
Auditee :	ABM Fashions Ltd.
Audit Date From :	22/03/2018
Audit Date To :	24/03/2018
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV NORD GROUP
Auditor's Name(s) :	Mohammad Shanjid Rahman Shaheen(Lead), Md. Muftadeul Islam, Md. Tofael Hossain
Auditing Branch (if applicable) :	



This is an extract of the on line Audit Report. The complete report is available in the amfori BSCI Platform.
Access www.bsplatform.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, 2013 - 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 :	ABM Fashions Ltd.		
DBID number :	348445		
Audit ID :	119586		
Address :	1143-1145, Konabari, Kashimpur, Gazipur		
Province :	Dhaka	Country :	Bangladesh
Management Representative :	Mr. Arif Ahmed Khan – General Manager - Compliance		
Contact person:	Mr. Arif Ahmed Khan	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	Woven Garments (Tops and Bottoms)		

Audit Details


Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input 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	
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) :	Limited scope (one production unit)		
Audit interferences or contingencies (if applicable) :	none		
Overall rating :	C		
Need of follow-up :	Yes	If YES, by :	24/03/2019

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

Executive summary of audit report

ABM Fashions Ltd. (DBID: 348445)

This is a Full Audit conducted by TUV-Nord Group. Three auditors performed the audit in 1st (22nd March, 2018) and two auditors performed the audit in 2nd day (24th March, 2018) assessed and verified the facility's operations against the amfori BSCI Code of Conduct and local legislation.

Audit Scope Description:
Location:

ABM Fashions Ltd. is located at 1143-1145, Konabari, Kashimpur, Gazipur. The facility is about 40,000 square feet where production areas are about 1,74,058 square feet and non-production areas are about 17,942 square feet.

There are total 3314 employees in the facility with 892 male and 2422 female employees. Out of the total 3314 employees, 281 are the non-production employees and 3033 are the production employees.

The facility consists of 3 buildings. Building descriptions are given below:

Building- 01

Ground floor: Medical room, cutting section, store area and fire pump room.
1st floor: Finishing section, office area, finished goods area and spot removing room.
2nd floor: Finishing section, store room, finished goods area and spot removing room.
3rd floor: Sewing section, day care and CAD section.
4th floor: Office area and sewing section.
5th floor: Office area, training room, sewing section, dining and canteen area.

Building- 02

Boiler area, generator area, compressor and substation area.

Building- 03

Security room

Type of activity: The Company is engaged in the manufacturing of knit items.

Process Flow: Raw Materials>Cutting>Sewing>Finishing.

Production Capacity: Production capacity of the audited facility is 5,00,000 pieces per month.

The factory are producing for H&M, ALDI, LOG10 etc. buyers.

Working Hours:

Factory's garments working hour start from 08:00 am to 05:00 pm and lunch break is 1 hour from 01:00 pm to 02:00 pm. Security section is carried out by 3 shifts such as 06:00 am 02:00 pm, 02:00 pm to 10:00 pm and 10:00 pm to 06:00 am. They maintain attendance records through electronic time keeping systems. Employees work regularly 48 hours/week. Friday is their weekly holiday. Employees receive wages by monthly basis in local currency (BDT). General working hours are approved from labor office was evidenced and yearly leaves are noticed by the management complying with govt. requirements.

Audit process introduction:

Audit Date: 22nd & 24th March, 2018

Participants in the opening meeting:**Auditors:**

1. Mohammad Shanjid Rahman Shaheen- Lead Auditor.
2. Md. Tofael Hossain – Auditor.
3. Md. Muftadeul Islam- Auditor.

Factory Representatives:

1. Mr. Mahmudul Huq- Manager, Compliance.
2. Mr. Mostafizur Rahaman- Deputy Manager, HR.
3. Mst. Kulsum Bibi- Member of Worker Participation Committee.
4. Mr. Akhi Khatun- Member of Worker Participation Committee.
5. Md. Ismail Al Ansari- Sr. Executive, Compliance.

During opening meeting on 22nd March, 2018, the Lead Auditor explained the audit purpose and scope to the management team. It was also communicated that workers will be interviewed in private, detailed document checking and a payroll record review shall be carried out. A visit of the plant, with permission for photography was requested. Confidentiality of all information was guaranteed by the auditor. The management team permitted to carry out the whole process as per the client's requirement. After the completion of the opening meeting, the auditors split into separate individual units to carry out a plant tour, document verification, management interview and other information collection as per the audit plan. All management staff remained with the assessment team throughout the assessment process and was very cooperative throughout the assessment process.

