
Auditee :	Indesore Sweater Ltd.
Audit Date From :	25/09/2018
Audit Date To :	25/09/2018
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV SUD
Auditor's Name(s) :	Md. Shamim Hossain, Humaira Tasnim(Lead)
Auditing Branch (if applicable) :	TUV SUD Bangladesh (Pvt.) Ltd.



This is an extract of the on line Audit Report. The complete report is available in the amfori BSCI Platform.
Access www.bsciplatform.org, for entitled users only.

All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent.

This is an extract of the amfori BSCI Audit Report, which is available in the amfori BSCI Platform. © amfori, 2018 - The English version is the legally binding One.

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 A• No 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 C• No 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 D• No 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 :	Indesore Sweater Ltd.		
DBID number :	345790		
Audit ID :	134395		
Address :	Deger Chala, National University, Gazipur Sadar, Gazipur-1704		
Province :	Dhaka	Country :	Bangladesh
Management Representative :	Ms. Aysha Siddika - Deputy General Manager - Human Resources & Compliance		
Contact person:	Ms. Aysha Siddika	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	Sweater Items		

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 type="checkbox"/> Fully-Announced <input type="checkbox"/> Fully-Unannounced <input checked="" type="checkbox"/> Semi-Announced		
Random Unannounced Check (RUC) :	No		
Audit extent (if applicable) :	none		
Audit interferences or contingencies (if applicable) :	none		
Overall rating :	A		
Need of follow-up :		If YES, by :	

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
B	A	A	A	A	A	A	A	A	A	A	A	A

Executive summary of audit report

Indesore Sweater Ltd. is located at Deger Chala, National University, Gazipur Sadar, Gazipur-1704. Total land area occupied by this facility is about 46,800 square feet where production area is about 189,000 square feet. The factory was established in 2014 and manufacturing sweater items.

The manufacturing process is as follows: Winding> Jacquard> Linking> Trimming and Mending> Washing> Pressing> Finishing> Pre-final quality checking> Packing.

The factory premises consist of 01 building and 03 sheds. The details are as below:

Building 01_(9 storied with basement):

Basement is used as generator room, sub-station, hydrant pump room, idle winding machine area, compressor and wastage storage area.

Ground floor is used as washing section, bonded ware house, chemical storage area, medical room, child care room and boiler room.

1st floor is used as trimming section, mending section, sewing section, pressing section, PQC area and packing section.

2nd floor is used as sample section, linking section, winding section, accessories storage area and electronic mini boiler room.

3rd floor is used as trimming section, mending section, sewing section, pressing section, PQC area and packing section.

4th floor is used as finished goods storage area and yarn storage area.

5th floor is used as jacquard section and office area.

6th floor is used as jacquard section.

7th floor is used as idle machine room and jacquard section.

8th floor is used as dining & canteen, prayer room and leftover garments storage area.

Roof top is vacant, only a drinking water treatment plant is there.

Shed 01 is used as effluent treatment plant.

Shed 02 is used as security check post, fire control room and guest waiting room.

Shed 03 is used as RMS meter room.

Based on documents review and management interview and worker interview, wages are paid monthly in cash. The regular working hours are from 8:00 AM to 5:00 PM with 1 hour of lunch breaks from 1.00 pm to 2.00 pm. Jacquard section run in 02 shifts started from 8:00 AM to 5:00 PM and 8:00 PM to 5:00 AM with 60 minutes break. And security section work activity is carried out in 3 shifts; from 6.00 am to 2.00 pm; 2.00 pm to 10.00 pm; 10.00 pm to 6.00 am with 60 minutes break by rotation. Normal working days of a week are from Saturday to Thursday and Friday is treated as weekly off day.

Audit process: This follow up audit was conducted in one day by 02 Auditors named Humaira Tasnim (Lead Auditor) and Md. Shamim Hossain (Member Auditor) with 01 trainee named Fuara Sultana. The auditors assessed / verified the factory's operations against the BSCI code of conduct (BSCI Version 2.0) and local legislations on a sampling basis during audit.

Auditors entered the factory and conducted a short opening meeting with the management. From the management, Ms. Aysha Siddika - Deputy General Manager - Human Resources & Compliance, Ms. Selina Akter - Assistant Manager - Compliance and CSR, Mr. Akter Ali - Assistant Manager - Human Resources and Compliance, Ms. Shajeda Khatun - Assistant Manager - Human Resources and Compliance and Mr. Hafiz - Vice President - Participation Committee were present at the opening meeting.

After opening meeting, auditors went for site visit. The auditors selected 12 employees randomly for interview. The management team permitted to carry out the whole process as per the BSCI requirement. The auditors split into separate individual units to carry out the Plant tour, Document verification, management and workers interview and other information collection as per the audit plan. All management staff remained with the audit team throughout the audit process and was very cooperative.

The same persons mentioned attended the opening meeting were also present in the closing meeting, and finally Ms. Aysha Siddika - Deputy General

Manager - Human Resources & Compliance and Compliance and Mr. Hafiz – Vice President – Participation Committee have signed the CAP after the end of closing meeting.

Attitude of factory management: The factory management was receptive, positive and extended their full cooperation throughout the audit. Further, they have agreed with the non-compliance issues identified during this full audit and given time scale for correction. The factory management has certain that they would correct those issues within the planned time frame that was mentioned in the corrective action plan.

During interview, workers were found satisfied to the company rules and regulation. There is no practice of abuse, harassment and discrimination in the facility. The facility management never practices any form of forced labor. Also, workers ensured that they get their payment within 07 working days. Workers were found aware about legal rights e.g. working hour, minimum wage, right of leave and service benefits, etc.

Ratings Summary


Auditee's background information			
Auditee's name :	Indesore Sweater Ltd.	Legal status :	Private Limited Company
Local Name :	ইন্ডেসোর সোয়াটার লি:	Year in which the auditee was founded :	2014
Address :	Deger Chala, National University, Gazipur Sadar,	Contact person (please select) :	Ms. Aysha Siddika
Province :	Dhaka	Contact's Email :	aysha@indesore.com
City :	Gazipur-1704	Auditee's official language(s) for written communications :	Bangla
Region :	South Asia	Other relevant languages for the auditee :	English
Country :	Bangladesh	Website of auditee (if applicable) :	www.indesore.com
GPS coordinates :	N23.963148 E90.3941735	Total turnover (in Euros) :	25494150.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :	Not applicable	Production volume :	390,000 pieces per month
Product Group :	Apparel	Production cost calculation :	Yes
If other, please specify :	Not applicable	Lost time injury calculation cost :	Yes
Product Type :	Sweater Items		

Auditee's employment structure at the time of the audit		
Total number of workers :	2149	Total number of workers in the production unit to be monitored (if applicable) : 0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	853	757
Temporary workers	0	0
In management positions	17	3
Apprentices	0	0
On probation	359	160
With disabilities	0	0
Migrants (national citizens)	0	0
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	853	433
Production based workers	376	487
With shifts at night	295	19
Unionised	0	0
Pregnant	-	12
On maternity leave	-	15

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

2- Followup Audit [Audit Id - 134395] Audit Date: 25/09/2018 PA Score: B

Deadline date:30/06/2019

GOOD PRACTICES:

No Good Practice observed in this PA.

