
Auditee :	Dowas Land Apparels Ltd.
Audit Date From :	16/07/2019
Audit Date To :	16/07/2019
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	UL-RS
Auditor's Name(s) :	Prince ASM Hassan Imam(Lead)
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																																							
<p style="text-align: center;">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 style="text-align: center;">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 style="text-align: center;">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 style="text-align: center;">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 style="text-align: center;">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 style="text-align: center;">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>																																							

Producer : Dowas Land Apparels Ltd.

DBID : 391164 and Audit Id : 157277

Audit Date : 16/07/2019

Audit Type : Follow-up Audit

Main Auditee Information

Name of producer :	Dowas Land Apparels Ltd.		
DBID number :	391164		
Audit ID :	157277		
Address :	B-68/6, Jalkuri, Westpara, Siddirgonj Narayangonj 1420		
Province :	Dhaka	Country :	Bangladesh
Management Representative :	K.H. Asifur Rahman Joy - Manager (Manager - Admin, HR & Compliance)		
Contact person:	Mr. K.H. Asifur Rahman	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	Knit and woven items		

Audit Details



Audit Range :	<input type="checkbox"/> Full Audit	<input checked="" type="checkbox"/> Follow-up Audit	
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms	
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural	<input type="checkbox"/> Small Producer
Audit Announcement :	<input checked="" type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced	<input type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No		
Audit extent (if applicable) :	Limited extent (follow-up on a few Performance Areas only)		
Audit interferences or contingencies (if applicable) :	none		
Overall rating :	C		
Need of follow-up :	Yes	If YES, by : 16/07/2020	

Rating per Performance Area (PA)

PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
C	D	A	C	B	A	A	A	A	A	A	A	A

Executive summary of audit report

This partial follow up audit against amfori BSCI code 2014 was conducted only for PA7 at Dowas Land Apparels Ltd. conducted on dated July 16, 2019 as announced basis. The audit is conducted with 1.5 mandays in one day where 1 man-day utilized onsite and 0.5 man-day for report writing. On the audit day Lead Auditor: Hassan Prince - APSCA #: RA21702599 conducted the audit.

Upon arrival at the factory on morning of July 16, 2019, the audit team is greeted by Mr. K.H. Asifur Rahman Manager, HR & Compliance and escorted to the meeting room. An opening meeting was conducted in that meeting room with participation committee member and management representative who are responsible to implement the BSCI code at this factory. Below persons were present at opening meeting- Mr. K.H. Asifur Rahman – Manger HR & Compliance; Mr. Md. Rokon Yeamani – Asst. Manager, HR & Compliance; Mr. Md. Robiul Islam – Asst. Manager, HR, Admin and Compliance; Mr. Didarul Islam – Writer Cutting section and Vice president of Participation Committee.

The auditor described the purpose and scope of the audit as per the amfori guideline. The auditor described the audit process which includes a detailed document review, workers interview and health and safety walk through. The management gave permission and also granted to take photo. The UL statement of integrity was signed by Mr. K.H. Asifur Rahman – Manger HR & Compliance.

Legal document information:

The factory Certificate of incorporation: No. C-58200(206)/05 issued on dated July 19, 2005.

Trade license: 09/130/14-10-2018 issued by Narayanganj City Corporation, Valid till June 30, 2020

Factory license: 19256/Narayanganj with category "G". Factory license has been expired on June 30, 2019. However, auditee has applied for renewal on June 30, 2019. However, auditee informed they will get the updated license within the coming week.

Fire license: DD/Dhaka/28727/2018, license has been expired on June 30, 2019, approval given for 52000 square feet. However, facility has applied for renewal on dated Jul 11, 2019

BKMEA Membership Certificate no. NGJ-118/2019 valid till December 31, 2019 under BKMEA Membership Number : 1943-B/2014.

Boiler license: Boiler no. Ba.Bo. 10198 issued on dated July 03, 2019 with six month validity.

Drinking water test report: Last test conducted on March 18, 2019 from icddr,b Laboratory and Services Division, Mohakhali, Dhaka 1212 for iron and Arsenic. March 10, 2019 for biological and chemical parameter.

Boiler operator: 02 boiler operators certificate reviewed.

Building description: The facility premises consist of total 1 building. Detail description is given below:

Building- 01 (05 storied building):

Ground Floor: Medical room, child care room, office, inspection room, fabric storage area, security room.

1st floor: Sewing section, prayer room, office area.

2nd floor: Finishing section and office area.

3rd floor: Sewing section, office area.

4th floor: Cutting section, sample section, workers dining hall.

Rooftop: Vacant.

Shed: 01: Generator room Commonly shared with Dowas Land Knitting and Dyeing Ltd.

Shed 02: Boiler commonly shared with Dowas Land Knitting and Dyeing Ltd..

Other information:

Doctor: appointed one Medical Officer with provisional BMDC registration no BMDC NO. S 90534. She is just newly passed from Bogura Medical College and submitted her papers for registration. BMDC provided the provisional certificate to her. Web site does not show the provisional number.

Medical Assistant: Auditee appointed one paramedic for assisting the medical office.

Hospital agreement: Family Care General Hospital, Sign Board, Narayanganj.

Injury register: No major injury reported. Only some minor injury reported. No major accident reported. Injury register sent to the factory inspection department as per law.

Most recent Fire fighting training Internal conducted on June 27, 2019. Total Fire fighter reported 114.

First Aider training provided on May 30, 2019. Total first aid box 7 & first aider 13.