Health and Safety Tour:

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

Interview and payroll review:

40 permanent employees, 13 male and 27 female, were randomly selected from different production section for interview. Factory management has provided 1 year payroll records and time record for auditors review. On sample basis payroll records and time cards of the month of February 2018 (current month), October 2017 (random month) and December 2017 (random month) were reviewed. Moreover, attendance register, daily hourly & monthly production records, garments inspection report and broken needle register were reviewed by the auditors.

Closing Meeting:

At the end of the audit process, on 24th March, 2018, a closing meeting was held to discuss various issues observed during the audit.

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

1. Mohammad Shanjid Rahman Shaheen - Lead Auditor.
2. Md. Tofael Hossain- Auditor.
3. Shamia Rahman- Obdservor (Lady Interviewer).

Factory Representatives:

1. Mr. Mahmudul Huq - Manager, Compliance.
2. Mst. Kulsum Bibi - Member of Worker Participation Committee.
3. Mr. Arif Khan- GM - Compliance.
4. Mr. Shahin Hossain- Jr. Executive - Compliance.
5. Ms. Taslima Sultana- Jr. Executive - Welfare.
6. Ms. Amina Bibi - Vice President of Worker Participation Committee.

Overall Audit Impression:

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

Overtime done if needed.

As per management, Regular hours are now 48hrs/week. All employees are receiving at least one day off in every seven day period now.

Employee wages are calculated and paid once in a month, all workers are not paid the salary within 7th working days of the following month, as per the law. Interview also confirmed that overtime also paid with the wage.

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

Arif Khan- GM, Compliance is responsible for compliance with the code. Factory has translated amfori BSCI Code in local language and displayed at prominent locations.

The factory communicates this Code to most of the employees by training as confirmed by training records and worker interviews. It is verified through document review, factory tour, management interview and employee interview that no home working is used by this factory.

Factory License no.: 9227/Dhaka, valid till 30th June, 2018.

Fire License no.: DD/Dhaka/25116/2015, valid till 30th June, 2018.

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

Wages are paid as per the Gov. Notification No. SRO No. 369-Law/2013 dated 05/12/2013. Pays within 7th working days of the following month as well as overtime paid with wage.

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

Sufficient numbers of employees' personal files were provided for review. Each employee file includes a bio-data sheet, a recent photo and the age

documentation. All employees get appointment letter and ID card while recruitment.

Compliance was observed in the following Performance Areas:

PA 3:

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

PA 4:

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

PA 8:

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

PA 9:

The overall observations shows that the factory has a policy and procedures on young workers which posted in all prominent places in the premises and communicated to the workers through training and awareness program. During the factory tour, no suspected young workers observed and none was noticed by the factory workers. However, as per policy the factory has written standard procedures for special protection of the young workers as per local law and ILO standards.

PA 11:

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

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

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

Ratings Summary


Auditee's background information			
Auditee's name :	ABM Fashions Ltd.	Legal status :	Private Limited Company
Local Name :	এবিএম ফ্যাশন লিঃ	Year in which the auditee was founded :	2015
Address :	1143-1145, Konabari, Kashimpur,	Contact person (please select) :	Mr. Arif Ahmed Khan
Province :	Dhaka	Contact's Email :	arifkhan@ananta.com.bd
City :	Gazipur	Auditee's official language(s) for written communications :	English and Bengali
Region :	South Asia	Other relevant languages for the auditee :	English and Bengali
Country :	Bangladesh	Website of auditee (if applicable) :	www.ananta.com.bd
GPS coordinates :	24.0042803, 90.3211194	Total turnover (in Euros) :	32396800.00
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 :	500000 pieces / month
Product Group :	Apparel	Production cost calculation :	Yes
If other, please specify :	None	Lost time injury calculation cost :	Yes
Product Type :	Woven Garments (Tops and Bottoms)		

Auditee's employment structure at the time of the audit		
Total number of workers :	3314	Total number of workers in the production unit to be monitored (if applicable) :
		0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	892	2422
Temporary workers	0	0
In management positions	198	83
Apprentices	0	0
On probation	0	0
With disabilities	4	4
Migrants (national citizens)	0	0
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	892	2422
Production based workers	0	0
With shifts at night	18	0
Unionised	0	0
Pregnant	-	36
On maternity leave	-	32

