
Auditee :	Ekram Sweaters Ltd.
Audit Date From :	29/10/2016
Audit Date To :	29/10/2016
Expiry Date of the Audit :	Please refer to the producer profile in the BSCI platform
Auditing Company :	ALGI
Auditor's Name(s) :	Shah Md. Nazmul Hoque(Lead), Mohammad Shanjid Rahman Shaheen, Shakil Ahmed
Auditing Branch (if applicable) :	ALGI Bangladesh



BSCI Audit Summary Report

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Rating Definitions



Rating	A combination of ratings per performance area where:	Consequence																																													
<p>A</p> <p>OUTSTANDING</p>	<ul style="list-style-type: none"> o Minimum 7 performance area rated A o No Performance area rated C, D or E <p><i>These are three examples:</i></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><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>A</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>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> </table>	A	A	A	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	B	A	A	A	A	A	A	A	A	B	B	B	B	B	B	B	<p>The auditee has the level of maturity to maintain its improvement process without needing 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	A	A	A	B	B	B	B																																	
A	A	A	A	A	A	A	A	B	B	B	B	B	B	B																																	
<p>B</p> <p>GOOD</p>	<ul style="list-style-type: none"> o Maximum 3 performance area rated C o No performance area rated D or E <p><i>These are three examples:</i></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><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>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></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>B</td><td>C</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	B	B	A	A	A	A	A	A	B	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	B	C	C	C	C	<p>The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.</p>
A	A	A	A	A	A	B	B	B	B	B	B	B	B	B																																	
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B	B	B	B	B	B	B	B	B	B	B	C	C	C	C																																	
<p>C</p> <p>ACCEPTABLE</p>	<ul style="list-style-type: none"> o Maximum 2 performance areas rated D o No performance area rated E <p><i>These are three examples:</i></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>C</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>C</td><td>D</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>C</td><td>C</td><td>D</td><td>D</td></tr> </table>	A	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	C	D	D	C	C	C	C	C	C	C	C	C	C	C	C	C	D	D	<p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p>
A	A	A	A	A	A	A	A	A	A	C	C	C	C	C																																	
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C	C	C	C	C	C	C	C	C	C	C	C	C	D	D																																	
<p>D</p> <p>INSUFFICIENT</p>	<ul style="list-style-type: none"> o Maximum 6 performance area rated E <p><i>These are three examples:</i></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>D</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>D</td><td>E</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><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	A	D	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	D	E	E	D	D	D	D	D	D	D	D	E	E	E	E	E	E	E	<p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p>
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D	D	D	D	D	D	D	D	E	E	E	E	E	E	E																																	
<p>E</p> <p>UNACCEPTABLE</p>	<ul style="list-style-type: none"> o Minimum 7 performance areas rated E <p><i>These are three examples:</i></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><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><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><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	E	E	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	E	E	E	E	<p>BSCI participants shall closely oversee the auditee's progress as it may represent a higher risk than other business partners</p>
A	A	A	A	A	A	E	E	E	E	E	E	E	E	E																																	
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E	E	E	E	E	E	E	E	E	E	E	E	E	E	E																																	
<p>Zero Tolerance</p>	<p>A Zero Tolerance issue was identified (see Annex 5)</p>	<p>Immediate actions are required. The BSCI Zero Tolerance Protocol is to be followed.</p>																																													

Producer : Ekram Sweaters Ltd.

DBID : 338380 and Audit Id : 68938

Audit Date : 29/10/2016

Audit Type : Follow-up Audit

Main Auditee Information

Name of producer :	Ekram Sweaters Ltd.		
DBID number :	338380		
Audit ID :	68938		
Address :	Vill: Kathali, P.O: Valuka, Mymensingh		
Province :	Dhaka	Country :	Bangladesh
Management Representative :	Md. Ataur Rahman, Manager (HR & Compliance)		
Contact person:	Md. Ataur Rahman	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	Sweater 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
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 :	C	
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	C	A	B	D	A	D	A	A	A	A	C	B

Executive summary of audit report

Ekram Sweaters Ltd. is located at Vill: Kathali, P.O: Valuka, District: Maymenshing, Dhaka, Bangladesh. Total land area occupied by this facility is 123,105 square feet where production area is about 139,000 square feet and warehouse area is about 4,000 square feet.

The factory was established in 2003 and specialized in manufacture of Sweater Items. Main production processes include winding, knitting, linking, trimming, mending, washing, sewing, finishing and packing. Based on management interview, their major clients are from Europe and North America. Facility's production capacity is 280,000 pieces per month.

The factory consists of 03 buildings & 1 shed. Buildings & shed descriptions are as below:

Building 01 (6 storied):

Ground floor is occupied by security post, accessories store, winding section, washing section, sample section, jacquard section, medical room, child care room, fabric store of Russel Apparels (Another factory under same management) & yarn store.

1st floor is occupied by trimming section, mending section, finishing section and office.

2nd floor is occupied by linking section, knitting section and office.

3rd floor is occupied by knitting section and office.

4th floor is occupied by Russel Apparels.

5th floor is occupied by Russel Apparels.