Fire drill: Recent fire drill conducted on June 25 at 3:30 am. Total evacuation time was required 2:40 min. No casualty reported. No fire drill reported in presence of fire Service and Civil Defense authority and no notification sent to the FSCD authority prior to the fire drill.
Workers participation committee: Not in this audit scope.

Chemical handling training on April 11, 2019 for 07 persons including spot man, cleaner, store loader.
PPE training June 26, 2019 for 11 participants including cutter man, scissor man, iron man.
Machine operation training: Recent training June 22, 2019 including operators.

Annual leave encashment- No assessed.

Toilet: Male - 20 & Female toilet 17

ABC-100, CO2 - 38, Foam-2, Fire hose box - 15, Smoke detector – 79, Emergency light - 40, Fire alarm - 8 & call point - 16, Water reservoir – 45,000 liter.

After end of the audit a detailed closing meeting conducted with management team and workers association member with below listed person-

Mr. K.H. Asifur Rahman – Manger HR & Compliance; Mr. Md. Rokon Yeamani – Asst. Manager, HR & Compliance; Mr. Md. Robiul Islam – Asst. Manager, HR, Admin and Compliance; Mr. Didarul Islam – Writer Cutting section and Vice president of Participation Committee.

Finally the management agreed with all the observation made and Mr. K.H. Asifur Rahman – Manger HR & Compliance signed the onsite findings report.

The auditor and workers association also signed the onsite findings report.

Note 1: Below mentioned photo are not required or not applicable for this auditee.

1. Dormitories (No dormitory for onsite)
2. Contractor license/permit- Not applicable
3. Agency labor contract- Not applicable
4. Government waivers-Not applicable
5. Environmental licenses
6. Collective bargaining agreements- Not applicable
7. High-risk health and safety areas- Chemical storage

Note 2: Factory license and fire license found expired on June 30, 2019. However, the facility is in process of updating the license this issue was not cited as a findings. AS they are in the application process and due to government delay they are not getting the updated papers.

Ratings Summary



Auditee's background information			
Auditee's name :	Dowas Land Apparels Ltd.	Legal status :	Private Limited Company
Local Name :	ডয়েজ-ল্যান্ড এপারেলস লি:	Year in which the auditee was founded :	2019
Address :	B-68/6, Jalkuri, Westpara, Siddirgonj	Contact person (please select) :	Mr. K.H. Asifur Rahman
Province :	Dhaka	Contact's Email :	compliance@dowaslandapparels.com
City :	Narayangonj 1420	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.dlgroupbd.com
GPS coordinates :	23.66343,90.48913	Total turnover (in Euros) :	8566464.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :		Production volume :	260000 pieces per month
Product Group :	Apparel	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Knit and woven items		

Auditee's employment structure at the time of the audit		
Total number of workers :	450	Total number of workers in the production unit to be monitored (if applicable) :
		0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	200	250
Temporary workers	0	0
In management positions	6	0
Apprentices	0	0
On probation	100	100
With disabilities	0	0
Migrants (national citizens)	0	0
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	200	250
Production based workers	0	0
With shifts at night	5	0
Unionised	0	0
Pregnant	-	0
On maternity leave	-	0

Finding Report



Performance Area 1 : Social Management System and Cascade Effect	
1- Followup Audit [Audit Id - 157277] Audit Date: 16/07/2019 PA Score: C	Deadline date:
GOOD PRACTICES: N/A	
AREAS OF IMPROVEMENT: Not assessed. This is a follow up audit for PA7 only.	
Remarks from Auditee:	
Full Audit [Audit Id - 152449] Audit Date: 26/05/2019 PA Score: C	Deadline date:31/07/2019
<u>Good practices</u>	
None Observed	
<u>Areas of improvement</u>	
Based on satisfactory evidence it was noted that the main auditee partially respects this principle as-	
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): 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. কয়েকটি পারফরম্যান্স এলাকায় সুনির্দিষ্ট ব্যবস্থাপনার পদ্ধতি তাদের ব্যবসা অনুশীলনে বিএসসিআই কোড অফ কন্ডাক্ট বাস্তবায়নের কিছু উন্নতি প্রয়োজন। বিএসসিআই সিস্টেমে ম্যানুয়াল আরো ভালভাবে বাস্তবায়নের প্রয়োজন রয়েছে কিছু পারফরমেন্স এরিয়ায়।
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; Finding (a) Facility management has not been prepared supply chain mapping so auditor could not identify factories in listed all sub-suppliers. However, facility has provided only 5 sub-suppliers information which also been updated in the platform. Finding (b): BSCI Code of Conduct and Terms of Implementation has not communicated with all the sub-suppliers. Finding (c): Facility management has not monitored social performance their all suppliers as per BSCI code of conduct. 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. কারখানার কর্তৃপক্ষ সব সাপ্লাইচাইন কে উক্ত ম্যাপিং এর আওতায় আনা হয় নি। বিএস সি আই কোড অফ কন্ডাক্ট ও এর চাহিদা সমূহ কারখানার ঠিকাদার দের সাথে যোগাযোগ করা হয়না। কারখানা কর্তৃপক্ষ সব সাপ্লায়ারদের উপর তদারকি করা হয় নি।
Remarks from Auditee	