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 119586] Audit Date: 22/03/2018 PA Score: B

Deadline date:21/03/2019

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The overall observation shows that the factory has set a partial system to implement & monitor the social management system, appointed a Senior Management Representative to implement and maintain company's Social Management System. Factory also has a system to select business partners as per their company policy. Further, the factory has a production plan as well as lost time reporting system implementing monthly/daily basis. However, issues identified in this section are described in below performance areas: 1.1

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

- 1.1 - The documents & management interview assure that the facility has assigned a designated person for implementing the BSCI requirement in to the business practices but the evidence has explored that facility does not have an effective management system with the relevant procedures to ensure the full commitment towards integrating the BSCI code into the business culture, moreover no internal procedure has found to integrate the BSCI code into day to day business.

ফ্যাক্টরির ম্যানেজমেন্ট সিস্টেম বিএসসিআই ব্যবসা সংস্কৃতির সঙ্গে প্রতি পূর্ণ অঙ্গীকার নিশ্চিত করে না। উপরন্তু কোন পরিসূচক অন্তর্ভুক্ত কার্যপ্রণালী বিএসসিআই কোড অনুযায়ী ছিল না।

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 119586] Audit Date: 22/03/2018 PA Score: D

Deadline date:21/03/2019

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The overall observation shows that the factory has formed different committees among the workers representatives and management staff including Participation Committee, Welfare Committee and Grievance Handling Committee. Management system shows that they are trying to make a bridge between workers and management on labor practices, monitoring factory work place conditions, grievance mechanism etc. However, some problem identified in 2.1 & 2.5

সামগ্রিক পর্যবেক্ষণ থেকে দেখা যায় যে, কারখানায় শ্রমিক অংশগ্রহণ কমিটি, কল্যাণ কমিটি ও অভিযোগ হ্যান্ডলিং কমিটি সহ শ্রমিক প্রতিনিধি ও ব্যবস্থাপনা কর্মীদের মধ্যে বিভিন্ন কমিটি গঠন করা হয়েছে।

- 2.1 -** The factory has formed a Participation Committee. General workers as well as PC members were not properly aware about the PC roles and responsibilities.

কারখানায় একটি পার্টিসিপেশন কমিটি- গঠন করা হয়েছে, কিন্তু সাধারণ শ্রমিকের পাশাপাশি গঠন সদস্য গঠন ভূমিকা ও দায়িত্ব সম্পর্কে ভালো অবগত ছিল না।

- 2.3 -** Workers are not well aware regarding their legal rights, responsibilities. Noted that, the factory did not provide complete job description to the workers for informing them about their responsibility. Workers also do not have any idea about their entitlement of leave in a year, gratuity/service benefit and annual leave settlement during completion of job.

শ্রমিকরা তাদের আইনগত অধিকার, দায়িত্ব এবং সুবিধা ইত্যাদি সম্পর্কে ভাল অবগত না।

- 2.5 -** The factory did not have an effective grievances mechanism for workers and communities. The grievances procedure did not show any evidence of potential conflicts of interest and how to overcome them (e.g. if a grievance is against the person who administers the mechanism), timelines to address grievances, Process for "appeals" or escalation as an additional guarantee, Communication process to ensure that workers and community members have access to the grievance mechanism, Alternative ways for lodging a complaint (e.g. through a workers representative or directly to the management), Record system of grievances lodged, including how they were investigated and addressed, regular survey on the grievance procedure.

কারখানায় একটি কার্যকরী অভিযোগ প্রক্রিয়া ছিল না, তাছাড়া অভিযোগ সমাধান প্রক্রিয়া এবং কোনো শাস্তিমূলক ব্যবস্থার বিরুদ্ধে আবেদন প্রক্রিয়া সম্পর্কে শ্রমিকেরা ভাল সচেতন নয়। এমনকি ব্যবস্থাপনা প্রতিনিধি যারা অভিযোগ সমাধান প্রক্রিয়ার সাথে জড়িত তারা এটা সম্পর্কে ভালোভাবে অবগত ছিল না।

Remarks from Auditee:

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining

Full Audit [Audit Id - 119586] Audit Date: 22/03/2018 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Remarks from Auditee:

Performance Area 4 : No Discrimination

Full Audit [Audit Id - 119586] Audit Date: 22/03/2018 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Remarks from Auditee:

