভারটাইম ৭ ঘন্টা পাওয়া যায়।

খ) ২৫ জন নমুনা কর্মীর মধ্যে ২১ জন জুলাই ২০১৮ (নমুনা মাস) মাসে সপ্তাহে ১৩ থেকে ২৮ ঘন্টা (১২ এর বেশী) সর্বোচ্চ কাজ করেছে এবং দৈনিক সর্বোচ্চ ওভারটাইম ৭ ঘন্টা পাওয়া যায়।

গ) ২৫ জন নমুনা কর্মীর মধ্যে ২১ জন জুলাই ২০১৮ (নমুনা মাস) মাসে সপ্তাহে ১৪ থেকে ২৪ ঘন্টা (১২ এর বেশী) সর্বোচ্চ কাজ করেছে এবং দৈনিক সর্বোচ্চ ওভারটাইম ৭ ঘন্টা পাওয়া যায়।

[আমফরি বিএসসিআই সিওসি এবং বাংলাদেশ শ্রম আইন ২০০৬, বিভাগ -১০২ (১), (২) অনুযায়ী]

Remarks from Auditee:

Full Audit [Audit Id - 118868] Audit Date: 13/03/2018 PA Score: C

Deadline date:31/08/2018

Good practices

Nil

Areas of improvement

Remarks: The overall observation shows that the auditee fulfils the requirements of the performance area as per law. The factory respect local law related to working hours and had clearly communicated working hour policy to all employees through employee handbook. Interviewed employees confirmed that the overtime is voluntary and they could choose to perform overtime or not. Awareness training is provided to every employee upon hiring as a part of orientation on company policy on working hours and legal limitation with respect to weekly hours, overtime hours and rest day. However, gaps were identify in this area such as, the weekly working hours of the employees exceeded the legal limit and BSCI standard and working hours of the employees exceeded the legal limit of 72 hours in a week & 12 Hours in day. Management understand English and they were comfortable with English.

6.2 - 6.2 It was noted that the factory working hours exceeded the legal limit of 12 hours in a day and 72 hours in a week. A review of the 75 sample population employees' time records from February 2018, November 2017 and July 2017 yielded the following: 3 (selected from different sections) of 25 sample population employees worked in excess of 12 hours per day (i.e. 15 to 17 hours) in February 2018, which exceeded the daily working hours limit of 12 hours daily. 25 (selected from different sections) of 25 sample population employees worked in excess of 12 hours per day (i.e. 15 to 21 hours) in November 2017, which exceeded the daily working hours limit of 12 hours daily. 10 (selected from different sections) of 25 sample population employees worked in excess of 12 hours per day (i.e. 13 to 20 hours) in July 2017, which exceeded the daily working hours limit of 12 hours daily. Moreover, 22 (selected from different sections) of 25 sample population employees worked in excess of 72 hours per week (i.e. 73 to 89 hours) for 1 week periods in November 2017, which exceeded the legal weekly working of 72 hours. 1 (selected from different sections) of 25

sample population employees worked in excess of 72 hours per week (i.e. 78 hours) for 1 week periods in July 2017, which exceeded the legal weekly working of 72 hours. This violates BSCI Performance Area 6.2, This violates with Bangladesh Labour Law, 2006, Section-102 (1), This violates with Bangladesh Labour Law, 2006, Section-102 (2), This violates with Bangladesh Labour Law, 2006, chapter-9, Section-100 & 108, This violates with Notification from Ministry of Labor and Employment of The People's Republic of Bangladesh, No- 40.00.0000.016.32.009.11, (Part 1)-258, dated on 17th April 2017, This violates with Notification from Ministry of Labor and Employment of The People's Republic of Bangladesh, No-40.00.0000.016.32.009.11, (Part 1)-320, dated on 7th October 2016, This violates with Notification from Ministry of Labor and Employment of The People's Republic of Bangladesh, No- 40.00.0000.016.32.009.11, (Part 1)-39, dated on 3rd October 2014, Management understand English and they were comfortable with English.

Remarks from Auditee

6.2: We wil correct as early as possible.