Performance Area 2 : Workers Involvement and Protection	
1- Followup Audit [Audit Id - 157277] Audit Date: 16/07/2019 PA Score: D	Deadline date:
GOOD PRACTICES: N/A	
AREAS OF IMPROVEMENT: Not assessed. This is a follow up audit for PA7 only.	
Remarks from Auditee:	
Full Audit [Audit Id - 152449] Audit Date: 26/05/2019 PA Score: D	Deadline date:31/07/2019
<u>Good practices</u>	
None Observed	
<u>Areas of improvement</u>	
Based on satisfactory evidence it was noted that the main auditee partially respects this principle as-	
<p>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?): It was noted that facility management has developed a vision, mission, but it was not properly reflected how to achieve long term goal as per amfori BSCI code of conduct. Note: The facility has developed vision and mission, so the answer of this question has been given as partially. কারখানা কর্তৃপক্ষ বিএস সি আই কোড অফ কন্ডাক্ট এর উপর ভিত্তি করে কোনো ভিশন, মিশন করেছে কিন্তু দীর্ঘ মেয়াদি পরিকল্পনা করে নি।</p>	
<p>2.3 - In accordance with BSCI Performance Area (Worker's Involvement & Protection) No: 2.3 (Is there satisfactory evidence that the auditee takes specific steps to make workers aware of their rights and responsibilities?): Finding: It was noted that several interviewed 10 out of 25 interviewed employees couldn't give idea on their rights regarding leave e.g. earned leave; overtime rate; insurance benefit; long term work benefit at the time of resign. However, interviewed employees could tell about the rights regarding the health and safety and as continuous training program is maintained at the facility, so partial rating is given in this section শ্রমিকরা তাদের আইনগত অধিকার, দায়িত্ব এবং সুবিধা ইত্যাদি সম্পর্কে ভাল অবগত না।</p>	
<p>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: It was noted that the facility has mechanism to handle employee's grievance. But grievance mechanism of the facility was not including potential conflict of interest define, timeline to address, process of Appeal etc. Note, facility management has established a grievance procedure, so partial rating has been given on this section. অভিযোগ এর পদ্ধতিতে কিছু বিষয় যুক্ত করতে হবে।</p>	
Remarks from Auditee	
Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
1- Followup Audit [Audit Id - 157277] Audit Date: 16/07/2019 PA Score: A	Deadline date:
GOOD PRACTICES: N/A	
AREAS OF IMPROVEMENT: Not assessed. This is a follow up audit for PA7 only.	
Remarks from Auditee:	
Full Audit [Audit Id - 152449] Audit Date: 26/05/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
None Observed	
Remarks from Auditee	

Performance Area 4 : No Discrimination	
1- Followup Audit [Audit Id - 157277] Audit Date: 16/07/2019 PA Score: C	Deadline date:
GOOD PRACTICES: N/A	
AREAS OF IMPROVEMENT: Not assessed. This is a follow up audit for PA7 only.	
Remarks from Auditee:	
Full Audit [Audit Id - 152449] Audit Date: 26/05/2019 PA Score: C	Deadline date:31/07/2019
<u>Good practices</u>	
<u>Areas of improvement</u>	
Based on satisfactory evidence it was noted that the main auditee partially respects this principle as-	
<p>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?) Finding: It was noted that facility did not conduct any internal assessment on the most frequent grounds used for discrimination as well as the most common activities through which discrimination may occur and did not identify the root cause of discriminatory behaviors. Note, as facility has a discrimination policy, so partial rating is given in this section.</p> <p>কারখানা কর্তৃপক্ষ শ্রমিকদের জন্য বৈষম্যমূলক নীতি তৈরি করেছে কিন্তু বৈষম্যের জন্য ব্যবহৃত সবচেয়ে ঘন ঘন ভিত্তি হিসেবে অভ্যন্তরীণ মূল্যায়নের পাশাপাশি সর্বাধিক প্রচলিত কার্যকলাপগুলি যার মাধ্যমে বৈষম্য ঘটতে পারে এবং বৈষম্যমূলক আচরণগুলির মূল কারণকে সনাক্ত করে নি।</p>	
<u>Remarks from Auditee</u>	
Performance Area 5 : Fair Remuneration	
1- Followup Audit [Audit Id - 157277] Audit Date: 16/07/2019 PA Score: B	Deadline date:
GOOD PRACTICES: N/A	
AREAS OF IMPROVEMENT: Not assessed. This is a follow up audit for PA7 only.	
Remarks from Auditee:	
Full Audit [Audit Id - 152449] Audit Date: 26/05/2019 PA Score: B	Deadline date:31/07/2019
<u>Good practices</u>	
<u>None Observed</u>	
<u>Areas of improvement</u>	
Based on satisfactory evidence it was noted that the main auditee partially respects this principle as-	
<p>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 still the facility did not estimate the living standard in the region calculating their living wage to determine a potential gap between present local minimum wage and living wage and so no action plan is in place to fill the gaps. Note: As only 60% of the workforces meet their decent standard of living, so partial rating is given in this section.</p> <p>কারখানার অঞ্চলের জন্য জীবন ধারণের মজুরি কারখানা ব্যবস্থাপক দ্বারা নির্ণিত না এবং ন্যূনতম মজুরি ও জীবন ধারণের মজুরির মধ্যে পার্থক্য কমানো নিয়ে কোন উদ্যোগ নেই।</p>	
<p>5.5 - In accordance with BSCI Performance Area (Fair Remuneration) No. 5.5: (Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted?).</p> <p>Finding: It was noted randomly checked 09 out 25 employees were not getting attendance bonus as per policy. Note: As facility has given all other benefits as per law, so partial rating has been given on this section.</p>	
হাজিরা বোনাস সবাইকে দেয়া হচ্ছে না যদিও তারা অনুপস্থিত ছিল না।	
<u>Remarks from Auditee</u>	