Roof top is 100% free.

Building 02 (6 storied):

Ground floor is occupied by wastage area.

1st & 2nd floors are occupied by dining hall.

3rd to 5th floors are under construction.

Building 03 (1 storied):

Ground floor is occupied by generator & sub station.

Shed 01

Ground floor is occupied by boiler.

Currently 2,464 employees are working in this factory. Among them 280 are non-production employees.

Employees work for 6 days (Saturday to Thursday) a week. Factory runs in one general shift from 8:00 am to 5:00 pm with one hour lunch break. Jacquard section runs in two shifts, Shift A: 8:00 am to 5:00 pm, Shift B: 08:00 pm to 5:00 am, Security section runs in 3 shifts, Shift A: 6:00 am to 2:00 pm, Shift B: 2:00 pm to 10:00 pm and Shift C: 10:00 pm to 6:00 am. Employees and workers wages are calculated and paid on monthly rated basis.

During the current audit, payroll and attendance records from November 2015 to September 2016 were provided for review. The auditor randomly selected 40 samples from September 2016 (recent month), 40 samples from April 2016 (peak month) and 40 samples from November 2015 (off peak month) for review.

Md. Aatur Rahman, Manager (HR & Compliance) has agreed on all the issues raised on each performance area and signed the CAP.

Ratings Summary



Auditee's background information			
Auditee's name :	Ekram Sweaters Ltd.	Legal status :	Private Limited Company
Local Name :	None	Year in which the auditee was founded :	2003
Address :	Vill: Kathali, P.O: Valuka,	Contact person (please select) :	Md. Ataur Rahman
Province :	Dhaka	Contact's Email :	compliance.esl@osmangroupbd.com
City :	Mymensingh	Auditee's official language(s) for written communications :	Bengali
Region :	South Asia	Other relevant languages for the auditee :	English
Country :	Bangladesh	Website of auditee (if applicable) :	www.osmangroupbd.com
GPS coordinates :	Latitude: 24.271755 Longitude: 90.395193	Total turnover (in Euros) :	6361853.50
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 :	280,000 pcs per month
Product Group :	Apparel	Production cost calculation :	Yes
If other, please specify :	None	Lost time injury calculation cost :	No
Product Type :	Sweater Items		

Auditee's employment structure at the time of the audit			
Total number of workers :	2464	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	1480	984	
Temporary workers	0	0	
In management positions	20	3	
Apprentices	0	0	
On probation	17	13	
With disabilities	0	0	
Migrants (national citizens)	0	0	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	1480	984	
Production based workers	998	540	
With shifts at night	56	0	
Unionised	0	0	
Pregnant	-	4	
On maternity leave	-	1	

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

1- Followup Audit [Audit Id - 68938] Audit Date: 29/10/2016 PA Score: C

Deadline date:30/09/2017

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The overall observation shows that the factory has set a partial system to implement & monitor the social management system, appointed a Senior Management Representative to implement and maintain company's Social Management system. Factory also has a system to select business partners as per their company policy but it was not systematic. Further, the factory has a production plan for implementing monthly/daily basis which is found not realistic and achievable based on their actual production. Moreover, issues identified in this performance area are described in below:

সামগ্রিক পর্যবেক্ষণ দেখা যায় যে, কারখানায় সামাজিক কর্মক্ষমতা নিরীক্ষণ একটি আংশিক সিস্টেম আছে, বিএসসিআই নিয়ম ও প্রবিধান অনুযায়ী কোম্পানির সামাজিক ম্যানেজমেন্ট সিস্টেম বজায় রাখার জন্য একজন সিনিয়র ব্যবস্থাপনা প্রতিনিধি নিযুক্ত করেছেন। কারখানা এছাড়াও ব্যবসায়িক অংশীদার নির্বাচন করার সিস্টেম আছে, কিন্তু তা সঠিক নয়। এমনকি, কারখানার উৎপাদন পরিকল্পনা প্রকৃত উৎপাদনের সাথে মিল ছিলনা।

1.1 - Current follow up audit conducted on: October 29, 2016

New Finding: Although the factory has set a management system to implement the BSCI social requirements, but this was not proper and did not meet the BSCI social management system requirements as well. Further, the factory management system did not show a full commitment towards integrating the BSCI Code into the auditee's business culture, understand the content of the BSCI Code and Terms of Implementation for business partners to be involved in the BSCI monitoring process, understand the need to develop the internal procedure to integrate the BSCI Code into day to day business culture and performance activities.

যদিও কারখানায় একটি ম্যানেজমেন্ট সিস্টেম আছে, কিন্তু কারখানার ব্যবসায়িক সংস্কৃতির মধ্যে বিএসসিআই কোড-এর প্রতি পূর্ণ অঙ্গীকার প্রদর্শন করা হয়নি।

1.3 - Current follow up audit conducted on: October 29, 2016

Not Corrected: The factory did not have any structured system to select its subcontractor & Suppliers, did not train related staff those who will enforce BSCI requirements to suppliers and subcontractors and did not monitor their social performance as per BSCI requirements.

