
Auditee :	ACS Textiles (Bangladesh) Ltd
Audit Date From :	01/03/2020
Audit Date To :	02/03/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV NORD GROUP
Auditor's Name(s) :	Md. Muftadeul Islam(Lead), Sohalur Rahman Mazumder, Bodrudduja Chowdhury
Auditing Branch (if applicable) :	



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Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence
A Very Good	<ul style="list-style-type: none"> Minimum 7 Performance Areas rated A No Performance Areas rated C, D or E These are three examples: A B B B B A A A A A A A A B B B B B B B B	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
B Good	<ul style="list-style-type: none"> Maximum 3 Performance Areas rated C No Performance Areas rated D or E These are three examples: A A A A A A B B B B B B B B A A A A A B B B B B B B B C B B B B B B B B B B C C C C	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
C Acceptable	<ul style="list-style-type: none"> Maximum 2 Performance Areas rated D No Performance Areas rated E These are three examples: A A A A A A A A A C C C C C A A A A A B B B B C C C D C C C C C C C C C C D D	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
D Insufficient	<ul style="list-style-type: none"> Maximum 6 Performance Areas rated E These are three examples: A A A A A A A A A A D D D A A A B B B C C C D D D E D D D D D D D E E E E E E	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
E Unacceptable	<ul style="list-style-type: none"> Minimum 7 Performance Areas rated E These are three examples: A A A A A A E E E E E E E A A B B C D E 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.
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 :	ACS Textiles (Bangladesh) Ltd		
DBID number :	13060		
Audit ID :	174109		
Address :	Tetlabo, Word No-3, Parabo, Rugganj, Narayanganj		
Province :	Dhaka	Country :	Bangladesh
Management Representative :	Mr. Md. Ruhul Alam Sharif - General Manager - Compliance		
Contact person:	Mr. Md. Ruhul Alam Sharif	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Home textiles
Product Type :	Flat Sheet, Fitted Sheet, Quilt Cover, Pillow Case, Curtain, Comforter, Bed Spread		

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) :	Limited scope (one production unit)	
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	B	A	A	B	A	A	A	A	A	A	A	A

Executive summary of audit report

ACS Textiles (Bangladesh) Ltd. (DBID: 13060)

This full audit was conducted by the team of TUV-Nord auditors on 1st & 2nd March, 2020 with three auditors on 1st day and two auditors on 2nd day. A female observer was present on 2nd day to interact with female employees. The team verified the facility's operations against the amfori BSCI Code of Conduct and local legislative requirements.

Location: ACS Textiles (Bangladesh) Ltd. is located at Tetlabo, Word No- 3, Parabo, Rugganj, Narayanganj.

Manpower: There are total 4335 employees working in the facility amongst them 2120 are male and 1195 are female employee. Amongst this total number 3315 are directly engaged with production. Factory has 1020 non-production employees.

Factory Layout: The facility consists of 11 buildings which description is given below:

Building# 01: [Weaving Unit -01]
 Ground floor: Embroidery section, weaving section, sizing section, warping section-1, warping section-2 & accessories store.
 1st floor: Cutting Section, feeding section, stitching section, fabrics inspection area, fabrics folding section, packing section, metal free area, finished goods store and finishing & folding section.
 2nd floor: wastage store and prayer room.

Building# 02: [Processing]
 Ground floor: Bleaching, Dyeing, Dyeing Finishing, Color Kitchen, Chemical Sub-store and Printing sections.

Building# 03: [Chemical Go down]
 Ground floor: Chemicals store and work shop.
 1st floor: Main general store, officer canteen & dining Room.
 2nd floor: Worker canteen.

Building# 04: [Weaving Unit 02]
 Ground floor: Weaving section, sizing section, warping section-2, stander machine & raising section.
 1st floor: Quilting Section, cutting Section, feeding section, stitching section, fabrics inspection area, fabrics folding section, packing section, metal free area, finished goods area & Grey fabrics store.

