
Auditee :	Sagacious Fashions Ltd.
Audit Date From :	30/12/2020
Audit Date To :	30/12/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	UL-RS
Auditor's Name(s) :	Zahidun Nabi(Lead), Prince ASM Hassan Imam, Tofael Hossain
Auditing Branch (if applicable) :	



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																																							
A Very Good	<ul style="list-style-type: none">Minimum 7 Performance Areas rated ANo 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 CNo 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.
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																													
C Acceptable	<ul style="list-style-type: none">Maximum 2 Performance Areas rated DNo 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.
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																													
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 :	Sagacious Fashions Ltd.		
DBID number :	381224		
Audit ID :	202417		
Address :	74/1, Degerchala Main Road, National University Gazipur Sadar		
Province :	Dhaka	Country :	Bangladesh
Management Representative :	Mohammad Nuruzzaman		
Contact person:	Mohammad Nuruzzaman	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	Apparel		

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) :	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	A	A	A	A	A	A	A	A	A	A	A	A

Executive summary of audit report

(Lead Auditor) Zahidun Nabi RA 21702554
 (Team auditor) Hassan Prince RA 21702599
 (Team auditor) Tofael Hossain ASCA 21702701
 Initial Audit was conducted for the factory Sagacious Fashions Ltd. by 3 auditors in one day as announced basis. The audit was 3 field man day and 0.5 is report writing day. On December 30, 2020 3 auditors entered at morning around 9.00 am and greeted by Md. Nuruzzaman. Auditors conducted an opening meeting with management team
 Md. Asgar Ali (Labu)- Director
 Md. Dulal Shaikh- Manager Admin & HR
 Md. Nuruzzaman- Assistant Manager Compliance & HR
 Mst. R*s*e*a B*g*m- Workers Participation Committee Vice President
 Md. Shahjahan Mia- Officer Maintenance
 Auditor describe audit scope and criteria as per amfori BSCI guideline. Management agreed to support auditor by providing necessary document in a timely manner as per shared audit plan. UL statement of integrity was signed by Md. Nuruzzaman. He also allowed to conduct interview, document review, safety walkthrough and taking photo Md. Nuruzzaman signed the TOI and COC for this audit.
 Established date of the factory is 27-Jun-2007. Md. Nuruzzaman- Assistant Manager Compliance and HR is assigned BSCI management representative here.

The Business license number (Factory License) is 18043/Gazipur and validity date is 30-Jun-21.

Facility layout-
 No other factory located in same building and premises One rented building which was with 5 floors.
 Floor 1: Ground floor: General Store, Fabric Store, Child care room, Doctors room, Time section, Security post, Parking area, Assembly point, Idle machine store.
 Floor 2: Finishing, packing section, finished goods store.
 Floor 3: Sewing section.
 Floor 4: Sewing section.
 Floor 5: Office and cutting section.
 Floor 6: Dining, canteen, open space, pairing production area, spot removing room, female prayer room, wastage area.
 One Shed which was 2-storey.
 Floor 1: Staff rest room, dining area.
 Floor 2: Electrical substation, boiler, Generator, compressor, Knitting section, Yarn storage area.

The management informed they are working in this unprecedented situation during Covid-19#. Management gave some extra effort to sanitize more and monitor workers to use face mask and maintain social distance. They have taken measures as per guideline published by BGMEA and trying to follow government notices.
 Management was very cooperative to complete the audit and given necessary support
 Statutory document
 Certificate of incorporation: Established in 27-Jun-2007
 Trade license: License no 32/140/9/10/18, license is valid up to 30-Jun-21
 Factory License: 18043/Gazipur, license is valid up to 30-Jun-31, category F
 Construction approval: This factory is approved by the chief factory inspector on dated 22-Jul-2018.
 Fire License: DD/Dhaka/25594/2015, license is valid up to 30-Jun-21
 Boiler license: BB#8762, license is valid up to 07-Aug-2021
 Competency certificate for boiler operator: Boiler operator license number is 5755
 Electrician's license: Electrician license is valid up to 24-Oct-22
 Group Insurance Records (Insurance Certificate and Biometric registration Screen shot from web): Insurance certificate no#6126, valid up to 31-Dec-20
 Latest Drinking Water Test Report: Last test conducted on dated 9-Jun-20 and all the parameters are within the limit.
 Generator license: LWC- 2264, license is valid up to 15-Jul-21

Wastage contractor: Md. Faruk Enterprise

Non statutory document

Medical room attendant's personal file: Khirun Nahar- Nurse

Doctor's personal file: Dr. Sadia Afrin Banna; BMDC Reg#80020

Agreement with the Hospital/ clinic: Tairunessa Medical College Hospital, Kunia, Taragacha, Board

Accident & Injury record: Last minor injury reported on 21-Dec-20. Last minor injury was reported to labor department on 8-Jul-20.