বিএসসিআই-এর চাহিদা অনুযায়ী মাঝ কন্ট্রাক্টর ও সরবরাহকারীদের সামাজিক কর্মকাণ্ডগুলো সঠিকভাবে নিরীক্ষণ করা হয় না।

1.4 - Current follow up audit conducted on: October 29, 2016

Corrected: The factory has a production planning in place with cost calculation, and have a contingency plan found in case something slows down or interrupts production.

Remarks from Auditee:

None

Full Audit [Audit Id - 39249] Audit Date: 09/11/2015 PA Score: B

Deadline date:31/01/2016

Good practices

No Good Practice Recorded.

Areas of improvement

1. In accordance with BSCI Questionnaire 1.3 based on satisfactory evidence, the producer partially respects this principle because the facility has procedure to select current and future supplier/sub supplier but the personnel of marketing & merchandising section have not been trained on the requirements of BSCI during supplier/Sub Supplier selection. 2. In accordance with BSCI Questionnaire 1.4 based on satisfactory evidence, the producer partially respect this principle because the facility has workforce capacity planning but no contingency plan found in case something slows down or interrupts production.

Remarks from Auditee

Performance Area 2 : Workers Involvement and Protection

1- Followup Audit [Audit Id - 68938] Audit Date: 29/10/2016 PA Score: C

Deadline date:30/09/2017

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The overall observation shows that the auditee partially fulfills the requirements of this performance area. No trade union has been formed by the workers of the factory. The factory has formed a Participation Committee through election process among the workers. The company has established policy and they have provided working rules for the workers. Compliant box was installed inside the toilet area by the factory management to get to know the workers grievances. However, lacking identified in this section are described in points below:

সামগ্রিক পর্যবেক্ষণ দেখায় যে, কারখানা আংশিকভাবে এই কর্মক্ষমতা এলাকায় প্রয়োজনীয়তা পূরণ করে। কোল ট্রেড ইউনিয়ন কারখানার শ্রমিকদের দ্বারা গঠন করা হয়নি। কারখানা নির্বাচন প্রক্রিয়ার মাধ্যমে একটি পার্টিসিপেশন কমিটি গঠন করেছে।

2.1 - Current follow up audit conducted on: October 29, 2016

Not corrected: The factory has formed a Participation Committee parallel means of Workers Union among the workers and management representative through election processes. However, general workers as well as PC members were not properly aware about the PC roles and responsibilities. Furthermore, the system implementing towards other committee's were found less effective, since the communication channel among the committee's were not functioning.

যদিও শ্রমিক প্রতিনিধি নির্বাচনের মাধ্যমে গঠন করা হয়েছে কিন্তু সাধারণ শ্রমিকদের পাশাপাশি কমিটির সদস্যগণ কমিটির লক্ষ্য ও উদ্দেশ্য সম্পর্কে সচেতন নয়।

2.2 - Current follow up audit conducted on: October 29, 2016

Not corrected: The factory did not set proper vision, mission and objectives of the company in line with the BSCI Code and the long-term goals reflect a step-by-step approach toward sustainable improvements. Moreover, the workers and workers representatives has not been genuinely involved in defining these goals and the strategic plan has not been set to achieve those goals in writing and approved by the competent person (or governance body).

লক্ষ্য এবং প্রতিষ্ঠানের উদ্দেশ্য নিরূপন করা হয় নাই যা বিএসসিআই গীতিমালার সঙ্গে সঙ্গতিপূর্ণ।

2.4 - Current follow up audit conducted on: October 29, 2016

Corrected: Management staff was found well aware on local labour laws as well as BSCI Code of Conduct. Training records are available in place and all of the personnel of HR, Admin and Compliance was found well competent on HR practices, Code of Conduct requirements and labour issues.

2.5 - Current follow up audit conducted on: October 29, 2016

Not corrected: Workers are not well aware about the grievance resolution process & the process of appealing against any disciplinary action. Also there was no practice of regular survey on the grievance procedure.

অভিযোগ সমাধান প্রক্রিয়া এবং কোনো শাস্তিমূলক ব্যবহার বিরুদ্ধে আবেদন প্রক্রিয়া সম্পর্কে ভাল সচেতন নয়। তাছাড়া অভিযোগ পদ্ধতির উপর নিয়মিত অরিগেশন কোল অনুশীলন নাই।

Remarks from Auditee:

None

Full Audit [Audit Id - 39249] Audit Date: 09/11/2015 PA Score: D

Deadline date:31/03/2016

Good practices

No Good Practice Recorded.

Areas of improvement

1. In accordance with BSCI Questionnaire 2.1 based on satisfactory evidence, the producer partially respects this principle because the meeting of Participation committee is conducted periodically but the workers representatives of participation committee are selected instead of elected. 2. In accordance with BSCI Questionnaire 2.2 based on satisfactory evidence, the producer does not respect this principle because the facilities has not defined long-term goal for protecting workers in line with the aspirations of the BSCI Code of Conduct. 3. In accordance with BSCI Questionnaire 2.4, based on satisfactory evidence, the producer partially respects this principle because the facility has provided training on BSCI COC to the workers' but they have no written training materials. 4. In accordance with BSCI Questionnaire 2.5, based on satisfactory evidence, the producer partially respects this principle because the facility has written grievance procedure but as per BSCI requirement following terms have not been included to the grievance procedure: i. A person responsible for its administration ii. Potential conflicts of interest and how to overcome them (e.g. if a grievance is against the person who administers the mechanism) iii. Timelines to address grievances iv. Process for "appeals" or escalation as an additional guarantee v. Record system of grievances lodged, including how they were investigated and addressed.