AREAS OF IMPROVEMENT:

Overall comments: During audit, it was observed that, the auditee partially fulfills the requirements of this performance area as 01 questionnaires (1.1) has been marked as a "partially". The reason behind "partially and yes" marking has mentioned as:

1.1: Factory management has positive approach on BSCI requirements and it significances. Through showing some evidence towards integrating the BSCI Code into the auditee business culture, factory management confirming their positive initiative and necessity of effective management system. 1.2: Factory management has engaged a senior level management person to look after and the implement the code in the factory. Based on conversation with the same person it was found that, he is aware about legal requirement and has adequate knowledge about amfori BSCI requirements. He has a good understanding on their supply chain as per office order he has a decision-making power to allocate budget to follow up BSCI requirements implementation. He is responsible for selecting and monitoring performance of business partner. 1.3: Factory management has developed a management system for selecting current and future business partners to find out their social performance capability with respect to the BSCI requirements. Facility management has communicated BSCI Code of Conduct and Terms of Implementation with their business partners, they also communicated their grievance mechanism. Factory has categorized by high, medium and low for their business partners are important. 1.4: Factory management has developed a yearly capacity plan consider working hour, machine number, injury, break time etc. also, factory management has discussed with worker representative for workforce capacity planning. Facility management has done contingency plan as per requirement. Factory management have a good understanding of the production rate per production unit and production rate per worker. Based on conversation with factory management it was observed that factory management has capability to develop social management system in the factory premises. They are aware on short term investments and long term solutions. They have started to trained related personnel e.g. merchandiser, marketing and sales to take into consideration not only price and quality but also willingness to respect the BSCI requirements.

1.1 - Not Corrected: During this follow up audit it was noted that factory management has developed most of the areas but still some areas of improvements are identified under different Performance Areas, which is the evidence of gaps in the overall management system against amfori BSCI COC requirements.

কোম্পানি বিভিন্ন বিভাগে চাহিদা আংশিক অর্জন করেছে. কোম্পানি বিভিন্ন বিভাগের প্রয়োজনীয় কাজগুলো সকল ক্ষেত্রে পূরোপুরি করে উঠতে পারেনি (আমফরি বিএসসিআই সিওসি অনুযায়ী)

1.3 - Corrected: During this follow up audit it was noted that factory management has communicated BSCI Code of Conduct and Terms of Implementation to their sub-suppliers.

Remarks from Auditee:

1- Followup Audit [Audit Id - 115974] Audit Date: 10/01/2018 PA Score: C

Deadline date:31/03/2018

Good practices

None

Areas of improvement

Overall comments: During this full audit, it was observed that, the auditee partially fulfills the requirements of this performance area as 02 questionnaires (1.1, 1.3) have been marked as "partially" The reason behind "partially and yes" marking have been mentioned as follows: 1.1: Factory management has good understanding on BSCI requirements and it significances. Through showing some evidence towards integrating the BSCI Code into the auditee business culture, factory management is still having gaps in implementing BSCI codes in their management system. Though the management confirming their positive initiative and necessity of effective management system. 1.2: Factory management has engaged a senior level management person to look after and the implement the code in the factory. As per office order he has a decision-making power to allocate budget to follow up BSCI requirements implementation. 1.3: Factory management has developed an initial management system to deal with business partners to find out their social performance capability with respect to the BSCI requirements. They have introduced complaint handling procedure to its business partners. The company is maintaining system to select and monitor their selected business partners, conducting internal audits just have been started for few partners. But, facility management has not communicated BSCI Code of Conduct and Terms of Implementation with all business partners. They have started to trained related personnel e.g. merchandiser, marketing and sales to take into consideration not only price and quality but also willingness to respect the BSCI requirements. 1.4: Factory management has developed a capacity plan to meet the expectations of the delivery in times and it was done as per BSCI guidance considering only general working hours, missing injury time, break time, etc. A contingency plan has been developed in case of low production. Factory management have a good understanding of the production rate per production unit and production rate per worker. Based on conversation factory management it was observed that factory management has capability to develop social management system in the factory premises. They are aware on short term investments and long term solutions.

1.1 - New finding: During this audit, it was noted that some non-compliances are identified under different Performance Areas, which is the evidence of gaps identified in the overall management system against BSCI COC requirements.

কোম্পানি এই বিভাগে চাহিদা আংশিক অর্জন করেছে কারণ কোম্পানি এই বিভাগের প্রয়োজনীয় কাজগুলো সকল ক্ষেত্রে পূরোপুরি করে উঠতে পারেনি।

1.3 - Not fully corrected: During this audit, it was noted that factory has conducted internal audit to their sub-supplier. However, still factory management has not communicated BSCI code of conduct and Terms of Implementation to their all sub-suppliers.

কারখানা কর্তৃপক্ষ সব সাপ্লায়ারদের সাথে বি এস সি আই এবং টার্মস অফ ইমপ্লিমেন্টেশন শেয়ার করে নি।

Remarks from Auditee

We will take action accordingly.

Full Audit [Audit Id - 73960] Audit Date: 24/01/2017 PA Score: A

Deadline date:28/02/2017

Good practices

No good practice observed under this performance area.

Areas of improvement

During audit it was observed that, the auditee partially fulfills the requirements of this performance area. Factory management has engaged a Senior Level Management person to look after and the implement the code in the factory. Factory management has developed significant supplier selection procedure as well as communicated the BSCI Code of their suppliers but factory management has not monitored their all suppliers and subcontract through internal audit.

- 1.3 -** In accordance with BSCI questionnaire point 1.3: Finding: Based on the satisfactory evidence it was noted that factory management is partially complying with the BSCI requirement as per the questionnaire point 1.3 as factory management has not conducted internal audit to their all supplier & sub-contractors. Currently the facility management has conducted 02 out 04 internal audits on business partners (suppliers and sub-contractors).
কারখানা কর্তৃপক্ষ সব সাপ্লায়ারদের উপর ইন্টারনাল অডিট করে নাই.

Remarks from Auditee

We will take action accordingly.

Performance Area 2 : Workers Involvement and Protection

2- Followup Audit [Audit Id - 134395] Audit Date: 25/09/2018 PA Score: A

Deadline date:31/12/2018

GOOD PRACTICES:

No Good Practice observed in this PA.

AREAS OF IMPROVEMENT:

Overall comments: During audit, it was observed that, the auditee partially fulfills the requirements of this performance area as 01 questionnaires (2.4) has been marked as a "partially". The reason behind "partially and yes" marking has mentioned as:

2.1: Factory management has formed Participation Committee (PC) through collaboration of management and workers. Workers representative has been elected by workers. Records of election process checked and found fair election. This committee meeting is conducted ones in every two months. Where both (workers and management) trying to discuss about improving working conditions. Meeting minutes of Participation Committee forward to concern department as per law. Besides Factory management has formed safety committee in combination of worker and management and the meeting has conducted in regular basis. Workers representative of safety committee has selected by worker's representative of Participation Committee (PC). 2.2: There is long-term goal of the factory by which it will reflect a step-by-step approach toward sustainable improvement. Facility developed vision, mission

and objectives for the company in line with the BSCI Code. Factory management conducted risk assessments to identify appropriate protective measures for workers. Management have a good understanding of where the risks lie for workers or the magnitude and likelihood of those risks. Member of Participation Committee shared that they always communicate with workers about plan to make sure more workers involvement and protections. 2.3: Factory management is providing the training on company's rules, legal rights and other safety issues, and the workers were found informed about their wages, overtime calculation, entitle leave, and compensation for long term service. Factory management has posted BSCI New Version Code inside the production floor. Factory management has provided contracts letter and job description and keep one copy of both document in workers personal file. 2.4: On a regular basis factory management arranges training for owners, directors, newcomers, managers and worker's representatives etc. on the BSCI Code. Training materials were up to date. But some of interviewed workers of the factory were not aware about the requirements of BSCI Code of Conduct. 2.5: Factory management has introduced grievance procedure for workers. Interviewed workers were well aware about grievance procedure. Besides grievance mechanism of the facility has included process of Appeal etc. Factory management has developed proper grievance handling procedure for local community and facility has also provided grievance box outside of the factory for local community.