Accident injury analysis report: Reviewed for the month of September, October and November 2020

Fire Drill record: Last fire drill was done on 19-Dec-20, total participant no 360 and evacuation time is 2.30 minutes

Training records for fire fighters: Last fire fighting training was done on 9&10-Dec-20, training was done by Fire service and civil defense authority of Bangladesh

Training records on First Aider: Last first aid training was done on 7-Dec-20.

Workers Participation Committee meeting minutes: Election was done on 22-Sep-20 and approved by the labor ministry. Last meeting was done on 27-Sep-20.

Safety committee meeting minutes: Last safety committee meeting was done on 20-Oct-20.

Anti-corruption risk assessment: Reviewed. There is also policy and reward system for anti-corruption

Policy and Procedure: Reviewed

Child labor policy and child Labor remediation policy: Reviewed

Grievance policy: Reviewed

Grievance register: Reviewed

Grievance Training: Last training was done on 13-Dec-20

Grievance survey for workers: Reviewed

Community grievance survey: Reviewed

Organogram: Reviewed

BSCI training Workers and Mid-Level management: For workers last training was done on dated 10-Dec-20; for mid-level management training was done on 19-Dec-20.

EIA report: Reviewed

Noise, Air, humidity, light, temperature assessment: Reviewed

Training in water use effectively: Last training was done on 28-Nov-20

Discrimination policy: Reviewed

Long term goal and company Mission vision:

Risk Assessment: Reviewed

Supply chain and stake holder mapping: Reviewed

Production capacity planning: Reviewed

Training record on PPE: Last PPE training was done on 15-Dec-20.

Chemical Handling: Last MSDS training was done on 20-Dec-20.

Living wage survey: Reviewed

Workers Service book: Reviewed

Personal file / ID cards/Appointment / Age proof records / Employment Contract Agreement: Reviewed

Time cards / records: Working hour is approved from the chief factory inspector. Working hour start from 8 am to 5 pm with 1 hour of break from 1 pm to 2 pm. Knitting and Security section operates in 3 shifts: 6 am to 2 pm; 2 pm to 10 pm and 10 pm to 6 am.

Payroll sheets & Overtime payment records: There is no peak or off-peak season reported by the management. As per the self-assessment, all the months are medium for them. Payroll is checked for the month of September, October & November 2020

Copy of pay slips/ Copy of overtime slips: Reviewed

Festival Bonuses records: Reviewed

Maternity benefit payment documents & Register: Reviewed

Leave documents: Reviewed

Leave encashment Documents for the resigned workers/ Final settlement records: Reviewed

Festival holiday list: Reviewed

Special circumstance-

1) The factory provides group insurance number 6126 and under biometric registration in government database.

2) Below photos are not available- Dormitories (No dormitory for onsite); Contractor license/permit- No contractor reported; Agency labor contract- No agency; Government waivers-Not applicable; Collective bargaining agreements- No CBA; Inconsistencies between time and production records- Not detected, Environment license- Not applicable for this factory

3) The factory has does not have any peak and off peak season and Generally all months are with medium production running. Payroll is checked for the month of September, October & November 2020

7) Time card is automated swipe card system from November 2020 and before there was manual time card. Working hour start from 8 am to 5 pm with 1 hour of lunch break from 1 pm to 2 pm.

Closing Meeting-

After end of the audit a closing meeting was conducted with management team and workers association member (Same present in opening meeting).

Auditor described all the observation based on local law and amfori Code. Management agreed with all the observation and gave necessary timeframe to accomplish those observation. Management was very positive in closing meeting. Finally Md. Nuruzzaman and workers association member signed the onsite findings report and auditor left the facility around 6:00 pm on same day.

Ratings Summary


Auditee's background information			
Auditee's name :	Sagacious Fashions Ltd.	Legal status :	Limited Company
Local Name :	স্যাগেশ্যাস ফ্যাশন্স লিঃ	Year in which the auditee was founded :	2007
Address :	74/1, Degerchala Main Road, National University	Contact person (please select) :	Mohammad Nuruzzaman
Province :	Dhaka	Contact's Email :	sagacious3.apparels@gmail.com
City :	Gazipur Sadar	Auditee's official language(s) for written communications :	English
Region :	South Asia	Other relevant languages for the auditee :	Bangla (Local Language)
Country :	Bangladesh	Website of auditee (if applicable) :	www.sagaciousfashion.com
GPS coordinates :	23° 57' 47.86342" N, 90° 23' 8.12312" E	Total turnover (in Euros) :	6574022.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :		Production volume :	4,50,000 pcs per month
Product Group :	Apparel	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Apparel		