Remarks from Auditee

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
1- Followup Audit [Audit Id - 68938] Audit Date: 29/10/2016 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee: None	
Full Audit [Audit Id - 39249] Audit Date: 09/11/2015 PA Score: A	Deadline date:
<u>Good practices</u>	
No Good Practice Recorded.	
<u>Areas of improvement</u>	
Nothing to be recorded.	
<u>Remarks from Auditee</u>	
Performance Area 4 : No Discrimination	
1- Followup Audit [Audit Id - 68938] Audit Date: 29/10/2016 PA Score: B	Deadline date:30/09/2017
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT:	
<p>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 treated equally in the factory.</p> <p>সামগ্রিক পর্যবেক্ষণ দেখা যায় যে, কারখানায় বৈষম্যহীনতা নীতি ও পদ্ধতি আছে। রুদ্ধদ্বার সাক্ষাৎকারে শ্রমিকদের কেউ বৈষম্যের কোনো অভিযোগ করেনি। সকল শ্রমিকদের কারখানায় সমানভাবে গণ্য করা হয়।</p>	
<p>4.2 - Current follow up audit conducted on: October 29, 2016 Not corrected: The factory did not have any practices to conduct satisfaction survey's among the workers on grievance mechanism, harassment & abuse, discrimination etc.</p> <p>অভিযোগ, অনুযোগ ও পক্ষপাতমূলক আচরনের উপর শ্রমিকদের মধ্যে কোনো মতামত নেওয়া হয়না।</p>	
Remarks from Auditee: None	
Full Audit [Audit Id - 39249] Audit Date: 09/11/2015 PA Score: B	Deadline date:30/04/2016
<u>Good practices</u>	
No Good Practice Recorded.	
<u>Areas of improvement</u>	
In accordance with BSCI Questionnaire 4.2 based on satisfactory evidence, the producer partially respects this principle because the required information are contended to the working rules but no satisfaction survey on the grievance mechanism has been conducted among the workers.	
<u>Remarks from Auditee</u>	

Performance Area 5 : Fair Remuneration	
1- Followup Audit [Audit Id - 68938] Audit Date: 29/10/2016 PA Score: D	Deadline date:30/09/2017
GOOD PRACTICES:	
1. Monthly attendance bonus to all workers 2. Production bonus to all piece rate workers	
AREAS OF IMPROVEMENT:	
The overall observations shows that the factory has developed a precise wages and benefits policy and as per this they are trying to ensure and pay all kinds of remuneration to the workers. All workers were provided employment conditions paper with respect to wages before they enter employment and about the particulars of their wages for each pay period. The factory says the wages within 7 working days of the following month. Moreover, the overall compliance level of the factory was found to be average and some deviations were noted on below points: সামগ্রিক পর্যবেক্ষণ দেখা যে, কারখানা আইন অনুযায়ী শ্রমিকদের পারিশ্রমিক পরিশোধ করার চেষ্টা করছে। সকল শ্রমিকদের তাদের কর্মসংস্থানের অবস্থা সম্পর্কে লিখিত ও বোধগম্য তথ্য প্রদান করা হয়েছে। কারখানা প্রত্যেক মাসের ৭ কার্যদিবসের মধ্যে পূর্ববর্তী মাসের মজুরি প্রদান করে। কিন্তু কারখানা জীবন ধারণের মজুরী প্রদানের কোন উদ্যোগ নেয় নাই এবং অনুপস্থিতির জন্য কর্তন আইনানুযায়ী হচ্ছেনা।	
5.4 - Current follow up audit conducted on: October 29, 2016	Not corrected: The factory management did not take initiative to achieve living wages through they are ensuring minimum wage as per law. Noted that living wages of the region is BDT 11,220 (approx) and minimum wages for the industry is BDT 5300.
ন্যূনতম মজুরি ও জীবন ধারণের মজুরির মধ্যে পার্থক্য কমানো নিয়ে কোন উদ্যোগ নেই।	
5.5 - Current follow up audit conducted on: October 29, 2016	New Finding: It was noted that the factory did not provide full maternity benefit to the entitled female workers. Further, past one year there were at least 12 pregnant workers (sample recorded in the maternity leave register) went on maternity leave and out of them 11 workers have not paid 2nd installment of the total payment/benefits although some of them were noticed to the factory of their proof of birth.
সাধারণত, গর্ভবতী মহিলারা তাদের প্রাপ্য সুবিধা সঠিকভাবে পায়নি।	
5.6 - Current follow up audit conducted on: October 29, 2016	New Finding: a. Noted that deductions on workers absenteeism are calculated based on calendar days of the month instead 30 days fixed. b. Regular absent days in immediate notice month before maternity leaves are deducted based on gross wages instead of basic.
ক. অনুপস্থিতির জন্য কর্তন নির্ধারিত ৩০ দিনের হিসাবের পরিবর্তে প্রতি মাসের সর্বমোট দিনের সংখ্যার ভিত্তিতে করা হয়। খ. মাতৃস্বকালীন ছুটিতে যাওয়ার পূর্বের অনুপস্থিতির কর্তন আইনানুযায়ী হয়না।	
Remarks from Auditee:	
None	
Full Audit [Audit Id - 39249] Audit Date: 09/11/2015 PA Score: A	Deadline date:31/08/2016
<u>Good practices</u>	
No Good Practice Recorded.	
<u>Areas of improvement</u>	
In accordance with BSCI Questionnaire 5.4 based on satisfactory evidence the facility partially respect this principle because most of the workers getting wages which allow them to have a decent standard of living in the region. However 12 out of 35 sampled workers of different sections are getting wages less than the calculated living wages for the region (BDT. 6930.0) which does not allow them to have a decent standard of living. Note that: No worker is getting less than the government's minimum wage legislation.	
Remarks from Auditee	
None	
Performance Area 6 : Decent Working Hours	
1- Followup Audit [Audit Id - 68938] Audit Date: 29/10/2016 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
None	
Full Audit [Audit Id - 39249] Audit Date: 09/11/2015 PA Score: A	Deadline date:
<u>Good practices</u>	
No Good Practice Recorded.	
<u>Areas of improvement</u>	
Nothing to be recorded.	
Remarks from Auditee	
None	

