

Auditee :	CHITTAGONG FASHION SPECIALISED TEXTILES LTD.
Audit Date From :	14/05/2019
Audit Date To :	15/05/2019
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	Intertek
Auditor's Name(s) :	Soharab Hossain(Lead)
Auditing Branch (if applicable) :	Intertek Bangladesh



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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 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 :	CHITTAGONG FASHION SPECIALISED TEXTILES LTD.		
DBID number :	325453		
Audit ID :	151304		
Address :	Plot No. 26, Road No. 04, Sector 01, CEPZ, Chittagong-4223		
Province :	Chittagong	Country :	Bangladesh
Management Representative :	Mr. Taufiq Ahmed		
Contact person:	Taufiq Ahmed	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	Woven garments		

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 :	C		
Need of follow-up :	Yes	If YES, by :	15/05/2020

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	C	A	C	B	A	D	A	A	A	A	A	A

Executive summary of audit report

Chittagong Fashion Specialised Textiles Ltd. is a 100% export oriented Woven Garments manufacturer located at Plot No. 26, Road No. 4, Sector No. 1, CEPZ, Chittagong-4223, Bangladesh. Facility has 3 buildings and 1 sheds. Total land area was approximate 22,000 square feet, production area was approximate 51,000 square feet and warehouse area was approximate 13,000 square feet.

This amfori BSCI (Follow Up Audit) was conducted by ITS Labtest Bangladesh Ltd. One auditor (Md. Soharab Hossain with APSCA Registration number :RA 21700583) assessed and verified the facility's operations against the amfori BSCI Code of Conduct and local legislation on 14 & 15 May 2019. Facility management was positive towards this audit and provided full access to the auditors.

Facility's operation has a general shift which starts at 7:30 am to 4:00 pm and 3 shifts in (6:00 am to 2:00 pm, 2:00 pm to 10:00 pm and 10:00 pm to 6:00 am) in security section. Facility ensures one hour break as per law. All employees were recruited permanently and receives wages by monthly basis in local currency. During audit day, the total workforce strength was 479.

After the opening meeting and auditors conducted site observation, workers, worker representatives and management interview and document review. Mr. Taufiq Ahmed – Assistant Manager (Human Resource and Compliance) was responsible for implementation of social compliance system in the facility. Facility had appointed 1 medical officer and 1 nurse for continuous medical service for the workers.

Main product of the facility was woven garments. Production capacity was approximate 120,000 pieces per month. Facility started its operation since 1997. Main production processes were Cutting, Sewing, Finishing and Packing. Based on management interview, their major clients were from Europe and North America.

Facility has 3 buildings and 1 sheds. Detail description is given below:

Building 01: (6 storied)

Ground floor is used for fabric store, finishing section, inspection, and doctor's room.

First & Second floor are used for office, sewing section, fusing section and inspection room & maintenance room.

Third floor is used for accessories store, sewing section, maintenance room and sample cutting section.

Fourth floor is used for cutting section, finishing section, packing section, metal detection area and boiler room;

Fifth floor is used for office, conference room, prayer room, staff dining and sample section.

Rooftop is used for dining area, canteen area and 25% free space.

Building 02: (One storied)

Ground floor is used by security post and child care room

Building 03: (One storied)

Ground floor is used by substation and compressor room.

Shed 01: Boiler room and generator room.

In opening meeting Mr. Taufiq Ahmed – Assistant Manager (Human Resource and Compliance), Mr. Ajoy Das – Sr. Executive (Human Resource and Admin) and Ms. Maleka – General Secretary of Worker's Welfare Association were present. Auditor described the whole audit process, standards, scope, and explained the amfori BSCI code of conduct and local laws to what extent these are related to this audit in the opening meeting. Meanwhile,

management assured the auditors to help throughout the audit. Required documents were provided in time, photocopy of the required documents was also given in time. Facility management provided a separate room for conducting employee's interview. Besides, at the time of facility visit attitude of the facility management was good.

During site tour all areas of the facility such as Cutting, Sewing, Finishing, Packing etc. were covered.

Facility started its operation since 1997 at this existing location. All employees are permanent. 20 permanent employees were selected for interviews from different production processes. Among them 7 were male and 13 were female. Auditors audit scope were from December 2018 to March 2019 as till November 2018 payroll record were verified in previous audit. Thus auditor took 4 months payroll and attendance record (December 2018 to March 2019) for review and took 3 months record as sample basis e.g. March 2019 (Current paid month), January 2019 (Random paid month), December 2018 (Random paid month). Moreover, attendance register, production records, garments inspection report, broken needle register and many other documents relevant to this audit were reviewed by the auditors.

Improvement areas were identified in Social Management System and Cascade Effect (PA 1); Workers Involvement and Protection (PA 2); No Discrimination (PA 4); Fair Remuneration (PA 5); Occupational Health and Safety (PA 7); No Precarious Employment (PA 10); Protection of the Environment (PA 12); Ethical Business Behaviour (PA 13)

Details of the findings are listed in respective section. As this is a Follow-up audit, so the rest performance areas were not rated.

A closing meeting was conducted at end of the audit. All the attendees of opening meeting were also present in closing meeting. Auditors communicated all the findings in detail and discussed on the area of improvements to the auditees. The auditee was positive on the discussion and agreed on the area of improvements.

Ratings Summary



Auditee's background information			
Auditee's name :	CHITTAGONG FASHION SPECIALISED TEXTILES LTD.	Legal status :	Private Limited Company
Local Name :	চট্টগ্রাম ফ্যাশন স্পেশালাইজড টেক্সটাইলস লি:	Year in which the auditee was founded :	1997
Address :	Plot No. 26, Road No. 04, Sector 01, CEPZ,	Contact person (please select) :	Taufiq Ahmed
Province :	Chittagong	Contact's Email :	compliance@chittagongfashion.com
City :	Chittagong-4223	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) :	None
GPS coordinates :	22° 17' 27.86"; 91° 46' 21.93"	Total turnover (in Euros) :	5238870.00
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 :	120,000 pieces per month
Product Group :	Apparel	Production cost calculation :	Yes
If other, please specify :	None	Lost time injury calculation cost :	Yes
Product Type :	Woven garments		

Auditee's employment structure at the time of the audit		
Total number of workers :	479	Total number of workers in the production unit to be monitored (if applicable) :
		0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	97	382
Temporary workers	0	0
In management positions	6	0
Apprentices	0	0
On probation	0	0
With disabilities	1	0
Migrants (national citizens)	0	0
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	97	382
Production based workers	0	0
With shifts at night	4	0
Unionised	0	0
Pregnant	-	1
On maternity leave	-	4