Auditee's employment structure at the time of the audit		
Total number of workers :	400	Total number of workers in the production unit to be monitored (if applicable) :
		0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	140	260
Temporary workers	0	0
In management positions	16	5
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	140	260
Production based workers	0	0
With shifts at night	29	0
Unionised	0	0
Pregnant	-	1
On maternity leave	-	1

Finding Report

Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 202417] Audit Date: 30/12/2020 PA Score: C

Deadline date:30/06/2021

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The facility is a 100% export oriented knit garments industry. Management has set up a management system guided by local law and amfori code of conduct. The management has written social compliance policy and appointed a senior management to implement amfori BSCI Code of Conduct. The auditee has a good overview and policy to select the significant business partners based on their level of alignment with BSCI Code of conduct. Facility has done supply chain and stake holder mapping. TOI and code of conduct and corruption policy are not signed for all auditee and internal audit not effective. The facility maintains the production records and production capacity planning. There is very low overtime reported in last 3 months due to less order for Covid-19. Workforce capacity is properly organized to meet the expectations of the delivery order and/or contracts. Below gap has been identified in implementation-

The auditee understand English and as per BSCI memo local language is not required for CAP

- 1.1 -** Finding: There is internal audit system implemented by the factory, but gap identified in effectiveness as- i) Management unable to identify the maternity leave calculation error. After detecting the error, management paid that employees onsite and auditor reviewed payment records. [In accordance with amfori CODE 1.1] ii) In the internal audit report, factory had raised issue on back support chair for sewing operators, which found still pending [In accordance with amfori BSCI Code 1.1] Mr. Nuruzzaman informed he will make this correct soon.
- 1.3 -** Finding: The factory has included new supplier as per required production. However the monitoring is not effective for 2 suppliers as per provided document. Those 2 suppliers' trade license is expired, not reflecting in internal monitoring by auditee and the signed cod of conduct printed version is not up to the mark as per amfori Code [In accordance with amfori BSCI Code 1.3] Mr. Nuruzzaman informed he will monitor and documented all suppliers performance.

Remarks from Auditee:

Agreed

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 202417] Audit Date: 30/12/2020 PA Score: A

Deadline date:30/06/2021

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The factory has established a good management practices that involve workers and their representatives. There is information exchange on workplace issues by conducting regular meeting with workers representative and management which is done effectively. The members are elected recently in 2020 and valid for next 2 years. Management has set their long term goals for business as well to protection for workers. The auditee provides different type of training to build competency among the managers, mid-level managers, workers and workers representatives to successfully implement BSCI code of conduct. There is a system of effective operational-level grievance mechanism for individuals and communities. However, below gaps have been identified in implementation-

- 2.1 -** Finding: There is gap identified in management practices to involve workers and their representatives in sound information exchange on workplace issues as meeting is not done regularly as per local law. Last meeting of Elected workers Participation committee was done on 27-Sep-20. However, as per law, this should be arranged every 2 months interval [Bangladesh Labour Code (2006), Section 207] Mr. Nuruzzaman informed due to Covid-19#, they unable to arrange it timely.

Remarks from Auditee:

Agreed

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

Full Audit [Audit Id - 202417] Audit Date: 30/12/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The auditee was able to show satisfactory evidence that they respects the right of workers to form or to join unions in a free and democratic way. The factory conducts regular meeting with management and elected workers representative. The management respects workers' right to bargain collectively which come from workers meeting and the auditee does not discriminate against workers because of their participation committee membership. It is also reported that the auditee does not prevent worker's representatives from having access to or interacting with workers in the workplace. However, below gaps have been identified in implementation-

- 3.1 -** Finding: There is gap identified in management practices to involve workers and their representatives in sound information exchange on workplace issues as meeting is not done regularly as per local law. Last meeting of Elected workers Participation committee was done on 27-Sep-20. However, as per law, this should be arranged every 2 months interval [Bangladesh Labour Code (2006), Section 207] Mr. Nuruzzaman informed due to Covid-19#, they unable to arrange it timely.

