
Auditee :	Toufiq Denim & Knitwear Ltd.
Audit Date From :	09/11/2019
Audit Date To :	10/11/2019
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV NORD GROUP
Auditor's Name(s) :	Bodrudduja Chowdhury(Lead), Sohalur Rahman Mazumder
Auditing Branch (if applicable) :	



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Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence																																							
A Very Good	<ul style="list-style-type: none">• Minimum 7 Performance Areas rated 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.
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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.
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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 :	Toufiq Denim & Knitwear Ltd.		
DBID number :	393362		
Audit ID :	167149		
Address :	Plot # A-3/2, Word #05, Talbag, Savar, Dhaka		
Province :	Dhaka	Country :	Bangladesh
Management Representative :	Mr. Momtaz Ahmed- Executive Director		
Contact person:	Mr. Momtaz Ahmed	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	Knit Garment		

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 checked="" type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced <input type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No	
Audit extent (if applicable) :	Limited scope (one production unit)	
Audit interferences or contingencies (if applicable) :	none	
Overall rating :	D	
Need of follow-up :	Yes	If YES, by : 10/11/2020

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

Executive summary of audit report

Toufiq Denim & Knitwear Ltd. (DBID: 393362)

This full audit was conducted by TUV-Nord auditors on 09th and 10th November, 2019 with one auditor on 1st day and two auditors on 2nd day. A female observer was present on 1st day to interact with female employees. The team verified the factory's operations against the amfori BSCI Code of Conduct and local legislative requirements.

Location:

Toufiq Denim & Knitwear Ltd. are located at Talbagh, Saver and Dhaka. The factory located over a total area of about 8,710 square feet; where the production area is about 19,800 square feet and non-production area is about 7,000 square feet.

There are total 443 employees working in the facility amongst them 178 are male and 265 are female employee. Amongst this total number 53 are the employees who are directly engaged with direct production. Factory has 390 non-production employees.

The facility consists of one building and three sheds which description is as follows:

Building# 01:

Ground floor: Medical room, child care room, fabric store and S.B Designs Ltd. (Same management under same owners)

1st floor: Finishing section and inspection room.

2nd floor: Sewing section and maintenance room.

3rd floor: Sewing section and accessories store.

4th floor: Cutting section.

5th floor: Finished goods area, office room, sample section, dining and canteen.

Roof top: Conference room and rest are vacant

Shed# 01: Compressor room.

Shed# 02: Generator room.

Shed# 03: Boiler room.

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

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

Audit Date: 09th and 10th November, 2019

Participants in the opening meeting:

Auditors:

Mr. Bodrudduja Chowdhury- Lead Auditor

Ms. Rumpa Chowdhury- Observer

Factory Representatives:

Mr. Md. Sirajul Islam- Assistant General Manager

Mr. Md. Mahasin Ali- Manager

Mr. Md. Abu Saleh- Marketing Manager

Mr. M. Hasan- Fire Inspector

Mr. Sohel- Vice President of Workers' Participation Committee

Mr. Md. Sakhmat- Time Keeper

During opening meeting on 09th November, 2019 the Lead Auditor explained the audit purpose and scope to the management team. It was also communicated that workers will be interviewed in private, detailed document checking and a payroll record review shall be carried out. A visit of the plant, with permission for photography was requested. Confidentiality of all information was guaranteed by the auditor. The management team permitted to carry out the whole process as per the client's requirement. After the completion of the opening meeting, the auditors split into separate individual units to carry out a plant tour, document verification, management interview and other information collection as per the audit plan. All management staff remained with the assessment team throughout the assessment process and was very cooperative throughout the assessment process.

Factory License no.: 20447/Dhaka, valid up to date on: 30 June, 2020.

Fire License no.: DD/Dhaka/26856/2017: valid till 30 June, 2020.

Trade License no.: 003072, valid till 30 June, 2020.

Mr. Montaz Ahmed- Executive Director is responsible for compliance with the code. Factory has translated amfori BSCI Code in local language and posted them at prominent locations.

Health and Safety Tour:

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

Payroll review:

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

Overall Audit Impression:

Regular hours are now 48hrs/week and overtime done if needed. Employee wages are calculated and paid once in a month, all workers are paid the salary within 7th working days of the following month, as per the law. Interview also confirmed that overtime also paid with the wage. Factory does not employ any foreign nationals/prisoners. Company employs workers coming from different districts of the country.

The overall audit revealed that no findings in the following performance areas:

PA 3: The overall observations shows that the factory has established a complete FOA policy and procedures in place to ensure workers right to associate & organize collectively. Evidence also shows that the factory has formed a formal 'Workers Committee' parallel means of worker association.