2.4 - New Finding: In accordance with amfori BSCI questionnaire point 2.4 Finding: It was noted that randomly checked the sampled 09 out of 12 workers of the factory were not aware about the requirements of BSCI Code of Conduct.

কারখানার ১২ জনের মধ্যে ৯ জন সাধারণ কর্মীরা বিএসসি আই কোড অফ কন্ডাক্ট সম্পর্কে সচেতন নয়। (আমফরি বিএসসিআই সিওসি অনুযায়ী)

2.5 - Corrected: During this follow up audit interviewed workers found aware about the grievance mechanism of the factory.

Remarks from Auditee:

1- Followup Audit [Audit Id - 115974] Audit Date: 10/01/2018 PA Score: A

Deadline date:28/02/2018

Good practices

None

Areas of improvement

Overall comments: During this full audit, it was observed that, the auditee partially fulfills the requirements of this performance area as 01 questionnaire (2.5) has been marked as "partially" The reason behind "partially and yes" marking have been mentioned as follows: 2.1: Factory management has formed Participation Committee (PC) through election by the management instead of being elected by the workers. This committee meeting is conducted ones in every two months. Where both (workers and management) are trying to discuss about improving working conditions. Meeting minutes of this selected Participation Committee are forwarded to the concern department as per law. Besides Factory management has formed safety committee in combination of worker and management and the meeting has conducted in regular basis. Worker representatives of safety committee has selected by worker representative of Participation Committee (PC). 2.2: Factory has developed an initial goal for their achievements and that was conducted as per BSCI requirement. Also long-term goals by which it should reflect a step-by-step approach toward sustainable improvement. Besides current vision, mission and objectives of the company is in line with the BSCI Code. Factory management conducted risk assessments to identify appropriate protective measures for most of the workers. Management have a good understanding of where the risks lie for workers or the magnitude and likelihood of those risks. Member of selected Participation Committee has shared that, they always communicate with workers about plan to make sure more workers involvement and protections. 2.3: Factory management is providing the training on company rules, legal rights and other safety issues. Factory management has provided contract letters and job descriptions to workers and kept one copy of both documents in worker's personal files. 2.4: On a regular basis, factory management arranges training for owners, directors, newcomers, managers and worker representatives etc. on different issues along with the BSCI Code. Training materials were up to date. The person in charge for providing training is qualified. However, sampled interviewed workers and mid-level management of the factory were aware about the requirements of BSCI Code of Conduct. 2.5: Factory management has introduced grievance procedure for workers but could not able to verify by worker interview due to workers were not in present in the audit day as factory has closed their all production units to avoid any unrest situation. Also, factory management has not developed grievance handling procedures for local community.

2.5 - Not fully corrected: Finding 01: During this audit, it was noted that the facility was included potential conflict of interest define, timeline to address, process of Appeal with the grievance mechanism. However, regarding grievance awareness issue could not be able to verify due to workers were not working in the audit day as factory has closed their production unit due to some unavoidable situation. Corrected: Finding 02: During this audit, It was noted that factory management has established grievance handling procedure for local community. Factory management has also given a grievance box outside of the factory for local community.

অভিযোগ এর পদ্ধতি সঠিক ভাবে পরিচালিত হচ্ছে কিনা সেটা প্রশিক্ষকের সাথে কথা বলে বিষয়টি সমাধান করা যাই নি।

Remarks from Auditee

We will take action accordingly.

Full Audit [Audit Id - 73960] Audit Date: 24/01/2017 PA Score: A

Deadline date:28/02/2017

<u>Good practices</u>	
No good practice observed under this performance area.	
<u>Areas of improvement</u>	
<p>During audit it was observed that, the auditee partially fulfills the requirements of this performance area. Factory management has formed PC (Participation Committee) through election basis. PC (Participation Committee) members and workers of the factory were aware about the activities of PC. Factory management has health & safety committee in combination of worker and management and the meeting has conducted in regular basis. Factory management is providing the training on company's rules, legal rights and other safety issues during orientation program. Factory management has posted BSCI New Version Code inside the production floor. Factory management has grievance policy & procedure for the entire employee but it was not correctly done. There is long term goal of the company in line with the BSCI Code established by the factory management. Workers and mid-level management of the factory was well aware about the requirements of BSCI Code of Conduct. However randomly checked sampled interviewed workers were well aware on legal rights and obligation.</p>	
2.5 -	<p>In accordance with the BSCI Questionnaire Point 2.5: Findings 01: The facility has mechanism to handle employee's grievance. But grievance mechanism of the facility was not include potential conflict of interest define, timeline to address, process of Appeal, regular survey, etc. Finding 02: Based on the satisfactory evidence it was noted that it was noted through management interview that, factory management yet not establish grievance handling procedure for local community.</p> <p>অভিযোগ এর পদ্ধতি সঠিক ভাবে পরিচালিত হচ্ছে না। স্থানীয় এলাকার অভিযোগ সমাধানের কোনো পদ্ধতি নাই।</p>
<u>Remarks from Auditee</u>	
We will take action accordingly.	
Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
2- Followup Audit [Audit Id - 134395] Audit Date: 25/09/2018 PA Score: A	
Deadline date:	
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
This performance area marked as not rated as no noncompliance was found in the previous audit.	
<u>Remarks from Auditee:</u>	
1- Followup Audit [Audit Id - 115974] Audit Date: 10/01/2018 PA Score: A	
Deadline date:	
<u>Good practices</u>	
<u>Areas of improvement</u>	
As there is no non-compliance had identified in full audit so this performance area was out of audit scope.	
<u>Remarks from Auditee</u>	
Full Audit [Audit Id - 73960] Audit Date: 24/01/2017 PA Score: A	
Deadline date:	
<u>Good practices</u>	
No good practice observed under this performance area.	
<u>Areas of improvement</u>	
<p>During audit it was observed that, the auditee fulfills the requirements of this performance area. During audit it was noted through interaction with factory management, interview with workers and documents review that, the factory does not have labor union/collective bargaining agreements but they formed a PC (Participation Committee) through election. Interviewed workers were aware about the activities of the PC. Factory management has an open policy for form or joins union independently. Pc members are not discriminated and all PC members have right to raise their voice. Factory management conducts Participation Committee meeting in regular basis. Workers are free to raise and inform their grievance to the management directly or through the members of PC (Participation Committee). Members of PC (Participation Committee) also informed that they are not discriminated from any benefits or free movements in workplace. 3.3 is marked as N/A due to below reason. According to local legal requirements any union or collective bargaining is not mandatory to form. According to local legal requirements any union or collective bargaining is not mandatory to form. No trade union or workers association is available in the factory and there is no restriction imposed by the factory management.</p>	
<u>Remarks from Auditee</u>	