Performance Area 7 : Occupational Health and Safety

1- Followup Audit [Audit Id - 143873] Audit Date: 14/02/2019 PA Score: B

Deadline date:13/02/2020

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The overall observation shows that the factory has established a complete 'health & safety' policy & procedures. The production floor was quite clean & spacious. Evacuation maps were available in all areas. Sufficient drinking water was provided in the production floors. Fire extinguishers were also properly charged and ready for use.

সামগ্রিক পর্যবেক্ষণ দেখায় যে কারখানা একটি সম্পূর্ণ স্বাস্থ্য ও নিরাপত্তা নীতি ও পদ্ধতি প্রতিষ্ঠা করেছে। উৎপাদন স্থান বেশ পরিষ্কার ছিল। বহির্গমন পরিকল্পনা সব অঞ্চলে পাওয়া যায়। পানীয় জল সকল উৎপাদন মেঝেতে ছিল। অগ্নি নির্বাপক যন্ত্র সঠিকভাবে চার্জ এবং ব্যবহারের জন্য প্রস্তুত করা ছিল।

7.1 - Current follow up Audit conducted on 14th February, 2019:

Not corrected: a) Workers and workers representatives were not involved by factory management in drafting and enforcement of the internal procedure on occupational health and safety. [As per amfori BSCI CoC]

b) The day care the room of the room was found not well equipped.

সংশোধিত নয়: ক) স্বাস্থ্য ও নিরাপত্তা বিষয়ে অভ্যন্তরীণ ব্যবস্থাপনা বিষয়ক খসড়া প্রণয়ন এবং কার্যকরকরণে শ্রমিক ও শ্রমিক প্রতিনিধিদের সম্পৃক্ত করা হয় নাই। [আমফরি বিএসসিআই আচরণ বিধি অনুযায়ী]

খ) ফ্যাক্টরীর চাইল্ড কেয়ার রুমটি ভালভাবে সজ্জিত ছিল না।

7.2 - Current follow up audit conducted on 14th February 2019

Corrected: It was noted that facility management provided training for workers and mid management on how to avoid accidents and minimize their impacts and also regularly.

সংশোধিত: দুর্ঘটনা এড়াতে এবং তাদের প্রভাবগুলি কমাতে এবং নিয়মিতভাবে কীভাবে শ্রমিক ও মধ্য পরিচালনার জন্য কারখানার প্রশিক্ষণ দেওয়া হয়।

7.3 - Current follow up audit conducted on 14th February 2019

New Issue: The factory has a detailed and documented risk assessment. But some areas were not taken in to consideration properly medical room, day care, store areas etc. [As per Bangladesh Labor Rules, 2015, Schedule-4, Matters relating to safety committee (1) and amfori BSCI CoC]

নতুন ইস্যু: কারখানাটি একটি বিশদ ঝুঁকি নিরূপণ করেছে। কিন্তু কিছু এলাকা যেমন, মেডিকেল, ডে-কয়ার, স্টোর ইত্যাদি বিবেচনায় নেওয়া হয়নি।

7.4 - Current follow up audit conducted on 14th February 2019

New Issue: Through documents review, interview with worker representatives & management, factory did not involve worker representatives in the risk assessment program [As per Amfori BSCI code of conduct]

নতুন ইস্যু: ডকুমেন্টের পর্যালোচনা, কর্মী প্রতিনিধি ও ব্যবস্থাপনায় সাক্ষাতকারের মাধ্যমে কারখানাটি ঝুঁকির মূল্যায়ন কর্মসূচিতে শ্রমিক প্রতিনিধিদের অন্তর্ভুক্ত ছিল না [আমফরি বিএসসিআই সিওসি অনুযায়ী]

7.5 - Current follow up audit conducted on 14th February 2019

Not Corrected: During current assessment randomly interviewed firefighter found with insufficient knowledge on fire safety issues, how to pull fire alarm, location and operation of fire hose etc. [As per Bangladesh Labor Rules 2015, Rule 55 (10)]

সংশোধিত নয়: চলতি মূল্যায়ন কালে কারখানায় ফায়ার ফাইটারদের পারদর্শিতা অপর্যাপ্ত পাওয়া যায়।

7.6 - Current follow up audit conducted on 14th February 2019

New Issue: Factory has not provided back support chair to 100% long sitting workers and rubber mat with cushioned effect missing noted under the feet of the 25% long standing workers. [Bangladesh labor Rules 2015, Section 67].