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.

Closing Meeting:

At the end of the audit process, on 10th November, 2019 a closing meeting was held to discuss various issues observed during the audit.

Participants in the closing meeting:

Auditors:

Mr. Bodruduja Chowdhury- Lead Auditor

Mr. Sohalur Rahman Mazumder_ Auditor

Factory Representatives:

Mr. Montaz Ahmed- Executive Director

Mr. Md. Sirajul Islam- Assistant General Manager

Mr. Md. Mahasin Ali- Manager

Mr. Md. Abu Saleh- Marketing Manager

Mr. M. Hasan- Fire Inspector

Mr. Sohel- Vice President of Workers' Participation Committee

Mr. Md. Sakhamat- Time Keeper

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

Special Notes:

The initial questionnaire submitted by the client mentioned No of employees as 450 but during the audit it was found that the Number of employees was 443. However the current number of employees did not impact the audit duration.

Building stability certificate is not available.

Environmental clearance certificate is not available.

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

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

As it is an initial audit photos of remediation of previous findings/areas of improvement is not applicable.

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

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



Ratings Summary


Auditee's background information			
Auditee's name :	Toufiq Denim & Knitwear Ltd.	Legal status :	Private Limited Company
Local Name :	তৌফিক ডেনিম এন্ড নীটওয়্যার লি:	Year in which the auditee was founded :	2017
Address :	Plot # A-3/2, Word #05, Talbag, Savar,	Contact person (please select) :	Mr. Momtaz Ahmed
Province :	Dhaka	Contact's Email :	montaz@toufiqdkl.com
City :	Dhaka	Auditee's official language(s) for written communications :	English and Bengali
Region :	South Asia	Other relevant languages for the auditee :	English
Country :	Bangladesh	Website of auditee (if applicable) :	www.sbdesignbd.com
GPS coordinates :	23.8407292,90.2539723	Total turnover (in Euros) :	4080000.00
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 :	600,000 pieces per month
Product Group :	Apparel	Production cost calculation :	Yes
If other, please specify :	Nine	Lost time injury calculation cost :	Yes
Product Type :	Knit Garment		

Auditee's employment structure at the time of the audit		
Total number of workers :	443	Total number of workers in the production unit to be monitored (if applicable) : 0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	166	263
Temporary workers	0	0
In management positions	12	2
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	0	0
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	178	265
Production based workers	0	0
With shifts at night	12	0
Unionised	0	0
Pregnant	-	3
On maternity leave	-	0

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 167149] Audit Date: 09/11/2019 PA Score: C

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The overall observation shows that the factory has set a partial system to implement & monitor the social management system, appointed a Senior Management Representative to implement and maintain company's Social Management System. Factory also has a system to select business partners as per their company policy.

- 1.1 - Although the factory management has developed social management system (like a team, organogram, management review etc.) to integrate the amfori BSCI new code of conduct into day to day business practice and to contribute customers and stakeholders in possible continuous improvement of the facility but still some areas of improvement are identified under different Performance Areas. [As per amfori BSCI CoC]
- 1.3 - Through documents checking as well as interview with the management it was noted that the facility management has developed supplier selection policy and procedure. They have listed the suppliers significantly and shared amfori BSCI coc and terms of implementation with three suppliers out of six. Monitoring visit has been conducted for two suppliers. No mechanism has been developed to collect, lodge and resolve the complaints which may receive from the suppliers.

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 167149] Audit Date: 09/11/2019 PA Score: D

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Overall observation shows that the facility partially complies with the requirements of this performance area. The facility has developed freedom of association policy. However still there are some gaps for continuous improvement and monitoring system.

- 2.2 - It was noted through documents review, management and workers interview that factory management did not set up long term goal, vision and mission in line with amfori BSCI CoC. [As per amfori BSCI CoC]
- 2.3 - The factory management has a process to provided training and awareness to the workers and workers representative but through worker's interview lack of awareness was identified about workers' rights, living wage, earn leave, job description, service benefits, BSCI long-term goal and values etc. among around 30% workers. [As per amfori BSCI CoC].
- 2.4 - During the interview, it was found that 12 out of 25 sampled workers and midlevel management of the factory were found not well aware about the requirements of amfori BSCI Code of Conduct.
- 2.5 - The factory has a policy and procedure to record and solve grievance obtained from the workers. But the factory is not recording grievance obtained verbally and through hot line number. Also note that the procedure did not define properly how to deal with 'Potential Conflict of Interest'. [As per amfori BSCI CoC]

Remarks from Auditee:

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

Full Audit [Audit Id - 167149] Audit Date: 09/11/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Remarks from Auditee:

Performance Area 4 : No Discrimination

Full Audit [Audit Id - 167149] Audit Date: 09/11/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Remarks from Auditee:

Performance Area 5 : Fair Remuneration

Full Audit [Audit Id - 167149] Audit Date: 09/11/2019 PA Score: B

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The overall observation shows that the auditee partially fulfils requirements of this Performance Area-5 (Fair Remuneration). The facility has developed wages and compensation policy as per law. However, still there are some gaps for continuous improvement and monitoring system.