Building # 5 [Utility 02]
 Ground floor: Compressor room, generator room, office of technical director.
 1st floor: Vacant.
 2nd floor: Wastage store.

Building # 6 [Office Building]
 Ground floor: Admin & compliance office, accounts & finance office and commercial office (Export).
 1st floor: Show room & display center, marketing office and commercial office (Import).
 2nd floor: Sample room & IT Room.

Building # 7 [Utility 01]
 Ground floor: Generator, boiler, compressor & sub-station.
 1st floor: Office of technical director.

Building # 8 [Staff Dormitory]
 Ground floor: Higher management staff dormitory.

1st floor: Higher management staff dormitory.
2nd floor: Higher management staff dormitory.

Building # 9: Medical room, childcare room and fire control room.
Building # 10 [Weaving Unit 04]
Ground floor: Weaving (Closed).
Ground Shed: Vacant
1st floor: Yarn store.
2nd floor: Mending section.

Building # 11 [Security Dormitory]
Ground floor: Security dormitory.
1st floor: Security dormitory.
2nd floor: Security dormitory.

Working Hours: Factory's normal working hour start from 09:00 am to 06:00 pm. Others section runs in 3 shifts (06:00 am to 02:00 pm; 02:00 pm to 10:00 pm and 10:00 pm to 06:00 am). Employees are allowed for one hour break. Employees work regularly 48 hours/week. Friday is their weekly holiday.

Wages: Employees receive wages by monthly basis through cash in local currency (BDT) as per minimum wage gazette declared by the Govt. Payments are made within 7 working day after completion of month.

Opening meeting: 1st march, 2020

Auditors:

Mr. Md. Muftadeul Islam- Lead Auditor
Mr. Bodrudduja Chowdhury- Auditor
Mr. Sohalur Rahman Mazumder- Auditor

Factory Representatives:

Mr. Md. Ruhul Alam Sharif- GM (Compliance)
Mr. Md. Abdul Mabud- Sr. Manager (Compliance)
Mr. Md. Rasel Mia- Vice President of Workers' Participation Committee

During opening meeting the lead auditor explained the audit purpose and scope to the management team. It was also communicated that workers will be interviewed in private, detailed document checking and a payroll record review shall be carried out. A visit of the plant, with permission for photography was requested. Confidentiality of all information was guaranteed by the auditor. The management team permitted to carry out the whole process as per the client's requirement. After the completion of the opening meeting, the auditors were divided into 2 teams for plant tour and documents review. All management staff remained with the assessment team throughout the assessment process and was very cooperative throughout the assessment process.

Documentation:

Factory license: 12718/Narayanganj and found valid till 30th June, 2020.
Trade license: 1754 and found valid till 30th June, 2020.
Certificate of Incorporation: C-52450 (2745)/ 2004 and issued on 13th April, 2004.
Fire license: DD/Dhaka/18607/2004, valid till 30th June, 2020.
Generator permission: License number is CPP-0139 and found valid till 6th July, 2021.
Environmental clearance certificate: The factory collected environmental clearance certificate from the concern authority. clearance number is 19-23016.
Building occupancy certificate: The factory collected building occupancy certificate from the concern authority. Reference number is Pro. BI/ 2013/1552.
Group insurance: Policy number is BGL- 46901 and found valid till 4th November, 2020.
Drinking water test- They tested their drinking water on 2nd January, 2020 from DPHE.
Government Waivers, if any: There are no waivers and hence not applicable

Mr. Md. Ruhul Alam Sharif- GM (Compliance) is the person in charge of developing social procedures and for compliance with the amfori BSCI code. The factory has translated amfori BSCI Code in local language and posted.

Health and Safety Tour:

The auditor has conducted the facility tour at the entire premises of the facility.