নতুন ইস্যু: দীর্ঘকাল দাঁড়িয়ে কাজ করা শ্রমিকের রাবার মাদুর ব্যবহার করে না এবং বসে কাজ করা শ্রমিকদের পেছনে হেলান দেয়ার ব্যবস্থা ছিল না। [বাংলাদেশ শ্রম আইন ২০১৫ অনুযায়ী, বিভাগ - ৬৭ (২)]

7.8 - Current follow up audit conducted on 14th February 2019

Not Corrected: It was noted that factory did not developed accident and emergency procedure to reduce the accident and serious danger threatens workers' safety and health.

সংশোধিত নয়: দুইটিলা ট্রাসের জন্য কারখানাটি দুইটিলা এবং জরুরী পদ্ধতি উন্নত করেনি।

7.11 - Current follow up audit conducted on 14th February 2019

Partially Corrected: It was noted that no license/ waiver certificate was found for 2 of 2 diesel generators (200 KW & 50 KW). However, factory had applied to the concern authority.

আংশিক সংশোধিত: কারখানাটি জেনারেটর ব্যবহারের জন্য অনুমতি নেই নাই। যদিও তারা আবেদন করেছে।

7.13 - Current follow up audit conducted on 14th February 2019

Corrected: Electricians had valid license to checks the electrical installations and equipment.

সংশোধিত: ইলেক্ট্রিশিয়ানদের বৈদ্যুতিক ইনস্টলেশন এবং সরঞ্জাম চেক করার জন্য বৈধ লাইসেন্স আছে।

7.15 - Current follow up audit conducted on 14th February 2019

Corrected: The factory has corrected the exit related issues.

সংশোধিত: কারখানাটি বহির্গমন পথ সংক্রান্ত সমস্যা সংশোধন করেছে।

7.17 - Current follow up audit conducted on 14th February 2019

Corrected: The factory has recruited competent boiler operator.

সংশোধিত: কারখানাটি উপযুক্ত বয়সের অপারেটর নিয়োগ করেছে।

7.19 - Current follow up audit conducted on 14th February 2019

New Issue: The factory did not have an effective and functioning procedure or system, in writing, to deal with cases of trauma or serious illness.

নতুন ইস্যু: ট্রমা বা গুরুতর অসুস্থতার ক্ষেত্রে কারখানায় লিখিত আকারে একটি কার্যকরী পদ্ধতি বা ব্যবস্থা ছিল না।

7.21 - Current follow up audit conducted on 14th February 2019

Corrected: The factory has made arrangement for a canteen for the workers.

সংশোধিত: কারখানাটির শ্রমিকদের জন্য ক্যান্টিনের ব্যবস্থা করা হয়েছে।

7.23 - Current follow up audit conducted on 14th February 2019

Not Corrected: Factory does not monitor properly the legal documents of the transports provided for the workers. [As per amfori BSCI CoC].

সংশোধিত নয়: কারখানার কর্মচারীদের জন্য সরবরাহকৃত পরিবহনগুলির সঠিক নথিপত্র সঠিকভাবে মনিটর করে না। [আমফরি বিএসসিআই আচরণ বিধি অনুযায়ী]

Remarks from Auditee:

Full Audit [Audit Id - 118868] Audit Date: 13/03/2018 PA Score: D

Deadline date:31/08/2018

Good practices

Nil

Areas of improvement

Remarks: The overall observation shows that the auditee partially fulfils the requirements of the performance area. General working condition is safe, and management is to improve a safer and healthier working environment. Risk assessment had been conducted by the facility. Pre-job training and ongoing refresh training are provided regularly. Drinking water is provided on each floor. HS management checks HS issue regularly. There were at least 2 exits from each floor. Firefighting equipment's been adequate and checks were up-to-date Fire drills conducted in workers production areas. All electrical equipment were maintained in good condition such as sockets, plugs, switches and main fuse boards in the production site. Facility does have hazardous chemical in place; factory had obtained the permits from the government and provided training to concerned workers. There were adequate first aid kits in production area and they were well stocked. First aid training had provided. Factory had also provided onsite dispensary and medical room. Ventilation, temperature and lighting were adequate for the production processes. However, gaps were identified such as facility management did not provides regular training for workers and mid management on how to avoid accidents and minimize their impacts and also regularly analyses the accident records to gather lessons learned and adjust the protocols accordingly, did not developed accident and emergency procedure to reduce the accident and serious danger threatens workers' safety and health, no license/ waiver certificate was found for 2 of 2 diesel generators, no approval found for the 4th floor (Prayer room) of the factory in the approved building plan. Moreover no fire license coverage found for the 4th floor (Prayer room). Moreover, 1 of 2 doors at dining room, 1 of 2 doors of sample room at shed # 1, 1 of 1 door of accessories store on the ground floor of building # 1 were opening inward. Management understand English and they were comfortable with English.