Performance Area 4 : No Discrimination	
2- Followup Audit [Audit Id - 134395] Audit Date: 25/09/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: This performance area marked as not rated as no noncompliance was found in the previous audit.	
Remarks from Auditee:	
1- Followup Audit [Audit Id - 115974] Audit Date: 10/01/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u> As there is no non-compliance had identified in full audit so this performance area was out of audit scope.	
<u>Remarks from Auditee</u>	
Full Audit [Audit Id - 73960] Audit Date: 24/01/2017 PA Score: A	Deadline date:
<u>Good practices</u>	
No good practice observed under this performance area.	
<u>Areas of improvement</u> During audit it was observed that, the auditee fulfill the requirements of this performance area. During close door interview no complaint on discrimination revealed from workers. No discrimination on hiring which was evident by reviewing the documentation. Also interviewed workers informed that they are not discriminated in terms of race, caste, religion, age, gender or marital status. Workers are equally treated in the factory in case of promotion, benefits etc. Overtime opportunity for all workers is equal. Factory management has separate policy on discrimination. Factory has posted that policy in different prominent places i.e. notice board and inside the production floor.	
<u>Remarks from Auditee</u>	
Performance Area 5 : Fair Remuneration	
2- Followup Audit [Audit Id - 134395] Audit Date: 25/09/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: This performance area marked as not rated as no noncompliance was found in the previous audit.	
Remarks from Auditee:	
1- Followup Audit [Audit Id - 115974] Audit Date: 10/01/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u> As there is no non-compliance had identified in full audit so this performance area was out of audit scope.	
<u>Remarks from Auditee</u>	
Full Audit [Audit Id - 73960] Audit Date: 24/01/2017 PA Score: A	Deadline date:
<u>Good practices</u>	
No good practice observed under this performance area.	
<u>Areas of improvement</u> During audit it was observed that, the auditee fulfills the requirements of this performance area. Payment is provided within 7th working day after completion of each wage period (1st to 30th or 31st). During workers interview session workers confirmed and expressed their satisfaction for timely payment. Casual, annual and sick leave are provided to all the workers. Factory management has provision to provide Maternity leave and benefits. Factory management is providing all benefits to resigned workers as per law. No illegal deduction was observed from the audit process. Factory management has group insurance policy for the workers. Besides workers are also getting increment as per local law. Factory management has calculated the living wage of the workers.	
<u>Remarks from Auditee</u>	

Performance Area 6 : Decent Working Hours	
2- Followup Audit [Audit Id - 134395] Audit Date: 25/09/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: This performance area marked as not rated as no noncompliance was found in the previous audit.	
Remarks from Auditee:	
1- Followup Audit [Audit Id - 115974] Audit Date: 10/01/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u> As there is no non-compliance had identified in full audit so this performance area was out of audit scope.	
<u>Remarks from Auditee</u>	
Full Audit [Audit Id - 73960] Audit Date: 24/01/2017 PA Score: A	Deadline date:
<u>Good practices</u>	
No good practice observed under this performance area.	
<u>Areas of improvement</u> During audit it was observed that, the auditee fulfills the requirements of this performance area. The factory has displayed notice regarding the working hours, overtime hours, lunch breaks, weekly and festival holidays on notice boards. Regular working hour of the factory is 08 hours and also ensures 01 hour lunch / rest break for all. During randomly checked sample months working hour analysis it was observed that overtime hours within the legal limit. Friday is declared as weekly holiday for all employees. Overtime work is volunteer in the factory. Factory management has policy on working hour.	
<u>Remarks from Auditee</u>	

Performance Area 7 : Occupational Health and Safety

2- Followup Audit [Audit Id - 134395] Audit Date: 25/09/2018 PA Score: A

Deadline date:31/12/2018

GOOD PRACTICES:

No Good Practice observed in this PA.

AREAS OF IMPROVEMENT:

Overall Comments: During audit, it was observed that, the auditee partially fulfills the requirements of this performance area as 03 questionnaires (7.1, 7.6 and 7.17) have been marked as a partially. The reason behind "yes, Not Rated and partially" marking have mentioned as:

Factory management is trying to develop their health and safety condition. Factory management has a policy on health and safety. Factory management has formed an occupational health and safety committee as the representatives were found in the factory and the documents. The facility continuing the business in line with the regulations on occupational health and safety relevant for its activity. Facility has regularly recorded accident and injury and further analysis has conducted to improve the occupational health and safety procedures. Facility has assessed risk for all type of risks. Facility management has allocated adequate human and financial resources to ensure identification of risks. Workers of factory are free to move during any emergency evacuation without seeking any permission. Factory management has providing the training on different types of topics i.e. health and safety, use of Personal protective equipment, firefighting, first aid and emergency drills. Factory management provides the PPEs to all its workers by its own cost. Maximum workers were wearing PPE during work. Facility has developed emergency procedure which has been displayed to the notice boards. Facility also visually displayed the accident and emergency procedure the easy understanding of general workers and guide the first aid providers. Facility has displayed warning signs where needed. Evacuation plan is updated. Factory management is conducting fire drills in regular interval and they did notice concern authority. Factory management has qualified electricians to look after the electrical system. Factory management has arranged training for fire fighters form concern authority. Facility has kept firefighting equipment to all required places where needed and also maintenance has been done on regular basis. During the audit, no exit door was found in blocked or locked condition. All exit was found clearly marked and illuminated with back-up power system. Evacuation plans has been posted in local language. The width of all exit doors was found within acceptable limits. Factory has trained first aider to provide first aide treatment issue. Factory management is providing pure drinking water to its workers. Safety guard of maximum machine was found in appropriate place. Though factory management providing training and make maintenance schedule to ensure all safety guard in appropriate place. Factory management has developed trauma and serious illness procedure further training has provided to workers on the same. Medical information has displayed where workers can get their information and support. Factory management provided workers dining area. It was clean and the sitting capacity was adequate. All the toilets were found clean and maintained properly by the management. Factory management has provided workers canteen from where they can buy food easily with cheap cost. 7.23 and 7.24 is marked as NOT RATED since factory management do not have provision for transport and housing facility and it is not mandatory by law.

7.1 - Partially Corrected: During this follow up audit it was noted that factory management has recruited a designated fire safety officer from May 22, 2018. Factory management has ensured furniture for child care room but till the audit has not ensured any designated breastfeeding area in child care room. Moreover, the upper portion of segregation wall between child care room and medical room found in open condition.

শিশু পরিচর্যা রুম সঠিক ভাবে পাওয়া যাই নি।

7.5 - Corrected: During this follow up audit it was noted that factory management has ensured 18% trained fire fighters, rescue team and first aid team (6% members in each team). Currently there are 480 trained fire fighters available in the factory.