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

1- Followup Audit [Audit Id - 151304] Audit Date: 14/05/2019 PA Score: D

Deadline date:31/12/2019

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

- 1.1 -** Based on satisfactory evidence it was noted that the main auditee partially respects this principle as Follow-up audit was conducted on 14 & 15 May 2019 Corrective action not taken, • Still facility needs to be updated with BSCI code and lacking was observed in the implementation of the BSCI code. • facility was not properly aware to understand the need to consult customers and Stakeholders to adhere to a continuous improvement approach in day-to-day business practices. • Facility could not provide document which proves CoC and Tol are shared to the business partners. As facility is in process of stakeholder mapping and continuously updating policy to comply the BSCI Code that's why partial rating has been chosen.
- কয়েকটি পারফরম্যান্স এলাকায় সুনির্দিষ্ট ব্যবস্থাপনার পদ্ধতি তাদের ব্যবসা অনুশীলনে বিএসসিআই কোড অফ কন্ডাক্ট বাস্তবায়নের কিছু উন্নতি প্রয়োজন। বিএসসিআই সিস্টেমে ম্যানুয়াল আরো ভালভাবে বাস্তবায়নের প্রয়োজন রয়েছে কিছু পারফরম্যান্স এরিয়ায়। কারখানার কর্তৃপক্ষ সব স্টেকহোল্ডার দের কে উক্ত ম্যাপিং এর আওতায় আনা হয় নি। কারখানা কর্তৃপক্ষ ব্যবসায় ব্যবস্থাপনা অনুশীলনে স্টেকহোল্ডারের সঙ্গে পরামর্শ সঠিকভাবে করা হয়নি
- 1.2 -** Follow-up audit was conducted on 14 & 15 May 2019 Corrective action not taken, • Facility responsible person of BSCI code still has lacking of expertise or did not have any training yet on the requirement of BSCI Code. • Responsible person of BSCI did not have sufficient knowledge on which business partners are important (significant) for the business • & which stakeholders are relevant for integrating BSCI values and principles into the business culture As the facility management has appointed a senior person to ensure monitor BSCI values and principles are followed therefore, so partial rating is given in this section.
- একজন ম্যানেজমেন্ট প্রতিনিধি কারখানা কর্তৃক নিযুক্ত করা হয়েছে, কিন্তু আমফরি বিএসসিআই সম্পর্কে তাহার ধারণা পর্যাপ্ত না। রেস্পন্সিবল পারসন এর সরবরাহকারী ও স্টেকহোল্ডার সিলেকশন এর ক্ষেত্রে আরো ভালো ধারণা থাকা দরকার
- 1.3 -** Follow-up audit was conducted on 14 & 15 May 2019 Corrective action partially taken, • The factory did not have any structured and documented system and policy to select its subcontractor and Suppliers, • Facility did not train related staff those who will enforce BSCI requirements to suppliers and subcontractors. • Facility management has not prepared supply chain mapping to include all the related supplier into the suppliers list. • There is no proper procedure to handle the complaint raised by the business partners. • Facility management has not monitored social performance of their suppliers as per BSCI code of conduct. As facility has data on their supplier and has made partial grievance procedure on supplier issue that's why partial rating has been chosen.

কারখানাটিতে কোলও কার্ভামোগত ব্যবস্থা নেই যার জন্য তার সব কন্ট্রাক্টর এবং সরবরাহকারীর সাথে সংশ্লিষ্ট কর্মীদের প্রশিক্ষণ দেওয়া হয় না, যারা বিএসসিআই এর প্রয়োজনীয়তাগুলি সরবরাহকারী এবং উপ-স্ট্রিকাদারদের জন্য বাধ্যতামূলক করে এবং তাদের সামাজিক কর্মকাণ্ডের উপর নজর রাখেন না।

Remarks from Auditee:

Full Audit [Audit Id - 142198] Audit Date: 08/01/2019 PA Score: D

Deadline date:30/04/2019

Good practices

None Observed

Areas of improvement

- Based on satisfactory evidence it was noted that the main auditee partially respects this principle as-
- 1.1 -** In accordance with BSCI Performance Area (Social Management System and Cascade Effect) No. 1.1 (Is there satisfactory evidence that the auditee has set up an effective management system to implement the BSCI Code of Conduct): Findings: The established management system of the facility needs some improvement in implementing BSCI Code of Conduct in their business practice in few performance areas. Facility needs to implement the BSCI system manual for producers properly where improvement areas are identified. Also, facility management has not prepared stakeholder mapping including internal and external stakeholder of the factory. Note: The facility has other effective system, policies and procedures in place to implement the BSCI COC in their business practice, so partial rating is given in this section.
- কয়েকটি পারফরম্যান্স এলাকায় সুনির্দিষ্ট ব্যবস্থাপনার পদ্ধতি তাদের ব্যবসা অনুশীলনে বিএসসিআই কোড অফ কন্ডাক্ট বাস্তবায়নের কিছু উন্নতি প্রয়োজন। বিএসসিআই সিস্টেমে ম্যানুয়াল আরো ভালভাবে বাস্তবায়নের প্রয়োজন রয়েছে কিছু পারফরম্যান্স এরিয়ায়। কারখানার কর্তৃপক্ষ সব স্টেকহোল্ডার দের কে উক্ত ম্যাপিং এর আওতায় আনা হয় নি।
- 1.2 -** In accordance with BSCI Performance Area (Social Management System) No. 1.2 (Is there satisfactory evidence that a senior manager has been appointed to ensure that the BSCI values and principles are followed in a satisfactory manner):
- Findings: Facility management has assigned a senior management who is responsible to ensure and implement the amfori BSCI values and Principles in a satisfactory management manner. So, at the time of conversation with him it was found that he knows about the basic of local law and BSCI requirements. But, he does not have detailed idea about the amfori BSCI requirements.
- Note: As the facility management has appointed a senior person to ensure monitor BSCI values and principles are followed therefore, so partial rating is given in this section.
- একজন ম্যানেজমেন্ট প্রতিনিধি কারখানা কর্তৃক নিযুক্ত করা হয়েছে, কিন্তু আমফরি বিএসসিআই সম্পর্কে তাহার ধারণা পর্যাপ্ত না।
- 1.3 -** In accordance with BSCI Performance Area (Social Management System and Cascade Effect) No. 1.3 (Is there satisfactory evidence that the auditee has a good overview of the significant business partners and their level of alignment with the BSCI Code of Conduct?):
- Finding (a) Facility management has not prepared supply chain mapping, so auditor could not identify factories in listed all sub-suppliers. Finding (b): There is no proper procedure to handle the complaint raised by the business partners. Finding (c): amfori BSCI Code of Conduct and Terms of Implementation have not communicated with all the sub-suppliers. Finding (d): Facility management has not monitored social performance of their suppliers as per BSCI code of conduct.