7.1 -	7.1 It was noted that there are some lacking on Health and Safety System observed applicable in occupational health and safety regulations in factory activities. Thus relevant issues are noted in each improvement areas This violates amfori BSCI Performance Area 7.1; Management understand English and they were comfortable with English.
7.2 -	7.2 It was noted that facility management did not provides regular training for workers and mid management on how to avoid accidents and minimize their impacts and also regularly analyses the accident records to gather lessons learned and adjust the protocols accordingly. This violates BSCI Performance Area 7.2, Management understand English and they were comfortable with English.
7.5 -	7.5 It was noted that facility management had provided training awareness regarding OHS. But did not include how workers need to react in case of injury to themselves and/or fellow workers and workers have the information on the hazards and risks associated with their work and are supervised when necessary. This violates BSCI Performance Area 7. 5, Management understand English and they were comfortable with English.
7.8 -	7.8 It was noted that factory did not developed accident and emergency procedure to reduce the accident and serious danger threatens workers' safety and health. This violates BSCI Performance Area 7.8; Management understand English and they were comfortable with English.
7.11 -	7.11 1. It was noted that no license/ waiver certificate was found for 2 of 2 diesel generators (200 KW & 50 KW). However, factory had applied to the concern authority on September 05, 2016. Moreover, no license was found for 2 of 2 mini electric boilers. AS per facility management, this kind of mini boilers did not required any license. However, we will collect the waiver certificate for the boilers. This violates BSCI Performance Area 7.11; This violates with the Bangladesh Energy Regulatory Commission Act, 2003 chapter-6, section 27 (1); This violates with The Boiler Act 1923, Section-6, 2.It was noted that no approval found for the 4th floor (Prayer room) of the factory in the approved building plan. Moreover no fire license coverage found for the 4th floor (Prayer room). This violates with BSCI Performance Area 7.11; This violates with Bangladesh Labor Law 2006 (Amendment) 2013, Chapter- 20, Section – 319 (6), This violates with The Labour Rules, 2015, Chapter-19, Section-353 (3), This violates with The Labour Rules, 2015, Chapter-19, Section-353 (4), This violates with Fire Protection Act, 2003 (Fire Service & Civil Defiance), Section -4, Management understand English and they were comfortable with English.
7.13 -	7.13: It was noted that no valid license was hold by 1 of 1 electricians and facility did not checks the electrical installations and equipment. This violates BSCI Performance Area 7.13; Management understand English and they were comfortable with English.
7.15 -	7.15 It was noted that 1 of 2 doors at dining room, 1 of 2 doors of sample room at shed # 1, 1 of 1 door of accessories store on the ground floor of building # 1 were opening inward. This violates with BSCI Performance Area 7.15; This violates with Bangladesh Labour Law, 2006, Chapter-6, Section-62, Management understand English and they were comfortable with English.
7.17 -	7.17 It was noted that a competency certificate was not available for the boiler operator. This violates with BSCI Performance Area 7.17; This violates with Section 6 of The Boiler Act 1923, Management understand English and they were comfortable with English.
7.21 -	7.21 It was noted that the factory did not provide a canteen facility for the workers. This violates BSCI Performance Area 7.21; This violates with Bangladesh Labor Law 2006, Chapter- 8, Section – 92, This violateswith The Labour Rules, 2015, Chapter-8, Section-92 (a), Management understand English and they were comfortable with English.
7.23 -	7.23 It was noted facility management did not maintain any record related transportation provided by them for workers are safe and in compliance with law. Facility had provided 1 bus for workers and approximately 40-50 workers are using the transport. This violates BSCI Performance Area 7.23; Management understand English and they were comfortable with English.