7.6 - Not Corrected: During this follow up audit it was noted that 40% jacquard section workers and supervisors were not using ear plug during working জ্যাকার্ড সেকশনের কিছু শ্রমিক এয়ার প্লাগ পরছিলোনা।

7.14 - Corrected: During this follow up audit it was noted that factory management has installed fire hose pipe and sprinkler throughout the factory.

7.17 - a. Corrected: During this follow up audit it was noted that factory management has collected generator license from respective authority.b.

Corrected: Upper pully cover of linking machines found in linking section. c. Corrected: The electric boiler at sample section found with segregated by brick boundary. New finding: Needle cover was not found in some working linking machine.

কিছু বন্ধ লিফিং মেশিনের নিডল কভার ছিল না।

7.21 - Corrected: During this follow up audit it was noted that factory management has 770 seating arrangement in workers dining hall.

Remarks from Auditee:

1- Followup Audit [Audit Id - 115974] Audit Date: 10/01/2018 PA Score: D

Deadline date:31/12/2018

Good practices

None

Areas of improvement

Overall Comments: During audit, it was observed that, the auditee partially fulfills the requirements of this performance area as 6 questionnaires (7.1, 7.5, 7.6, 7.14, 7.17 and 7.21) have been marked as partially. The reason behind yes and partially; marking have mentioned as follows. Factory management is trying to develop their health and safety condition. Factory management has a policy on health and safety. Factory management has formed an occupational health and safety committee as the representatives were found in the factory and the documents. The facility continuing the business mostly in line with the regulations on occupational health and safety relevant for its activity. Still there has not occurred, any accident which indicates any contingencies, related to a lack of observance towards the occupational health and safety regulations. Facility is keeping records and regularly conducting accident and injury analysis to improve the occupational health and safety procedures. Facility has not assessed all types of related risks (e.g. new mothers). Facility management has plan to allocate adequate human and financial resources to ensure identification of risks. Workers of factory are free to move during any emergency evacuation without seeking any permission. Factory management has providing the training on different types of topics i.e. health and safety, use of Personal protective equipment, firefighting, first aid and emergency drills, training on trauma and serious illness. Note, the management is working to arrange more training schedules for the same. Factory management provides the PPEs to all its workers by its own cost. The required exhaust fan has been installed to keep chemical vapors out, found in the floor. Facility has developed emergency procedures in most of the related subjects, which has been displayed to the notice boards. Facility also visually displayed the accident and emergency procedure the easy understanding of general workers and guide the first aid

	<p>providers. Facility has displayed warning signs where needed. Factory management is conducting fire drills in regular interval. Factory management has qualified electricians to look after the electrical system. Facility has kept firefighting equipment to all required places where needed and also maintenance has been done on regular basis. During the audit, no exit door was found in blocked or locked condition. Also no aisles found blocked. All exit doors was found clearly marked and illuminated with back-up power system. Evacuation plans has been posted in all related places and matches with existing machine layout. The width of all exit doors was found within acceptable limits. Factory has trained first aider to provide first aid treatment issue. Factory management is providing pure drinking water to its workers. All safety guards of machines were found in appropriate place. Factory management has known about trauma and serious illness and developed emergency procedure. Factory management has provided training and done maintenance. Factory management provided workers dining and canteen area was clean. Workers has shared that, with inadequate number of seating capacity they are satisfied about food quality in canteen. They can buy food easily with cheap cost. 7.23 and 7.24 are marked as NA since factory management do not have provision for transport and housing facility and it is not mandatory by law.</p>
7.1 -	<p>Not corrected: During this audit, it was noted that still factory management yet not recruited any trained fire officer for audited factory. New Issue: During this audit, it was found that child care room was not found functional. It is not well furnished. There was no breast feeding area and not found any attendee of child care room.</p> <p>ক)প্রশিক্ষণ প্রাপ্ত ফায়ার অফিসার নিয়োগ দেয়া হয় নি খ)শিশু পরিচর্যা রুম সঠিক ভাবে পাওয়া যাই নি।</p>
7.5 -	<p>New Issue: In accordance with Bangladesh Labour Rules 2015 Section 55 (10) and BSCI questionnaire point 7.5 as, factory management has not arranged 18% trained fire fighters, rescue team and first aid team (6% members in each team) form concern authority and the records related herewith have to be preserved in accordance with Form- 22. Currently facility has 150 trained fire fighters from Bangladesh Fire Services and Civil Defense (FSCD) authority.</p> <p>কারখানার কর্তৃপক্ষ এখনো ১৮% প্রশিক্ষিত অগ্নিনির্বাপন কর্মী ব্যবস্থা করতে পারে নাই।</p>
7.6 -	<p>Previous issue: Facility management provided appropriate personal protective equipment some jacquard machine operators at jacquard section were not using ear plug during operation. Not corrected: During this follow-up audit, it was noted that this issue could not able to verify due to workers were not working in the audit day as factory has closed their production unit due to some unavoidable situation.</p> <p>হটায় করে কারখানা বন্ধ রাখার কারণে শ্রমিকদের সাথে কথা বলে বিষয়টি সমাধান করা যাই নি।</p>
7.14 -	<p>Not corrected: During this audit, it was found that still facility management has not installed fire hose pipe at 6th, 7th & 8th floor in the main building.</p> <p>সপ্তম, অষ্টম ওনবম তলায় হোস পাইপ ছিলো না।</p>
7.17 -	<p>a. Not corrected: During this audit, it was noted that still factory did not have generator license for 1.05 MW from concern authority. However, facility has applied on February 26, 2015 for the license to concern authority. In addition, recently facility added a new generator which capacity 560 KW and no application has made by the factory to concern authority.</p> <p>b. Previous Issue: 60% linking machines have no upper pulley cover.</p> <p>Not corrected: During this audit, it was noted that this issue could not able to verify due to workers were not working in the audit day as factory has closed their production unit due to some unavoidable situation. Note: All machines were found covered during plant tour. Thus, the issue could not be verified.</p> <p>c. Not corrected: During this audit, it was noted that one electric boiler was located at sample section at 2nd floor inside the main production hall without any fencing.</p> <p>কারখানার ব্যবহৃত জেনারেটর এর যথাযথ কর্তৃপক্ষ থেকে কোনো প্রকার সনস্পত্ত নাই। হটায় করে কারখানা বন্ধ রাখার কারণে শ্রমিকদের সাথে কথা বলে বিষয়টি সমাধান করা যাই নি। বৈদ্যুতিক বয়লার স্যাম্পল সেকশন এর মধ্যে অনিরাপদ অবস্থায় পাওয়া গেছে।</p>
7.21 -	<p>Not corrected: During this audit, it was noted that still there was no dining hall & canteen facility found for the workers to take food. Informatively, the total workforce of the factory was 2962.</p> <p>শ্রমিকদের জন্য ডাইনিং ও ক্যান্টিন এর ব্যবস্থা ছিল না।</p>
Remarks from Auditee	
We will take action accordingly.	
Full Audit [Audit Id - 73960] Audit Date: 24/01/2017 PA Score: D	
Deadline date:31/12/2017	
Good practices	
No good practice observed under this performance area.	
Areas of improvement	
<p>During audit it was observed that, the auditee partially fulfills the requirements of this performance area. During audit it was observed that, factory management is trying to develop their health and safety condition. Factory management has a policy on health and safety. Factory management has done risk assessment for transmittable and non-transmittable disease and new mother in the work environment. Workers of factory are free to move during any evacuation without seeking any permission. Factory management has providing the training on different types of topics i.e. health & safety, use of PPE, fire fighting, first aid and fire drill. Factory management is conducting fire drill in regular basis. Factory management is recording all injury history in the injury register and sent a copy of the entries in the injury register to chief Inspector as per law. Also factory management has developed Accident procedure and there is a regular Medical Officer available in the factory. Factory management has qualified electrician to look after the electrical system. Factory management has arranged trained fire fighters form concern authority. During audit no exit door were found blockade condition. Evacuation plan found updated. The width of all exit doors was found in acceptable limit. Factory has trained first aider to provide first aide treatment issue. Factory management yet not recruited any trained fire officer for audited factory. No fire hose pipe found at 6th & 7th floor at building 01. Factory has not recieved generator waiver certificate from concern authority. One electric boiler was located at sample section at 2nd floor inside the main production hall without any fencing. There is no workers dining hall and canteen in the facility. 7.23 & 7.24 is marked as NA since factory management do not have provision for transportation and housing facility and it is not mandatory by law.</p>	
7.1 -	<p>In accordance with BSCI questionnaire point 7.1 and Bangladesh Labour Rules 2015, Section 55 (12): It was noted through management interview that factory management yet not recruited any trained fire officer for audited factory.</p> <p>প্রশিক্ষণ প্রাপ্ত ফায়ার অফিসার নিয়োগ দেয়া হয় নি।</p>
7.6 -	<p>In accordance with BSCI questionnaire point 7.6 and Bangladesh Labour (Amendment) Law 2013, Section: 78(a-1): Finding: Based on the satisfactory evidence it was noted that, although, facility management provided appropriate personal protective equipment some jacquard machine</p>