Performance Area 7 : Occupational Health and Safety

1- Followup Audit [Audit Id - 68938] Audit Date: 29/10/2016 PA Score: D

Deadline date:30/09/2017

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The overall observation shows that the factory has established a complete 'health & safety' policy & procedures. The production floor was quite clean & spacious. Evacuation maps were not available in few areas. Fire extinguishers were also properly charged and ready for use. However, the overall health & safety condition of the factory was found to be good and the issues identified during the visit which are detailed in the below point.

সামগ্রিক পর্যবেক্ষণ দেখায় যে কারখানা একটি সম্পূর্ণ স্বাস্থ্য ও নিরাপত্তা নীতি ও পদ্ধতি প্রতিষ্ঠা করেছে। উৎপাদন স্থান বেশ পরিষ্কার ছিল। উদ্ভাসন পরিকল্পনা প্রায় সব অঞ্চলে পাওয়া যায়। অগ্নি নির্বাপক যন্ত্র সঠিকভাবে চার্জ এবং ব্যবহারের জন্য প্রস্তুত করা ছিল। কারখানার সামগ্রিক স্বাস্থ্য ও নিরাপত্তা শর্ত মোটামুটি ভাল পাওয়া গেছে।

7.1 - Current follow up audit conducted on: October 29, 2016

New Finding: Newly constructed building used for wastage area and workers dining hall is not included in the fire license.

নতুন ভবন (বর্জ্য ও খাবার যাবজ্জা) অগ্নি সনদের আওতাভুক্ত নয়।

7.2 - Current follow up audit conducted on: October 29, 2016

Corrected: The factory has valid group insurance certificate and all workers are covered under accidental insurance coverage.

7.3 - Current follow up audit conducted on: October 29, 2016

Corrected: The factory has developed and conducted a details risk assessment in place covering all issues.

7.4 - Current follow up audit conducted on: October 29, 2016

Not corrected: Though the facility has formed a OHS committee but members of the committee were found not aware about their responsibility.

স্বাস্থ্য ও নিরাপত্তা কমিটি তাদের দায়িত্ব সম্পর্কে সচেতন নয়।

7.7 - Current follow up audit conducted on: October 29, 2016

Not corrected: Secondary containment & label is still missing for diesel drums in the generator area.

কেমিক্যাল ড্রাম-এর জন্য মাধ্যমিক ধারক ও লেবেল লাগানো ছিলনা।

7.10 - Current follow up audit conducted on: October 29, 2016

New Finding: Factory is keeping record of injury but no system in place to analyze the injury & taken corrective action by identifying root cause which will improve the occupational health and safety.

আঘাতের মূল কারণ ভালভাবে তদন্ত হয়না যা পেশাগত স্বাস্থ্য ও নিরাপত্তা উন্নত করবে।

7.11 - Current follow up audit conducted on: October 29, 2016

New Finding: The factory did not have the operating permission for using two generators (748 KW) from the concerned authority; however they have already applied.

জেনারেটর ব্যবহারের অনুমতি ছিলনা।

7.13 - Current follow up audit conducted on: October 29, 2016

Not corrected: 04 out of 05 electricians of the factory did not have any competency certificate (ABC certificate) from the concerned authority which is the approval by the government for the industrial electric operators.