Remarks from Auditee

7.1: We will correct as early as possible. 7.2: We will correct as early as possible. 7.5: We will correct as early as possible. 7.8: We will correct as early as possible. 7.11-1: We will correct as early as possible, 7.11-2: We will correct as early as possible. 7.13: We will correct as early as possible. 7.15: We will correct as early as possible. 7.17: We will correct as early as possible, 7.21: We will correct as early as possible, 7.23: We will correct as early as possible.

Performance Area 8 : No Child Labour

1- Followup Audit [Audit Id - 143873] Audit Date: 14/02/2019 PA Score: A

Deadline date:

GOOD PRACTICES:
AREAS OF IMPROVEMENT:
Remarks from Auditee:

Full Audit [Audit Id - 118868] Audit Date: 13/03/2018 PA Score: A

Deadline date:

Good practices

Nil

Areas of improvement

Remark: During the facility tour the assessment team observed that the facility workforce consists of mature workforce i.e. above 18 years of age. Factory has maintained the age proof documents for all the employees working in the facility. The facility has "No Child Labor Policy" and the same was observed to be posted outside the facility. The assessment team reviewed randomly selected personal files of the workers and observed that all the files had been documented with valid age proof documents in form of Birth registration certificate, Voter ID card and school certificate. The interviewed employees were found to be aware of the requirement. The facility has a written policy and procedure in regard to child labor which states that the minimum age for recruitment for all levels of employees is 18 years and above. Further the factory has also maintained the child labor remediation policy.

N/A

Remarks from Auditee

Nil

Performance Area 9 : Special protection for young workers	
1- Followup Audit [Audit Id - 143873] Audit Date: 14/02/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 118868] Audit Date: 13/03/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
Nil	
<u>Areas of improvement</u>	
<p>Remarks: The overall observation shows that the auditee fulfils the requirements of the performance area. Through management interview, worker representative interview and employee interview, all knew the child labor forbidden policy and confirmed no child labor in the factory. Facility has developed training program with scope of labor laws, prohibition of child labor and company policies related to hiring of new applicant to responsible persons for skill enhancement. No child labor was noted in the factory. There is formal procedure for checking ages of workers at application stage, and age verification proof had maintained in workers personnel file. HR department obtains true copy of age verification document such as national identity card, birth certificate, academic educational certificate is required from new applicants at the time of hiring and that document after verification is kept with employee application for future proceedings and if obtained document is fake or doesn't meet the criteria of minimum work age that the record is sent to the rejection file. Completed Application Form containing date of birth of applicant is signed by employee and HR personnel and is kept in personnel files. No deviation was found in the age stated by employees in our selected samples from records Checks from all workers that the youngest worker present was age above 18 years.</p> <p>N/A</p>	
<u>Remarks from Auditee</u>	
Nil	
Performance Area 10 : No Precarious Employment	
1- Followup Audit [Audit Id - 143873] Audit Date: 14/02/2019 PA Score: A	Deadline date:13/02/2020
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>Overall observation shows that the facility partially complies with the requirements of this performance area. Facility provides contract letter to all employees upon employment, no false apprenticeship contract used by the facility etc. However, few gaps have been identified during implementation of this performance area.</p> <p>সামগ্রিক পর্যবেক্ষণ দেখা যায় যে, কারখানাটি আংশিকভাবে এই কর্মক্ষেত্র-১০ (আশঙ্কাজনক কর্ম নিষুক্তি না) এর প্রয়োজনীয়তাগুলি পূরণ করে। প্রতিষ্ঠানটি তার সকল কর্মীদেরকে নিয়োগের সময় নিয়োগপত্র প্রদান করে থাকে। প্রতিষ্ঠানটি কোন মিথ্যা শিক্ষাবিশিষ্ট চুক্তি ব্যবহার করেছে বলে পরিলক্ষিত হয়নি। তবে এখনও চূড়ান্ত উন্নতি এবং পর্যবেক্ষণ সিস্টেমে কিছু ঘাটতি রয়েছে।</p> <p>10.3 - Current follow up audit conducted on 14th February 2019</p> <p>New Issue: Few required information/criteria were not mentioned in the workers ID card as Blood Group, Permanent Address, Telephone No. in Case of Emergency, National ID No., were not mentioned in Identity Card of employees as per Bangladesh Labour Rules 2015, Section 19.</p> <p>নতুন ইস্যু: বাংলাদেশ শ্রম আইন বিধি ২০১৫, ধারা ১৯ (৫) অনুসারে ও ফর্ম ৬ অনুযায়ী কর্মীদের ID কার্ড এ কিছু তথ্য নেই, যেমন স্বামী ঠিকানা, রক্তের গ্রুপ, জরুরি নম্বর, জাতীয় পরিচয় পত্র নম্বর উল্লেখ নেই।</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 118868] Audit Date: 13/03/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
Nil	
<u>Areas of improvement</u>	
<p>The overall observation shows that the auditee fulfils the requirements of the performance area. Factory does have a comprehensive recruitment policy. A detailed understandable contract/ job letter with all legal terms and conditions was provided to workers before joining. Employment contracts were signed by every employees and management as the condition of employment. One copy of employment contract was kept in personnel file and one was issued to employees as confirmed during review of personnel files and employees' interview.</p> <p>N/A</p>	
<u>Remarks from Auditee</u>	
Nil	