Payroll review: 40 permanent employees were randomly selected from different production section for interview. Factory management has provided 1 year payroll records and time record for auditors review. On sample basis payroll records and time cards of the month of January 2020 (most recent paid month), June 2019 (random month) and April 2019 (random month) were reviewed. Moreover, attendance record, daily hourly & monthly production records, garments inspection report and accessories receiving and distribution records were reviewed by the auditors.

Closing Meeting: 2nd March, 2020

Auditors:

Mr. Md. Muftadeul Islam- Lead Auditor
Mr. Bodrudduja Chowdhury- Auditor
Ms. Nazia Sultana- Observer

Factory Representatives:

Mr. Md. Ruhul Alam Sharif- GM (Compliance)
Mr. Md. Abdul Mabud- Sr. Manager (Compliance)
Mr. Md. Rasel Mia- Vice President of Workers' Participation Committee

A closing meeting was held to discuss with auditee representatives regarding various issues observed during the audit and signed the onsite Findings Report and agreed to take corrective actions and prepare / upload the remediation plan in Platform. Management was cooperative during the entire audit and expressed commitment to work on audit findings.

The overall audit revealed that there is no findings in the following performance areas:

PA 3: The overall observations shows that the factory has established a complete FOA policy and procedures in place to ensure workers right to associate & organize collectively. Evidence also shows that the factory has formed a formal 'Workers Committee' parallel means of worker association.

PA 4: The overall observation shows that the factory has formed and practices a non-discrimination policy and procedures in place. During closed door interview, none of the workers complained of any form of discrimination. All workers are equal as per factory policy and practices.

PA 6: The overall observation shows that the factory has a working hour policy posted in all prominent places in the premises. As per records provided by

the factory, the factory uses electronic system to track the workers daily in and out time. As per provided records, the highest general working hour is 08 hours/day and 48 hours/week and highest overtime hour is 02 hours/day and 12 hours/week, which is within the legal limit of working hours. The maximum consecutive working days were noted 06 days in a row.

PA 8: The overall observations shows that the factory has established a complete 'Child Labor Policy' and as per this 'no child labor' notice is posted inside the factory in prominent places. In addition, age verification certificate, national ID card, birth registration certificate or academic certificate are well maintained in the respective personnel files.

PA 9: The overall observations shows that the factory has a policy and procedures on young workers which posted in all prominent places in the premises and communicated to the workers through training and awareness program. During the factory tour, no suspected young workers observed and none was noticed by the factory workers. However, as per policy the factory has written standard procedures for special protection of the young workers as per local law and ILO standards.

PA 11: The overall observation shows that the employees are free to leave the factory when they resign from the services, with payment. There is no restriction on worker's movement within the premises. The workers are not forced to stay back once they get authorized leave from the management.

PA 12: The overall observation shows that the factory has developed a precise policy and procedure on environment management system. Factory has also conducted an environment impact assessment throughout the premises. The waste collection and disposal record is properly maintained. Environmental clearance certificate obtained from the concern authority. clearance number is 19-23016

PA 13: The overall observations shows that the factory has maintained a record keeping system and was provided necessary documents to the audit team for review. Factory has legal licenses and permits to operate facility approved by the concerned authority. Management was transparent during the entire period of audit and they showed a positive attitude and was supportive to the auditor during the site visit. They were dedicated to maintain a good business relations with their business partners and were committed to fulfill their expectations.

Photographs:

Findings/Areas of improvement (e.g. H&S): None

Remediation of previous findings/areas of improvement: None

Entrance to the audited facility, including entity name: Attached

Hygiene-sensitive areas (e.g. canteen, toilets): Attached

Dormitories: The factory did not provide any dormitory to the workers.

Notice board / code of conduct: Attached

High-risk health and safety areas: Attached

Inconsistencies between time and production records: Not observed in the sampled records

First aid, Basic Fire safety, Drinking water: Attached

Special Notes:

There are no agencies used by the auditee, which makes the agency labor contract not applicable.

The factory has no trade Union and no collective bargaining agreements as it is not mandatory.