Note: Facility has documented partial information for business partners and communicate bsci CoC and TOI with one of their supplier, so partial rating is given in this section.

কারখানার কর্তৃপক্ষ সব সাপ্লাইচাইন কে উক্ত ম্যাপিং এর আওতায় আনা হয় নি। সাপ্লিয়ারদের অভিযোগ সমাধানের প্রক্রিয়া তৈরি করা হয় নাই। বিএস সি আই কোড অফ কন্ডাক্ট ও এর চাহিদা সমূহ কারখানার ঠিকাদার দের সাথে যোগাযোগ করা হয়না। কারখানা কর্তৃপক্ষ সব সাপ্লায়ারদের উপর তদারকি করা হয় নি।

Remarks from Auditee

None observed

Performance Area 2 : Workers Involvement and Protection

1- Followup Audit [Audit Id - 151304] Audit Date: 14/05/2019 PA Score: C

Deadline date:31/12/2019

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

2.2 - Based on satisfactory evidence it was noted that the main auditee partially respects this principle as Follow-up audit was conducted on 14 & 15 May 2019 Corrective action partially taken, The facility did not have a written long-term goal comprising vision, mission and objectives of the company in line with the BSCI values and principles where step-by-step approach toward sustainable improvements on amfori BSCI code will be reflected and which will protect workers right. Principle and extract of the amfori bsci code of conduct was not reflecting in the company's mission, vision and objective. Thus facility hasn't been able to develop a strategic plan to achieve those objective and goals gradually. Note: As facility has policy itself and started to document the mission , vision and object in line with the BSCI Code and The facility has other effective system, policy and procedure in place to the factory management are trying to make a bridge between workers and management on labor practices, monitoring factory work place conditions, so the marking given the question as partially.

কারখানা কর্তৃপক্ষ বিএস সি আই কোড অফ কন্ডাক্ট এর উপর ভিত্তি করে কোনো ভিশন, মিশন এবং দীর্ঘ মেয়াদি পরিকল্পনা করে নি।

2.4 - Follow-up audit was conducted on 14 & 15 May 2019 Corrective action taken partially, Facility has provided training approximately to 12% employees. 4 out of 4 interview workers representative could not give idea about the BSCI Code. Last training date was found 18 April 2019. As facility has ongoing training program that's why partial rating has been chosen.

প্রমিত প্রতিনিধি বিএসসি আই কোড অফ কন্ডাক্ট সম্পর্কে সচেতন নয়। বিএসসি আই কোড অফ কন্ডাক্ট সম্পর্কে সবাইকে প্রশিক্ষণ দেয়া হয়নি

2.5 - Follow-up audit was conducted on 14 & 15 May 2019, Corrective action partially taken, • Potential conflict of interest was not defined in the grievance procedure, • No grievance procedure was found for community raised grievance. • No training was found on the concern person who were involved in grievance. As facility has prepared a procedure on grievance that's why partial rating has been given.

অভিযোগ এর পদ্ধতি সঠিক ভাবে পরিচালিত হচ্ছে না। অভিযোগ পদ্ধতিতে স্বার্থের সংঘাত সম্পর্কে স্পষ্ট করা হয় নিযে কমিউনিটি অভিযোগ পদ্ধতি সম্পর্কে সুস্পষ্ট অভিযোগ পলিসি নেই

Remarks from Auditee:

Full Audit [Audit Id - 142198] Audit Date: 08/01/2019 PA Score: C

Deadline date:30/04/2019

Good practices

None Observed

Areas of improvement

Based on satisfactory evidence it was noted that the main auditee partially respects this principle as-

2.2 - In accordance with BSCI Performance Area (Workers Involvement and Protection) No. 2.2: (Is there satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the BSCI Code of Conduct?): Findings: It was noted that there is no long-term goal of the factory which will reflect a step-by-step approach toward sustainable improvement according to BSCI code of conduct. Besides there is no vision, mission and objectives of the company in line with the BSCI Code of Conduct. Note: The facility has its own vision, mission and long-term goal, so the answer of this question has been given as partially.

কারখানা কর্তৃপক্ষ বিএস সি আই কোড অফ কন্ডাক্ট এর উপর ভিত্তি করে কোনো ভিশন, মিশন এবং দীর্ঘ মেয়াদি পরিকল্পনা করে নি।

2.4 - In accordance with BSCI Performance Area (Workers Involvement and Protection) No. 2.4: (Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?): Finding: It was noted that randomly checked 17 out of 25 sampled interviewed workers and midlevel management of the factory were not well-aware about the requirements of amfori BSCI Code of Conduct. Moreover, facility management did not conduct training on amfori BSCI Code of Conduct since 27 February 2017. Note: 8 employees were found having basic knowledge about the requirements of amfori BSCI Code of Conduct, so partial rating is given in this section.

কারখানার ২৫ জনের মধ্যে ১৭ জন সাধারণ কর্মীরা এবং মধ্য স্তরের বেসংস্থাপনা কর্মীরা বিএসসি আই কোড অফ কন্ডাক্ট সম্পর্কে সচেতন নয়।

2.5 - In accordance with BSCI Performance Area (Workers Involvement and Protection) No. 2.5: (Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?): Finding (a): The facility management has developed a mechanism to handle employee's grievance. But grievance mechanism was not up to date as responsible person, potential conflict of interest define, timeline to address, process of Appeal, regular survey, etc. were not clearly written in the grievance procedure. (b): facility management has yet not established grievance-handling procedure for local community. (c) No grievance boxes were preserved in hidden places so workers could lodge their grievance hiding their identity, neither grievance registers for oral and written grievances were maintained by the facility. Note, facility management has established a grievance procedure for internal issues and has done some survey on grievance procedure, so the answer of this question has been given as partially.