- 5.4 -** Noted through document review, workers and management interview the facility did not estimate 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].
- 5.5 -** It was noted that (a) facility management has not included all workers with group insurance. However, facility has started biometric system to include workers with group insurance. Till to the audit date, facility has included only 95 employees with biometric system whereas, total employees 443 for the facility. (b) Resign benefits (earned leave payment) was not given to resigned workers who worked more than 1 year. [As per Bangladesh Labour Law 2006, Section- 30] (c) factory management has developed maternity benefit policy but calculation was not done as per law. As they count no. of present day is high instead of less day compared to actual day as a result worker got low benefits.

Remarks from Auditee:

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 167149] Audit Date: 09/11/2019 PA Score: B

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

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

- 6.1 -** Although the factory is maintain regular working hour within limit (48 hrs max.). The records of working hour (In time/Out time) and overtime were almost found to be identical for the entire workforce thus indicating lack of control in proper production planning. Records show uniform time out for all the workers even if some of them did come early or left the work place. i.e. 8.00 am to 5.00 pm or 7.00 pm (in case of OT). Therefore, exact time in/out was not reflected properly in time records. For such, actual working time/overtime could not be verified properly because of this manual time keeping system.

Remarks from Auditee:

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 167149] Audit Date: 09/11/2019 PA Score: E

Deadline date:

GOOD PRACTICES:
AREAS OF IMPROVEMENT:

The overall observation shows that the facility partially complies with the requirements of this performance area-7 (Occupational Health and Safety). The facility has developed health & safety policy. The facility has assigned personnel for monitoring the health and safety. However still there are some gaps for continuous improvement and monitoring system.

- 7.1 - During current assessment it was noted that a) although the factory has developed a comprehensive occupational health and safety system but some lacking was in application. Those relevant issues are noted in each improvement areas. [As per amfori BSCI CoC], b) The child care room of the factory was not well equipped and no appropriate responsible person found assigned for the day care room. [Bangladesh Labor Law, 2006, 94].
- 7.3 - Through documents checking as well as management & workers interview that the factory has a detailed risk assessment but few areas were not taken into consideration for risk assessment like dining and canteen area, store area, stair cases, shared building, boiler area, medical room etc. [As per Bangladesh Labor Rules, 2015, Schedule-4, Matters relating to safety committee (1) and amfori BSCI CoC]
- 7.5 - Though the factory has a designated fire safety officer to provide training to the fire fighters but randomly interviewed fire fighter's (30%) knowledge was not found satisfactory.
- 7.10 - Noted through document review, management and worker interview, facility has accident and injury register but no system for analyzing the root cause all kinds of accidents and injuries as well as no procedure in place for reporting near misses also. [As per amfori BSCI CoC]
- 7.11 - Through documents checking as well as interview with the management it was noted that a) the boiler license of the factory was found expired on 29.10.2019, however they have applied to the concern authority on 16.10.2019. b) the factory did not collect any occupancy certificate from the concern authority after being constructed. [As per Building Construction Act, 1952, section 3 (1), Bangladesh Labor Rules, Rule 353 (1)]
- 7.13 - Through documents checking as well as interview with the management it was noted that 1 out of 2 electricians has no required ABC permit from the concern authority.
- 7.14 - Through plant tour it was noted that a) the factory has installed manual smoke detector in the factory but addressable smoke detection system along with fire alarming system was not installed yet in factory and b) the connection of the pipe from reservoir to delivery point found made of plastic (PVC pipe) which may melt or rupture in any incident and will lead to fall the whole water supply system.
- 7.16 - Through plant tour it was noted that though the factory posted evacuation plan in the premises but it was found in English instead of local language.
- 7.17 - Through plant tour it was noted that 40% eye safety guards of sewing machines were found displaced.
- 7.20 - Through plant tour and documents checking it was noted that the factory is providing drinking water facility to the employees and tested drinking water with 11 parameters, all parameters were found in acceptable limit. But they did not test 'pH' present in the drinking water.
- 7.21 - Though the factory has provided dining and canteen facility to the workers but the seating capacity in the dining and canteen area is not meeting with the local requirement. [As per Bangladesh Labour rules, 2015, Rules: 87]
- 7.25 - The factory did not measure humidity, temperature, space allocation and illumination report to check whether it is comfortable to workers.