Performance Area 6 : Decent Working Hours	
1- Followup Audit [Audit Id - 157277] Audit Date: 16/07/2019 PA Score: A	Deadline date:
GOOD PRACTICES: N/A	
AREAS OF IMPROVEMENT: Not assessed. This is a follow up audit for PA7 only.	
Remarks from Auditee:	
Full Audit [Audit Id - 152449] Audit Date: 26/05/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u> None Observed	
<u>Remarks from Auditee</u>	

Performance Area 7 : Occupational Health and Safety

1- Followup Audit [Audit Id - 157277] Audit Date: 16/07/2019 PA Score: A

Deadline date:16/10/2019

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The factory has developed a management system for safety. The factory continuously seeks to improve workers' protection by carrying out risk assessments. The auditee regularly provides trainings for preventing injury however not sufficient. The factory posted signs and warnings. 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-aid box installed at each section. 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 provides transportation, but dormitory is not provided by the auditee. However, gaps have been identified in implementation:

Auditor has offered to translate the Onsite Report in the local language but factory management has stated it is not necessary as they are fluent in English.

- 7.1 - Full audit on May 26, 2019: In accordance with BSCI Performance Area (Occupational Health and Safety) No. 7.1 Is there satisfactory evidence that the auditee is in observance of the occupational health and safety regulations applicable for its activities? And Bangladesh Labour Rules 2015, Section 94) (Children's Room: 1) The layout, quality and position of the Children's Room or the separate Children Building or the adapted building must be approved by the Inspector General or the Inspector authorized by him/her. 2) A separate and screen covered area must be kept preserved for the breastfeeding mothers so that they can lactate their babies maintaining secrecy and modesty. 3) The floor of the Children's Room and the internal walls thereof with a height of 1.22 meters must be made smooth and impervious. 4) 0.25 liters of milk for each child and nutritious foods must be supplied for the children staying in Children's Room. 5) Neat and clean clothes must be provided for the employees working in Children's Room. 6) Females must be prioritized while recruiting employees for the Children's Room.) Findings: It was noted that no separate breast-feeding area is provided at child care room. Moreover, child care is found non-functional and no washing facility given in the child care room. Note: Factory established child care room for the workers, so answer has been given as partial. Follow up audit on July 16, 2019: Previous issue corrected. During facility walkthrough the child care room found provided with separate breast feeding area with curtain, wash basin provided, and one child care governor appointed. However, there is no interested worker till now to keep their child at the child care room. New findings: During facility walkthrough overall health and safety condition of the auditee found satisfactory. However, gaps have been identified in overall implementation. During facility walkthrough 02 out of 02 main exit gates at final discharge point from the factory building found sliding doors with small pocket gates. Both pocket gates found inward opening. Once noticed to the auditee the doors were made outward opening and corrective action was taken. This refers to the auditee lack of internal monitoring. [In accordance with BSCI Qs. 7.1]
- 7.8 - Full audit on May 26, 2019: In accordance with BSCI Performance Area (Occupational Health and Safety) No. 7.8: Is there satisfactory evidence that the auditee has developed and implemented accident and emergency procedures? And Bangladesh Labor Rules 2015, Schedule 4 (Fire related management) Finding: It was noted that fire fighters were not identified in the production floor also 03 out of 03 fire fighters couldn't clearly explain the usage of different kinds of fire extinguisher and the usage of different fire-fighting equipment (e.g. fire beater, belcha, hook, gas mask etc) kept in the fire equipment cabinet. Thus, it could not determine that in any emergency people can evacuate safely. Note: As facility has ongoing training program, so partial rating has been given on this section. Follow up audit on July 16, 2019: Previous findings Corrected. During walkthrough fire fighters found wearing identification jackets in the production floor also and randomly checked fire fighters could clearly explain the usage of different kinds of fire extinguisher and the usage of different fire-fighting equipment New findings: Recent fire drill conducted on June 25 at 3:30 am. Total evacuation time was required 2:40 min. No casualty reported. No fire drill reported in presence of fire Service and Civil Defense authority and no notification send to the FSCD authority prior to the fire drill. As fire drills are conducted on monthly basis internally the requirements are partially fulfilled. [Bangladesh Labor Rules 2015-Sixth Chapter-Safety Rule 55]
- 7.11 - Full audit on May 26, 2019: 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 Bangladesh Energy Regulatory Commission License Regulations, 2003, Section 27: (If any company produces electricity for use and if there is no waiver then license is required). Finding: Facility is using now generators 930 KW without having installation permission from concerned authority. Note: As other equipment has been taken by the facility, so partial rating has been given on this section. Follow up audit on July 16, 2019: Not corrected. Based on the satisfactory evidence it was noted that previous issue was not corrected. Auditee has not obtained the generator waiver certificate till now from the concerned authority. However, the application for the waiver certificate was done on June 18, 2019. All other machines and building licenses found updated and the requirement was partially fulfilled. [Bangladesh Energy Regulatory Commission License Regulations, 2003, Section 27]
- 7.14 - Full audit on May 26, 2019: In accordance with BSCI Performance Area (Occupational Health and Safety) No. 7.14: (Is there satisfactory evidence that the auditee has installed an adequate amount of and properly working firefighting equipment?) and National Building Code 2006, Chapter 5, and 5.8.2: a) (Area up to 750 square meters shall be installed with automatic fire alarm system along with portable fire extinguishers.) Findings: It was noted that; • Facility did not install interconnected fire alarm and smoke detection system throughout the facility. • Randomly checked 06 out 09 fire hose pipe found torn and water has leaked during fire hose pipe demonstration. Note: As manual smoke detector and fire alarm has installed, so partial rating has been given on this section. Follow up audit on July 16, 2019: Corrected. Auditee has installed more number of battery operated smoke detectors and randomly checked 10 out of 10 smoke detectors found working condition. Moreover, the auditee shared they are in process of installing the centrally connected smoke detector in the factory. • Randomly checked 03 out 03 fire hose pipe found newly purchased and fresh condition. The water pressure checked at rooftop and ground floor found satisfactory.
- 7.15 - Full audit on May 26, 2019: In accordance with BSCI code of conduct 7 (Occupational Health & Safety) no. 7.15: (Is there satisfactory evidence that the auditee ensures that escape routes, aisles and emergency exits in the production site are not blocked, easily accessible and clearly marked?) and Bangladesh National Building Code 2006, Chapter 5, and 5.8.2: (a) (3.7.6 Door assemblies opening on to the exit access corridors shall be fire doors having a fire resistance rating of at least 20 minutes when tested in accordance with ASTM E152 without the hose stream) test.) and Bangladesh Labour Law, 2006, section: 62(3): (In every establishment the doors affording exit from any room shall not be locked or fastened so that they can be easily and immediately opened from inside while any person is within the room and all such doors, unless they are of the sliding type, shall be constructed to open outwards or where the door is between two rooms, and all such doors, unless they are of the sliding type, shall be constructed to open outwards or where the door is between two rooms, in the direction of the nearest exit from the building and no such door shall be locked or obstructed while work is being carried on in the room.) Findings: It was noted that; • Facility has not installed fire resistance door throughout the facility except one fire exit located 1st floor of the building. • 01 out 02 exit door was found inward instead of outward at sample section and around 14 persons working in this area (roof top) Note: As facility evacuation routes were found clear, so partial rating has been given on this section. Follow up audit on July 16, 2019: Corrected. Auditee has installed fire resistance door throughout the facility. Inward opening doors at sample section found made outward opening.
- 7.17 - Full audit on May 26, 2019: 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): (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 10% over lock machine guards and 5% lower pulley cover were not found while workers were working at sewing section. Note: As the facility had other machine guards in place, so partial rating is given in this section. Follow up audit on July 16, 2019: Partially corrected: 05 out of 14 randomly checked multi needle machine found missing needle guards. However, overlock machine found equipped with machine guards and lower pulley cover found in good condition.

