
Auditee :	Jamuna Apparels Limited
Audit Date From :	24/08/2020
Audit Date To :	25/08/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	Intertek
Auditor's Name(s) :	Mohammad Salah Uddin, Md. Salah Uddin(Lead), Md. Zuiel Hossen, Nasrin Sultana Munny
Auditing Branch (if applicable) :	Intertek Bangladesh



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Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence
A Very Good	<ul style="list-style-type: none"> Minimum 7 Performance Areas rated A No Performance Areas rated C, D or E These are three examples: 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	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 :	Jamuna Apparels Limited		
DBID number :	13910		
Audit ID :	190566		
Address :	94/95 (Old), 46(New), Block-C, Tongi, Industrial Area, Tongi, Gazipur-1710		
Province :	Dhaka	Country :	Bangladesh
Management Representative :	Md. Sulaiman Kabir		
Contact person:	Md. Sulaiman Kabir	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	Woven item		

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 checked="" type="checkbox"/> Fully-Unannounced	<input 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	C	A	A	A	A	A	A	A	A	A

Executive summary of audit report

Jamuna Apparels Limited is a 100% export oriented woven (Tops & Bottom) garments manufacturer located at 94/95 (Old), 46(New), Block-C, Tongi, Industrial Area, Tongi, Gazipur-1710, Bangladesh. Total land area was approximate 50,000 square feet, production area was approximate 1,00,000 square feet and warehouse area approximate 20,000 square feet.

This amfori BSCI full audit was conducted by ITS Labtest Bangladesh Ltd. Four auditors (Md. Salah Uddin- APSCA- RA 21703297, Mohammad Salah Uddin-APSCA- RA 21701405, Md. Zuiel Hossen-APSCA- ASCA 21701262 & Nasrin Sultana Munny-APSCA-RA 21703703) in day one (24 August 2020) and one auditor (Md. Salah Uddin - APSCA- RA 21703297) in day two (25 August 2020) assessed and verified the facility's operations against the amfori BSCI Code of Conduct and local legislation. Facility management was positive towards this audit and provided full access to the auditors.

Main production processes were Cutting, Sewing, Finishing and Packing. There are total 1492 employees in the facility with 970 female and 522 male employees. Out of the total 1492 employees, 225 are the non-production employees and 1267 are the production employees.

The audit team conducted an opening meeting where Md. Sulaiman Kabir - Asst. Manager (HR, Admin & Compliance), Md. Hasibur Rahman – Asst. Officer (Admin), Tamanna Begum Simi – Welfare Officer, Sofia Begum -Vice President of Participation Committee were present from factory side. Auditor described the whole audit process, standards, scope, and explained the amfori BSCI code of conduct and local laws to what extent these are related to this audit in the opening meeting. Meanwhile, management assured the auditors to help throughout the audit. Required documents were provided in time, photocopy of the required documents was also given in time. Facility management provided a separate room for conducting employee's interview. Besides, at the time of facility visit attitude of the facility management was good.

40 permanent employees were selected for interviews from different production processes. Among them 14 were male and 26 were female. Auditor reviewed last 12 months payroll records and time cards from which the month of July 2020 (current paid month), February 2020 (Random paid month) and November 2019 (Random paid month) were reviewed. Moreover, attendance register, production records, garments inspection report and many other documents relevant to this audit were reviewed by the auditors.

Facility's working hours are as follows:

- There is 01 general shift which is from 08:00 am to 05:00 pm including 01-hour Interval for rest or meal from 01:00 pm to 02:00 pm.
- Facility has 03 shifts (06:00 am to 02:00 pm, 02:00 pm to 10:00 pm and 10:00 pm to 06:00 am) in security section with including 01-hour Interval for rest or meal in each shift. In general, the employee work for 06 days in a week (Saturday to Thursday) and Friday is weekly holiday. Security sections weekly holiday provided as rotation basis. The factory uses electronic (Card Punch) timecard for recording daily attendance. All employees were recruited permanently and receive wages by monthly basis in local currency within 7th working day of the following month. During site tour all areas of the facility such as cutting, sewing, finishing and packing etc. were covered during the audit.

