
| | |
|-----------------------------------|--|
| Auditee : | Raidha Collections Ltd. |
| Audit Date From : | 06/12/2020 |
| Audit Date To : | 07/12/2020 |
| Expiry Date of the Audit : | Please refer to the producer profile in the amfori BSCI platform |
| Auditing Company : | Intertek |
| Auditor's Name(s) : | Mamonur Rahman Khan(Lead), Mohammad Abul Kashem, Nasrin Sultana Munny |
| Auditing Branch (if applicable) : | Intertek Bangladesh |



This is an extract of the on line Audit Report. The complete report is available in the amfori BSCI Platform.
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Rating Definitions



| Rating | A combination of ratings per Performance Area where: | Consequence | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|--|
| <p>A Very Good</p> | <ul style="list-style-type: none"> • Minimum 7 Performance Areas rated A • No Performance Areas rated C, D or E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <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 | <p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p> |
| 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 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>B Good</p> | <ul style="list-style-type: none"> • Maximum 3 Performance Areas rated C • No Performance Areas rated D or E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <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 | <p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p> |
| 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 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>C Acceptable</p> | <ul style="list-style-type: none"> • Maximum 2 Performance Areas rated D • No Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <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 | <p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p> |
| 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 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>D Insufficient</p> | <ul style="list-style-type: none"> • Maximum 6 Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <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>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 | 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 | <p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p> |
| 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 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>E Unacceptable</p> | <ul style="list-style-type: none"> • Minimum 7 Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <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 | <p>amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.</p> |
| 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 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>Zero Tolerance</p> | <p>A Zero Tolerance issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)</p> | <p>Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

Main Auditee Information

| | | | |
|-----------------------------|---|-----------------|-------------------|
| Name of producer : | Raidha Collections Ltd. | | |
| DBID number : | 347929 | | |
| Audit ID : | 200113 | | |
| Address : | Hobirbari, Zamirdia, Valuka, Mymensingh 2240 | | |
| Province : | Dhaka | Country : | Bangladesh |
| Management Representative : | Mr. Md. Zulfiquar Ali | | |
| Contact person: | Md. Zulfiquar Ali | Sector : | Non-Food |
| Industry Type : | Textiles, clothing, leather | Product group : | Apparel |
| Product Type : | Sweater items | | |

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 : | A | |
| 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 |
| B | A | A | A | A | A | A | A | A | A | A | A | A |

Executive summary of audit report

Raidha Collections Ltd. is a 100% export-oriented ready-made garments manufacturer located at Hobirbari, Zamirdia, Valuka, Mymensingh 2240, Bangladesh. Total land area occupied by this facility was about 274,784 square feet where production area was about 542,907 square feet and warehouse area was around 495,00 square feet. The facility started its operation since 2012.

This amfori BSCI full audit was conducted by ITS Labtest Bangladesh Ltd. Three auditors (Mamonur Rahman Khan – APSCA-RA21700982, Mohammad Kashem - APSCA: RA21702386, Nasrin Sultana Munny -APSCA: RA21703703) in day one (06 December 2020) and two auditors (Mamonur Rahman Khan – APSCA-RA: 21700982, Nasrin Sultana Munny -APSCA: RA21703703) in day two (07 December 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.

Facility's working hours are as follows:

- There is 01 general shift for office management and staff 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 02 shifts (08:00 am to 05:00 pm and 08:00 pm to 05:00 am) for winding and jacquard section with including 01-hour Interval for rest or meal in each shift by rotation.
- 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 by rotation.

• In general, the employee work for 06 days in a week (Saturday to Thursday) and Friday is weekly holiday. Weekly holiday for security section is provided by rotation basis. All employees were recruited permanently and receive wages by monthly basis and piece rated basis in local currency within 7th working day of the following month. Month calculated from 29th to 28th of next month. The factory uses electronic time recording system (finger detection) to record daily attendance. Facility has peak and off-peak season. Peak season was May to October and off-peak season was November to April.

Auditors conducted opening meeting, site observation, workers, worker representatives, management interview, document review and closing meeting. Md. Zulfikar Ali - General Manager of Human Resource and Compliance was responsible for implementation of social compliance system in the facility.