7.18 - Full audit on May 26, 2019: In accordance with BSCI Performance Area (Occupational Health and Safety) No. 7.18 (Is there satisfactory evidence that the auditee ensures qualified first-aid is available at all times?) and Bangladesh Labour Rules 2015, Rule 77 (5): (The medical room shall be used for primary aid and the comforts of patients. It must have at least following furniture and equipments: a) 1 coated pot of hot and cold water; b) 1 table measuring 1.85 X 1.10 meters with smooth surface; c) Arrangement of disinfecting equipments; d) 2 beds for lying, 2 stretchers and 1 wheel chair; e) 2 buckets or pots with closely-fitted lids; f) 1 kettle for boiling water and Spirit stove or any other appropriate arrangement; g) 12 wooden 'choti' of general type, measuring 91.44 cm X 10.16 cm X 0.63 cm; h) 12 wooden 'choti' of general type, measuring 35.56 cm X 7.62 cm X 0.63 cm; i) 6 wooden 'choti' of general type, measuring 25.40 cm X 5.08 cm X 0.63 cm; j) 6 woolen blankets; k) 1 pair of artery forceps; l) 2 middle sized sponges; m) 6 hand towels; n) 4 trays; o) 4 carbolic soap; p) 2 glass pots; q) 2 thermometers and several hypodermic syringes; r) Gas measurement tools and tea spoons; s) Eyewash station; t) 1 bottle of 1:20 carbolic lotion; u) 3 chairs; v) 1 curtain; w) 1 electric hand torch; x) One primary aid box or almirah as per Section 76(1); y) Adequate supply of serum that is preventive of Tetanus and z) Instruments for stopping bleeding, for example- Tourniccate.) Findings: It was that some equipment in Treatment room (e.g. coated pot of hot and cold water, table measuring 1.85 X 1.10 meters with smooth surface, wheel chair, buckets or pots with closely-fitted lids, kettle for boiling water and Spirit stove or any other appropriate arrangement, Eyewash station etc.) were missing and no first aid dispensary found in the medical room. Note: Facility has a medical with doctor and nurse, so partial rating is given in this section. Follow up audit on July 16, 2019: Corrected. During this audit sufficient equipment found provided at the doctor room as per law including coated pot of hot and cold water, table measuring 1.85 X 1.10 meters with smooth surface, wheel chair, buckets or pots with closely-fitted lids, kettle for boiling water and Spirit stove or any other appropriate arrangement, wash basin first aid dispensary found in the medical room.

