

Social Compliance Development Goal 2019-2020

Prepare Date: 29-07-2019

Review No- 02

Review Date-29-02-2020

Next Review Date:- 31-09-2020

Goal Setting Date	SL	Identified Issues	Action to be taken	Responsible Person	Monitoring Person	Timeline	Target Review Date	Action Taken	Review Result
July - 2019	01	Accord initial findings completion	Priority basis CAP remediation	1. Engr.Maintenance 2. Structural Engineer 3. Electrical Engineer 4. Fire Safety Officer	1. GM- HR & Compliance 2. Sr.Executive Compliance 3. Executive- Compliance			At 13th follow up 28th July 2019 Accord initial audit findings completed.	Recognition Letter Received
July - 2019	02	Participation Committee Formation	As per Labor Law 2006 and Labor Rules 2015	1. GM- HR & Compliance 2. Sr.Executive Compliance 3. Executive- Compliance 4. Welfare Officer	1. GM- HR & Compliance	December 2019	December -2021	Election has been held on 19 th December 2019	Done
July - 2019	03	Safety Committee Formation	As per Labor Law 2006 and Labor Rules 2016	1. GM- HR & Compliance 2. Sr.Executive Compliance 3. Executive- Compliance 4. Welfare Officer	1. GM- HR & Compliance	January 2020	January-2022	Safety Committee formation has been completed on 2 January -2020	Done
July - 2019	04	BSCI- Increase 2018 achieved score B to A	By remediate all issues.	1. GM- HR & Compliance 2. Sr.Executive Compliance 3. Executive- Compliance	1. GM- HR & Compliance	December-2020	December -2020	We will fulfill the all BSCI performance area within December 2020.	50 %
July - 2019	05	Grievance Committee	Forming a committee including Management & Worker	1. Director Operations 2. Sr.Executive Compliance 3. Executive- Compliance 4. Welfare Officer	1. GM- HR & Compliance	January 2020	February-2022	Grievance Committee formation has been completed on 11-02-2020.	Done
July - 2019	05	Canteen Committee	Forming a committee including Management & Worker	1. Director Operations 2. Sr.Executive Compliance 3. Executive- Compliance 4. Welfare Officer	1. GM- HR & Compliance	January 2020	February-2022	Canteen Committee formation has been completed on 11-02-2020.	Done



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July - 2019	07	Digital Payment System for Worker	We have Planned to implement digital payment system to worker within 2020 at least one section .	1. Head of Finance & Accounts 2. Accounts officer	1. GM- HR & Compliance	January 2020	June -2020	Management has taken decision to provide digital payment to workers at least one section .	In progress
July - 2019	11	External engagement to improve working condition	As per Higg requirement we will step by step engage with local community/Government Organizations/NGO/Unions to improve working condition.	1. Director Operations 2. GM-HR & Compliance 3. Sr.Executive Compliance	1. GM- HR & Compliance	December 2020	June -2020	Communication with all stakeholders to develop our factory condition.	30%
July - 2019	13	Transparency and Disclosure of Social/Labor Performance Data	As per Higg requirement we will step by step disclose Social/Labor Performance Data in to factory website,.	1. Sr.Executive Compliance 2. Asst.Manager ECR	1. GM- HR & Compliance	June 2020	March -2020	Website Develop	80%