Production capacity was 10, 40,000 pieces per month. Main production processes were Winding, knitting (Jacquard), Linking, Trimming, Mending, Washing, Sewing, Finishing and Packing. Based on management interview, their major clients were from Europe and North America. On the audit day, total workforce strength was 3838 in the facility.

Site Description:

The facility consists of 12 buildings and 08 sheds including Effluent Treatment Plant Area. In details, description of the buildings and sheds are as follows-

Building-1 (Ten storied)
 Ground floor: Jacquard section, Chemical Store and Washing Laboratory.
 1st floor: Finished goods area, Distribution and panel check area, General store, Winding area.
 2nd floor: Finishing section, Linking, trimming, mending, light check, iron, spot removing, PQC, Packing and Human Resource Office.
 3rd floor: Finishing section, Linking, trimming, mending, light check, iron, spot removing, PQC, Packing and Human Resource Office.
 4th floor: Finishing section, Linking, trimming, mending, light check, iron, spot removing, PQC, Packing and Human Resource Office.
 5th floor: Yarn store, Panel inspection area, Back winding, Dining room and Jacquard machine area.
 6th floor: Jacquard section, Sample section, Accessories and Office area.
 7th floor: Jacquard section.
 8th floor: Electrical store and roof top.
 9th floor: Miscellaneous store.
 Roof top: 100% vacant roof top.

Building-2 (Two storied): Child Care, Medical and Security Room.

1st floor: Fire Control Room and Server Room.
Roof top: 100% Vacant.
Roof top: 100% Vacant.
Building-3 (Two storied): Chemical Store, Boiler Room, Generator room, Gas Generator Control Panel
Building-4 (Single storied): Diesel Generator Room
Building-5 (Single storied): Common Toilet Area 01
Building-6 (Single Storied): Compressor Room
Building-7 (Single Storied): Substation
Building-8 (Single Storied): East Security Post
Building-9 (Single Storied): Common Toilet area 02
Building-10 (Single Storied): Fire pump room-1.
Building-12 (Single Storied): Fire pump room-2.

Shed areas:

Shed 1: Washing Section, Chemical Mixing area
Shed 2: Wastage store (Non-metal)
Shed 3: Wastage store (Metal)
Shed 4: Substation.
Shed 5: New Sub-station.
Shed 6: Carpenter.
Shed 7: Jacquard Section.
Shed 8: Yarn distribution Centre.
One Effluent Treatment Plant.

The audit process was started with an opening meeting where Tarique Chowdhury – Deputy Managing Director, Md. Shafayet Hossain – Deputy Managing Director, Md. Intiaj Nasim – Director Operators, Md. Zulfikar Ali - General Manager of Human Resource and Compliance, Mr. Firoz Ahmed-Senior Executive (Compliance), Mrs. Kulsum Akter - Vice President of Participation Committee were present in the opening meeting from factory side. In a brief 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. Meanwhile, management assured the auditors to help throughout the audit process. 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.

Health and safety visit:

During site tour all areas of the facility such as Winding, knitting (Jacquard), Linking, Trimming, Mending, Washing, Sewing, Finishing and Packing were visited during the audit. There were no other establishment found within the premises. The auditor has conducted the facility tour at the entire premises of the facility.

All employees are permanent. 36 permanent employees were selected for interviews from different production processes. Among them 13 were female and 23 were male. On sample basis, payroll records and timecards for the month of November 2020 (current paid month), August 2020 (peak paid month) and February 2020 (off-peak paid month) were reviewed. Moreover, attendance register, production records, garments inspection report, broken needle register and many other documents relevant to this audit were reviewed by the auditors.

Improvement areas were identified in PA 1, PA 5, PA 7, PA 10, PA 12 & PA 13. Details of the findings are listed in respective section.

For other areas (PA 2, PA 3, PA 4, PA 6, and PA 08, PA 9, PA 11), no non-conformities were noted, and the compliance noted is mentioned below:

PA 2.

During audit it was observed that, the auditee fulfills the requirements of this performance area. Factory management has formed PC (Participation Committee) through election procedure. PC (Participation Committee) members and workers of the factory were aware about the activities of the worker committee. Factory management has health & safety committee in combination of worker and management. 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. Workers of the factory was not aware about the requirements of BSCI Code of Conduct.

PA 3.

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, they formed a PC (Participation Committee) through election procedure. Interviewed workers were aware about the activities of the worker committees. 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.