অভিযোগ এর পদ্ধতি সঠিক ভাবে পরিচালিত হচ্ছে না। স্থানীয় এলাকার অভিযোগ সমাধানের কোনো পদ্ধতি নাই। গোপন জায়গায় কোনো অভিযোগ বাক্স রাখা নাই ও কোনো রেজিস্টার সংরক্ষণ করা হচ্ছে না অভিযোগ লিপিবদ্ধ করার জন্য।

Remarks from Auditee

None observed

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
1- Followup Audit [Audit Id - 151304] Audit Date: 14/05/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
This PA was not under audit scope as this is followup audit requested by RSP	
Remarks from Auditee:	
Full Audit [Audit Id - 142198] Audit Date: 08/01/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
None Observed	
<u>Areas of improvement</u>	
None Observed	
<u>Remarks from Auditee</u>	
Performance Area 4 : No Discrimination	
1- Followup Audit [Audit Id - 151304] Audit Date: 14/05/2019 PA Score: C	Deadline date:30/03/2020
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>4.1 - Based on satisfactory evidence it was noted that the main auditee partially respects this principle as Follow-up audit was conducted on 14 & 15 May 2019 It was noted that still facility management did not identify the most Common areas, situation and activities or the forms of discrimination for their workplace. Facility has adopted a policy and procedure on discrimination to protect workplace discrimination that's why partial rating has given in this questionnaire.</p> <p>কারখানা কর্তৃপক্ষ বৈষম্য ও হয়রানি বন্ধের উপর পলিসি ও পদ্ধতি করেছে কিন্তু কোথায় এবং কিভাবে বৈষম্য ও হয়রানি হতে পারে তা নির্ণয় করা হয় নাই।</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 142198] Audit Date: 08/01/2019 PA Score: C	Deadline date:30/04/2019
<u>Good practices</u>	
None Observed	
<u>Areas of improvement</u>	
<p>Based on satisfactory evidence it was noted that the main auditee partially respects this principle as-</p> <p>4.1 - In accordance with BSCI Performance Area (No Discrimination) No: 4.1 (Is there satisfactory evidence that the auditee takes the necessary measures to avoid or eradicate discrimination in the workplace?) Finding: Facility has adopted a policy and procedure on discrimination to protect workplace discrimination but facility management did not identify the most Common areas or the forms of discrimination for their workplace. Note: Facility management has policy and procedure on harassment, discrimination, so partial rating has given in this questionnaire.</p> <p>কারখানা কর্তৃপক্ষ বৈষম্য ও হয়রানি বন্ধের উপর পলিসি ও পদ্ধতি করেছে কিন্তু কোথায় এবং কিভাবে বৈষম্য ও হয়রানি হতে পারে তা নির্ণয় করা হয় নাই।</p>	
<u>Remarks from Auditee</u>	
None observed	

Performance Area 5 : Fair Remuneration

1- Followup Audit [Audit Id - 151304] Audit Date: 14/05/2019 PA Score: B

Deadline date:31/12/2019

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

5.2 - Based on satisfactory evidence it was noted that the main auditee partially respects this principle as- Follow-up audit was conducted on 14 & 15 May 2019 Corrective action not taken, Facility management did not ensure monthly wage payment to the workers and employees within 7 working days of following month. Facility paid the wages of the March on 16th April instead of 7 working days. The wages of the month of April yet not paid which should have been paid within 9th May 2019. Note: As facility is paying the wages of the workers regularly as per their earning, So partial rating has given in this questionnaire.

শ্রমিকদের কর্ম দিবসের মধ্যে শ্রমিকদের মজুরি পরিশোধ করা হয় না

5.4 - Follow-up audit was conducted on 14 & 15 May 2019 Corrective action partially taken, The factory management did not take initiative to calculate and achieve living wages through they are ensuring minimum wage as per law. Noted that living wages of the region is BDT 11,220 (approx) and minimum wages for the industry is BDT 8200. Note: As approximately 30% of the workforces do not meet their decent standard of living, so the marking given the question as partially

কারখানার অঞ্চলের জন্য জীবন ধারণের মজুরি কারখানা ব্যবস্থাপক দ্বারা নির্গত না এবং ন্যূনতম মজুরি ও জীবন ধারণের মজুরির মধ্যে পার্থক্য কমানো নিয়ে কোন উদ্যোগ নেই।

5.5 - Follow-up audit was conducted on 14 & 15 May 2019 Corrective action partially taken, • Facility arranged financial audit for checking accounts and balance sheet of provident fund by a chartered accountant firm but the audit report is still not communicated to BEPZA General Manager. • Facility has given annual leave encashment to the resigned employees as per law. • Facility provides partial benefit to the resigned employees as it was seen that 1 out of 1 resigned employee within audit scope (resigned at February month) did not get the provident fund amount at the time of final settlement. • Facility has a practice to provide half paid sick leave instead of full paid sick leave. Note that facility is maintaining this practice as per BEPZA instruction 1989. However, In EPZ Labor ordinance and subsequently passed EPZ Labor Act in February 2019 there is provision of entitling sick leave by employees with full wages for 14 (fourteen) days in a calendar year. Note, facility has group insurance facilities for all the employees and provided earn leave encashment at the time of resignation that's why partial rating has been chosen

অসুস্থতার লিভ এর হিসাব সঠিক ভাবে করা হয় না রিসাইন বেনিফিট এ প্রভিডেন্ট ফান্ড এর টাকা দেয়া হয়নি ফিন্যান্সিয়াল অডিট এর রিপোর্ট বেসজার approval এর জন্য পঠানো হয় নি

Remarks from Auditee:

Full Audit [Audit Id - 142198] Audit Date: 08/01/2019 PA Score: B

Deadline date:30/04/2019

Good practices

None Observed

Areas of improvement

Based on satisfactory evidence it was noted that the main auditee partially respects this principle as-

5.2 - In accordance with BSCI Performance Area (Fair Remuneration) No. 5.2: (Is there satisfactory evidence that wages are paid in a timely manner; regularly and fully in legal tender?) and Bangladesh Labour Law-2006, Section-123: (1) The wages of every worker shall be paid before the expiry of the seventh day after the last day of the wage period in respect of which the wages are payable. Findings: Facility management did not ensure monthly wage to the workers and employees within 7 working days of following month. Noted: They have started paying salary from 10th to 12th working days of the following month. Note: As facility is paying the wages of the workers regularly as per their earning, So partial rating has given in this questionnaire.

৭ কর্ম দিবসের মধ্যে শ্রমিকদের মজুরি পরিশোধ করে না।

5.4 - In accordance with BSCI Performance Area (Fair Remuneration) No. 5.4: (Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?): Findings: The factory management did not take initiative to calculate and achieve living wages through they are ensuring minimum wage as per law. Noted that living wages of the region is BDT 11,220 (approx) and minimum wages for the industry is BDT 5300. Note: As only 95% of the workforces do not meet their decent standard of living, so the marking given the question as partially

কারখানার অঞ্চলের জন্য জীবন ধারণের মজুরি কারখানা ব্যবস্থাপক দ্বারা নির্গত না এবং ন্যূনতম মজুরি ও জীবন ধারণের মজুরির মধ্যে পার্থক্য কমানো নিয়ে কোন উদ্যোগ নেই।

5.5 - In accordance with BSCI Performance Area (Fair Remuneration) No. 5.5: (Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted?)

