
Auditee :	T Design Sweaters Limited
Audit Date From :	16/09/2020
Audit Date To :	17/09/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	SGS
Auditor's Name(s) :	Md. Sohel Rana(Lead), Md. Mostafizur Rahman Shah
Auditing Branch (if applicable) :	SGS 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: A B B B A A A A A A A B 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.
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: 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.
C Acceptable	<ul style="list-style-type: none"> Maximum 2 Performance Areas rated D No Performance Areas rated E These are three examples: 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 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.
D Insufficient	<ul style="list-style-type: none"> Maximum 6 Performance Areas rated E These are three examples: 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 E 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.
E Unacceptable	<ul style="list-style-type: none"> Minimum 7 Performance Areas rated E These are three examples: 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	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
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 :	T Design Sweaters Limited		
DBID number :	23481		
Audit ID :	192791		
Address :	Jarun, Konabari, Gazipur Sadar, Gazipur		
Province :	Dhaka	Country :	Bangladesh
Management Representative :	Mr. Md. Sohel Rana		
Contact person:	Mr. Md. Sohel Rana	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	All types of Sweaters		

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	<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 :	B		
Need of follow-up :		If YES, by :	

Rating per Performance Area (PA)												
PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
C	C	A	B	A	A	B	A	A	A	A	A	A

Executive summary of audit report

T-Design Sweaters Limited is a 100% export oriented Sweater manufacturing company which is located at Jarun, Konabari, Gazipur Sadar, Gazipur, Bangladesh. The factory established in January, 2009 (As per Certificate of Incorporation) . Main production process of this facility is Winding, Knitting, Jacquard, Linking, Trimming, Mending, Sewing, Wash and Finishing (Iron to Packing). Its production capacity is 2,50,000 pieces per month. Total land area of the facility is about 40,000 square feet; production area is about 97,000 square feet and warehouse is about 17,870 square feet.

There are 02 buildings are available in the factory premises. The details description are as follows:-

Building 01: (05 Storied)
 Ground floor: Winding section, washing section, Bonded warehouse, Finished goods store, Childcare room, Doctor room, Boiler room, Time section, Auto collar machine area, Chemical Room, Security post and ETP area.
 1st floor: Jacquard section, distribution area, office, accessories store and attachment and inspection room.
 2nd floor: Washing section, Iron section, sewing section, finishing section and packing, Spot removing room, Inspection room, pqc and Office.
 3rd floor: Linking section, Trimming section, Mending section, receiving store, bartech section Distribution room, Inspection room, and office.

4th floor: Sample section, knitting section, Distribution room and Inspection room (50% of this floor constructed by concrete) and 30% used as Dining, canteen, Prayer room which was prefabricated shed and rest 20% used as open roof.

Building 02: (02 Storied)
 Ground floor: Substation, Generator.
 1st floor: Electrical Control panel room
 Roof top: 100% vacant.

The facility has total 32 first aiders and 16 first aid boxes, 160 fire fighters, 21 hose pipes, 260 ABC fire extinguishers, 62 Co2 fire extinguishers, 30 fire alarms, 720 smoke detectors, 164 emergency lights, and 04 Exits.

There are total 750 employees in the facility with 487 males and 263 female employees. In general, the employee work for 6 days in a week (Saturday to Thursday) and Friday is weekly holiday. The general working hour is from 8:00 am to 5:00 pm including one hour lunch break form (1:00 pm – 2:00 pm). Facility management runs Jacquard section, maintenance & electrical section in two shifts (shift 1 - 8:00 am to 5:00 pm and shift 2 - 8:00 pm to 5:00 am) The factory uses paper time card for recording daily attendance for the employees. Employees receive wages monthly in local currency by cash.