7.21 - Full audit on May 26, 2019: In accordance with BSCI Performance Area (Occupational Health and Safety) No. 7.21 (Is there satisfactory evidence that the auditee provides workers with access to an appropriate, clean area for storing food, eating and/or cooking?) and Bangladesh Labour Rules 2015, Rule 92 (a,c). (The Owner of the institute where more than 100 (one hundred) workers are employed shall arrange a canteen for the workers, facilitating adequate space for minimum 10% of total number of workers. However, if the aforesaid canteen can accommodate 30% of the total workers for having meals, the Owner is not obliged to arrange a separate meal room as per Section 93.) and Bangladesh Labor Law 2006, Section 92 (1): (In every establishment wherein more than one hundred workers are ordinarily employed, there shall be provided adequate number of canteens for the use of the workers.) Finding a:) It was noted that accommodation capacity found for 60 people instead of 135 people in dining area 4th floor of the building. Findings b:) It was noted that there is no canteen in the facility where food will be served for the employees. Note: As facility providing dining facility for the workers, so partial rating is given in this section. Follow up audit on July 16, 2019: Corrected. Due to insufficiency of space auditee made the lunch time schedule on two shifts. 1st shift 12:30 am to 1:30 pm and 2nd shift 1:30 pm to 2:30 pm with approval from the factory inspection department. Also a canteen with available snacks provided for the workers beside the dining area.

Remarks from Auditee:

Full Audit [Audit Id - 152449] Audit Date: 26/05/2019 PA Score: E Deadline date:31/07/2019

Good practices

None Observed

Areas of improvement

Based on satisfactory evidence it was noted that the main auditee partially respects this principle as-

7.1 - In accordance with BSCI Performance Area (Occupational Health and Safety) No. 7.1 Is there satisfactory evidence that the auditee is in observance of the occupational health and safety regulations applicable for its activities? And Bangladesh Labour Rules 2015, Section 94 (Children's Room: 1) The layout, quality and position of the Children's Room or the separate Children Building or the adapted building must be approved by the Inspector General or the Inspector authorized by him/her. 2) A separate and screen covered area must be kept preserved for the breastfeeding mothers so that they can lactate their babies maintaining secrecy and modesty. 3) The floor of the Children's Room and the internal walls thereof with a height of 1.22 meters must be made smooth and impervious. 4) 0.25 liters of milk for each child and nutritious foods must be supplied for the children staying in Children's Room. 5) Neat and clean clothes must be provided for the employees working in Children's Room. 6) Females must be prioritized while recruiting employees for the Children's Room.) Findings: It was noted that no separate breast-feeding area is provided at child care room. Moreover, child care is found non-functional and no washing facility given in the child care room. Note: Factory established child care room for the workers, so answer has been given as partial.
শিশু যত্ন অ-কার্যকরী ছিল।

7.8 - In accordance with BSCI Performance Area (Occupational Health and Safety) No. 7.8: Is there satisfactory evidence that the auditee has developed and implemented accident and emergency procedures? And Bangladesh Labour Rules 2015, Schedule 4 (Fire related management)
Finding: It was noted that fire fighters were not identified in the production floor also 03 out of 03 fire fighters couldn't clearly explain the usage of different kinds of fire extinguisher and the usage of different fire-fighting equipment (e.g. fire beater, belcha, hook, gas mask etc) kept in the fire equipment cabinet. Thus, it could not determine that in any emergency people can evacuate safely. Note: As facility has ongoing training program, so partial rating has been given on this section.

জরুরি মুহুর্তে করণীয় বিষয় গুলি সম্পর্কে শ্রমিক দল কিছু জানেনা।

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 Bangladesh Energy Regulatory Commission License Regulations, 2003, Section 27: (If any company produces electricity for use and if there is no waiver then license is required). Finding: Facility is using now generators 930 KW without having installation permission from concern authority. Note: As other equipment has been taken by the facility, so partial rating has been given on this section.

কারখানার জেনারেটর এর অনুমতি ছিল না।

- 7.14 -** In accordance with BSCI Performance Area (Occupational Health and Safety) No. 7.14: (Is there satisfactory evidence that the auditee has installed an adequate amount of and properly working firefighting equipment?) and National Building Code 2006, Chapter 5, and 5.8.2: a) (Area up to 750 square meters shall be installed with automatic fire alarm system along with portable fire extinguishers.)

Findings: It was noted that; • Facility did not install interconnected fire alarm and smoke detection system throughout the facility. • Randomly checked 06 out 09 fire hose pipe found torn and water has leaked during fire hose pipe demonstration. Note: As manual smoke detector and fire alarm has installed, so partial rating has been given on this section.

কারখানায় স্বয়ংক্রিয় অগ্নি প্রতিরোধক বেবস্থা ছিলনা। কিছু ফায়ার হোস পাইপ নষ্ট ছিল।

- 7.15 -** In accordance with BSCI code of conduct 7(Occupational Health & Safety) no. 7.15: (Is there satisfactory evidence that the auditee ensures that escape routes, aisles and emergency exits in the production site are not blocked, easily accessible and clearly marked?) and Bangladesh National Building Code 2006, Chapter 5, and 5.8.2: (a) (3.7.6 Door assemblies opening on to the exit access corridors shall be fire doors having a fire resistance rating of at least 20 minutes when tested in accordance with ASTM E152 without the hose stream) test.) and Bangladesh Labour Law, 2006, section: 62(3): (In every establishment the doors affording exit from any room shall not be locked or fastened so that they can be easily and immediately opened from inside while any person is within the room and all such doors, unless they are of the sliding type, shall be constructed to open outwards or where the door is between two rooms, and all such doors, unless they are of the sliding type, shall be constructed to open outwards or where the door is between two rooms, in the direction of the nearest exit from the building and no such door shall be locked or obstructed while work is being carried on in the room.)

Findings: It was noted that; • Facility has not installed fire resistance door throughout the facility except one fire exit located 1st floor of the building. • 01 out 02 exit door was found inward instead of outward at sample section and around 14 persons working in this area (roof top) Note: As facility evacuation routes were found clear, so partial rating has been given on this section.