The initial questionnaire submitted by the client mentioned No of employees as 4335 but during the audit it was found that the Number of employees was 4335. However the current number of employees did not impact the audit duration.

Ratings Summary



Auditee's background information			
Auditee's name :	ACS Textiles (Bangladesh) Ltd	Legal status :	Private Limited Company
Local Name :	এ সি এস টেক্সটাইলস (বাংলাদেশ) লি:	Year in which the auditee was founded :	2004
Address :	Tetlabo, Word No-3, Parabo, Rupganj,	Contact person (please select) :	Mr. Md. Ruhul Alam Sharif
Province :	Dhaka	Contact's Email :	rasharif@acstextiles.com
City :	Narayanganj	Auditee's official language(s) for written communications :	English and Bengali
Region :	South Asia	Other relevant languages for the auditee :	English
Country :	Bangladesh	Website of auditee (if applicable) :	www.acstextiles.com
GPS coordinates :	23.7543131,90.5434027	Total turnover (in Euros) :	83615922.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :	None	Production volume :	750,000 sets per month
Product Group :	Home textiles	Production cost calculation :	Yes
If other, please specify :	None	Lost time injury calculation cost :	No
Product Type :	Flat Sheet, Fitted Sheet, Quilt Cover, Pillow Case, Curtain, Comforter, Bed Spread		

Auditee's employment structure at the time of the audit		
Total number of workers :	4335	Total number of workers in the production unit to be monitored (if applicable) :
		0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	2120	1195
Temporary workers	0	0
In management positions	905	115
Apprentices	0	0
On probation	0	0
With disabilities	12	1
Migrants (national citizens)	0	0
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	3025	1310
Production based workers	697	413
With shifts at night	1719	0
Unionised	0	0
Pregnant	-	16
On maternity leave	-	10

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 174109] Audit Date: 01/03/2020 PA Score: C

Deadline date:31/12/2020

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The overall observation shows that the factory has set a partial effective system to implement & monitor the social management system. It has appointed a Senior Management Representative to implement and maintain company's Social Management System. There's also has a system to select business partners as per their company policy. Further, the factory has a production plan as well as lost time reporting system implementing monthly/daily basis. Factory management has engaged a senior level management person to look after and the implement the code in the factory. He has a good understanding on their supply chain as per office order he has a decision making power to allocate budget to follow up BSCI requirements implementation. He is responsible for selecting and monitoring performance of business partner. Factory management has developed a management system for selecting current and future business partners to find out their social performance capability with respect to the BSCI requirements. Based on conversation factory management it was observed that factory management has capability to develop social management system in the factory premises. They are aware on short term investments and long term solutions. They have started to trained related personnel e.g. merchandiser, marketing and sales to take into consideration not only price and quality but also willingness to respect the BSCI requirements.

- 1.1 - Although factory management has developed social management system (like a team, organogram, management review etc.) to integrate the amfori BSCI new code of conduct into day to day business practice and to contribute customers and stakeholders in possible continuous improvement of the facility, but still some areas of improvement are identified under different Performance Areas. [As per amfori BSCI CoC]
- 1.3 - Facility management has developed supplier selection policy and procedure but proper supplier mapping is not done yet. They have distributed amfori BSCI code of conduct and terms of implementation to some of the suppliers but no proper process found yet to monitor the suppliers. Factory management was not well aware on the grievance mechanism developed for the business partners. [As per amfori BSCI CoC].

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 174109] Audit Date: 01/03/2020 PA Score: B

Deadline date:31/12/2020

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The overall observation shows that the facility partially comply with the requirements of this performance area. The facility has developed freedom of association policy. Although no trade union is formed in the facility but formed Participation Committee (PC) and the facility has open policy to accept trade union. Besides Factory management has formed safety committee in combination of worker and management and the meeting has conducted in regular basis. Factory management is providing the training on company's rules, legal rights and other safety issues and workers were aware. Factory management has posted BSCI New Version Code inside the production floor. Factory management has provided contracts letter and job description and keep one copy of both document in workers personal file. Facility posted amfori BSCI code of conduct and summary of Local law in the prominent place of factory. However still there are some gaps for continuous improvement and monitoring system.