Remarks from Auditee:

Agreed

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 202417] Audit Date: 30/12/2020 PA Score: A	Deadline date:30/06/2021
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The satisfactory evidence has shown that the auditee takes the necessary steps and measures to avoid and eradicate discrimination in the workplace. This evidence is collected from documents review, management and workers interview. The auditee has taken necessary preventative measures to ensure workers are not disciplined, dismissed or discriminated against because of their complaints against infringements of their rights. This is confirmed by worker's representative interview. There is reported preventative and remedial measures so workers are not harassed or disciplined on any grounds of discrimination. No observation noted.	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 202417] Audit Date: 30/12/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The factory has implemented the legal minimum wage set by the Bangladesh government minimum wage board. The last declared wage was published in 2018 for this type of industry and factory follow this minimum wage notification accordingly. The lowest wage is reported 8000 BDT per month for a grade seven assistant operator and this is acceptable. Employees basic wage is settled as per the grade of the employee showing in minimum wage gazette. There is no peak or non-peak season reported by the management. As per the self-assessment, all the months are medium for them. Payroll is checked for the month of September, October & November 2020. Through record review, it is noted that salary is paid by 7th working days in cash. No delay payment is reported. There is satisfactory evidence showing that the level of wages reflects the skills and education of workers. The auditee has done living wage calculation. All the social benefits are granted as per the law. The auditee ensures that deductions are only taken under the conditions and to the extent prescribed by the law. Auditee fully respects this PA.	
Remarks from Auditee:	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 202417] Audit Date: 30/12/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Time card is automated swipe system from November 2020: Working hour is approved from the chief factory inspector. Working hours start from 8 am to 5 pm with 1 hour of break from 1 pm to 2 pm. Knitting and Security section operates in 3 shifts: 6 am to 2 pm; 2 pm to 10 pm and 10 pm to 6 am. Payroll sheets & Overtime payment records were checked for the months of September, October & November 2020. The general working hour is found 48 hours per week and maximum overtime is 12 hours per week. There is very low overtime reported in last 3 months due to less orders for Covid-19#. Workforce capacity is properly organized to meet the expectations of the delivery order and/or contracts. There is no rest break violation and no lack of 7th day rest issue found. Auditee fully respects this PA.	
Remarks from Auditee:	

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 202417] Audit Date: 30/12/2020 PA Score: A

Deadline date:30/06/2021

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The factory has developed a management system for occupational health and safety. The factory continuously seeks to improve workers' protection by carrying out risk assessments. The auditee regularly provides trainings for preventing injury. The factory posted signs and warnings including reminder to wear mask and maintain social distance for Covid-19#. There is system for reporting accidents and injuries with analysis to avoid in future. The auditee has installed properly working firefighting equipment. The general escape routes are found accessible and clearly marked with evacuations plans in relevant places. The factory ensures safeguards for machine part. There are first-aiders and registered doctor and nurse onsite. The auditee provides potable water and the rest rooms are found clean with running water with privacy. The factory maintains acceptable temperature, humidity, space, sanitation, illumination which are reportedly adequate for the health and safety of workers. The factory does not provide transportation or dormitory. However, below gaps have been identified in implementation-

- 7.1 -** Finding: There is gap identified in occupational health and safety section which indicates gap in management system [In accordance with amfori BSCI Code 7.1]
- 7.3 -** Finding: Factory has done the risk assessment based on the operational areas and processes. However, still risk assessment not conducted for LPG cylinder used in kitchen and portable gas cylinder used in boiler [In accordance with amdoi BSCI Code 7.3] Mr. Nuruzzaman informed due to Covid-19#, He will rework on risk assessment and it will be reviewed in 2021
- 7.5 -** Finding: There is system of conducting fire drill for workers, however, the fire drill for night shifts workers was not done in last 1 year. As per management, due to Covid-19#, this is not done this year. [Bangladesh Labor Rules 2015-Sixth Chapter-Safety Rule 55] Mr. Nuruzzaman informed- due to Covid-19#, this is not done this year.
- 7.17 -** Finding: There is machine safety procedure, however, needle guards found displaced with 3 out of 6 sampled sewing machines and eye-safety guard displaced found with 01 out of 02 sampled flat-lock machines. [In accordance with Bangladesh Labor Law 2006, section-63(1)] Mr. Nuruzzaman informed he will check with the help of maintenance department.

Remarks from Auditee:

Agreed

Performance Area 8 : No Child Labour

Full Audit [Audit Id - 202417] Audit Date: 30/12/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

No child labor engagement is reported. The factory does not engage in any form of child labor directly or indirectly. There is management system implemented and established robust age-verification mechanisms as part of the recruitment process. The factory maintains adequate policies and procedures in writing toward protecting children from any kind of exploitation. The sample personal files are maintained with age proof document which includes Medical Certificate, National Identity cards or Birth Certificate. No historical child labor reported. Auditee fully respects this PA.