PA 4.

During audit it was observed that, the auditee fulfills the requirements of this performance area. During close door interview no complaint on discrimination revealed from workers. No discrimination was observed 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.

PA 6.

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. Regular working hour of the factory is 08 hours per day. During randomly checked 03 sample months working hour analysis it was observed that weekly working hour was found within 60 hours which was within the legal limit. Overtime work is volunteer in the factory. Factory management has policy on working hour.

PA 8.

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.

PA 9.

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.

PA 11.

During audit it was observed that, the auditee fulfills the requirements of this performance area. Employees are free to leave factory after end of regular

working hours and no restriction was there for workers which impedes free movement in the premises. No pressure was there 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.

A closing meeting was conducted at end of the audit. All the attendees of opening meeting were also present in closing meeting except Participation Committee vice president as she was leave in second day. However, Ms. Bithi Akter - Member of Participation Committed who was attended in closing meeting. Auditors communicated all the findings in detail and discussed on the area of improvements to the auditees. The auditee was positive on the discussion and agreed on the area of improvements.

Note: Facility has taken following precautionary measures to prevent and control the spread of covid-19 pandemic situation in the workplace. Health awareness poster in different areas of the facility.

- Maintaining social distance in entrance, production floor and throughout the facility.
- Thermal checking of each employees and visitors during entrance of the facility premises.
- They are disinfecting foot and vehicles before entering the premises as well as workplace
- Disinfecting the whole premises every day.
- Hand washing facilities for each employee.

Ratings Summary



| Auditee's background information | | | |
|----------------------------------|------------------------------|---|--|
| Auditee's name : | Raidha Collections Ltd. | Legal status : | Private Limited Company |
| Local Name : | রাইদা কালেকশনস লিঃ | Year in which the auditee was founded : | 2012 |
| Address : | Hobirbari, Zamirdia, Valuka, | Contact person (please select) : | Md. Zulfiquar Ali |
| Province : | Dhaka | Contact's Email : | compliancehead@raidhacollectionsbd.com |
| City : | Mymensingh 2240 | Auditee's official language(s) for written communications : | Bengali as local language |
| Region : | South Asia | Other relevant languages for the auditee : | English as international language |
| Country : | Bangladesh | Website of auditee (if applicable) : | https://raidhacollectionsbd.com/ |
| GPS coordinates : | 24.3075452, 90.3855497 | Total turnover (in Euros) : | 28375695.60 |
| 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 : | 10,40,000 pieces per month |
| Product Group : | Apparel | Production cost calculation : | Yes |
| If other, please specify : | None | Lost time injury calculation cost : | Yes |
| Product Type : | Sweater items | | |

| Auditee's employment structure at the time of the audit | | |
|---|---------------------|--|
| Total number of workers : | 3838 | Total number of workers in the production unit to be monitored (if applicable) : |
| | MALE WORKERS | FEMALE WORKERS |
| Permanent workers | 2495 | 1343 |
| Temporary workers | 0 | 0 |
| In management positions | 37 | 1 |
| Apprentices | 0 | 0 |
| On probation | 10 | 6 |
| With disabilities | 5 | 3 |
| Migrants (national citizens) | 0 | 0 |
| Migrants (foreign citizens) | 0 | 0 |
| Workers on the permanent payroll | 2495 | 1343 |
| Production based workers | 791 | 690 |
| With shifts at night | 366 | 17 |
| Unionised | 0 | 0 |
| Pregnant | - | 9 |
| On maternity leave | - | 5 |

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 200113] Audit Date: 06/12/2020 PA Score: B

Deadline date:30/11/2021

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 time.

- 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 the established management system of the facility needs some improvement in implementing BSCI Code of Conduct in their business practice in few performance areas. Note: The facility has other effective system, policies and procedures in place to implement the BSCI COC in their business practice, so partial rating is given in this section.

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 200113] Audit Date: 06/12/2020 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.

Remarks from Auditee:

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

Full Audit [Audit Id - 200113] Audit Date: 06/12/2020 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.

Remarks from Auditee:

Performance Area 4 : No Discrimination

Full Audit [Audit Id - 200113] Audit Date: 06/12/2020 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.