Performance Area 5 : Fair Remuneration

Full Audit [Audit Id - 119586] Audit Date: 22/03/2018 PA Score: C

Deadline date:21/03/2019

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The overall observations shows that the factory has ensure and pay all kinds remuneration to the workers as per law. All workers were provided with written and understandable information about their employment conditions with respect to wages before they enter employment and about the particulars of their wages for each pay period. The factory pays the wages within 7 working days of the following month. Moreover, the overall compliance level of the factory was found complete and consistent except one deviation was noted on living wages issue. However, some problem identified in 5.4 & 5.6

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

- 5.4 -** The factory management did not take initiative to 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.

কারখানার অঞ্চলের জন্য জীবন ধারণের মজুরি নির্ণিত না এবং ন্যূনতম মজুরি ও জীবন ধারণের মজুরির মধ্যে পার্থক্য কমানো নিয়ে কোন উদ্যোগ নেই।

- 5.6 -** Noted that deductions on workers absenteeism are calculated based on calendar days of the month instead 30 days fixed.

অনুপস্থিতির জন্য কর্তন নির্ধারিত ৩০ দিনের হিসাবের পরিবর্তে প্রতি মাসের সর্বমোট দিনের সংখ্যার ভিত্তিতে করা হয়।

Remarks from Auditee:

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 119586] Audit Date: 22/03/2018 PA Score: A

Deadline date:21/03/2019

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The overall observation shows that the factory has a working hour policy posted in all prominent places in the premises. As per records provided by the factory, the factory uses electronic system to track the workers daily in and out time. As per provided records, the highest general working hour is 08 hours/day and 48 hours/week and highest overtime hour is 02 hours/day and 12 hours/week, which is within the legal limit of working hours. The maximum consecutive working days were noted 06 days in a row.

সামগ্রিক পর্যবেক্ষণ দেখায় যে কারখানা একটি কাজের ঘন্টা নীতি চত্বরে সব স্থানে পোস্ট হয়েছে। কারখানা ইন এবং আউট সময় নির্ধারণের জন্য ইলেকট্রনিক সিস্টেম ব্যবহার করে। প্রদত্ত রেকর্ড অনুযায়ী, সর্বোচ্চ কর্মঘন্টা ৮ ঘন্টা / দিন এবং ৪৮ ঘন্টা / সপ্তাহে এবং সর্বোচ্চ অতিরিক্ত কাজ ২ ঘন্টা / দিন এবং ১২ ঘন্টা / সপ্তাহে হয়েছে যা কাজ করার আইনি সীমার মধ্যে রয়েছে। সর্বাধিক একটানা ৬ দিন কাজের রেকর্ড পাওয়া গেছে।

- 6.1 -** Although there was no excessive overtime evidence found in the workers time card and the workers had not worked more than the legal working hours limit, but factory salary sheet was found showing 10/11 hours on their working hours scheduling for workers. The working hours schedule as well as management planning considering 10/11 hours working hours in a day which reflect in salary sheet instead of considering 8 hours and if the factory plans to produce product considering 10/11 hours then the workers has to do mandatory overtime after general 8 hours work.

একটি সঠিক কর্ম ও উৎপাদন পরিকল্পনার অসম্পূর্ণতার জন্য এটা বিবেচ্য যে শ্রমিকদের বাধ্যতামূলক অতিরিক্ত কাজ করতে হয়।

Remarks from Auditee:

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 119586] Audit Date: 22/03/2018 PA Score: B

Deadline date:21/03/2019

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The overall observation shows that the factory has established a complete 'health & safety' policy & procedures. The production floor was quite clean & spacious. Evacuation maps were available in all areas. Sufficient drinking water was provided in the production floors. Fire extinguishers were also properly charged and ready for use. However, the overall health & safety condition of the factory was found to be satisfactory and the issues identified during the visit which are detailed in the below point.