The facility consists of 04 buildings and 11 steel structured sheds building in the facility premises. The facility's structure is made of a mixture of concrete and steel. Details floor description are mentioned below:

Building 1 (6 storied with Mezzanine)
 Ground floor: Fabric store, Stationary & Accessories store, Spare parts store, Training school, Pump room, Compressor, Generator and Substation.
 Mezzanine: Staff Dining, Sample storeroom and Left over store room.
 1st floor: Cutting section, Sample & CAD section, Admin office and Corporate office.
 2nd floor: Lab room, Heat seal area, Snap button area, Finishing section, Spot removing room, Packing section, Finished Goods area, Inspection Room.
 3rd floor: Cutting section, Fusing room, Sewing section, Inspection room, Needle control room and Maintenance room.
 4th floor: Sewing section, IE Department and Needle control room.
 5th floor: Sewing section, Finished goods area and Needle control room.
 Rooftop: 100% Vacant.

Building 02 (1 storied): Electric Sub-station, Generator.

Building 03 (2 storied with Basement)
 Basement: Fire Hydrant Pump.

Ground floor: Document room (Accounts section).
1st floor: Training room.

Building 04 (1 storied): Toilet for Security employee.

Shed 01 (Prefabricated with Mezzanine)

Ground floor: Sewing section, Fusing section and Needle distribution room.

Mezzanine 1: Cutting section.

Mezzanine 2: Finishing section, Finished goods area, Packing section. Spot removing room and Inspection room.

Shed 02 (2 storied Prefabricated)

Ground floor: Leftover fabric store.

1st floor: Leftover garment store.

Shed 03: Dining.

Shed 04: Boiler and Security post.

Shed 05: Childcare, Medical room, Fire detection control panel and Canteen.

Shed 06: Generator.

Shed 07: Wastage storage.

Shed 08: RMS.

Shed 09: Sub-store (Wash garment, Idle machine, Leftover).

Shed 10: Cycle stand.

Shed 11: Compressor and Personal locker.

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

Details of the findings are listed in respective section.

For other areas (The rights of Freedom of Association and Collective Bargaining PA-3, Decent Working Hours PA-6, No Child Labour PA-8, Special protection for young workers PA-9 and No Bonded Labour PA-11) no non-conformity was noted.

COVID-19

During #COVID-19 situation the facility has taken some preventive actions. For example, they have installed disinfection chamber at the entrance of the facility also arranged handwash arrangement at the factory gate and at the facility production floors. They ensured social distancing during entrance and exit. All employee temperature check through infra-red gun. The facility has ensured a cleaning schedule two times a day to disinfect the facility premise including common furniture and equipment.

In closing meeting, the audit team conducted a closing meeting where Md. Sulaiman Kabir - Asst. Manager (HR, Admin & Compliance), Md. Hasibur Rahman – Asst. Officer (Admin), Tamanna Begum Simi – Welfare Officer, Sofia Begum -Vice President of Participation Committee were present from factory side. Management assured the auditors to help throughout the audit. Required documents were provided in time, photocopy of the required documents was also given in time. Facility management provided a separate room for conducting employee's interview. Besides, at the time of facility visit attitude of the facility management was good. Factory management is very much familiar with English language so that onsite CAP issued in English language. During the closing, they agreed with all the findings and signed the CAP.