<p>operators at jacquard section were not using ear plug during operation. কারখানার কর্মীরা যথাযথ ব্যক্তিগত সুরক্ষা সামগ্রী ব্যবহার করছে না, যদিও কারখানার কর্তৃপক্ষ সুরক্ষা সামগ্রী প্রদান করেছে</p>	
7.14 -	<p>In accordance with BSCI questionnaire point 7.14 and Bangladesh Labour Rules 55 (D): Based on satisfactory evidence it was noted through plant tour that no fire hose pipe found at 6th & 7th floor at building 01. সম্মত ও অষ্টম তলায় হোস পাইপ ছিলো না</p>
7.17 -	<p>In accordance with BSCI questionnaire point 7.17 & Bangladesh Energy Regulatory Commission Act, 2003, Section 9: Finding: a) Based on the satisfactory evidence it was noted that factory management is partially complying with the requirements of BSCI as per questionnaire point 7.17 as the facility management is using two generators (Capacity 550 KW + 550 KW = 1.05 MW) but they did not have any Generator license from the respective authority. However, they have applied on February 20, 2015. b) Based on the satisfactory evidence it was noted through plant tour that 60% linking machines have no upper pulley cover. c) Based on the satisfactory evidence it was noted through plant tour that one electric boiler was located at sample section at 2nd floor inside the main production hall without any fencing. কারখানার ব্যবহৃত জেনারেটর এর যথাযথ কর্তৃপক্ষ থেকে কোনো প্রকার সনদপত্র নাই। লিফ্টিং সেকশন এ আগার পুলি কভার ছিলো না। বৈদ্যুতিক বয়লার স্যাম্পল সেকশন এর মধ্যে অনিরাপদ অবস্থায় পাওয়া গেছে।</p>
7.21 -	<p>In accordance with the BSCI Audit Questionnaire Point 7.21 & In accordance with Bangladesh Labour Law, 2006, section: 92 & 93: Based on the satisfactory evidence during facility walkthrough It was noted that there was no dining hall & canteen facility found for the workers to take food. Informatively, the total workforce of the factory was 3147. শ্রমিকদের জন্য ডাইনিং ও ক্যান্টিন এর ব্যবস্থা ছিল না</p>
<p>Remarks from Auditee</p> <p>We will take action accordingly.</p>	
<p>Performance Area 8 : No Child Labour</p>	
<p>2- Followup Audit [Audit Id - 134395] Audit Date: 25/09/2018 PA Score: A Deadline date:</p>	
<p>GOOD PRACTICES:</p>	
<p>AREAS OF IMPROVEMENT: This performance area marked as not rated as no noncompliance was found in the previous audit.</p>	
<p>Remarks from Auditee:</p>	
<p>1- Followup Audit [Audit Id - 115974] Audit Date: 10/01/2018 PA Score: A Deadline date:</p>	
<p><u>Good practices</u></p>	
<p><u>Areas of improvement</u></p> <p>As there is no non-compliance had identified in full audit so this performance area was out of audit scope.</p>	
<p>Remarks from Auditee</p>	
<p>Full Audit [Audit Id - 73960] Audit Date: 24/01/2017 PA Score: A Deadline date:</p>	
<p><u>Good practices</u></p>	
<p>No good practice observed under this performance area.</p>	
<p><u>Areas of improvement</u></p> <p>During audit it was observed that, the auditee fulfills the requirements of this performance area. During the plant tour, no child workers were observed in the factory premises. All workers are hired by the Human Resource Department. The factory has a policy on prohibition of child labour which stated that the factory does not permit child labour. The factory management preserves copy of Birth Certificates, Educational Certificates and National ID Card in each worker's personal file for better verification of age of them.</p>	
<p>Remarks from Auditee</p>	

Performance Area 9 : Special protection for young workers	
2- Followup Audit [Audit Id - 134395] Audit Date: 25/09/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: This performance area marked as not rated as no noncompliance was found in the previous audit.	
Remarks from Auditee:	
1- Followup Audit [Audit Id - 115974] Audit Date: 10/01/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u> As there is no non-compliance had identified in full audit so this performance area was out of audit scope.	
<u>Remarks from Auditee</u>	
Full Audit [Audit Id - 73960] Audit Date: 24/01/2017 PA Score: A	Deadline date:
<u>Good practices</u>	
No good practice observed under this performance area.	
<u>Areas of improvement</u> During audit it was observed that, the auditee fulfills the requirements of this performance area. During the plant tour, no young looking workers were observed in the factory premises. Factory management has verified the age of the workers during recruitment. Point 9.6 is not applicable as there is no young looking workers were observed in the factory	
<u>Remarks from Auditee</u>	
Performance Area 10 : No Precarious Employment	
2- Followup Audit [Audit Id - 134395] Audit Date: 25/09/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: This performance area marked as not rated as no noncompliance was found in the previous audit.	
Remarks from Auditee:	
1- Followup Audit [Audit Id - 115974] Audit Date: 10/01/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u> As there is no non-compliance had identified in full audit so this performance area was out of audit scope.	
<u>Remarks from Auditee</u>	
Full Audit [Audit Id - 73960] Audit Date: 24/01/2017 PA Score: A	Deadline date:
<u>Good practices</u>	
No good practice observed under this performance area.	
<u>Areas of improvement</u> During audit it was observed that, the auditee fulfills the requirements of this performance area. During audit it was found that the factory management recruits the workers through advertisement or internal reference. Workers are selected based on the result of the examination taken on working skill of workers during the recruitment process. Factory management has not recruited any worker on temporary or contract basis. Factory management issues appointment letter and ID card to all the employees of the factory. The personal files of workers are well maintained by the factory in connection with employment contract & all required papers. Factory management is not provide workers' handbook to its worker.	
<u>Remarks from Auditee</u>	