কারখানার সব গুলো ফ্লোর এ ফায়ার ডোর ছিল না এবং স্যাম্পল সেকশন এ ইন ওয়ার্ড ডোর ছিল না।

- 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): (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 10% over lock machine guards and 5% lower pulley cover were not found while workers were working at sewing section. Note: As the facility had other machine guards in place, so partial rating is given in this section.

কিছু মেশিন এ মেশিন সফট ছিল না।

- 7.18 -** In accordance with BSCI Performance Area (Occupational Health and Safety) No. 7.18 (Is there satisfactory evidence that the auditee ensures qualified first-aid is available at all times?) and Bangladesh Labour Rules 2015, Rule 77 (5): (The medical room shall be used for primary aid and the comforts of patients. It must have at least following furniture and equipments: a) 1 coated pot of hot and cold water; b) 1 table measuring 1.85 X 1.10 meters with smooth surface; c) Arrangement of disinfecting equipments; d) 2 beds for lying, 2 stretchers and 1 wheel chair; e) 2 buckets or pots with closely-fitted lids; f) 1 kettle for boiling water and Spirit stove or any other appropriate arrangement; g) 12 wooden 'choti' of general type, measuring 91.44 cm X 10.16 cm X 0.63 cm; h) 12 wooden 'choti' of general type, measuring 35.56 cm X 7.62 cm X 0.63 cm; i) 6 wooden 'choti' of general type, measuring 25.40 cm X 5.08 cm X 0.63 cm; j) 6 woolen blankets; k) 1 pair of artery forceps; l) 2 middle sized sponges; m) 6 hand towels; n) 4 trays; o) 4 carbolic soap; p) 2 glass pots; q) 2 thermometers and several hypodermic syringes; r) Gas measurement tools and tea spoons; s) Eyewash station; t) 1 bottle of 1:20 carbolic lotion; u) 3 chairs; v) 1 curtain; w) 1 electric hand torch; x) One primary aid box or almira as per Section 76(1); y) Adequate supply of serum that is preventive of Tetanus and z) Instruments for stopping bleeding, for example- Turbinate.)

Findings: It was that some equipment in Treatment room (e.g. coated pot of hot and cold water, table measuring 1.85 X 1.10 meters with smooth surface, wheel chair, buckets or pots with closely-fitted lids, kettle for boiling water and Spirit stove or any other appropriate arrangement, Eyewash station etc.) were missing and no first aid dispensary found in the medical room. Note: Facility has a medical with doctor and nurse, so partial rating is given in this section.

মেডিকেল রুম এ ড্রাকিংসা সরঞ্জাম অপর্শ্য ছিল।

- 7.21 -** In accordance with BSCI Performance Area (Occupational Health and Safety) No. 7.21 (Is there satisfactory evidence that the auditee provides workers with access to an appropriate, clean area for storing food, eating and/or cooking?): and Bangladesh Labor Rules 2015, Rule 92 (a,c), (The Owner of the institute where more than 100 (one hundred) workers are employed shall arrange a canteen for the workers, facilitating adequate space for minimum 10% of total number of workers. However, if the aforesaid canteen can accommodate 30% of the total workers for having meals, the Owner is not obliged to arrange a separate meal room as per Section 93.) and Bangladesh Labor Law 2006, Section 92 (1): (In every establishment wherein more than one hundred workers are ordinarily employed, there shall be provided adequate number of canteens for the use of the workers.) Finding a:) It was noted that accommodation capacity found for 60 people instead of 135 people in dining area 4th floor of the building. Findings b:) It was noted that there is no canteen in the facility where food will be served for the employees. Note: As facility providing dining facility for the workers, so partial rating is given in this section.

ডাইনিং এ বমার বেবস্থা পর্যাপ্ত ছিল না, কেবলিন পাওয়া যায় নি।

Remarks from Auditee

Performance Area 8 : No Child Labour	
1- Followup Audit [Audit Id - 157277] Audit Date: 16/07/2019 PA Score: A	Deadline date:
GOOD PRACTICES: N/A	
AREAS OF IMPROVEMENT: Not assessed. This is a follow up audit for PA7 only.	
Remarks from Auditee:	
Full Audit [Audit Id - 152449] Audit Date: 26/05/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u> None Observed	
<u>Remarks from Auditee</u>	
Performance Area 9 : Special protection for young workers	
1- Followup Audit [Audit Id - 157277] Audit Date: 16/07/2019 PA Score: A	Deadline date:
GOOD PRACTICES: N/A	
AREAS OF IMPROVEMENT: Not assessed. This is a follow up audit for PA7 only.	
Remarks from Auditee:	
Full Audit [Audit Id - 152449] Audit Date: 26/05/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u> None Observed	
<u>Remarks from Auditee</u>	