উপযুক্ত কর্তৃপক্ষ থেকে তাদের ৫ জন তাড়িতীর কোন সক্ষমতা সার্টিফিকেট নাই।

7.14 - Current follow up audit conducted on: October 29, 2016

New Finding: a. Public Address (PA) system has not installed in the jacquard section, winding sections and workers dining hall, b. The factory is yet to be installed addressable smoke detection system in the factory building, c. The factory did not installed fire hydrant system in the premises. Further, they did not have under ground water reservoir backing for existing fire hoses system, d. The factory did not install 'lightening arrester' on the factory building.

ক. পিএ সিস্টেম বিভিন্ন যাবজ্জায় লাগানো/কার্যকর ছিল না।

খ. কেন্দ্রীয় ধোঁয়া নির্ণয়কারী যন্ত্র কার্যকর ছিল না।

গ. ফায়ার হাইড্রেন্ট লাগানো ছিলনা এবং আগুন নেভানোর জন্য মাটির নিচে পানির আধার ছিলনা।

ঘ কারখানায় কোনো বজ্র নিরোধক ব্যবস্থা ছিলনা।

7.17 - Current follow up audit conducted on: October 29, 2016

Corrected: All machines having equipped with proper and functioning machine safety guards.

7.18 - Current follow up audit conducted on: October 29, 2016

Corrected: The medical room was located at safe place having sufficient medical facilities. Further, the factory has trained sufficient workers on first aid issues.

7.25 - Current follow up audit conducted on: October 29, 2016

Corrected: The facility has conducted all test including noise level, air emission, temperature and illumination in the work place.

Remarks from Auditee:

None

Full Audit [Audit Id - 39249] Audit Date: 09/11/2015 PA Score: D

Deadline date:31/08/2016

Good practices

No Good Practice Recorded.

Areas of improvement

1. In accordance with BSCI Questionnaire 7.2 based on satisfactory evidence the facility partially respects this principle because the facility has established system to provide Health & Life insurance facility for the workers in case of any accident. Moreover the reported occupational diseases & dangerous occurrence has not been investigated and remediation procedure has not been established with assistance of a person knowledgeable/competent in occupational safety. 2. In accordance with BSCI Questionnaire 7.3 based on satisfactory evidence the facility partially respect this principle because the company has assessed the risk on pregnant woman but the company has not assessed the risk on new mother and did not display around the facility. 3. In accordance with BSCI Questionnaire 7.4 based on satisfactory evidence the facility partially respect this principle because the facility has formed an OHS committee but this committee has not been formed in a democratic manner. 4. In accordance with BSCI Questionnaire 7.7 based on satisfactory evidence the facility partially respects this principle because no MSDS & secondary containment found for chemicals stored in the chemical store room on ground floor. However the facility is maintaining MSDS & secondary containment for other chemicals. 5. According to BSCI Questionnaire 7.13 & based on satisfactory evidence the facility partially respect this principle because it was noted from facility tour that no ebonite sheet provided to the SDB in washing section on ground floor. However all other electrical equipments & installations found in safe. 6. According to BSCI Questionnaire 7.17 based on satisfactory evidence the facility partially respect this principle because it was noted from facility tour that no pulley cover found with 10 out of 35 linking machines in linking machines on 2nd floor. However all other machines found with safe guards. 7. According to BSCI Questionnaire 7.18 based on satisfactory evidence the facility partially respect this principle because i) As per the Bangladesh Labour Rules 2015, Chapter 8, Clause 77(2)The medical room is situated on the ground floor of the production building instead of outside of the production building. ii) The facility has 38 first aider instead of 118(6% of the total workers). Moreover the facility has provided adequate first aid boxes & sufficient first aid tools to the first aid boxes. 8. The BSCI Questionnaire 7.23 is not applicable as the factory did not provide any transportation facility. 9. The BSCI Questionnaire 7.24 is not applicable as the factory did not provide any housing facility. 10. In accordance with BSCI Questionnaire 7.25 the facility partially respects this principle because the facility has conducted noise level & air emission test but no temperature recording device installed in the production floor & no records found for that. However facility has provided adequate space, sanitation & illumination in the work place.

Remarks from Auditee

Performance Area 8 : No Child Labour

1- Followup Audit [Audit Id - 68938] Audit Date: 29/10/2016 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Remarks from Auditee:

None

Full Audit [Audit Id - 39249] Audit Date: 09/11/2015 PA Score: A

Deadline date:

Good practices

No Good Practice Recorded.

Areas of improvement

Nothing to be recorded.

Remarks from Auditee

Performance Area 9 : Special protection for young workers

1- Followup Audit [Audit Id - 68938] Audit Date: 29/10/2016 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Remarks from Auditee:

None

Full Audit [Audit Id - 39249] Audit Date: 09/11/2015 PA Score: A

Deadline date:

Good practices

This performance area is not applicable as no young worker employed in the factory.

Areas of improvement

This performance area is not applicable as no young worker employed in the factory.