Finding: (a): In accordance with Bangladesh Labour Law (Amendment) 2013, Section-99: ((1) The Employer shall introduce group insurance in under the existing Insurance Act, in the establishments wherein 100 permanent workers are employed.); It was found that the group insurance which was done by BGMEA (Bangladesh Garments Manufacturers and Exporters Association) expired on 6 May 2017, after that no workers are under group insurance coverage.

(b) In accordance with The EPZ employees (Contributory) provident fund policy 2012; Section 14(1): (Accounts and balance sheet of provident fund shall be audited by any chartered accountant firms constituted under Bangladesh institute of chartered accountants act, 1973 and it's all expenses shall be solely borne by concerned industry/ factory/ owner/employer . Audit shall be completed within six months from the end of accounts year.) It was noted from provident fund document review and management, interview that facility did not had any audit for checking accounts and balance sheet of provident fund by any chartered accountant firm in Bangladesh where as the facility has established on 1997.

(c) In accordance with Bangladesh Labor Law 2006, Section- 27 (d); (Where a permanent worker resigns his service under this section, he shall be paid by the employer compensation,(a) at the rate of 14 (fourteen) days' wages for his every completed year of service, if he completes 5 (five) years of continuous service or more but less than 10 (ten) years under the employer; (b) at the rate of 30 (thirty) days' wages for every completed year of service if he completes 10 (ten) years of continuous service or more under the employer;) It was noted that facility management was not providing the compensation for long term benefits and others related benefits of the workers during resignation who resigns on 2018. Noted: only 2 out of 98 resign workers has got their final settlement benefits on 2018.

(d) In accordance with Bangladesh Labor Rules 2015, Section- 107; (Any worker can have cash money against the unspent Earned leave.

However, more than the half of the Earned leave cannot be cashed out at the end of the year. This type of cashing can be done only once in a year.); It was noted that neither facility management has encashed the unspent earn leave of the workers annually, nor allow the workers to enjoy their earn leaves as per the legal guideline.

Noted: As facility management has provided the food allowance, festival bonus to the workers, so partial rating has given in this area.

কারখানা কর্তৃপক্ষ গ্রুপ ইস্যুরেন্স করে নাই, সি এফ এর কোনো অডিট করে না, চাকরি ছেড়ে দেয়া কর্মীদের কোনো বেনিফিট দেয় না ও অর্জন ছুটি বগদায়ন করে না।

Remarks from Auditee

None observed

Performance Area 6 : Decent Working Hours

1- Followup Audit [Audit Id - 151304] Audit Date: 14/05/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

This PA was not under audit scope as this is followup audit requested by RSP

Remarks from Auditee:

Full Audit [Audit Id - 142198] Audit Date: 08/01/2019 PA Score: A

Deadline date:

Good practices

None Observed

Areas of improvement

None Observed

Remarks from Auditee

Performance Area 7 : Occupational Health and Safety

1- Followup Audit [Audit Id - 151304] Audit Date: 14/05/2019 PA Score: D

Deadline date:31/12/2019

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

7.1 - New Findings: Based on satisfactory evidence it was noted that the main auditee partially respects this principle as-In accordance with BSCI Performance Area (Occupational Health and Safety) No.7.1: Is there satisfactory evidence that the auditee observes applicable occupational health and safety regulations applicable for its activities? Legal information: In Accordance with EPZ Labor Act 2019, Section 35: Every owner will take necessary action on the following issues: Safety record book preservation, safety committee formation, welfare officer appointment, washing facilities, canteen, child care room.

Findings: It was noted that facility does not have child care at present. As facility is complying other requirement and standard of the country that's why partial rating has been chosen.

কারখানায় শিশু কক্ষ নেই

7.3 - Follow-up audit was conducted on 14 & 15 May 2019 Corrective action partially taken, It was noted that risk assessment including hazard identification of the facility was not done with prescribed information of law e.g. Identification of risky areas , Nature of risk , Risk level , Assessment of immediate duties , Assessment of necessary protection system in different nature and levels of risk were not done through the risk assessment. Besides there were construction work was ongoing risk with the construction work was not worked out too. Safety committee were not engaged in the risk assessment process. Follow-up on the effectiveness of the control determined was not conducted. As facility is maintaining risk assessment with date and floor, machinery risk are identified at the assessment that's why rating was chosen partial.
রিস্ক এসসেসমেন্ট আইন অনুযায়ী করা হয় নি। নিরাপত্তা কমিটির সদস্যরা ঝুঁকি মূল্যায়নে অংশগ্রহণ করেনি। ঝুঁকি মূল্যায়ন সঠিকভাবে সম্পন্ন করা হয়নি।

7.4 - Follow-up audit was conducted on 14 & 15 May 2019: Corrective action taken: Facility has formed safety committee.

7.5 - Follow-up audit was conducted on 14 & 15 May 2019, Corrective action partially taken, Facility has conducted training on fire safety issues where 30 employees participated in this training. still 37 employees required to be trained on fire safety training to be included in the emergency preparedness team. As facility has ongoing training including photo attachment that's why partial rating has been given in this checklist point.
প্রয়োজনীয় শতাংশ ১৮% (৮৭) হলেও কোম্পানি শুধুমাত্র ৫০ কর্মচারীকে অগ্নি নিরাপত্তা ও ইমার্জেন্সি প্রিপারেনেস প্রসিডার প্রদর্শন দেয়া হয়েছে

7.6 - Follow-up audit was conducted on 14 & 15 May 2019 Corrective action not taken, It was noted 02 out of 02 fusing machine operators were found not wearing hand gloves during work at 2nd floor at building 1. Facility has given PPE to all employees and other section workers were found using required PPE, so partial rating has been given in this section.

ফিউসিং অপারেটররা হ্যান্ডগ্লোভস ব্যবহার করছিলেন না।

7.11 - Follow-up audit was conducted on 14 & 15 May 2019, Corrective action not taken, It was noted that facility management was using two boilers for their production process but the licenses/permission of those boilers (3703 and 5767) were found expired on 6.04.2019. However, facility management has applied for renewal the validity of licenses/permission of both boilers on 04.04.2019 to the concern Boiler Department and deposited money, but still did not receive the updated certificate/permission yet.

বয়লার মেয়াদউত্তীর্ণ হয়ে গিয়েছে।

7.14 - Follow-up audit was conducted on 14 & 15 May 2019 Corrective action partially taken, Facility did not have functional hose at 6th floor. 1 out of 1 hose was found partially blocked at 5th floor at staff dining. Almost 40 Smoke detectors were not functional due to retrofitting work. As facility has installed other fire safety equipment including fire extinguishers and hose that's why partial rating has been given.