Performance Area 10 : No Precarious Employment	
1- Followup Audit [Audit Id - 157277] Audit Date: 16/07/2019 PA Score: A	Deadline date:
GOOD PRACTICES: N/A	
AREAS OF IMPROVEMENT: Not assessed. This is a follow up audit for PA7 only.	
Remarks from Auditee:	
Full Audit [Audit Id - 152449] Audit Date: 26/05/2019 PA Score: A	Deadline date:31/07/2019
<u>Good practices</u>	
None Observed	
<u>Areas of improvement</u>	
Based on satisfactory evidence it was noted that the main auditee partially respects this principle as-	
<p>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? And Bangladesh Labor Rules 2015, Section 19(5) & 23(1) and Bangladesh Labor Rules-2015, Rule-118: (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). Findings: It was noted that; • ID card of the employees were not updated with the required information prescribed in law. More over leave book is not provided to workers. • Facility did not maintain update nominee form for the employees. Note: As facility has added just a nominee with job application letter, so partial rating has been given in this section.</p> <p>শ্রমিকদের পরিচয় কার্ড হালনাগাদ ছিল না। কারণনা কর্তৃপক্ষ নমিনী ফর্ম আইন অনুযায়ী মেইনটেইন করে না।</p>	
Remarks from Auditee	
Performance Area 11 : No Bonded Labour	
1- Followup Audit [Audit Id - 157277] Audit Date: 16/07/2019 PA Score: A	Deadline date:
GOOD PRACTICES: N/A	
AREAS OF IMPROVEMENT: Not assessed. This is a follow up audit for PA7 only.	
Remarks from Auditee:	
Full Audit [Audit Id - 152449] Audit Date: 26/05/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
None Observed	
<u>Areas of improvement</u>	
None Observed	
Remarks from Auditee	

Performance Area 12 : Protection of the Environment	
1- Followup Audit [Audit Id - 157277] Audit Date: 16/07/2019 PA Score: A	Deadline date:
GOOD PRACTICES: N/A	
AREAS OF IMPROVEMENT: Not assessed. This is a follow up audit for PA7 only.	
Remarks from Auditee:	
Full Audit [Audit Id - 152449] Audit Date: 26/05/2019 PA Score: A	Deadline date:31/07/2019
<u>Good practices</u>	
None Observed	
<u>Areas of improvement</u>	
Based on satisfactory evidence it was noted that the main auditee partially respects this principle as-	
<p>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?). It was noted that; Findings (a): There is no monitoring system to the use of water quantity. Finding (b): It was noted that no risk assessment conducted on water waste reduction. Finding (c): It was noted that no awareness training conducted to the employees for water waste reduction. Finding (d): It was noted that facility did not have any procedure to prevent water lose and have a system to preserve natural water resource (recycling practices, preserve rain water etc.) to ensure better environment in the premises. However, facility management is planning to do so. Note: As facility has environment protection policy, so partial rating is given in this section.</p> <p>ক) পানির ব্যবহার পরিমাপ করার কোন পদ্ধতি অবলম্বন করে নাই। খ) কারখানা কর্তৃপক্ষ পানির অপচয় রোধে রিস্ক এসেসমেন্ট করে নাই। গ) কারখানা কর্তৃপক্ষ শ্রমিকদের পানি বেবহার এবং এর অপচয় রোধের জন্য কোনো প্রশিক্ষণ দেয় না ঘ) কারখানা কর্তৃপক্ষ বৃষ্টির পানি সংরক্ষণের কোনো ব্যবস্থা করে নাই।</p>	
<u>Remarks from Auditee</u>	
Performance Area 13 : Ethical Business Behaviour	
1- Followup Audit [Audit Id - 157277] Audit Date: 16/07/2019 PA Score: A	Deadline date:
GOOD PRACTICES: N/A	
AREAS OF IMPROVEMENT: Not assessed. This is a follow up audit for PA7 only.	
Remarks from Auditee:	
Full Audit [Audit Id - 152449] Audit Date: 26/05/2019 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
None Observed	
<u>Remarks from Auditee</u>	

Summary 

Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Follow-up Audit	16/07/2019	157277	C	D	A	C	B	A	A	A	A	A	A	A	A	C
Full Audit	26/05/2019	152449	C	D	A	C	B	A	E	A	A	A	A	A	A	D

Producer Photos



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

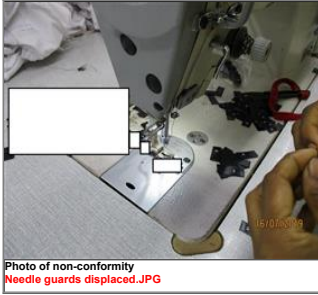


Photo of non-conformity
Needle guards displaced.JPG



Photo of the inside of the main production hall
Fire fighter with identification.JPG



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



Photo of the canteen (if applicable)
Canteen.JPG



Photo of the inside of the main production hall
First aider with identification.JPG



Photo first aid facilities
7.18 First aid dispensary.JPG



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



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



Photo first aid facilities
Doctor room.JPG



Photo of the code of conduct on display
BSCI Code of conduct posted.JPG



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



Photo of fire safety equipment
7.14 Water pressure checking at rooftop.JPG



Photo of the inside of the main production hall
7.15 Sample section exit found outward.JPG



Photo of the inside of the main production hall
Lower pulley guards provided.JPG



Photo of fire safety equipment
Fire extinguisher.JPG



Photo of the inside of the main production hall
7.17 Overlock machine with eye guards.JPG



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



Photo of fire safety equipment
Fire fighting equipment.JPG



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



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



Photo of fire safety equipment
Fire hose checking at ground floor.JPG



Photo of the inside of the main production hall
Complaint box.JPG



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



Photo of fire safety equipment
Smoke detector.JPG



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



Photo of the nursery (if applicable)
7.1 Breast feeding area at child care room.JPG



Photo of non-conformity
7.1 Inward opening door at second exit area.JPG



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



Photo of the nursery (if applicable)
7.1 Wash basin inside the child care room.JPG



Photo of non-conformity
7.1 Second exit door made outward.JPG



Photo of the inside of the main production hall
Evacuation plan.JPG



Photo of the sanitary facilities
Toilet area for worker.JPG



Photo of non-conformity
Final exit door made outward.JPG



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



Photo of the sanitary facilities
Toilet area.JPG



Photo of non-conformity
Inward opening door found at final exit from the building.JPG



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