Remarks from Auditee:

| Performance Area 5 : Fair Remuneration | |
|---|--------------------------|
| Full Audit [Audit Id - 200113] Audit Date: 06/12/2020 PA Score: A | Deadline date:30/11/2021 |
| 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. 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 - 200113] Audit Date: 06/12/2020 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. | |
| Remarks from Auditee: | |
| Performance Area 7 : Occupational Health and Safety | |
| Full Audit [Audit Id - 200113] Audit Date: 06/12/2020 PA Score: A | Deadline date:30/11/2021 |
| 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 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 a practice of providing the training on different types of topics i.e. health and safety, use of PPE, firefighting, first aid and fire drill. Factory management is conducting fire drill in regular basis. Factory management is recording injury. Factory management has qualified electrician to look after the electrical system. 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. 7.1 - In accordance with BSCI Performance Area (Occupational health and safety) No. 7.1 (Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?) and Bangladesh Labour Rules 2015, Rule 68 (4):(The owner of the institute shall conduct the physical fitness test of the workers on his/her own cost, by a registered Physician, for the activities that are described in Sub-section (1) and (2) and he/she would receive a Medical Certificate of each worker as per Form-26, certifying his fitness for performing the activities.): Finding: The facility had a practice to conduct regular (yearly basis) occupational health check-up for all the employees working in hazardous condition including, electricians, generator technicians, boiler operator, cook, spot removers, washing operators, etc. but did not maintain health certificate and list of medical tests in form 26 and 26 (a) as per legal requirement. Note, since the facility is conducting regular health check-ups, partial rating is provided to this section. 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?) and Local law: Bangladesh Energy Regulatory Commission Act, 2003 chapter-6, section 30, (License can be renewed, cancelled and revised by a process prescribed by regulation.) Finding: It was noted that; Facility did not obtain installation permission for their 01 out of 09 generator having capacity of 80 KW. However, facility already has valid CPP (captive power plant) for 3.144 MW from concern authority, so partial rating is provided to this section. | |
| Remarks from Auditee: | |

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|---|--------------------------|
| Performance Area 8 : No Child Labour | |
| Full Audit [Audit Id - 200113] Audit Date: 06/12/2020 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. | |
| Remarks from Auditee: | |
| Performance Area 9 : Special protection for young workers | |
| Full Audit [Audit Id - 200113] Audit Date: 06/12/2020 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. | |
| Remarks from Auditee: | |
| Performance Area 10 : No Precarious Employment | |
| Full Audit [Audit Id - 200113] Audit Date: 06/12/2020 PA Score: A | Deadline date:30/11/2021 |
| 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. Factory management issues appointment letter to all the employees of the factory. The personal files of workers are well maintained by the factory in connection with employment contract & all required papers. Factory management has provided workers' handbook and leave book to its worker. 10.2 - In accordance with BSCI Performance Area (No Precarious Employment) 10.2: (Is there satisfactory evidence that the auditee engages workers based on recognized and documented employment relationships?) and a) Bangladesh Labor Rules 2015, Section 19(5) (Each owner will provide identity card with the photograph to each worker working in the firm at the costs of the owner as per Form-6.) b) Bangladesh Labor Rules 2015 Rule- 118 (Payment of undisbursed wages and other dues in case of death of workers: Following the description of Form-41, every worker must nominate a person who can receive undisbursed payment and other dues in the absence of him/her, at the time of his/her employment in the workforce. Finding: a) Randomly checked 10% provided ID card of the employees were not updated as per legal legislation such as some information like blood group, emergency number, permanent address etc. was not updated. b) It was noted that few required information was not updated in randomly checked 15 out of 36 employee's nominee form e.g. Date of Signature of employee, portion payable to each nominee etc information of Nominated person and the owner / representative. Note: As facility has provided ID card and nominee form so partial rating has been given in this section. | |
| Remarks from Auditee: | |
| Performance Area 11 : No Bonded Labour | |
| Full Audit [Audit Id - 200113] Audit Date: 06/12/2020 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. | |
| Remarks from Auditee: | |