কিছু স্বয়ংক্রিয় ধোয়া সনাক্তকারী যন্ত্র সচল ছিল না। একটি জায়গায় হোস কার্যকর ছিল না। একটা হোস আংশিকভাবে ব্লক ছিল।

7.17 - Follow-up audit was conducted on 14 & 15 May 2019 Corrective action partially taken, It was noted that still 20% eye guards in overlock machines were displaced in overlock machines located at all sewing sections. As machine guards were used properly in other areas e.g. sewing machine and pulley cover was found in its place. Needle guards were found in its place while operating by the employees partial rating has been chosen for this checklist point.

ওভারলক মেশিনের চোখের গার্ড ও সুইং মেশিন এর নিডেল গার্ড সঠিক জায়গায় ছিল পুলি কভার সঠিক জায়গায় ছিল।

7.20 - Follow-up audit was conducted on 14 & 15 May 2019 Corrective action taken, It was noted that drinking water test was found okay. Delivery date of the report was found 17 February 2019.

কারখানা খাবার পানির পরীক্ষা করিয়েছে

7.21 - Follow-up audit was conducted on 14 & 15 May 2019, Corrective action was not taken, It was noted that still facility did not setup canteen. facility has provided workers dining hall, so partial rating has given on this section.

ফ্যাক্টরি তে ক্যান্টিন ছিল না।

Remarks from Auditee:

Full Audit [Audit Id - 142198] Audit Date: 08/01/2019 PA Score: E

Deadline date:30/04/2019

Good practices

None Observed

Areas of improvement

Based on satisfactory evidence it was noted that the main auditee partially respects this principle as-

7.3 - In accordance with Bangladesh Labor Rules 2015, Schedule-4 (1) (Risk and safety related management of the firm) and BSCI Performance Area (Occupational Health & Safety) No. 7.3 (Is there satisfactory evidence that the auditee regularly carries out risk assessments for safe, healthy and hygienic working conditions?): Findings: Facility conducted risk assessment for all sections but conducted risk assessment document lacks the following areas: a) Date of last conducted risk assessment were not given in conducted risk assessment, b) The facility did not conduct hazard identification and risk assessment periodically, c) Follow-up on the effectiveness of the control determined was not conducted. Note: As facility has

documented its risks of all process in their risk assessment, so partial rating is given in this section.

পরিচালিত ঝুঁকি মূল্যায়ন ডকুমেন্টে নিম্নলিখিত এলাকায় অভাব আছে: পরিচালিত ঝুঁকির মূল্যায়নে ঝুঁকি কবে তা করা হয় তার উল্লেখ ছিল না। নির্দিষ্ট সময় পর পর ঝুঁকি মূল্যায়ন করা হয় না।
। নির্ধারিত নিয়ন্ত্রণের পদক্ষেপগুলো কার্যকারিতার উপর ফলো-আপ করা হয়নি

- 7.4 -** In accordance with Bangladesh Labor Rules 2015, Rule 81 (As per Section 90 (a), the Owners of the institute where 50 or more workers are employed or were employed in a certain period of time in the year shall form Safety Committee.) No. 7.4 (Is there satisfactory evidence of active cooperation between management and workers (and/or their representatives) when developing and implementing systems towards ensuring OHS?): Findings: Facility management did not form any Safety Committee for their factory yet. Note: As facility has another Committee, so partial rating is given in this section.
সেফটি কমিটি তৈরি করা হয় নি।
- 7.5 -** In accordance with BSCI Performance Area (Occupational Health & Safety) No. 7.5 (Is there satisfactory evidence that the auditee regularly provides OHS trainings to ensure workers understand the rules of work, personal protection and measures for preventing and reacting to injury to themselves and fellow workers?) and Bangladesh Labour Rules 2015, Rule 55(10 & 14)(If possible, all workers or at least 18% of the workers employed in each department have to be trained on fire-fighting, emergency rescue operation, first aid and the usage of portable fire-repellant instruments. And the security has to be ensured by dividing the trained workers into fire-fighting team, rescue team and first aid team (6% members in each team) and the records related herewith have to be preserved in accordance with Form- 22.): Finding: It was noted through plant tour and management interview that, a) The factory management was yet to conduct fire safety training (external or internal) for the recommended percentage among workers, where (eg. 18%) 87 workers to be covered under fire training as per Act but only 20 (approx.) employee has been covered so far. b) Training documents are not proper as, attendance are included in fire and orientation training documents but pictorial evidence were missing, moreover the training were not conducted frequently. As, other policy and procedures were found satisfactory, so partial marking has given.
ক) নথি পর্যালোচনা এবং ব্যবস্থাপনা পর্যায়ের সাক্ষাৎকারের মাধ্যমে জানা যায় যে বাংলাদেশ শ্রম আইন ২০১৫ এর ৫৫ (১০) ধারার নিয়ম অনুযায়ী কারখানা শ্রমিকদের মধ্যে সুশিক্ষিত শতাংশ হিসেবে অগ্নি নিরপত্তা প্রশিক্ষণ (বহিরাগত) করা হয়নি। প্রযোজ্য শতাংশ ১৮% (৮৭) হলেও কোম্পানি শুধুমাত্র ২০ কর্মচারীকে প্রশিক্ষণ দিয়েছে। খ) প্রশিক্ষণের নথি সঠিক নয়, অগ্নি ও প্রাথমিক প্রশিক্ষণের বেশিরভাগ নথিতেই প্রশিক্ষণে অংশগ্রহণকারীদের কোনো ছবি নেই।
- 7.6 -** In accordance with BSCI Performance Area (Occupational Health and Safety) No. 7.6: (Is there satisfactory evidence that the auditee enforces the use of Personal Protective Equipment in conjunction with other facility controls and safety systems?) and Bangladesh Labor Law 2006, Section 78(c): (Every worker shall be made aware of the hazards of work through training in order to ensure the protection and safety of his professional health in the place of work). Finding: 02 out of 02 fusing machine operators were found not wearing hand gloves during work at 2nd floor at building 1, where that fusing machine surfaces were found warm enough. Note: Facility has given PPE to all employees and other section workers were found using required PPE, so partial rating has been given in this section.
ফিউসিং অপারেটররা হ্যান্ডগ্লোভস ব্যবহার করছিলেন না।
- 7.11 -** In accordance with BSCI Performance Area (Occupational Health and Safety) No. 7.11 (Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?) and with Bangladesh Boiler Act 1923, Section - 6.(Save as otherwise expressly provided in this Act, no owner of a boiler shall used the boiler or permit it to be used- (a) unless it has been registered in accordance with the provisions of this Act;).
Finding: It was noted that facility management was using two boilers for their production process but the licenses/permission of those boilers (3703 and 5767) were found expired on 26.04.2018. However, facility management has applied for renewal the validity of licenses/permission of both boilers on 21.05.2018 to the concern Boiler Department, but still did not receive the updated certificate/permission yet.
However, other operating permits were found valid, so partial rating has given on this section.
বয়লার মেয়াদউত্তীর্ণ হয়ে গিয়েছে।
- 7.14 -** In accordance with BSCI Performance Area (Occupational Health & Safety) No. 7.14 (Is there satisfactory evidence that the auditee has installed an adequate amount of and properly working firefighting equipment?) and as per facility's Fire License: (Fire Protection, Part-4 of BNBC, Section: 4.4): (The installation of automatic fire and smoke detection system shall be a necessity when the size, arrangement and occupancy of a building become such that a fire itself cannot provide adequate warning to its occupants.) Findings: It was noted that (a) facility management did not complete installing the interconnected fire alarm and smoke detection system throughout the facility yet. (b) It was noted that all fire hose reel were found non-functional (without water) at facility premises. Note: Fire hydrant installation work was on progress. Note that, facility installed manual fire alarm and public announcement system at the facility premises and fire extinguishers found throughout the facility, hence this question has been answered as partial.
কারখানাতে স্বয়ংক্রিয় ফায়ার অ্যালার্ম এবং স্মোক ডিটেক্ট স্থাপন করে নি। ব্লীল পানি ছিল না।
- 7.17 -** In accordance with BSCI Performance Area (Occupational Health and Safety) No. 7.17: (Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?) and Bangladesh Labour Law 2006, Section 63: (In every establishment the following machinery, while in motion or in use, shall be securely fenced by the safeguards of substantial construction, namely:(a) every moving part of a prime mover, and every fly wheel connected therewith;) Findings: It was noted through plant tour that, a) randomly checked 20% eye guards of over lock machines and 30% needle guards in randomly checked sewing machines were found in displaced condition from the target point during working period at 1st and 2nd floor of building 1. b) 1 out of 2 pulley cover in snap button machine were found in displaced condition during working time at 2nd floor of building 1. Note that, Safe guards of other machineries were properly installed, hence this question has been answered as partial.
গুত্তার লক মেশিনের চোখের গার্ড ও সূই মেশিন এর নিডেল গার্ড সঠিক জায়গায় ছিল না। পুলি কভার সঠিক জায়গায় ছিল না।
- 7.20 -** In accordance with BSCI Performance Area (Occupational Health & Safety) No. 7.20: (Is there satisfactory evidence that the auditee provides workers with potable water at all times?) Findings: It was noted through documents review that facility management has done drinking water test on 28.11.2018 from BEPZA Green Laboratory Testing service. However, the concentration was found present in total coliform, fecal coliform and E. Coli count as 64, 25 and 23 CFU/100 ml respectively in that drinking water test report. Note: As per guideline the concentration should be 0 CFU/100 for every contents of total coliform, fecal coliform and E. Coll. As, other contents in drinking water results were found satisfactory, So partial rating was given in this area.
পান করার পানি তে কলিফর্ম বেশি ছিল।
- 7.21 -** In accordance with BSCI Performance Area (Occupational Health and Safety) No. 7.21: (Is there satisfactory evidence that the auditee provides workers with access to an appropriate, clean area for storing food, eating and/or cooking?) and Bangladesh Labor Law 2006, Section 92 (1): (In every establishment wherein more than one hundred workers are ordinarily employed, there shall be provided adequate number of canteens for the use of the workers.) Findings: It was noted that no canteen was found functional in the facility from where light foods could be sold for the employees. However, facility has provided workers dining hall, so partial rating has given on this section.