Remarks from Auditee

Performance Area 10 : No Precarious Employment	
1- Followup Audit [Audit Id - 68938] Audit Date: 29/10/2016 PA Score: A	Deadline date:30/09/2017
GOOD PRACTICES:	
Nil	
AREAS OF IMPROVEMENT:	
<p>The overall observation shows that the facility follows all the requirement of local law related to employment. Copy of appointment letter is not given to all the regular workers immediately upon joining. During the employees' interview, all interviewed employees stated that they sign labor contracts with the facility and they have obtained the copies of their labor contracts prior joining. These labor contracts were in the local language.</p> <p>সামগ্রিক পর্যালোচনা যে কারখানা চাকুরির ক্ষেত্রে লোকাল আইন প্রয়োগ করে। আইডি কার্ড ও সেবা বইয়ের কপি অবিলম্বে যোগদান উপর সব নিয়মিত শ্রমিকদের দেওয়া হয়। কর্মীদের সাক্ষাৎকারে একথা জানা যায় যে, তারা যোগদান পূর্বে তাদের শ্রম চুক্তির কপি পায়নি। যাহোক, এই শ্রম চুক্তি শ্রমিকদের ব্যক্তিগত ফাইল-এ রাখা ছিল এবং তা স্থানীয় ভাষায় লেখা ছিল।</p>	
<p>10.3 - Current follow up audit conducted on: October 29, 2017 Not corrected: The factory did not provide copy of the appointment letter to the workers. However, signed copy was kept in the workers personal file. Since the workers are not well aware on their legal rights, obligations, employment conditions, working hours, training's, resting periods and holidays, remuneration and terms of payment & grievance mechanism etc.</p> <p>শ্রমিকদের তাদের নিয়োগপত্রের কপি দেওয়া হয়নি।</p>	
Remarks from Auditee:	
None	
Full Audit [Audit Id - 39249] Audit Date: 09/11/2015 PA Score: A	Deadline date:29/02/2016
<u>Good practices</u>	
No Good Practice Recorded.	
<u>Areas of improvement</u>	
<p>In accordance with BSCI Questionnaire 10.3, based on limited evidence the producer does not respect this principle because the responsible person for human resources found aware about workers' rights and obligations but the facility has no system to provide understandable information including workers' rights, obligations, employment conditions, Working hours, training's, resting periods and holidays, remuneration and terms of payment & grievance mechanism to the workers before entering into employment.</p>	
<u>Remarks from Auditee</u>	
Performance Area 11 : No Bonded Labour	
1- Followup Audit [Audit Id - 68938] Audit Date: 29/10/2016 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
None	
Full Audit [Audit Id - 39249] Audit Date: 09/11/2015 PA Score: A	Deadline date:
<u>Good practices</u>	
No Good Practice Recorded.	
<u>Areas of improvement</u>	
Nothing to be recorded.	
<u>Remarks from Auditee</u>	

Performance Area 12 : Protection of the Environment	
1- Followup Audit [Audit Id - 68938] Audit Date: 29/10/2016 PA Score: C	Deadline date:30/09/2017
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>The overall observation shows that the factory has developed a precise policy and procedure on environment management system. Factory has not conducted an environment impact assessment throughout the premises. However, some problem identified in below areas: সামগ্রিক পর্যবেক্ষণ দেখায় যে, কারখানা পরিবেশ ব্যবস্থাপনা সিস্টেমে একটি সুনির্দিষ্ট নীতিমালা ও পদ্ধতি উদ্ভাবন করেছে এবং পরিবেশের নীতিমালাগুলো মেনে চলার চেষ্টা করছে।</p> <p>12.1 - Current follow up audit conducted on: October 29, 2016 Not corrected: No Environmental Impact Assessment has been done by competent person/organisation considering all processes taking place in the factory boundaries are taken into consideration when the auditee determines the impacts and environmental implications, how surrounding communities, resources and workers are affected. পরিবেশগত প্রভাব মূল্যায়ন কোন উপযুক্ত ব্যক্তি বা প্রতিষ্ঠান দ্বারা করা হয়নি।</p> <p>12.4 - Current follow up audit conducted on: October 29, 2016 New Finding: Waste management system in the factory was not proper, wastes kept in open areas which was also found without type and hazard. কারখানার বর্জ্য ম্যানেজমেন্ট সিস্টেম সঠিক পাওয়া যায়নি।</p> <p>12.5 - Current follow up audit conducted on: October 29, 2016 New Finding: Factory did not have any procedure to prevent water loss and preserve natural water resource (recycling practices, preserve rain water etc.) to ensure better environment in the premises. কারখানায় পানি অপচয় প্রতিরোধের কোনো পদ্ধতি ছিল না।</p>	
Remarks from Auditee: None	
Full Audit [Audit Id - 39249] Audit Date: 09/11/2015 PA Score: A	Deadline date:29/02/2016
<u>Good practices</u>	
No Good Practice Recorded.	
<u>Areas of improvement</u>	
Based on satisfactory 12.1, based on limited evidence the producer does not respect this principle because the facility has appointed an environmental in charge but they have not conducted the risk assessment on environment.	
<u>Remarks from Auditee</u>	