Ratings Summary



Auditee's background information			
Auditee's name :	Jamuna Apparels Limited	Legal status :	Private Limited Company
Local Name :	যমুনা অ্যাপারেলস লিমিটেড	Year in which the auditee was founded :	1991
Address :	94/95 (Old), 46(New), Block-C, Tongi, Industrial Area, Tongi,	Contact person (please select) :	Md. Sulaiman Kabir
Province :	Dhaka	Contact's Email :	compliance@speedwell.com
City :	Gazipur-1710	Auditee's official language(s) for written communications :	Bangla
Region :	South Asia	Other relevant languages for the auditee :	English
Country :	Bangladesh	Website of auditee (if applicable) :	www.speedwell.com.bd
GPS coordinates :	23.900736, 90.400364	Total turnover (in Euros) :	22880745.00
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 :	4,00,000 pieces per month
Product Group :	Apparel	Production cost calculation :	Yes
If other, please specify :	None	Lost time injury calculation cost :	Yes
Product Type :	Woven item		

Auditee's employment structure at the time of the audit		
Total number of workers :	1492	Total number of workers in the production unit to be monitored (if applicable) :
		0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	522	970
Temporary workers	0	0
In management positions	15	1
Apprentices	0	0
On probation	18	35
With disabilities	1	3
Migrants (national citizens)	0	0
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	522	970
Production based workers	0	0
With shifts at night	6	0
Unionised	0	0
Pregnant	-	8
On maternity leave	-	4

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 190566] Audit Date: 24/08/2020 PA Score: C

Deadline date:25/08/2021

GOOD PRACTICES:

None Observed.

AREAS OF IMPROVEMENT:

During audit it was observed that, the auditee partially fulfills the requirements of this performance area. Factory management has engaged a Senior Level Management person to look after and the implement the code in the factory. Factory management has developed a capacity plan to meet the expectations of the delivery in times.

- 1.1 - In accordance with BSCI Performance Area (Social Management System and Cascade Effect) No. 1.1 (Is there satisfactory evidence that the auditee has set up an effective management system to implement the BSCI Code of Conduct) Finding: It was noted that, facility did not have proper identification of stake holder concerning with business operation including all parties influenced by the facility activity like neighbor business enterprise, government authority, business partners with whom facility have business relation etc. Besides, facility did not consult and engage customers and stakeholders to adhere to a continuous improvement approach in day-to-day business practices. Note: The facility has other effective system, policy and procedure in place to implement the BSCI COC in their business practice and supply chain and facility has partially updated the stakeholder platform so partial rating is given in this section.
- 1.3 - In accordance with BSCI Performance Area (Social Management System and Cascade Effect) No. 1.3 (Is there satisfactory evidence that the auditee has a good overview of the significant business partners and their level of alignment with the BSCI Code of Conduct?) Finding: It was noted that, there is no proper procedure to handle the complaint raised by the business partners. Note: Facility has documented partial information for business partners and has a policy and procedure for supplier selection, so partial rating is given in this section.

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 190566] Audit Date: 24/08/2020 PA Score: C

Deadline date:31/12/2020

GOOD PRACTICES:

None Observed.

AREAS OF IMPROVEMENT:

During audit it was observed that, the auditee partially fulfills the requirements of this performance area. Factory management has formed PC (Participation Committee). PC (Participation Committee) members and workers of the factory were aware about the activities of PC. Factory management is providing the training on company's rules, legal rights and other safety issues during orientation program. Factory management has posted amfori BSCI New Version Code inside the production floor. Factory management has grievance policy & procedure for the entire employee. Employees of the factory was not well-aware about the requirements of BSCI Code of Conduct.