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

7.1 - a.) It was noted that there are some lacking on Health and Safety System observed applicable in occupational health and safety regulations in factory activities. Those relevant issues are noted in each improvement areas.

b.) The factory has set up the child care room on 3rd floor instead of ground floor which could not ensure the easy evacuation of the child in case any emergency.

a.) স্বাস্থ্য ও নিরাপত্তা ব্যবস্থার কিছু অভাব কারখানা কার্যক্রম পেশাগত স্বাস্থ্য ও নিরাপত্তা বিধিতে পরিলক্ষিত আছে।

b.) কারখানা নিচ তলার পরিবর্তে 04 তলায় শিশুপরিচর্যা কেন্দ্র স্থাপন করেছে যা কোন জরুরী পরিস্থিতিতে শিশুদের সহজ বহির্গমন নিশ্চিত করেনা।

7.3 - Factory has done the risk assessment only with risk related to the process but transmittable and non-transmittable diseases are not included in the risk assessment.

হেঁয়ালি এবং অন্যান্য রোগ সংক্রান্ত করণীয় কারখানার ঝুঁকি মূল্যায়ন এ অন্তর্ভুক্ত করা হয়নি।

7.6 - During the current assessment, it was noted that workers of the sewing section (around 15%) not use the face mask and fusing operators receiving the hot fabric not using the fabric gloves. In violation of Bangladesh Labor Rules 2015, section - 67(2).

বর্তমান মূল্যায়নকালে, এটি উল্লেখ করা হয়েছে যে সেলাই বিভাগের শ্রমিকরা (প্রায় 15%) মুখ মাস্ক ব্যবহার করেন না এবং ফ্যাসনের গ্লাভস ব্যবহার না করে গরম ফ্যাব্রিক পান fusing অপারেটরদের। বাংলাদেশ শ্রম আইন ২০১৫ এর লঙ্ঘন, বিভাগ - 67 (২)।

7.11 - The factory has no BERC certificate 1 out of 2 as they are operating a power generator. Noted that factory applied to the concern authority.

কারখানার কোন বিইআরসি সার্টিফিকেট নেই ২ এর মধ্যে ১ যেটি তারা বিদ্যুৎ জেনারেটরটি পরিচালনা করতে উল্লেখ করে যে কারখানাটি উদ্বেগ কর্তৃপক্ষের কাছে প্রয়োগ করা হয়েছে

7.16 - Evacuation plans were found partially mismatched with the actual arrangement in 2nd floors of building 1.

জরুরী বহির্গমন পরিকল্পনা উৎপাদন মেঝের প্রকৃত বিন্যাস এর সঙ্গে মিলে না।

7.17 - The factory did not post any safety sign beside the exhaust fan.

এক্সস্ট ফ্যান এর কোন নিরাপত্তা চিহ্ন নেই।

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

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

7.25 - It was noted from worker interview and plant visit that the facility have hot temperature in finishing section, Total:32000 SQ. Feet but finishing section have only 02 fan and 03 exhaust fan and 3 GFC Fan in floor whenever Approx. 450 employee are working there. Bangladesh Labour Rules 2015, Section 45.

<p>কমী সাফাভকার এবং উদ্ভিদ দেখার জন্য এটি উল্লেখ করা হয়েছে যে এই সুবিধাটি শেষ করার অংশে তাপমাত্রা রয়েছে, মোট: 32000 SQ। ফেট কিন্তু সমাপ্তি অধ্যায় আছে শুধুমাত্র 02 ফ্যান এবং 03 নিষ্কাশন ফ্যান এবং তলদেশে 3 GFC ফ্যান যখনই অভিক্ষিপ্ত। 450 কর্মচারী সেখানে কাজ করছে। বাংলাদেশ শ্রম আইন ২০১৫, ধারা ৪৫</p>	
Remarks from Auditee:	
Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 119586] Audit Date: 22/03/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 119586] Audit Date: 22/03/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 119586] Audit Date: 22/03/2018 PA Score: A	Deadline date:21/03/2019
GOOD PRACTICES:	
Nil	
AREAS OF IMPROVEMENT:	
<p>The overall observation shows that the facility follows all the requirement of local law related to employment. Copy of appointment letter, ID card and service book is given to all the regular workers immediately upon joining. During the employees' interview, all interviewed employees stated that they sign labor contracts with the facility and they have obtained the copies of their labor contracts prior joining. These labor contracts were in the local language.</p> <p>সামগ্রিক পর্যবেক্ষণ যে কারখানা চাকুরির ক্ষেত্রে লোকাল আইন প্রয়োগ করে। নিয়োগপত্র, আইডি কার্ড ও সেবা বইয়ের কপি অবিলম্বে যোগদান উপর সব নিয়মিত শ্রমিকদের দেওয়া হয়। কর্মীদের সাফাভকারে সব সাফাভকার কর্মীদের বলেন যে তারা সুবিধা সঙ্গে শ্রম চুক্তি স্বাক্ষর এবং তারা যোগদান পূর্বে তাদের শ্রম চুক্তি কপি লাভ করেছেন। দুপক্ষের এই শ্রম চুক্তি স্থানীয় ভাষায় লেখা ছিল।</p> <p>10.3 - Provided ID cards to the workers were found not in local language, moreover ID card was not as per the requirement of the Bangladesh Labour Rules 2015, Section 19(5).</p> <p>শ্রমিকদের আইডি কার্ড স্থানীয় ভাষায় পাওয়া যায়নি।</p>	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 119586] Audit Date: 22/03/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	