Performance Area 11 : No Bonded Labour	
2- Followup Audit [Audit Id - 134395] Audit Date: 25/09/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: This performance area marked as not rated as no noncompliance was found in the previous audit.	
Remarks from Auditee:	
1- Followup Audit [Audit Id - 115974] Audit Date: 10/01/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u> As there is no non-compliance had identified in full audit so this performance area was out of audit scope.	
<u>Remarks from Auditee</u>	
Full Audit [Audit Id - 73960] Audit Date: 24/01/2017 PA Score: A	Deadline date:
<u>Good practices</u>	
No good practice observed under this performance area.	
<u>Areas of improvement</u> During audit it was observed that, the auditee fulfills the requirements of this performance area. Employees are free to leave factory and no restriction on workers to free movement in the premises. No pressure from security guards to hold workers once they get authorized leave from management. During interview, workers confirmed that all of their dues correctly paid in case they want to leave factory for better opportunity. During documents review no evidence of any punishment were found.	
<u>Remarks from Auditee</u>	

Performance Area 12 : Protection of the Environment

2- Followup Audit [Audit Id - 134395] Audit Date: 25/09/2018 PA Score: A

Deadline date:30/06/2019

GOOD PRACTICES:

No Good Practice observed in this PA.

AREAS OF IMPROVEMENT:

Overall Comments: During audit, it was observed that, the auditee partially fulfills the requirements of this performance area as 01 questionnaires (12.5) has been marked as a "partially". The reason behind yes and partially marking has mentioned as: 12.1: Factory management has assessed environmental impact assessment by one of the third-party service provider company. As per the assessment report, no significant impact was identified by existing production process. 12.2: Environmental policy and procedure is up to date. Workers aware of the company policy and procedures for waste management. 12.3: Facility has related legal permit in aspect of environment. 12.4: The facility has managed all kinds of waste materials in an environmentally safe condition and wastage found with proper segregation. 12.5: Factory management understand the importance of proper water management. Factory management has mentioned that they will introduce a system to preserve natural water resource (recycling practices, preserve rain water etc.) to ensure better environment in the premises and reduce pressure on ground water but implementation of same were not identifiable.

12.4 - Corrected: During this follow up audit no wastage were found in open place.

12.5 - Corrected: During this follow up audit it was noted that workers were aware about the water waste reduction. New Finding: It was noted that Facility did not have any procedure to preserve natural water resource (recycling practices, preserve rain water etc.) to ensure better environment in the premises. However, facility management is planning to do so.

কারখানা কর্তৃপক্ষ বৃষ্টির পানি সংরক্ষণ এর কোনো প্রকল্প বাস্তবায়ন ব্যবস্থা করে নি। (আমফরি বিএসসিআই সিওসি অনুমোদিত)

Remarks from Auditee:

1- Followup Audit [Audit Id - 115974] Audit Date: 10/01/2018 PA Score: B

Deadline date:31/03/2018

Good practices

None

Areas of improvement

Overall Comments: During audit, it was observed that, the auditee partially fulfills the requirements of this performance area as 02 questionnaires (12.4 & 12.5) has been marked as partially. The reason behind "yes and partially" marking has mentioned as follows. 12.1: Factory management has assessed environmental impact assessment by one of the third-party service provider company. As per the assessment report, no significant impact was identified by existing production process. 12.2: Environmental policy and procedure is up to date. Workers aware of the company policy and procedures for waste management. 12.3: No legal permit of environmental aspect is required from department of environment as this is not required based on nature of production process. 12.4: The facility has a not segregated wastage keeping area and wastage are not managed as required; stored as per type and hazard in separate designated areas. Factory management has proper understanding on waste management system. No burning waste in open fires and have assigned a third party for wastage disposal. 12.5: Factory management has no mechanisms in place to assess the water waste, also no promote water conservation and water waste reduction. Factory management understand the importance of proper water management. Factory management has mentioned that they will introduce a system to preserve natural water resource (recycling practices, preserve rain water etc.) to ensure better environment in the premises and reduce pressure on ground water but implementation of same were not identifiable. Management is trying to increase awareness of water waste reduction through some awareness session.

12.4 - Not Corrected: During this audit, it was noted that still facility is not storing the wastages in an environmentally safe condition. Facility is disposing wastages under open sky beside the generator room.

কারখানার বর্জ্য সঠিক ভাবে সংরক্ষণ করা হচ্ছে না।

12.5 - Not fully corrected: During this audit, it was noted that factory management has given awareness training to the workers for water waste reduction. Last training has conducted on January 09, 2018 and Participated 25 employees. However, workers awareness level could not able to verify due to workers were not working in the audit day as factory has closed their production unit due to some unavoidable situation.

হটাত করে কারখানা বন্ধ রাখার কারণে শ্রমিকদের সাথে কথা বলে বিষয়টি সমাধান করা যাই নি।

Remarks from Auditee

We will take action accordingly.

Full Audit [Audit Id - 73960] Audit Date: 24/01/2017 PA Score: B

Deadline date:31/12/2017

Good practices

No good practice observed under this performance area.

Areas of improvement

During audit it was observed that, the auditee fulfills the requirements of this performance area. Factory management has assessed sources of (generator & boiler) air emission and sound level. The factory management has not ensured separate designated area for storing wastage by type. As per product & production process nature, Environment Clearance certificate is not required. There is a monitoring system to the use of water quantity. No awareness training conducted to the employees for water waste reduction.

12.4 - In accordance with BSCI questionnaire point 12.4 Based on the satisfactory evidence during the walkthrough facility is not storing the wastages in a environmentally safe condition. Currently facility is disposing wastages under open sky beside the generator room.

কারখানার বর্জ্য সঠিক ভাবে সংরক্ষণ করা হচ্ছে না।

12.5 - In accordance with BSCI Questionnaire Point 12.5: Finding: Based on the satisfactory evidence it was noted that factory management partially is complying with the requirements of BSCI as per questionnaire point 12.5 as no awareness training conducted to the employees for water waste reduction.