- 2.2 - In accordance with BSCI Performance Area (Workers Involvement and Protection) No. 2.2 (Is there satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the BSCI Code of Conduct?): Finding: It was noted that, a) There is a long-term goal of the factory comprising vision; mission and objectives but they did not set the step by step approach toward sustainable improvement. b) The facility has a written long-term goal of the factory comprising vision; mission and objectives, but workers representatives were not involved during defining these goals. Note: The facility has other practice in place to follow long term goal comprising BSCI, so partial rating is given in this section.
- 2.4 - In accordance with BSCI Performance Area (Workers Involvement and Protection) No. 2.4 (Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?) Finding: It was noted that 25 out of 40 interviewed employees were not aware about the requirements of BSCI Code of Conduct. Note: As others interviewed employees were aware about the requirements of BSCI Code of Conduct, so partial rating is given in this section.
- 2.5 - In accordance with BSCI Performance Area (Workers Involvement and Protection) No. 2.5 (Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?): Finding: Factory management yet not developed grievance handling procedure for local community and Grievance lodged in grievance register didn't include hearing of the parties, Further investigation needed or not, Conclusion reached and accepted by both parties, Involvement of worker's representative, Higher level involvement, How to overcome potential conflict of interest if a grievance is against the person who administers the grievance mechanism. Note: The facility has other conventional industry practices, policy and procedure to establish grievance mechanism, so partial rating is given in this section.

Remarks from Auditee:

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
Full Audit [Audit Id - 190566] Audit Date: 24/08/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None Observed.	
AREAS OF IMPROVEMENT: During audit it was observed that, the auditee fulfills the requirements of this performance area. During audit it was noted through interaction with factory management, interview with workers and documents review that, the factory does not have labor union/collective bargaining agreements but they formed a PC (Participation Committee) through election basis. Interviewed workers were aware about the activities of the PC. Factory management has an open policy for form or joins union independently. Pc members are not discriminated and all PC members have right to raise their voice. Factory management conducts Participation Committee meeting in regular basis. Workers are free to raise and inform their grievance to the management directly or through the members of PC (Participation Committee). Members of PC (Participation Committee) also informed that they are not discriminated from any benefits or free movements in workplace. According to local legal requirements any union or collective bargaining is not mandatory to form. No trade union or workers association is available in the factory and there is no restriction imposed by the factory management.	
Remarks from Auditee:	
Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 190566] Audit Date: 24/08/2020 PA Score: C	Deadline date:30/11/2020
GOOD PRACTICES: None Observed.	
AREAS OF IMPROVEMENT: During audit it was observed that, the auditee partially fulfills the requirements of this performance area. During close door interview no complaint on discrimination revealed from workers. No discrimination on hiring which was evident by reviewing the documentation. Also interviewed workers informed that they are not discriminated in terms of race, caste, religion, age, gender or marital status. Workers are equally treated in the factory in case of promotion, benefits etc. Overtime opportunity for all workers is equal. Factory management has separate policy on discrimination. Factory has posted that policy in different prominent places i.e. notice board and inside the production floor. 4.1 - In accordance with BSCI Performance Area (No Discrimination) No. 4.1: (Is there satisfactory evidence that the auditee takes the necessary measures to avoid or eradicate discrimination in the workplace?) Findings: It was noted that, a) Mid-level management employees were not trained on the discrimination policy. b) Facility has not developed any system or particular attention to avoid discrimination against disabled workers. Note: As facility has a discrimination policy, so partial rating is given in this section.	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 190566] Audit Date: 24/08/2020 PA Score: A	Deadline date:25/08/2021
GOOD PRACTICES: None Observed.	
AREAS OF IMPROVEMENT: During audit it was observed that, the auditee partially fulfills the requirements of this performance area. Casual, annual and sick leave are provided to all the workers. Factory management has provision to provide Maternity leave and benefits. No illegal deduction was observed from the audit process. Factory management has group insurance policy and group insurance certificate for the workers. Besides workers are also getting increment as per local law. Facility has calculated decent living wage in this region but has not provided to all the employees as it was not mandatory to the local law. 5.4 - In accordance with BSCI Performance Area (Fair Remuneration) No. 5.4: (Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?) Finding: It was noted that the factory management did not take initiative to achieve living wages. However, they have calculated basic living wage as an acceptable standard. Note: As most of the workforces meet their decent standard of living, so partial rating is given in this section.	
Remarks from Auditee:	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 190566] Audit Date: 24/08/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None Observed.	
AREAS OF IMPROVEMENT: During audit it was observed that, the auditee fulfills the requirements of this performance area. The factory has displayed notice regarding the working hours, overtime hours, lunch breaks, weekly and festival holidays on notice boards. Friday is declared as weekly holiday for all employees. Overtime work is volunteer in the factory.	
Remarks from Auditee:	

Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 190566] Audit Date: 24/08/2020 PA Score: A	Deadline date:31/12/2020
GOOD PRACTICES: None Observed.	
AREAS OF IMPROVEMENT: <p>During audit it was observed that, the auditee partially fulfills the requirements of this performance area. During audit it was observed that, factory management is trying to develop their health and safety condition. Factory management has a policy on health and safety. Factory management has done risk assessment for production process related including transmittable and non-transmittable disease and new mother in the work environment. Workers of factory are free to move during any evacuation without seeking any permission. Factory management has providing the training on different types of topics i.e. health and safety, use of PPE, fire-fighting, first aid and fire drill. Factory management is conducting fire drill in regular basis. Factory management has arranged trained fire fighters form concern authority. During audit no exit door were found blockade condition. Evacuation plan found updated. The width of all exit doors was found in acceptable limit. Factory has trained first aider to provide first aide treatment issue. 7.23 is marked as NA since factory management do not have provision for transportation facility and it is not mandatory by law.</p> <p>7.2 - In accordance with BSCI Performance Area (Occupational Health and Safety) No. 7.2: (Is there satisfactory evidence that the auditee seeks to improve workers' protection in case of accident, including through compulsory insurance schemes?) Finding: It was noted that, a) The facility management did not involve workers and workers' representatives to identify better ways to protect workers from accidents. b) The facility management did not provide training for workers and management on how to avoid accidents and minimize their impacts. Note: As facility regularly analysis the accident records to gather lessons learned and adjust the protocols accordingly so partial rating has been given in this section.</p> <p>7.3 - In accordance with BSCI Performance Area (Occupational Health & Safety) No. 7.3 (Is there satisfactory evidence that the auditee regularly carries out risk assessments for safe, healthy and hygienic working conditions?): Finding: It was noted through documents review and management interview that facility management has conducted risk assessment for all sections. But the conducted risk assessment document lacks the following areas: • Date of last conducted risk assessment were not given in conducted risk assessment • The facility did not conduct hazard identification and risk assessment periodically • Follow-up on the effectiveness of the risk assessment was not conducted Note: As facility management has conducted risk assessment for all sections and vulnerable workers, so partial rating is given in this section.</p> <p>7.6 - In accordance with BSCI Performance Area (Occupational Health & Safety) No 7.6: (Is there satisfactory evidence that the auditee enforces the use of Personal Protective Equipment in conjunction with other facility controls and safety systems?) & Bangladesh Labour (Amendment) Law 2013, Section 78 (a-1): (In an applicable case, an employer shall not engage any workers in work without providing and ensuring use of personal safety equipment, and in doing so, a record book shall be maintained as designated by the owner.) Finding: It was noted that 2 out of 2 spot removing operators were using normal face mask instead of respiratory mask on the 2nd floor of building 01. Note: As the other employees were using relevant PPE, so partial rating is given in this section.</p> <p>7.11 - In accordance with BSCI Performance Area (Occupational Health & Safety) No. 7.11 (Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?) (City Corporation Taxation Rules, 1983, Section: 44 (1): No person shall carry on or maintain within the local limits of the City Corporation, either by himself or by agent, any such profession, trade or calling as specified in the Model Tax Schedules, without taking out a license from the City Corporation which shall be renewable annually.) Finding: It was noted that facilities trade license has been expired from 30 June 2020 and facility management has applied on 30 June 2020 for renewal to concern authority. Note: As facility has applied for the trade license so partial rating has given for this section.</p> <p>7.17 - In accordance with BSCI Performance Area (Occupational Health and Safety) No. 7.17 (Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?) and Bangladesh Labor Law 2006, Section 63(d) (unless the following machinery are in such position or of such construction as to be safe to every person employed in the establishment as they would be if they were securely fenced (i) every part of an electric generator, a motor or rotary converter, (ii) every part of transmission machinery, (iii) every dangerous part of any machinery.) Finding: It was noted that, a) 25% eye guards of feed of the arm machine and 10% needle guards of sewing machine were found displaced while employees working (2nd, 3rd & 4th floor of building 01) b) Incoming and outgoing steam pipe were not wrapped properly in the finishing section on the 2nd floor of building 01. Note: As the facility had other machine guards in place, so partial rating is given in this section.</p> <p>7.19 - In accordance with BSCI Performance Area (Occupational Health & Safety) No. 7.19: (Is there satisfactory evidence that the auditee has emergency procedures, in writing, to deal with cases of trauma or serious illness?) Finding: It was noted that factory management has made an emergency procedure to deal with trauma and serious illness but factory did not provide any training to the workers on the emergency procedure of trauma and serious illness. Note: As facility management has made an emergency procedure to deal with trauma and serious illness, so partial rating is given in this section.</p>	
Remarks from Auditee:	
Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 190566] Audit Date: 24/08/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None Observed.	
AREAS OF IMPROVEMENT: <p>During audit it was observed that, the auditee fulfills the requirements of this performance area. During the plant tour, no child workers were observed in the factory premises. All workers are hired by the Human Resource Department. The factory has a policy on prohibition of child labour which stated that the factory does not permit child labour. The factory management preserves copy of Birth Certificates, Educational Certificates and National ID Card in each worker's personal file for better verification of age of them.</p>	
Remarks from Auditee:	

Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 190566] Audit Date: 24/08/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None Observed.	
AREAS OF IMPROVEMENT: During audit it was observed that, the auditee fulfills the requirements of this performance area. During the plant tour, no young-looking workers were observed in the factory premises. Factory management has verified the age of the workers during recruitment. Youngest worker was found in the facility 19 years.	
Remarks from Auditee:	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 190566] Audit Date: 24/08/2020 PA Score: A	Deadline date:31/12/2020
GOOD PRACTICES: None Observed.	
AREAS OF IMPROVEMENT: During audit it was observed that, the auditee partially fulfills the requirements of this performance area. During audit it was found that the factory management recruits the workers through advertisement or internal reference. Workers are selected based on the result of the examination taken on working skill of workers during the recruitment process. Factory management has not recruited any worker on temporary or contract basis. 10.2 - In accordance with BSCI Performance Area (No Precarious Employment) No 10.2: (Is there satisfactory evidence that the auditee engages workers based on recognized and documented employment relationships?) (The worker's photo and a photo of the nominated person have to be attached in the nominee form: provided that the worker can change the nominee from time to time following the same procedures.) Finding: It was noted that few required information was not updated in randomly checked 25 out of 40 employee's nominee form e.g. NID Number, Portion payable to each nominee, Date of Signature of employee, Nominated person and the owner / representative. Note: As facility has provided nominee form, so partial rating has been given in this section.	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 190566] Audit Date: 24/08/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None Observed.	
AREAS OF IMPROVEMENT: During audit it was observed that, the auditee fulfills the requirements of this performance area. Employees are free to leave factory and no restriction on workers to free movement in the premises. No pressure from security guards to hold workers once they get authorized leave from management. During interview, workers confirmed that all of their dues correctly paid in case they want to leave factory for better opportunity. During documents review no evidence of any punishment were found.	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 190566] Audit Date: 24/08/2020 PA Score: A	Deadline date:25/08/2021
GOOD PRACTICES: None Observed.	
AREAS OF IMPROVEMENT: During audit it was observed that, the auditee partially fulfills the requirements of this performance area. Factory management has assessed sources of (generator & boiler) air emission and sound level. There is a monitoring system to the use of water quantity and has given awareness training to the employees for water waste reduction. 12.5 - In accordance with BSCI Performance Area (Protection of the Environment) No. 12.5: (Is there satisfactory evidence that water is managed in a way that respects the environment, particularly but not limited to preserving local water sources?). Finding: It was noted that; a) No risk assessment conducted on water waste reduction. b) Facility did not have any procedure to prevent water lose and have a system to preserve natural water resource (recycling practices, preserve rainwater etc.) to ensure better environment in the premises. Note: As facility has environment protection policy, so partial rating is given in this section.	
Remarks from Auditee:	