ফ্যাক্টরি তে ক্যান্টিন ছিল না।	
<u>Remarks from Auditee</u>	
None observed	
Performance Area 8 : No Child Labour	
1- Followup Audit [Audit Id - 151304] Audit Date: 14/05/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
This PA was not under audit scope as this is followup audit requested by RSP	
Remarks from Auditee:	
Full Audit [Audit Id - 142198] Audit Date: 08/01/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
None Observed	
<u>Areas of improvement</u>	
None Observed	
<u>Remarks from Auditee</u>	
Performance Area 9 : Special protection for young workers	
1- Followup Audit [Audit Id - 151304] Audit Date: 14/05/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
This PA was not under audit scope as this is followup audit requested by RSP	
Remarks from Auditee:	
Full Audit [Audit Id - 142198] Audit Date: 08/01/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
None Observed	
<u>Areas of improvement</u>	
None Observed	
<u>Remarks from Auditee</u>	

Performance Area 10 : No Precarious Employment

1- Followup Audit [Audit Id - 151304] Audit Date: 14/05/2019 PA Score: A

Deadline date:31/12/2019

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

10.2 - Based on satisfactory evidence it was noted that the main auditee partially respects this principle as- Follow-up audit was conducted on 14 & 15 May 2019:
In accordance with BSCI Performance Area (No Precarious Employment) No. 10.2: Is there satisfactory evidence that the auditee engages workers based on recognised and documented employment relationships? EPZ Labor act 2019, Section 51: Every worker shall be entitled to sick leave with full wages for 14 (fourteen) days in a calendar year. Corrective action partially taken, It was noted that (1) facility is maintaining nominee form for employees but nominee signature was missing in the 'Form of declaration and nomination of the payment of money receivable'. As facility is maintaining nominee form for the employees, that's why partial rating is given in this section. (2) New findings: It was noted through appointment letter review that that facility is using appointment letter where few information was not updated as per latest circulated EPZ Labor Law 2019 e.g. sick leave information were not updated as per present law in the appointment letter of the employees who were recruited after the enactment of the EPZ Labor act 2019. Facility is still following the BEPZA instruction in this case.