Remarks from Auditee:
Performance Area 8 : No Child Labour

Full Audit [Audit Id - 167149] Audit Date: 09/11/2019 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 - 167149] Audit Date: 09/11/2019 PA Score: A

Deadline date:

GOOD PRACTICES:
AREAS OF IMPROVEMENT:
Remarks from Auditee:

Performance Area 10 : No Precarious Employment

Full Audit [Audit Id - 167149] Audit Date: 09/11/2019 PA Score: B

Deadline date:

GOOD PRACTICES:
AREAS OF IMPROVEMENT:

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.

- 10.3 - Provided ID cards to the workers were not as per the requirement as per Bangladesh Labor Rules 2015, Rule 19(5).

Remarks from Auditee:
Performance Area 11 : No Bonded Labour

Full Audit [Audit Id - 167149] Audit Date: 09/11/2019 PA Score: A

Deadline date:

GOOD PRACTICES:
AREAS OF IMPROVEMENT:
Remarks from Auditee:
Performance Area 12 : Protection of the Environment

Full Audit [Audit Id - 167149] Audit Date: 09/11/2019 PA Score: D

Deadline date:

GOOD PRACTICES:
AREAS OF IMPROVEMENT:

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

- 12.1 - Noted through document review and management interview, the facility did not develop any procedure for significant aspect and impact assessment regarding environment for its activities. [As per amfori BSCI CoC]
- 12.3 - Noted through document review and management interview, facility didn't collect environment clearance certificate yet. [As per Bangladesh Environment Conservation (Amendment) Act, 2010, Section 12 (1)]
- 12.5 - Factory management did not take any initiative on water management such as how to reduce the waste of water, how to increase the conservation of water and what steps they need to take for implement that program. [As per amfori BSCI CoC]

Remarks from Auditee:
Performance Area 13 : Ethical Business Behaviour

Full Audit [Audit Id - 167149] Audit Date: 09/11/2019 PA Score: C

Deadline date:

GOOD PRACTICES:
AREAS OF IMPROVEMENT:

Overall observation shows that the facility partially complies with the requirements of this performance area. Facility management was transparent to provide information during audit. Facility has anti-corruption and anti-bribery policy. However, few gaps identified during the audit while implementing the requirement of this performance area.

- 13.1 - The factory management has identified the potential areas of corruption and possible solution of mitigate anti-corruption issue and provided training to the persons related to ethical behavior. [As per amfori BSCI CoC]
- 13.2 - Although the factory is maintain regular working hour within limit (48 hrs max.). The records of working hour (In time/Out time) and overtime were almost found to be identical for the entire workforce thus indicating lack of control in proper production planning. Records show uniform time out for all the workers even if some of them did come early or left the work place. i.e. 8.00 am to 5.00 pm or 7.00 pm (in case of OT). Therefore, exact time in/out was not reflected properly in time records. For such, actual working time/overtime could not be verified properly because of this manual time keeping system.

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	09/11/2019	167149	C	D	A	A	B	B	E	A	A	B	A	D	C	D

Producer Photos



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



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



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



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



External photo(s) of the production unit(s)
Stair case (1).JPG



External photo(s) of the production unit(s)
Stair case (2).JPG



Photo first aid facilities
First aid box.JPG

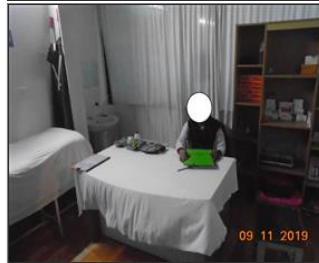


Photo first aid facilities
Medical room.JPG



Photo of fire safety equipment
Emergency light.JPG



Photo of fire safety equipment
Emergency number.JPG



Photo of fire safety equipment
Fire alarm switch.JPG



Photo of fire safety equipment
Fire door.JPG



Photo of fire safety equipment
Fire equipment.JPG



Photo of fire safety equipment
Fire fighter.JPG



Photo of fire safety equipment
Fire hose.JPG



Photo of fire safety equipment
Manual smoke detector.JPG



Photo of fire safety equipment
PA system.JPG



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



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



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



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



Photo of the inside of the main production hall
Exhaust fan.JPG



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



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



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



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



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



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



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



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



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



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



Photo of the sanitary facilities
Complaint box.JPG



Photo of the sanitary facilities
Toilet area.JPG