Audit Process: Audit duration was 02 days. Total 02 auditors (Md. Sohel Rana - RA 21701589 and Md. Mostafizur Rahman Shah - RA21703681) conducted the audit on 16th and 17th September 2020 . An opening meeting was arranged early of the audit where Mr. Sohel Rana– Assistant General Manager (Admin, HR & Compliance), Mr. Afrar Uddin Patowary– Manager (HR & Compliance) , Mr Zakir Ahmed Liton– Manager (Admin) and Md. Monser – Vice president of Participation Committee were present. During opening meeting auditors explained about the audit scope & process and a detail descriptions about the amfori BSCI new requirements and approach. Immediately after the opening meeting a floor visit was conducted with factory management. A general document checklist was provided to the management and supplied documents were reviewed.

Auditors verified randomly last one year documents (September 2019 to August, 2020) and documents were available in the factory.

Closing meeting: At end of the audit process a closing meeting was held on to discuss all the areas of improvement in the CAP and positive notes with Mr. Sohel Rana – Assistant General Manager (Admin, HR & Compliance) and his team. During the closing, they agreed with all the findings and signed the findings report. Auditor informed the management about the submission of remediation plan to the amfori BSCI participant through amfori BSCI platform, against the findings raised on the audit within 60 days.

Overall Findings: Findings were noted in "Social Management System and Cascade Effect", "Workers Involvement and Protection", "No Discrimination", "Fair Remuneration", "Decent working Hour", "Occupational Health and Safety" "Protection of Environment", and Ethical Business Behavior Details of the findings are listed in respective performance area. For other areas, no finding was noted.

Note 1: Usually facility provides wages within 7th working days of the following month but due to covid-19 situation delay payment has happened for the months of April, May and June 2020, facility has provided wages on 11/05/2020, 10/06/2020 & 09/07/2020 for the mentioned months. However, wages payment were found on time for others month as per law.

Note 2: As per written request of factory management factory's address was mentioned in the report as Jarun, Konabari, Gazipur Sadar, Gazipur, Bangladesh.

Business licenses description:

1. Factory License: 14178/Gazipur, Valid up to 30 June 2021
2. Trade License: 024418 Issued by Gazipur City Corporation, expired on 01 July 2020
3. Fire License: DD/Dhaka/21540/2009, Valid up to 30 June 2021

Auditors' APSCA number are as follows:

Md. Sohel Rana - RA 21701589
Md. Mostafizur Rahman Shah - RA21703681

Remarks:

Comments from auditor about Covid-19:

Due to effect of corona virus (Covid-19) The Ministry of Public Administration of Bangladesh has declared general holiday and shutdown country from 26th March 2020 to April 25, 2020 by several notices to prevent spreading of covid-19 in the country, it was extended till May 16, 2020. From April 26, 2020 Export oriented industries specially RMG sector was in flexible mode to run their operation in limited scale based on business need during this country lock-down period. Audited factory was closed (General Holiday) from March 28, 2020 to April 25, 2020 due to corona virus (Covid-19). Finally, facility open on April 26, 2020. Relevant all notice has posted in main gate, notice board and available in notice file.

Following measures were taken by the facility during operation in every day to protect their employees from Corona Virus (Covid-19):

- a) Checking temperature for each employee while entering in the morning.
- b) Maintain safety spray and hand wash system for all employee as well as visitors.
- c) Posted awareness poster in the prominent places.
- d) Daily awareness through public address system.
- e) Maintained same arrangement for visitors.
- f) Have a reporting system to medical personnel or management if suspected cases observed. #Covid19

Ratings Summary



Auditee's background information			
Auditee's name :	T Design Sweaters Limited	Legal status :	Private Limited Company
Local Name :	টি ডিজাইন সোয়েটার্স লিমিটেড	Year in which the auditee was founded :	2009
Address :	Jarun, Konabari, Gazipur Sadar,	Contact person (please select) :	Mr. Md. Sohel Rana
Province :	Dhaka	Contact's Email :	sohel@tdesignsweater.com
City :	Gazipur	Auditee's official language(s) for written communications :	Bangla and English
Region :	South Asia	Other relevant languages for the auditee :	None
Country :	Bangladesh	Website of auditee (if applicable) :	www.tdesignsweater.com
GPS coordinates :	23.998949,90.3251743	Total turnover (in Euros) :	8437040.00
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 :	250,000 pieces per month
Product Group :	Apparel	Production cost calculation :	Yes
If other, please specify :	None	Lost time injury calculation cost :	No
Product Type :	All types of Sweaters		