| Performance Area 12 : Protection of the Environment | |
|--|--------------------------|
| Full Audit [Audit Id - 200113] Audit Date: 06/12/2020 PA Score: A | Deadline date:30/11/2021 |
| GOOD PRACTICES: None observed | |
| AREAS OF IMPROVEMENT: During audit it was observed that, the auditee partially fulfills the requirements of this performance area. There is a monitoring system to the use of water quantity. Facility has assessed environment impact. Facility has established rainwater harvesting which has been used for various purpose. | |
| <p>12.4 - In accordance with BSCI Performance Area (Protection of the Environment) No. 12.4 (Is there satisfactory evidence that waste is managed in a way that does not lead to the pollution of the environment?) and Bangladesh Labour Rules 2015, Rule 40 (1) (2) (With a view to fulfilling the purposes of the section 51(a), wastes should be removed in the box with lid as the appropriate measure so that bad smell or germs can't be spread from these. Metallic objects waste with terrible odor, chemical wastes and medical wastes should be removed in separate boxes every day.):</p> <p>Finding: It was noted that factory management is not storing solid waste by there types and hazard. Though, there was seperated wastage storage area, partial rating has been given in this section.</p> | |
| Remarks from Auditee: | |
| Performance Area 13 : Ethical Business Behaviour | |
| Full Audit [Audit Id - 200113] Audit Date: 06/12/2020 PA Score: A | Deadline date:30/11/2021 |
| 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 developed an Anti-Bribery Policy. During audit no corruption or bribery related issues were noticed from the interviewed workers. Factory management has included all the business partners in the anti-bribery policy of the factory to ensure the non-involvement in any type of bribery. | |
| <p>13.4 - In accordance with BSCI Performance Area (Ethical Business Behavior) No. 13.4: Is there satisfactory evidence that the auditee collects, uses and otherwise processes personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements?) Finding: It was noted that facility did not have any policy or procedure for workers personal data protection, exchange and handling etc. Note, as facility management does know importance and respect workers personal data, so partial rating is given in this section.</p> | |
| 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 | 06/12/2020 | 200113 | B | A | A | A | A | A | A | A | A | A | A | A | A | A |

Producer Photos



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



Photo of fire safety equipment
Fire rated door.JPG



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



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



Photo of fire safety equipment
Fire sprinkler system.JPG



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



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



Photo of fire safety equipment
Hose reel demonstration.JPG



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



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



Photo of fire safety equipment
Public addressable system.JPG



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



Photo first aid facilities
First aid box.JPG



Photo of fire safety equipment
Smoke detector.JPG



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



Photo first aid facilities
Medical room.JPG



Photo of fire safety equipment
Visual fire alarm.JPG



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



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



Photo of non-conformity
Wastage was not properly segregated.JPG



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



Photo of fire safety equipment
Central fire control panel.JPG



Photo of the canteen (if applicable)
Canteen area.JPG



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



Photo of fire safety equipment
Emergency fog light.JPG



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



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



Photo of fire safety equipment
Emergency telephone number posted.JPG



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



Photo of the inside of the main production hall
Time recording machine.JPG



Photo of fire safety equipment
Evacuation plan.JPG



Photo of the inside of the main production hall
Covid 19 prevention measure Awareness poster.JPG



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



Photo of fire safety equipment
Exit sign.JPG



Photo of the inside of the main production hall
Covid 19 prevention measure Disinfectant chamber.JPG



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



Photo of fire safety equipment
Fire alarm switch.JPG



Photo of the inside of the main production hall
Covid 19 prevention measure Hand wash facilities.JPG



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



Photo of fire safety equipment
Fire alarm.JPG



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



Photo of the nursery (if applicable)
Childcare room.JPG

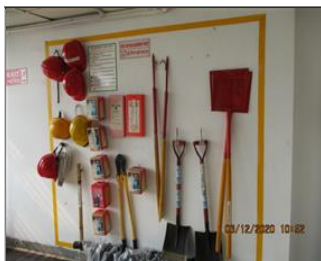


Photo of fire safety equipment
Fire equipment.JPG



Photo of the inside of the main production hall
Electrical distribution board.JPG



Photo of the personal protection equipments (if applicable)
Employee using personal protective equipment.JPG



Photo of fire safety equipment
Fire extinguisher.JPG



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



Photo of the sanitary facilities
Complain box.JPG



Photo of fire safety equipment
Fire Hose cabinet.JPG



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



Photo of the sanitary facilities
Toilet area.JPG



Photo of fire safety equipment
Fire hydrant pump.JPG



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