- 2.4 - During interview, it was found that 25 out of 35 sampled workers and midlevel management of the factory were found not well aware about the requirements of amfori BSCI Code of Conduct.
- 2.5 - It was noted that facility has policy on grievance procedure for the workers, but the policy was not in line with amfori BSCI requirement as the policy did not define how to deal with "potential conflict of interest" and "Appeal process in the case of dissatisfaction". Further to that few employees were not aware about grievance procedure.

Remarks from Auditee:

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

Full Audit [Audit Id - 174109] Audit Date: 01/03/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Remarks from Auditee:

Performance Area 4 : No Discrimination

Full Audit [Audit Id - 174109] Audit Date: 01/03/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Remarks from Auditee:

Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 174109] Audit Date: 01/03/2020 PA Score: B	Deadline date:31/12/2020
GOOD PRACTICES:	
<p>1. The factory provides food allowance of BDT 850 to all workers. 2. The factory provides full free education scholarship (kindergarten to university) to the child's of all workers & employees. 3. The factory provides boarding facilities and free education to the 600+ orphanage. 4. The factory provides free transport facility to the workers who are working in B & C shifts (B= 2.00 pm to 10.00 pm & C= 10.00 pm to 6.00 am) 5. Any employee who has served at ACS, and is to pass away due to any reason except suicide, on the job, or by natural causes at home, his/her salary continues to his next of kin until the lifetime of the company. 6. Factory shares of its 5% profits annually with the employees.</p>	
AREAS OF IMPROVEMENT:	
<p>The overall observation shows that the auditee partially fulfils requirements of this Performance Area-5 (Fair Remuneration). The facility has developed wages and compensation policy as per law. Factory management is providing industry minimum wage BDT. 5710 for assistant operator Payment, also facility has provided increment annually. Wages are paid within 7th working day after completion of each wage period (1st to 30th or 31st). Factory pay through bank to the employees. Overtime calculated 200% of basic wage as per law. During workers interview session workers confirmed and expressed their satisfaction for timely payment. Reviewing their wage structure it was observed factory management is providing wage based on their skilled. No deviation has identified on that. However, still there are some gaps for continuous improvement and monitoring system.</p> <p>5.4 - Noted through document review, workers and management interview 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. [As per amfori BSCI CoC].</p> <p>5.5 - The factory did develop management system yet to made encashment of money for unveiled annual leaves by the facility management after completing one-year service period. [Bangladesh Labor Rules-2015, Rule-107 (2)].</p>	
Remarks from Auditee:	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 174109] Audit Date: 01/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	

Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 174109] Audit Date: 01/03/2020 PA Score: A	Deadline date:31/12/2020
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The overall observation shows that the auditee partially fulfils requirements of this Performance Area. The factory has established a health & safety policy & procedures. Evacuation maps were available in all areas. Factory management is trying to develop their health and safety condition. The facility continuing the business partially in line with the regulations on occupational health and safety relevant for its activity. Facility has regularly recorded accident and injury and further analysis has not conducted to improve the occupational health and safety procedures. Facility management has allocated adequate human and financial resources to ensure identification of risks. Workers of factory are free to move during any emergency evacuation without seeking any permission. Factory management has providing regular training on different types of topics i.e. health and safety, use of Personal protective equipment, firefighting, first aid and emergency drills. Factory management provides the PPEs to all its workers by its own cost. All the workers were wearing PPE during the audit. Facility has developed emergency procedure which has been displayed to the notice boards. Facility also visually displayed the accident and emergency procedure the easy understanding of general workers and guide the first aid providers. Factory management is conducting fire drills in regular interval. Factory management has arranged training for fire fighters and firefighting team has inadequate knowledge. Facility has kept firefighting equipment to all required places where needed and maintenance has been also done on regular basis. During the audit, no exit door was found in blocked or locked condition. All exit was found clearly marked and illuminated with back-up power system. Evacuation plans has been posted in local language and it is placed showing the closest escape routes including emergency exits. All evacuation plan found up to date in all some area of facility. Factory management is providing pure drinking water to its workers. Safety guard of all machines were found properly. Medical information has displayed where workers can get their information and support. Factory management providing training and make maintenance schedule to ensure all safety guard in appropriate place. Factory management has provided workers dinning and it was clean and hygienic. But factory management has not provided workers canteen from where workers can buy food easily with cheap cost. 7.24 is marked as Not Rated since factory management do not have provision for housing facility and it is not mandatory by law. Drinking water was provided in the production floors. Fire extinguishers were also properly charged and ready for use. However, the overall health & safety condition of the factory was found not to be satisfactory and the issues identified during the visit which are detailed in the below point.</p>	
7.1 -	Although the factory has developed a comprehensive occupational health and safety system but some lacking was in application. Those relevant issues are noted in each improvement areas. [As per amfori BSCI CoC]. Building stability certificate is not obtained.
7.3 -	It was noted that the facility management has a detailed and elaborated risk assessment but few areas were not considered like disable employee, transport facility, security dormitory.
7.7 -	During floor visit lacking on chemical handling and storing was seen in different location of the factory. [As per amfori BSCI CoC]
7.8 -	A proper emergency policy and functioning system for accident and emergency procedures (collaboration among the rescue team) in the premises to ensure better health and safety system of the workers especially for pregnant and disable employees were not developed yet. [As per amfori BSCI CoC]
7.10 -	The factory keeps records for injuries and accidents and investigate them but does not report to labor inspector for the injuries for which employees has send more them 2 days leave. [As per Bangladesh Labor Rules 2015]
7.13 -	The factory has seven boilers each of them has heating surface area of more than 1000 sq ft. But the factory does not have 1st class certified boiler operator for those. However the factory has 10 boiler operators of 2nd class certified.
7.23 -	The factory is providing transport facility to the employees but proper monitoring of legal documents of the vehicles and drivers were not ensured. [As per amfori BSCI CoC]
Remarks from Auditee:	
Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 174109] Audit Date: 01/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 174109] Audit Date: 01/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
9.1 to 9.6 has been rated N/A as the factory does not recruit any young employee.	
Remarks from Auditee:	

Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 174109] Audit Date: 01/03/2020 PA Score: A	Deadline date:31/12/2020
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
The overall observation shows that the facility partially follows the requirement of local law related to employment. Copy of appointment letter, ID card and service book is given to the workers upon joining. During the employees' interview, they stated that they signed labor contracts with the facility and they have obtained the copies of their labor contracts prior joining.	
10.3 - Noted through document review, workers' and management interview, factory is providing appointment letter to the employees but mater regarding increment was not mentioned in the appointment letter as per law. [As per Bangladesh Labor Rules 2015, Rule 19(5).]	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 174109] Audit Date: 01/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 174109] Audit Date: 01/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 174109] Audit Date: 01/03/2020 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
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	01/03/2020	174109	C	B	A	A	B	A	A	A	A	A	A	A	A	B

Producer Photos



External photo(s) of the production unit(s)
Factory building 1.JPG



External photo(s) of the production unit(s)
Factory building 2.JPG



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



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



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



Photo first aid facilities
First aid box.JPG



Photo first aid facilities
Medical room.JPG



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



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



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



Photo of the inside of the main production hall
Accessories store.JPG



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



Photo of the inside of the main production hall
CCTV monitoring.JPG



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



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



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



Photo of the inside of the main production hall
Finished carton.JPG



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



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



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



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



Photo of the inside of the main production hall
Space for prayer.JPG



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



Photo of the inside of the main production hall
Time keeping system.JPG



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



Photo of the nursery (if applicable)
Child care room.JPG