নমিনী এর স্বাক্ষর পাওয়া যাই নি নমিনী ফর্ম এ। নিয়োগপত্রে অসুস্থতা ছুটি ও আরো কিছু তথ্য আপডেট ছিল না।

Remarks from Auditee:

Full Audit [Audit Id - 142198] Audit Date: 08/01/2019 PA Score: A

Deadline date:30/04/2019

Good practices

None Observed

Areas of improvement

Based on satisfactory evidence it was noted that the main auditee partially respects this principle as-
10.2 - In accordance with BSCI Performance Area (No Precarious Employment) No. 10.2: (Is there satisfactory evidence that the auditee engages workers based on recognized and documented employment relationships?) and Bangladesh Labor Rules-2015, Rule-118: Following the description of Form-41, every worker must nominate a person who can receive undisbursed payment and other dues in the absence of him/her, at the time of his/her employment in the workforce:) Finding: Facility management did not maintain nominee form for those workers who were not contributing for the provident fund. Note: About 70% workers were not contributing in the provident fund scheme. As facility is maintain nomination form for the 30% workers ,that's why partial rating is given in this section.
কারণনা কর্তৃপক্ষ সবার জন্য নমিনী ফর্ম আইন অনুযায়ী মেইনটেন করে না।

Remarks from Auditee

None observed

Performance Area 11 : No Bonded Labour

1- Followup Audit [Audit Id - 151304] Audit Date: 14/05/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

This PA was not under audit scope as this is followup audit requested by RSP

Remarks from Auditee:

Full Audit [Audit Id - 142198] Audit Date: 08/01/2019 PA Score: A

Deadline date:

Good practices

None Observed

Areas of improvement

None Observed

Remarks from Auditee

Performance Area 12 : Protection of the Environment

1- Followup Audit [Audit Id - 151304] Audit Date: 14/05/2019 PA Score: A

Deadline date:30/08/2019

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

12.4 - Based on satisfactory evidence it was noted that the main auditee partially respects this principle as- Follow-up audit was conducted on 14 & 15 May 2019, Corrective action not taken, It was noted that facility is using wastage storage area for keeping construction materials in a place so no separate place was found within the factory area. Note: As facility management had a waste material storage area and continuing to supply those material asap to the supply and facility is committed using the wastage place for complying the wage handling issue properly so so partial rating has given in this questionnaire.

কারখানা বর্জ্য সঠিক ভাবে সংরক্ষণ করে না।

Remarks from Auditee:

Full Audit [Audit Id - 142198] Audit Date: 08/01/2019 PA Score: A

Deadline date:30/04/2019

Good practices

None Observed

Areas of improvement

Based on satisfactory evidence it was noted that the main auditee partially respects this principle as-

12.4 - In accordance with BSCI code of conduct 12(Protection of environment) no. 12.4(Is there satisfactory evidence that waste is managed in a way that does not lead to the pollution of the environment?) & Bangladesh Labour Rules 2015, no. 47(47): (Removal of wastes: (1) As per the section 54, the arrangements of removing the wastes and liquids should be in accordance with the existing law and direction of the country and the clearance issued by the environment and health authorities concerned on the measures taken should be submitted to the inspector.) Finding: It was noted that facility has no proper waste collection and keeping procedure as wastage were found without maintaining by its types and hazards. Note: Facility management has a separate wastage keeping area for storing wastages, so partial rating has given in this questionnaire.

কারখানা বর্জ্য সঠিক ভাবে সংরক্ষণ করে না।

Remarks from Auditee

None observed

Performance Area 13 : Ethical Business Behaviour

1- Followup Audit [Audit Id - 151304] Audit Date: 14/05/2019 PA Score: A

Deadline date:31/12/2019

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

13.1 - Based on satisfactory evidence it was noted that the main auditee partially respects this principle as- Follow-up audit was conducted on 14 & 15 May 2019 Corrective action not taken, It was noted that a): The facility did not communicate anti -corruption policy with their business partners. b): The factory management did not identify the potential areas of corruption and possible solution of mitigate anti-corruption issue. c): The facility has not provided any training to the persons related to ethical behavior. d): It was noted that there was no rewarding system to prevent unethical behavior. Note that facility has a anti bribery policy, so partial marking has given in this questionnaire.

ক) ঘুষ বিরোধী নীতি ব্যবসায়িক পার্টনারদের সাথে যোগাযোগ করেননি। খ) কারখানা পরিচালনার দুর্নীতির সম্ভাব্য এলাকায় চিহ্নিত করা হয় না। গ) কারখানার ব্যবস্থাপনা নৈতিক আচরণ এর সাথে সম্পর্কিত ব্যক্তিকে কোন প্রশিক্ষণ প্রদান করেননি। ঘ) নৈতিক আচরণ বজায় রাখার জন্য কোন পুরস্কার ব্যবস্থা নেই।

Remarks from Auditee:

Full Audit [Audit Id - 142198] Audit Date: 08/01/2019 PA Score: A

Deadline date:30/04/2019

Good practices

None Observed

Areas of improvement

Based on satisfactory evidence it was noted that the main auditee partially respects this principle as-

13.1 - In accordance with BSCI Performance Area (Ethical Business Behavior) No. 13.1: (Is there satisfactory evidence that the auditee actively opposes any act of corruption, extortion or embezzlement, or in any form of bribery in its activities as a business enterprise?). Finding: it was noted that a): The facility did not communicate anti -corruption policy with their business partners. b): The factory management did not identify the potential areas of corruption and possible solution of mitigate anti-corruption issue. c): The facility has not provided any training to the persons related to ethical behavior. d): It was noted that there was no rewarding system to prevent unethical behavior. Note that facility has a anti bribery policy, so partial marking has given in this questionnaire.

ক) ঘুষ বিরোধী নীতি ব্যবসায়িক পার্টনারদের সাথে যোগাযোগ করেননি। খ) কারখানা পরিচালনার দুর্নীতির সম্ভাব্য এলাকায় চিহ্নিত করা হয় না। গ) কারখানার ব্যবস্থাপনা নৈতিক আচরণ এর সাথে সম্পর্কিত ব্যক্তিকে কোন প্রশিক্ষণ প্রদান করেননি। ঘ) নৈতিক আচরণ বজায় রাখার জন্য কোন পুরস্কার ব্যবস্থা নেই।

Remarks from Auditee

None observed

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Follow-up Audit	14/05/2019	151304	D	C	A	C	B	A	D	A	A	A	A	A	A	C
Full Audit	08/01/2019	142198	D	C	A	C	B	A	E	A	A	A	A	A	A	D

Producer Photos



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



Photo of the canteen (if applicable)
Dining area.JPG



Photo of the inside of the main production hall
Quality inspection section.JPG



External photo(s) of the production unit(s)
Facility name.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 first aid facilities
First aid box.JPG



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



Photo of the sanitary facilities
Toilet area.JPG



Photo of fire safety equipment
Emergency light.JPG



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



Photo of non-conformity
7.6 Fusing employee was not using handgloves at
workplace.JPG



Photo of fire safety equipment
Evacuation plan.JPG



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

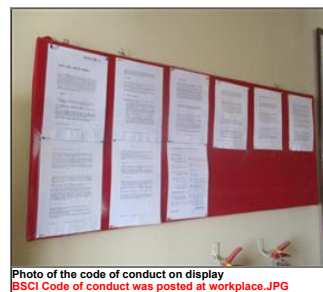


Photo of the code of conduct on display
BSCI Code of conduct was posted at workplace.JPG