Auditee's employment structure at the time of the audit		
Total number of workers :	750	Total number of workers in the production unit to be monitored (if applicable) :
		0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	487	263
Temporary workers	0	0
In management positions	59	5
Apprentices	0	0
On probation	90	15
With disabilities	0	0
Migrants (national citizens)	0	0
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	487	263
Production based workers	388	245
With shifts at night	40	0
Unionised	0	0
Pregnant	-	0
On maternity leave	-	2

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 192791] Audit Date: 16/09/2020 PA Score: C

Deadline date:31/08/2021

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The overall observation shows that the auditee partially fulfills the requirements of this Performance Area-1 (Social Management System and Cascade Effect). Mr. Md. Afsar Uddin Patwary - Manager (HR and Compliance) was appointed as management representative. Facility has formed a team involving several staff from different sections to monitor and implement amfori BSCI social performance. The commitment to comply with the amfori BSCI Social Requirements was signed by the appointed charge person. No home worker was used by the auditee. Approved organogram was found available. The facility has assigned a senior management to implement the amfori BSCI COC and planning department are planning for production. Monthly capacity planning and production planning has been done to meet the delivery date. However still there is area of improvement for continuous and sustainable improvement and monitoring system which is mentioned in findings report.

- 1.1 - a: Facility management is in process of implementation of amfori BSCI code of conduct into auditee's day to day business culture as facility did not develop long term goal, vision and mission in line with amfori BSCI COC, factory yet not calculated living wage, sufficient training was not provided on amfori BSCI COC to the workers, workers representatives and production supervisors, did not set grievance mechanism policy as per amfori BSCI requirement yet, gaps found in monitoring social performance of business partners, gaps found in Occupational health and safety, Protection of the environment and Ethical business behavior performance areas. [As per amfori BSCI COC] b: Facility has no Welfare Officer as total manpower is 750. Note that, if the number of employees is 500 or more, there must be an able Welfare Officer as per law. [As per Bangladesh Labour Rules 2015, Rules 79]
- 1.3 - Though the factory developed supplier selection policy, but the facility did not monitor social performance of 02 out of 05 existing business partners. [As per amfori BSCI COC]

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 192791] Audit Date: 16/09/2020 PA Score: C

Deadline date:31/08/2021

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Overall observation shows that the facility partially complies with the requirements of this performance area-2 (Workers Involvement and Protection). Training regarding company's policies and procedures, legal rights, benefit etc. were discussed during training to make them aware of their right and responsibilities. Mr. Md. Zakir Ahammed Liton - Manager (Admin) was responsible for dealing with employee complaints. Although no trade union is formed in the facility, but the facility has open policy to accept trade union. The facility has formed Participation committee (PC) which is elected by the workers to ensure two-way communications. Facility has a policy on grievance mechanism and has formed grievance committee to solve the grievance properly. Facility has provided grievance box in workers toilet area (as a confidential place) to get grievances from workers. However still there is area of improvement for continuous and sustainable improvement and monitoring system which is mentioned in findings report.

- 2.2 - Facility did not develop long term goal, vision and mission in line with amfori BSCI COC. [As per amfori BSCI COC]
- 2.4 - Facility did not provide sufficient training on amfori BSCI COC to the workers, production supervisors and workers' representatives as a result sufficient awareness was not found from them on training of amfori BSCI COC. [As per amfori BSCI COC]
- 2.5 - Facility management did not define how to deal with "potential conflict of interest" and "Appeal process in the case of dissatisfaction" and "Grievance solving timeline" in their grievance mechanism policy. Also, no proper grievance satisfaction survey has conducted yet. [As per amfori BSCI COC]

Remarks from Auditee:

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

Full Audit [Audit Id - 192791] Audit Date: 16/09/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The overall observation shows that the auditee fully fulfills requirements of this Performance Area-3 (The rights of Freedom of Association and Collective Bargaining). The main auditee established the procedure to ensure the right of workers to form legal union in a free and democratic way, and workers' right to bargain collectively was respected. The facility will not interfere the establishment, functioning or administration of workers organization or collective bargaining. Facility has communicated its policy of Freedom of Association by displaying on notice board. No union was formed yet. However, the facility has formed participation committee by election in 2019. Workers were elected from different production process for the election. There are total 20 members where 08 from management and 12 from workers side. Representatives meet for meeting regularly. Last meeting was held on 30/08/2020. Interviews and meeting minutes indicated that the auditee would not prevent workers' representatives from accessing or interacting with workers in the workplace.

Remarks from Auditee:

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 192791] Audit Date: 16/09/2020 PA Score: B	Deadline date:31/08/2021
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: The overall observation shows that the auditee partially fulfills requirements of this Performance Area-4 (No Discrimination). The auditee had taken necessary measures to avoid the discrimination in the workplace. Non-discrimination policy and procedure had been established and communicated to workers by training program. For example: Discrimination medical test was forbidden during the recruitment process and HIV or pregnancy test was prohibited during the recruitment process. Policy and procedure were found documented to avoid discrimination and illegal disciplinary action. The auditee did not discriminate any workers based on race, color, age, gender, sexual orientation, religion, political affiliation, union membership, national origin or marital status. No discrimination case was reported or identified in the past year. Facility has formed anti-harassment committee to discourage harassment in the facility and conducted meeting in regular meeting. However still there is area of improvement for continuous and sustainable improvement and monitoring system which is mentioned in findings report. 4.2 - Though the facility has policy and procedure to avoid discrimination and communicated this policy to workers but no proper grievance satisfaction surveys on the grievance mechanism was conducted. [as per amfori BSCI COC]	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 192791] Audit Date: 16/09/2020 PA Score: A	Deadline date:31/08/2021
GOOD PRACTICES: The main auditee exceeds expectations with respect to this principle because: 1.Facility provides attendance bonus from BDT. 500 for all workers for full attendance. 2.Facility provides performance bonus to the piece rate employees (20% & 25% of workers' total production amount) based on performance.	
AREAS OF IMPROVEMENT: The overall observation shows that the auditee partially fulfills requirements of this Performance Area-5 (Fair Remuneration). The facility has developed wages and compensation policy as per law. Facility provided training to workers, staff on wages and benefit policy on regular basis. As per review of wages from August 2020, February 2020 and November 2019. It was noted that facility paid minimum wages as per government notification. Facility has paid minimum wages (BDT. 8000) as per the minimum wages gazette for garments industry. Facility has dedicated personnel for handling workers' payroll and other benefits. Facility was transparent to provide wages and benefit related documents during audit. Facility included all employed workers in group insurance scheme. Payment system is cash (100%) to all workers. Pay slip is given to the workers before the wage payment. No deduction was used for disciplinary measure. The auditee paid 200% of basic wage to employees for overtime work on normal working days, which complied with local legal requirement. Resigned workers get benefit as per law. However still there is area of improvement for continuous and sustainable improvement and monitoring system which is mentioned in findings report. 5.4 - The facility did not estimated the living standard in the region calculating their living wage to determine a potential gap between present local minimum wage and living wage and so no action plan is in place to fill the gaps. (As per amfori BSCI COC)	
Remarks from Auditee:	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 192791] Audit Date: 16/09/2020 PA Score: A	Deadline date:31/08/2021
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: The overall observation shows that the auditee partially fulfills requirements of this Performance Area-6 (Decent Working Hours). The auditee provided the attendance records from August 2020, February 2020 and November 2019. From attendance records, it was verified that the manual time keeping system is available to record the time in/out for workers. Facility's regular working hour was 08 hours per day. Facility has 01 general working shift (08:00 am to 5:00 pm), Besides facility has 02 shifts for Jacquard, electric & maintenance section (shift 01: 08:00 am to 5:00 pm; shift 02: 08:00 pm to 05:00 am), facility has 03 shifts only for security guards (shift 01: 06:00 am to 2:00 pm; shift 02: 02:00 pm to 10:00 pm and shift 03: 10:00 pm to 06:00 am). Weekly day off is ensured for all workers. Sampled workers' maximum OT hours were 02 hours per day, 12 hours per week. Maximum consecutive days were found 06 days. Facility pays overtime at 200% of normal wage rate of normal wage rate. No forced labor was found, all the overtime hours were voluntary, and no home worker was found. However, still there are some gaps for continuous improvement and monitoring system. 6.1 - Though there is no deviation was found in workers regular working hours but still there was lack of recording actual "In and out time" in manual job card for as they did not record fraction of hours, identical "in and out time" record was found for 90% of sample workers which shows in time 8:00 am and out time 5.00/7:00 pm as a result actual "in and out time" was not reflected in workers' job card for the mentioned workers. [As per amfori BSCI COC]	
Remarks from Auditee:	

Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 192791] Audit Date: 16/09/2020 PA Score: B	Deadline date:31/08/2021
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>The overall observation shows that the auditee partially fulfills requirements of this Performance Area-7 (Occupational Health and Safety). To protect workers and ensuring safety facility has developed health and safety policy and procedure. A team has been developed lead by Mr. Md. Afsar Uddin Patwary - Manager (HR and Compliance) to monitor and implementation of occupation health and safety as per local law and buyer CoC requirements. During site tour, it was noted that working environment with respect to lighting and ventilation of the factory was acceptable. Adequate firefighting equipment's were provided in the factory premises where require. All exit doors were clearly marked with emergency light and found obstacle free. Facility has arranged dining and canteen for the workers. Around 350 workers can take lunch in same time. Worker brings their lunch from home. Facility arranged toilet facility in each floor. Adequate toilet facility arranged by the facility. During floor visit toilet found cleaned. Adequate first aid box installed, and first aider designated in each floor of the facility. Facility has arrangement for emergency medical treatment by internal doctor. Facility has 03 certified electricians. Relevant Personal Protective Equipment (PPE) provided to the employees of all sections. Electrical panel board, boiler, generator was inspected by the competent person. Facility has taken building approval from Municipality, Gazipur on 17/01/2013. Question 7.23 is not rated as facility did not provide transportation facility for the workers. However still there is area of improvement for continuous and sustainable improvement and monitoring system which is mentioned in findings report.</p> <p>7.1 - Factory management did not involve worker's representatives and workers in the drafting and enforcement of the internal procedure on occupational health and safety. (As per amfori BSCI COC).</p> <p>7.3 - Though facility management has taken several steps for COVID-19 to protect workers from its impact but did not conduct proper risk assessment as physical distancing was not maintained in the production floor (linking, PQC, trimming, mending section). Workers were working closely (less than 2 feet) whereas according to the guideline of WHO at least 3 feet physical distancing is required, so it may cause of worker's health risk. #Covid19 [As per Bangladesh Labor Rules, 2015, Schedule-4, Matters relating to safety committee (2) and amfori BSCI COC]</p> <p>7.5 - Facility management did not have fire safety officer to ensure the preservation and maintenance of all fire-fighting equipment and keep them fit and arrange training for firefighters. [As per Bangladesh Labour Rules 2015, Rules 55 (12) and amfori BSCI COC]</p> <p>7.6 - During plant tour it was noted that, Approximately 10% jacquard operators were not using ear plug during work at jacquard section. [As per Bangladesh Labor Rules 2015, Rules 67 (2)]</p> <p>7.7 - No MSDS, label and secondary containment was found for Hypochloride chemical container at chemical store. [as per amfori BSCI COC & rule 68 (10) of the Bangladesh Labour rules 2015]</p> <p>7.11 - Following issues noted during audit- a. It was noted through document review and management interview that the Trade License of the factory has been expired from 01 July 2020. However, facility management has applied to the concerned authority on 01 July 2020. [City Corporation Model Tax Schedule 2016, Section 10 and amfori BSCI COC] b. Floor layout found mismatched with existing layout plan such as 1st floor of building-1 is used as Jacquard section, accessories store and attachment instead of Linking section, Trimming section, Mending section, receiving store, bartack section Distribution room, Inspection room, and office. 3rd floor is used as Linking section, Trimming section, Mending section, receiving store, bartech section Distribution room, Inspection room and office instead of knitting section, inspection room, and distribution. And Ground floor is used as finished goods storage area instead of Jacquard section. However, Facility management has applied to the respective authority dated on 27, August 2020. [As per Bangladesh Labour Rules-2015, Rule 353 (1 & 4)]. c. No construction approval was found for Building 02 from respective authority, which is used as generator room, substation room, and electrical panel room. However, Facility management has applied to the respective authority dated on February 01, 2015. [As per building Construction Act 1952, Section-3A]</p> <p>7.13 - Huge dust was found inside electric channel bar at 3rd floor of building 01 which may create electrical hazard. [As per amfori BSCI COC and Bangladesh Labour Rules 2015, Rules 58(1)]</p> <p>7.16 - Evacuation plan was missing at ground floor and first floor of building 02 which is used as generator room, substation room, and electrical panel room. Moreover, Evacuation plan found mismatched at ground floor, 1st floor and 3rd floor of building 01. Ground floor of building-1 shows Jacquard section instead of finished goods store, 1st floor of building-1 shows Jacquard section, accessories store and attachment instead of Linking section, Trimming section, Mending section, receiving store, bartack section Distribution room, Inspection room and office. And 3rd floor shows knitting section, inspection, distribution instead of Linking section, Trimming section, Mending section, receiving store, bartack section Distribution room, Inspection room, and office. [As per Bangladesh labor Rules 2015, Rules, 55 (8)]</p>	
Remarks from Auditee:	
Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 192791] Audit Date: 16/09/2020 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>The overall observation shows that the auditee fulfills requirements of this Performance Area-8 (No Child Labour). Facility has established written policy stating not to engage underage workers. The HR department was appointed to hire the new employees and the staff known the policies and the laws related child labor. In addition, facility has developed child labor remediation policy if in case of child labor found in this facility. No child labor was identified during the audit dates. Nothing reported about historical child labor by the interviewed workers. Factory checks the age of the potential worker before recruitment through the age proof records. Management maintains age related documents (i.e. birth certificate, national ID card, school certificate etc.) in the workers' personnel file. Management does not engage any apprenticeship program.</p>	
Remarks from Auditee:	

Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 192791] Audit Date: 16/09/2020 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: The overall observation shows that the auditee fulfills requirements of this Performance Area-9 (Special Protection for Young Workers). Facility has established young workers policy as per law. No juvenile worker was identified during the audit. Young worker has not been recruited by the facility management. In addition, no young worker was identified during the audit.	
Remarks from Auditee:	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 192791] Audit Date: 16/09/2020 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: The overall observation shows that the auditee fulfills requirements of this Performance Area-10 (No Precarious Employment). Facility provided workers with understandable information before entering the employment. Each employee had signed appointment letter with facility, and they had obtained the copy of the appointment letter. All the workers have been recruited as permanent. Based on interview statement of workers, workers understood well of the content of appointment letter and no illegal employment was identified during the audit. In addition, these contracts were included basic wage, working hours, payment date, training etc. Workers could choose overtime work and leave voluntarily. All necessary information of workers was kept in the workers personal files. Service book is provided in all personal file. No unlawful apprenticeship scheme, seasonal workers, home workers, contractual workers have been identified in the factory during audit.	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 192791] Audit Date: 16/09/2020 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: The overall observation shows that the auditee fulfills requirements of this Performance Area-11 (No Bonded Labour). Facility does not engage any forced or bonded labor. No negative evidence has been identified during audit regarding forced labor and interviewed workers were happy to work in the factory. Management does not keep any original documents from the workers that confirmed by the interviewed workers. Workers are free to leave their employer at any time giving required notices. Question-11.2 is rated as 'N/A' as factory did not engage or recruit any migrant worker.	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 192791] Audit Date: 16/09/2020 PA Score: A	Deadline date:31/08/2021
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: The overall observation shows that the auditee partially fulfills requirements of this Performance Area-12 (Protection of the Environment). Facility has written environmental policy. Factory has conducted EIA from the third party on June, 2018. Relevant PPE is provided to the waste handler. Facility have agreement with the contractor to collect and dispose the wastes in environmental way. However, gaps have been identified in implementation for continuous and sustainable improvement and monitoring system which is mentioned in findings report. 12.5 - The facility did not implement any program yet to promote water conservation and water waste reduction. (as per amfori BSCI COC)	
Remarks from Auditee:	

Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 192791] Audit Date: 16/09/2020 PA Score: A	Deadline date:31/08/2021
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: The overall observation shows that the auditee partially fulfills requirements of this Performance Area-13 (Ethical Business Behaviour). Facility management has provided no falsifying information during audit. Auditor reviewed the payrolls and attendance records provided by main auditee, crosschecked these records with other records and interviewed workers, no inconsistency was identified. Personal file of workers is kept in that way where only HR can access. However still there is area of improvement for continuous and sustainable improvement and monitoring system which is mentioned in findings report. 13.1 - During review of documentation and management interview it was noted that to promote ethical behavior and integrity among employees, facility does not have reward system in their policy. [As per amfori BSCI COC]	
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	16/09/2020	192791	C	C	A	B	A	A	B	A	A	A	A	A	A	B

Producer Photos



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



Photo of fire safety equipment
Public address system.JPG



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



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



Photo of fire safety equipment
Visual fire alarm.JPG



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



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



Photo of fire safety equipment
Water pressure checking of fire hose pipe.JPG



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



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



Photo of fire safety equipment
Wet riser system.JPG



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



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



Photo of non-conformity
NC 7.13-Huge dust was found inside electric channel bar.JPG



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

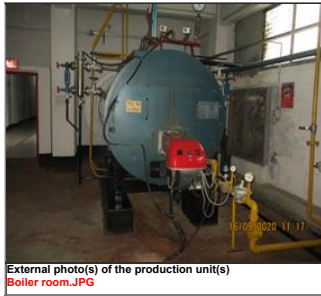




Photo first aid facilities
Doctor room.JPG



Photo of the code of conduct on display
amfori BSCI Code of Conduct posted.JPG



Photo of the inside of the main production hall
Eye wash station.JPG



Photo first aid facilities
First aid box.JPG



Photo of the inside of the main production hall
Finished goods storing area.JPG



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



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



Photo of the inside of the main production hall
Folding table area.JPG



Photo of the inside of the main production hall
Notice Board.JPG



Photo of fire safety equipment
Electric exit sign.JPG



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



Photo of the inside of the main production hall
Policy board.JPG



Photo of fire safety equipment
Fire alarm switch.JPG



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



Photo of the inside of the main production hall
Risk assessment posted.JPG



Photo of fire safety equipment
Fire control panel.JPG



Photo of the inside of the main production hall
Light check section.JPG



Photo of the inside of the main production hall
Stair case.JPG



Photo of fire safety equipment
Fire door.JPG



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



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



Photo of fire safety equipment
Fire extinguisher.JPG



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



Photo of the sanitary facilities
Workers Toilet area.JPG



Photo of fire safety equipment
Fire hose pipe.JPG



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



Photo of non-conformity
NC 7.16- 3rd floor evacuation plan was mismatched with actual floor.JPG



Photo of fire safety equipment
Firefighting equipment.JPG



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



Photo of non-conformity
NC 7.16-1st floor evacuation plan was mismatched with actual floor.JPG