Performance Area 13 : Ethical Business Behaviour	
1- Followup Audit [Audit Id - 68938] Audit Date: 29/10/2016 PA Score: B	Deadline date:30/09/2017
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>The overall observations shows that the factory is trying to maintain a proper record keeping system and was provided all necessary documents to the audit team for review. Factory has all legal licenses and permits to operate facility approved by the concerned authority. Management showed a positive attitude and was very supportive to the auditor during the site visit. They were very keen to maintain a good business relations with all their business partners and were committed to fulfill their expectations. Currently the management has a policy on 'business ethics and anti-corruptions' which is posted in all prominent places in the premises and was communicated to the employees through awareness program and notice boards. However, some problem identified in below performance areas:</p> <p>সামগ্রিক পর্যবেক্ষণ দেখায় যে কারখানায় একটি সঠিক রেকর্ড পালন সিস্টেম বজায় রাখা হয়েছে এবং পর্যালোচনার জন্য অডিট টিমকে প্রয়োজনীয় কাগজপত্র সরবরাহ করা হয়েছিল।</p> <p>13.1 - Current follow up audit conducted on: October 29, 2016 Not corrected: The facility have anti-corruption and bribery policy in place, but no training was provided to the workers and managers regarding anti-corruption and business ethics and potential risk factor on corruption & bribery has not identified for all business partners in factory supply chain process and written agreement or contractual form has not been introduced to all their suppliers and business partners.</p> <p>ঘুষ ও দুর্নীতিবিরোধী নীতি আছে, শ্রমিকদেরকে এই বিষয়ে প্রশিক্ষণ দেয়া হয়না এবং ঘুষ বিরোধী চুক্তি তাদের সকল সরবরাহকারীদের দ্বারা সাইন ইন করা হয়নি।</p> <p>13.2 - Current follow up audit conducted on: October 29, 2016 New Finding: Factory is uses manual time card for recording workers daily 'in-time' and 'out-time' where uniform figure (in-time: 8.00am and out-time: 5.00pm) is recorded and thus actual job time of the workers could not be ascertained.</p> <p>শ্রমিকদের কাজের সময় ম্যানুয়াল টাইম কার্ডে রাখা হয় এবং প্রকৃত সময়ের হিসাব রাখা হয়না।</p>	
Remarks from Auditee: None	
Full Audit [Audit Id - 39249] Audit Date: 09/11/2015 PA Score: A	Deadline date:31/01/2016
<u>Good practices</u>	
No Good Practice Recorded.	
<u>Areas of improvement</u>	
Based on satisfactory 13.1, based on limited evidence the producer partially respect this principle because the facility has procedure to protect corruption, extortion or bribery but they do not provide training on ethics and integrity to the workers & managers.	
<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	29/10/2016	68938	C	C	A	B	D	A	D	A	A	A	A	C	B	C
Full Audit	09/11/2015	39249	B	D	A	B	A	A	D	A	A	A	A	A	A	C

Producer Photos



External photo(s) of the production unit(s)
Building view 1.JPG



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



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



External photo(s) of the production unit(s)
Building view 2.JPG



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



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



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



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



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



External photo(s) of the production unit(s)
Roof top.JPG



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



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



External photo(s) of the production unit(s)
Stair.JPG



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



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



Photo of fire safety equipment
Emergency light.JPG



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



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



Photo of fire safety equipment
Exhaust fan.JPG



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



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



Photo of fire safety equipment
Exit sign.JPG



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



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



Photo of fire safety equipment
Fire alarm switch.JPG



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



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



Photo of fire safety equipment
Fire door.JPG



Photo of the inside of the main production hall
Hole and button section.JPG



Photo of the inside of the main production hall
Workers locker.JPG



Photo of fire safety equipment
Fire extinguisher.JPG



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



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



Photo of fire safety equipment
Gong bell.JPG

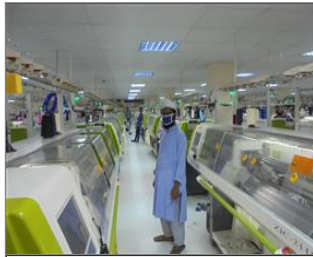


Photo of the inside of the main production hall
Jacquard section.JPG



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



Photo of fire safety equipment
Hoose reel .JPG



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



Photo of the sanitary facilities
Complain box.JPG



Photo of fire safety equipment
Hydrant point.JPG



Photo of the inside of the main production hall
Light check area.JPG



Photo of the sanitary facilities
Toilet.JPG



Photo of fire safety equipment
PA System.JPG



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



Photo first aid facilities
First aid box.JPG



Photo of fire safety equipment
Smoke detector.JPG



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



Photo first aid facilities
Medical room.JPG



Photo of fire safety equipment
Visual fire alarm.JPG



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

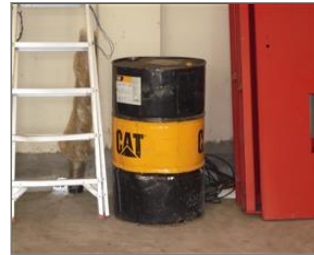


Photo of non-conformity
Secondary containment missing for diesel drum.JPG



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



Photo of the inside of the main production hall
Pest control system.JPG



Photo of non-conformity
Wastage were not segregated.JPG



Photo of the canteen (if applicable)
Drinking water.JPG



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