Performance Area 11 : No Bonded Labour	
1- Followup Audit [Audit Id - 143873] Audit Date: 14/02/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 118868] Audit Date: 13/03/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
Nil	
<u>Areas of improvement</u>	
<p>Remark: The overall observation shows that the auditee fulfils the requirements of the performance area. Factory policy forbids forced labour; there was no forced, bonded or involuntary labor. No worker is required to lodge deposits or ID cards in the factory. There are no deposits of money, ID card, original personal legal documents on commencement of employment. Facility allows employees to go out of the working areas and even outside the company premises outside of their respective working hours. In case, an employee who needs to leave the work area during working hours for justifiable cause may do so with the appropriate permission from the authorized officers of the Department. No sign of fear or exaggerated obedience displayed by employees during site visit. Facility limits the duties and responsibilities of the security guards assigned to the facility shall be limited to normal security matters such as the protection of the company property and personnel security Facility employees' salary and benefits are paid directly to them and no portion of salary is withheld as a form of guarantee. Work performed is on the basis of recognized employment relationship established through national law and practice for regular workers. It was noted that the factory had signed the labour contracts with all sampled workers, which was confirmed through the employee interview.</p> <p>N/A</p>	
<u>Remarks from Auditee</u>	
Nil	

Performance Area 12 : Protection of the Environment

1- Followup Audit [Audit Id - 143873] Audit Date: 14/02/2019 PA Score: C

Deadline date:13/02/2020

GOOD PRACTICES:
AREAS OF IMPROVEMENT:

Overall observation shows that the facility partially complies with the requirements of this performance area-12 (Protection of the Environment). Facility has waste handling procedure. However, few gaps have been identified during implementation of this performance area.

সামগ্রিক পর্যবেক্ষণ দেখা যায় যে, কারখানায় সামাজিক নিরীক্ষণটি আংশিকভাবে এই কর্মক্ষমতা এলাকা-১২ (পরিবেশ সুরক্ষা) এর প্রয়োজনীয়তাগুলি পূরণ করে, প্রতিষ্ঠানটি বর্জ্য হ্যান্ডলিং পদ্ধতি আছে। যাইহোক, এখনও ক্রমাগত উন্নতি এবং পর্যবেক্ষণের ক্ষেত্রে কিছু তফাৎ পরিলক্ষিত হয়:

12.1 - Current follow up Audit conducted on 14th February, 2019:

New Issue: The facility did not identify properly significant aspect and impact assessment regarding environment for its activities. [As per amfori BSCI CoC].

নতুন ইস্যু: এই কারখানার কার্যক্রম এবং তার কার্যক্রমের জন্য পরিবেশ সংক্রান্ত প্রভাব যথাযথভাবে মূল্যায়ন করা হয়নি। [আমফরি বিএসসিআই সিওসি অনুযায়ী]

12.2 - Current follow up audit conducted on 14th February 2019

Corrected: The facility has developed grievance mechanism to address the environmental concerns of surrounding communities. [as per amfori BSCI CoC].