Performance Area 12 : Protection of the Environment

Full Audit [Audit Id - 119586] Audit Date: 22/03/2018 PA Score: B

Deadline date:21/03/2019

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The overall observation shows that the factory has developed a precise policy and procedure on environment management system. Factory has also conducted an environment impact assessment throughout the premises. The waste collection and disposal record is properly maintained. However, some problem identified

সামগ্রিক পর্যবেক্ষণ দেখায় যে কারখানা পরিবেশ ব্যবস্থাপনা সিস্টেমে একটি সুনির্দিষ্ট নীতিমালা ও পদ্ধতি উদ্ভাবন করেছে এবং পরিবেশের নীতিমালাগুলো মেনে চলার চেষ্টা করেছে। বর্জ্য সংগ্রহ ও বিক্রয় রেকর্ড যথাযথভাবে রক্ষণাবেক্ষণ করা হয়।

12.4 - Wastage management system in the factory was not proper, wastages was found without type and hazard.

কারখানার বর্জ্য ম্যানেজমেন্ট সিস্টেম সঠিক পাওয়া যায়নি।

12.5 - The factory has established few training to reduce water loss in the premises. But no effective survey was conducted on training.

কিছু ট্রেনিং এর ওপর কার্যকরী জরিপ পরিচালনা করা হয় নাই।

Remarks from Auditee:

Performance Area 13 : Ethical Business Behaviour

Full Audit [Audit Id - 119586] Audit Date: 22/03/2018 PA Score: A

Deadline date:21/03/2019

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The overall observations shows that the factory has maintained a record keeping system and was provided necessary documents to the audit team for review. Factory has legal licenses and permits to operate facility approved by the concerned authority. Management was transparent during the entire period of audit and they showed a positive attitude and was supportive to the auditor during the site visit. They were dedicated to maintain a good business relations with their business partners and were committed to fulfill their expectations. However, some problem identified in below performance areas: 13.1

সামগ্রিক পর্যবেক্ষণ দেখায় যে কারখানায় একটি সঠিক রেকর্ড পালন সিস্টেম বজায় রাখা হয়েছে এবং পর্যালোচনার জন্য অডিট টিমকে সব প্রয়োজনীয় কাগজপত্র সরবরাহ করা হয়েছিল। তারপরেও, একটি সমস্যা চিহ্নিত হয়েছে।

13.1 - Though the facility have anti bribery policy but they did not identify the risk area and did not provide adequate training to employees/workers as well as they did not communicate this policy to its suppliers and related parties.

কারখানা ঘুষ নিয়ন্ত্রণের ক্ষেত্রে ঝুঁকি এলাকা চিহ্নিত করেনি এবং প্রশিক্ষণ প্রদান করেনি।

Remarks from Auditee:

Summary

Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	22/03/2018	119586	B	D	A	A	C	A	B	A	A	A	A	B	A	C

Producer Photos



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



Photo of fire safety equipment
Smoke detector and Emergency Light.JPG



Photo of the inside of the main production hall
Wash goods store.JPG



External photo(s) of the production unit(s)
Rooftop.JPG



Photo of the canteen (if applicable)
Canteen.JPG



Photo of the inside of the main production hall
Wastage Area (3).jpg



Photo first aid facilities
First aid box.JPG



Photo of the canteen (if applicable)
Workers dining.JPG



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



Photo first aid facilities
Medical room.JPG



Photo of the code of conduct on display
BSCI COC posted.JPG



Photo of the personal protection equipments (if applicable)
PPE (Mask and Hand gloves).JPG



Photo of chemical storage room (if applicable)
Chemical storage area.JPG



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



Photo of the sanitary facilities
Complain box.JPG