কারখানা কর্তৃপক্ষ শ্রমিকদের পানি বেবহার এবং এর অপচয় রোধের জন্য কোনো প্রশিক্ষণ দেয় না।

<u>Remarks from Auditee</u>
Performance Area 13 : Ethical Business Behaviour
<div style="display: flex; justify-content: space-between;"> 2- Followup Audit [Audit Id - 134395] Audit Date: 25/09/2018 PA Score: A Deadline date:31/12/2018 </div>
GOOD PRACTICES: No Good Practice observed in this PA.
AREAS OF IMPROVEMENT: <p>Overall Comments: During audit, it was observed that, the auditee partially fulfills the requirements of this performance area as 01 questionnaires (13.1) has been marked as a "partially". The reason behind yes and partially marking has mentioned as: Factory management has developed an Anti-Bribery Policy. During audit, no corruption or bribery related issues were noticed from the interviewed workers. Factory management has assessed the potential area for corruption and bribery. Factory management were well understood about severity of unethical behavior.</p> <p>13.1 - a. Corrected: During this follow up audit it was noted that factory management has communicated anti bribery policy of the factory to ensure the non-involvement in any type of bribery to all their business partners. b. Not Corrected: Factory management has not developed any reward system for identification of any corruption and bribery. c. Not corrected: related workers found not aware about the anti-corruption and bribery policy of the factory.</p> <p>কারখানায় কোন পুরস্কারের ব্যবস্থা নেই। কারখানার ব্যবস্থাপনা নৈতিক আচরণ এর সাথে সম্পর্কিত সকল কর্মীরা ইহা সম্পর্কে অবগত না। (আমফরি বিএসসিআই সিওসি অনুযায়ী)</p>
<u>Remarks from Auditee:</u>
<div style="display: flex; justify-content: space-between;"> 1- Followup Audit [Audit Id - 115974] Audit Date: 10/01/2018 PA Score: A Deadline date:31/03/2018 </div>
<u>Good practices</u>
None
<u>Areas of improvement</u>
<p>Overall Comments: During audit it was observed that, the auditee fulfills the requirements of this performance area as 01 questionnaire (13.1) has been marked as partially. The reason behind "yes and partially" marking has mentioned as follows. Factory management has developed an Anti-Corruption Policy. They have not included all the business partners in the anti-bribery policy of the factory to ensure the non-involvement in any type of bribery. Factory management has not communicated Anti -corruption policy with their business partners. Factory management has not introduced reward system to maintain ethical behavior. Factory management has identified the potential areas of corruption and possible solution of mitigate anti-corruption issue. Management has provided training about the ethical behavior to the workers and to the persons related to ethical behavior.</p> <p>13.1 - Not fully corrected: During this audit, it was noted that; a): Has not included all the business partners in the anti bribery policy of the factory to ensure the non-involvement in any type of bribery. b) Has no reward system to maintain ethical behavior. c) Factory management has given training to the workers on bribery, corruption and ethical behavior. However, workers awareness level could not able to verify due to workers were not working in the audit day as factory has closed their production unit due to some unavoidable situation.</p> <p>সমস্ত ব্যবসা সহযোগীদের ঘুষ দেওয়ার কোনো ধরনের অসম্পূর্ণতা নিশ্চিত করার জন্য কারখানার ঘুষ বিরোধী নীতির মধ্যে অন্তর্ভুক্ত করা হয় না। নৈতিক আচরণ বজায় রাখার জন্য কোন পুরস্কার ব্যবস্থা নেই।</p>
<u>Remarks from Auditee</u>
We will take action accordingly.
<div style="display: flex; justify-content: space-between;"> Full Audit [Audit Id - 73960] Audit Date: 24/01/2017 PA Score: A Deadline date:31/07/2017 </div>
<u>Good practices</u>
No good practice observed under this performance area.
<u>Areas of improvement</u>
<p>During audit it was observed that, the auditee partially fulfills the requirements of this performance area. Factory management has developed an Anti Bribery Policy. During audit no corruption or bribery related issues were noticed from the interviewed workers. Factory management has included all the business partners in the anti bribery policy of the factory to ensure the non-involvement in any type of bribery. No reward system to maintain ethical behavior.</p> <p>13.1 - In accordance with the BSCI Questionnaire Point 13.1: Finding: Based on the satisfactory evidence it was noted that factory management partially is complying with the requirements of BSCI as per questionnaire point 13.1 as – a) Has not included all the business partners in the anti bribery policy of the factory to ensure the non-involvement in any type of bribery. b) Has no reward system to maintain ethical behavior. d) Auditee has started providing training on bribery and corruption however all the the workers related to ethical behavior are not included in the training.</p> <p>সমস্ত ব্যবসা সহযোগীদের ঘুষ দেওয়ার কোনো ধরনের অসম্পূর্ণতা নিশ্চিত করার জন্য কারখানার ঘুষ বিরোধী নীতির মধ্যে অন্তর্ভুক্ত করা হয় না। নৈতিক আচরণ বজায় রাখার জন্য কোন পুরস্কার ব্যবস্থা নেই। কারখানার ব্যবস্থাপনা নৈতিক আচরণ এর সাথে সম্পর্কিত সকল কর্মীদের প্রশিক্ষণ প্রদান করে নেই।</p>
<u>Remarks from Auditee</u>
We will take action accordingly.

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Follow-up Audit	25/09/2018	134395	B	A	A	A	A	A	A	A	A	A	A	A	A	A
Follow-up Audit	10/01/2018	115974	C	A	A	A	A	A	D	A	A	A	A	B	A	C
Full Audit	24/01/2017	73960	A	A	A	A	A	A	D	A	A	A	A	B	A	C

Producer Photos

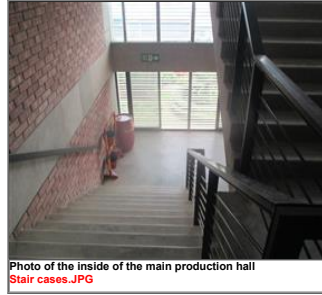






Photo of the inside of the main production hall
Grievance box.JPG



Photo of the sanitary facilities
Toilet area.JPG



Photo of fire safety equipment
Smoke detector.JPG



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



External photo(s) of the production unit(s)
Effluent treatment plant.JPG



Photo of fire safety equipment
Sprinkler system.JPG



Photo of the inside of the main production hall
Light checking area.JPG



External photo(s) of the production unit(s)
Factory building view.JPG



Photo of non-conformity
Jacquard section workers were not using ear plug during working.JPG



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



External photo(s) of the production unit(s)
Factory entrance.JPG



Photo of non-conformity
No needle cover was not found in linking machine.JPG



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



External photo(s) of the production unit(s)
Factory name plate.JPG



Photo of non-conformity
Upper portion of segregation wall between child care room and medical room found in open condition.JPG



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



External photo(s) of the production unit(s)
Grievance box for out sider.JPG



Photo first aid facilities
Doctor room.JPG



Photo of the inside of the main production hall
PQC area.JPG



External photo(s) of the production unit(s)
Roof top.JPG



Photo first aid facilities
First aid box.JPG

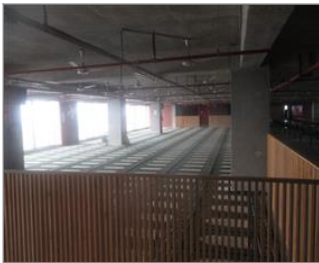


Photo of the inside of the main production hall
Prayer room.JPG



External photo(s) of the production unit(s)
Security point.JPG



Photo first aid facilities
First aider.JPG



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



Photo of fire safety equipment
Emergency light.JPG



Photo first aid facilities
Medicine stock in medical room.JPG



Photo of the inside of the main production hall
Segregated boiler room in sample section.JPG



Photo of fire safety equipment
Evacuation plan is posted.JPG

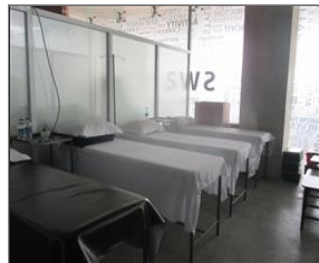


Photo first aid facilities
Patient bed in doctor room.JPG