Remarks from Auditee:
Performance Area 9 : Special protection for young workers

Full Audit [Audit Id - 202417] Audit Date: 30/12/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

There is no young workers found on the audit day. The factory hires workers with minimum 18 years as per there company policy. This reported by the facility management and by the workers as well. The auditor noted that no young workers engagement onsite by the factory in any production process. However, the auditee has policy on young worker engagement. Young worker is discouraged, but not restricted for employment. Auditee fully respects this PA.

Remarks from Auditee:
Performance Area 10 : No Precarious Employment

Full Audit [Audit Id - 202417] Audit Date: 30/12/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The factory do not engage with short/part-time/ seasonal workers. There is no temporary worker reported on the day of the audit. The facility ensures the employment relationship do not cause insecurity and social or economic vulnerability of workers. Auditee fully respects this PA.

Remarks from Auditee:

Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 202417] Audit Date: 30/12/2020 PA Score: A	Deadline date:
<u>GOOD PRACTICES:</u> None	
<u>AREAS OF IMPROVEMENT:</u> The factory does not engage in any form of Prison, servitude, forced, bonded, indentured, trafficked or non-voluntary labor. No migrant workers are hired (11.2 is graded N/A). Auditee fully respects this PA.	
<u>Remarks from Auditee:</u>	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 202417] Audit Date: 30/12/2020 PA Score: A	Deadline date:30/06/2021
<u>GOOD PRACTICES:</u> None	
<u>AREAS OF IMPROVEMENT:</u> The factory does not engage any excessive use of production related to chemicals as there is no dyeing process. This industry does not require environmental clearance certificate. The factory has done their EIA report and air emission is measured. The factory does not generate any hazardous wastage. The main wastages are fabric cut piece, plastics, threads, poly bag and papers. These are sold to a licensed contractor for recycle. However, below gap has been identified in implementation- 12.3 - Finding: The factory has water extraction permit. However, the permit is expired on 30-Jun-20. The factory has applied on 24-Dec-20 and deposited money on 27-Dec-20 [In accordance with amfori BSCI Code 12.3] Mr. Nuruzzaman informed it is under government process	
<u>Remarks from Auditee:</u>	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 202417] Audit Date: 30/12/2020 PA Score: A	Deadline date:30/06/2021
<u>GOOD PRACTICES:</u> None	
<u>AREAS OF IMPROVEMENT:</u> The factory has written policy for corruption, extortion or embezzlement, or in any form of bribery in its activities as a business enterprise. There is no evidence reported to be involved in falsifying information. The processes personal information is maintained and recorded with reasonable care. However, below gap has been identified in implementation- 13.1 - Finding: The factory has ethics and integrity policy in place, however, ethics and Integrity training is not given to workers and managers [In accordance with amfori code 13.1]	
<u>Remarks from Auditee:</u> Agreed	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	30/12/2020	202417	C	A	A	A	A	A	A	A	A	A	A	A	A	B

Producer Photos



Photo of non-conformity
Back-support not provided with chair.JPG



Photo of non-conformity
Eye safety guard displaced.JPG



Photo of non-conformity
Needle guard displaced.JPG



External photo(s) of the production unit(s)
Entrance to the audited facility including entity name.JPG



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



Photo first aid facilities
First aid kit.JPG



Photo of fire safety equipment
Fire safety to confirm sustenance-Attached fire extinguisher.JPG



Photo of fire safety equipment
Fire safety to confirm sustenance-Fire alarm switch.JPG



Photo of fire safety equipment
Fire safety to confirm sustenance-Fire fighting equipment.JPG



Photo of fire safety equipment
Fire safety to confirm sustenance-Fire hose checked.JPG



Photo of fire safety equipment
Fire safety to confirm sustenance-Fire rated door.JPG



Photo of fire safety equipment
Fire safety to confirm sustenance-Fog light.JPG



Photo of fire safety equipment
Fire safety to confirm sustenance-Jockey pump.JPG



Photo of fire safety equipment
Fire safety to confirm sustenance-PA system.JPG



Photo of fire safety equipment
Fire safety to confirm sustenance-Smoke detector.JPG



Photo of fire safety equipment
Fire safety to confirm sustenance-Visual fire alarm.JPG



Photo of the canteen (if applicable)
Canteen.JPG



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



Photo of the inside of the main production hall
High-risk health and safety areas- Boiler area.JPG



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



Photo of the inside of the main production hall
Production area-collar.JPG



Photo of the inside of the main production hall
Production area-cutting.JPG



Photo of the inside of the main production hall
Production area-finishing.JPG



Photo of the inside of the main production hall
Production area-knitting.JPG



Photo of the inside of the main production hall
Production area-sewing.JPG



Photo of the sanitary facilities
Drinking water.JPG