Performance Area 13 : Ethical Business Behaviour

Full Audit [Audit Id - 190566] Audit Date: 24/08/2020 PA Score: A

Deadline date:31/12/2020

GOOD PRACTICES:

None Observed.

AREAS OF IMPROVEMENT:

During audit it was observed that, the auditee partially fulfills the requirements of this performance area. Factory management has developed an Anti-Bribery Policy. During audit no corruption or bribery related issues were noticed from the interviewed workers.

- 13.1 -** In accordance with BSCI Performance Area (Ethical Business Behavior) No 13.1: (Is there satisfactory evidence that the auditee actively opposes any act of corruption, extortion or embezzlement, or in any form of bribery in its activities as a business enterprise?) Finding: It was noted that, a) Facility has procedure to protect corruption, extortion or bribery but they do not provide training on ethics and integrity to the workers & managers. b) The factory management did not identify the potential areas of corruption and possible solution of mitigate anti-corruption issue. Note: As facility has reward system to maintain ethical behavior, so partial rating has been given in this section.

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	24/08/2020	190566	C	C	A	C	A	A	A	A	A	A	A	A	A	B

Producer Photos



Photo first aid facilities
Doctor Room.JPG



Photo first aid facilities
First Aid Box.JPG



Photo first aid facilities
First Aider.JPG



Photo of the canteen (if applicable)
Canteen.JPG



Photo of the canteen (if applicable)
Drinking water station.JPG



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

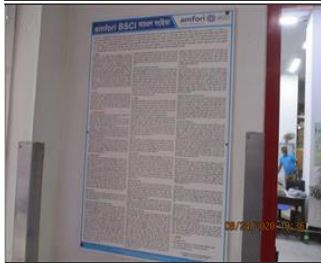


Photo of the code of conduct on display
amfori BSCI COC posted.JPG



Photo of the sanitary facilities
Complain Box.JPG



Photo of the sanitary facilities
Inside Toilet.JPG



Photo of fire safety equipment
Assembly Area.JPG



Photo of fire safety equipment
Emergency Telephone number.JPG



Photo of fire safety equipment
Evacuation Plan.JPG



Photo of fire safety equipment
Exit Sign.JPG



Photo of fire safety equipment
Fire Alarm switch.JPG



Photo of fire safety equipment
Fire Alarm Test.JPG



Photo of fire safety equipment
Fire Alarm.JPG



Photo of fire safety equipment
Fire Door.JPG



Photo of fire safety equipment
Fire Extinguisher.JPG



Photo of fire safety equipment
Fire Fighter.JPG



Photo of fire safety equipment
Fire Hose Pipe test.JPG



Photo of fire safety equipment
Fire Hose pipe.JPG



Photo of fire safety equipment
Gong Bell.JPG



Photo of fire safety equipment
Rooftop.JPG



Photo of fire safety equipment
Stair.JPG



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



Photo of the inside of the main production hall
Finished Goods store.JPG



Photo of the inside of the main production hall
Finishing Section.JPG



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



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



Photo of the personal protection equipments (if applicable)
Worker were using metal hand gloves for safety.JPG



Photo of the inside of the main production hall
Child care room.JPG



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



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



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



Photo of non-conformity
Needle guard was displaced in the sewing machine.JPG



Photo of non-conformity
Needle guard were displaced in feed of the arm machine.JPG



Photo of non-conformity
Spot removing operator were using fabric mask instead of respiratory mask.JPG



Photo of non-conformity
Steam pipe were not wrapped properly.JPG