সংশোধিত: আশেপাশের সম্প্রদায়ের পরিবেশগত উদ্বেগ মোকাবেলার জন্য কারখানাটি অভিযোগ ব্যবস্থা তৈরি করেছে।

12.3 - Current follow up audit conducted on 14th February 2019

New Issue: The factory did not have any environmental clearance certificate from Department of Environment

নতুন ইস্যু: ফ্যাক্টরির পরিবেশগত ছাড়পত্র নাই।

12.5 - Current follow up audit conducted on 14th February 2019

Not Corrected: The facility did not develop a plan to monitor & reduce water consumption and go for conservation. In addition, factory management has arranged random training to the employees but they did not conscious about water waste reduction [as per amfori BSCI Co

সংশোধিত নয়: কারখানাটি পানি ব্যয় হ্রাস এবং সংরক্ষণ এর জন্য পরিকল্পনা করেনি। কারখানার শ্রমিক-কর্মচারীদের জন্য পানির অপচয় হ্রাস এর বিষয়ে প্রশিক্ষণ ব্যবস্থা করে নাই। [আমফরি বিএসসিআই সিওসি অনুযায়ী]

Remarks from Auditee:

Full Audit [Audit Id - 118868] Audit Date: 13/03/2018 PA Score: B

Deadline date:31/08/2018

Good practices

None

Areas of improvement

Remarks: The overall observation shows that the auditee partially fulfils the requirements of the performance area. Auditee had established documented management system to deal with the environmental management. Facility had developed procedure for significant aspect and impact assessment regarding environment for its activities. However gaps were identified such as factory did not have any grievance mechanism in place to address the environmental concerns of surrounding communities; factory did not have Proper identification of water springs, rivers, lakes and other water ecosystems in the area. Moreover, no documented risk assessments that justify management decisions on water use. Management understand English and they were comfortable with English.

12.2 - 12.2 It was noted that factory did not have any grievance mechanism in place to address the environmental concerns of surrounding communities. This violates BSCI Performance Area 12.2
Management understand English and they were comfortable with English.

12.5 - 12.5 It was noted that factory did not have Proper identification of water springs, rivers, lakes and other water ecosystems in the area. Moreover, no documented risk assessments that justify management decisions on water use. This violates BSCI Performance Area 12.5.
Management understand English and they were comfortable with English.

Remarks from Auditee

12.2: We wil correct as early as possible. 12.5: We wil correct as early as possible.

Performance Area 13 : Ethical Business Behaviour	
1- Followup Audit [Audit Id - 143873] Audit Date: 14/02/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 118868] Audit Date: 13/03/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
Nil	
<u>Areas of improvement</u>	
<p>Remarks: The overall observation shows that the auditee partially fulfils the requirements of the performance area. The company established a business ethics policy. All documents maintained by the factory related to the business activities. The company manager was the designated person responsible for implement the Code of ethics.</p> <p>N/A</p>	
<u>Remarks from Auditee</u>	
Nil	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Follow-up Audit	14/02/2019	143873	D	B	A	A	B	D	B	A	A	A	A	C	A	C
Full Audit	13/03/2018	118868	E	C	A	B	A	C	D	A	A	A	A	B	A	D

Producer Photos







Photo of fire safety equipment
Emergency number.JPG



Photo of the inside of the main production hall
Accessories store.JPG



Photo of the inside of the main production hall
Sewing section.JPG



Photo of fire safety equipment
Evacuation plan.JPG



Photo of the inside of the main production hall
Boiler.JPG



Photo of the inside of the main production hall
Spot removing room.JPG



Photo of fire safety equipment
Exhaust fan.JPG



Photo of the inside of the main production hall
CCTV camera.JPG



Photo of the nursery (if applicable)
Child care room.JPG



Photo of fire safety equipment
Exit light box.JPG



Photo of the inside of the main production hall
Cutting section.JPG



Photo of the sanitary facilities
Complaint box.JPG



Photo of fire safety equipment
Fire alarm switch.JPG



Photo of the inside of the main production hall
Drinking water facility.JPG



Photo of the sanitary facilities
Toilet area.JPG