
Auditee :	Abloom Design Limited
Audit Date From :	18/10/2020
Audit Date To :	19/10/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	SGS
Auditor's Name(s) :	Most. Mahfuza Akter, Md. Mostafizur Rahman Shah(Lead)
Auditing Branch (if applicable) :	SGS BANGLADESH



This is an extract of the on line Audit Report. The complete report is available in the amfori BSCI Platform.
Access www.bsciplatform.org, for entitled users only.

All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent.

This is an extract of the amfori BSCI Audit Report, which is available in the amfori BSCI Platform. © amfori, 2018 - The English version is the legally binding One.

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 A A A A A A A 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 A A A A A B B B B B B B C B B B B B B B B B B C C C	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
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 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 :	Abloom Design Limited		
DBID number :	339918		
Audit ID :	195352		
Address :	37, South Shastapur, Upazila Road, Fatullah, Narayangonj		
Province :	Dhaka	Country :	Bangladesh
Management Representative :	Md. Shafayet Ullah		
Contact person:	Md. Shafayet Ullah	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	Knitted items		

Audit Details



Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit	
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms	
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural	<input type="checkbox"/> Small Producer
Audit Announcement :	<input 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 :	Yes	If YES, by : 19/10/2021	

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
D	B	A	A	A	D	B	A	A	A	A	A	A

Executive summary of audit report

Abloom Design Limited is a 100% export oriented knit garments manufacturing company which is located at 37, South Shastapur, Upazila Road, Fatullah, Narayanganj, Bangladesh. The factory established in 2005 (As per Certificate of Incorporation). And Started production on 2006. Main production process of this facility is Knitting section, Cutting section, Embroidery section, Sewing section, and Finishing section. Its production capacity is 7,91,000 pieces garments , 46800 kg knit, and 15600 pieces embroidery per month. Total land area of the facility is about 10018 square feet; production area is about 48438 square feet and warehouse is about 6558 square feet.

In the factory premises, there are 04 buildings. Description of building as below:
 Building 1 (8 storied): Ground floor is used as office room, child care room, doctor room, storage area, and transformer room. Mezzanine floor is used as fabrics Storage area. First floor used as office and knitting section. Second floor is used as finishing section and boiler room. Third and Fourth floor is used as sewing section. Fifth floor is used as office, input area and sewing section. Sixth floor is used as cutting section. Seventh floor is vacant and has been sealed as it will not be used by the facility as per management. Roof top area is vacant.

Building 2 (7 storied): Ground floor is used as leftover goods storage area, finished goods store, compressor room, boiler room (idle), security trial room. First floor is used as finished goods store, fabrics store, yarn store, second and Third floor is used as finishing section. Fourth and Fifth floor is used as sewing section. Sixth floor is used as Industrial Engineering (IE) office, and inspection room and maintenance room. Roof top area is vacant.

Building 3 (6 storied): Ground floor is used as fire hydrant room and gum tape machine area. First floor is used as embroidery section. Second floor is used as finished goods storage area. Third floor is used as accessories storage area. Fourth floor is used as sewing section (currently found non functional). Fifth floor is used as sample section. Roof top area is vacant.

Building 4 (3 storied): Ground floor is used as generator room. First floor: conference room. Second floor is vacant.

The facility has total 26 first aiders and 13 first aid boxes, 160 fire fighters, 31 hose pipes, 75 ABC fire extinguishers, 40 Co2 fire extinguishers, 72 fire alarms, 271 smoke detectors, 60 emergency lights, and 02 Exits.

There are total 777 employees (423 male and 354 female employees) in the facility among them 95 are piece rated employees. In general, the employees work for 6 days in a week (Saturday to Thursday) and Friday is weekly holiday. The general working hour is from 8:00 am to 5:00 pm including one hour lunch break form (1:00 pm – 2:00 pm). Besides, facility has 02 shift for knitting section starts from 8:00 am to 5:00 pm and 08:00 pm to 05:00 am with one-hour rest break. The factory uses electric system for recording daily attendance for the employees. Fixed rated Employees receive wages monthly and piece rated employees receive wages weekly in local currency by cash.

Audit Process: Total 02 auditors conducted the audit on 18th October 2020 and on 19th October 2020. An opening meeting was arranged early of the audit where Mr. Md. Shafayet Ullah (Manager-Human Resource, Admin and Compliance), Mr. Md. Azadul Islam- Manager (Maintenance and utility), Mr. Shakhawat Hossen- Asst. Manager (HR and Compliance), and Mst. Johura Khatun-Vice President of Participation Committee were present.

During opening meeting auditors explained about the audit scope & process and a detail descriptions about the amfori BSCI new requirements and approach. Immediately after the opening meeting a floor visit was conducted with factory management. A general document checklist was provided to the management and supplied documents were reviewed.

Auditors verified randomly last one year documents (October 2019 to September, 2020) and documents were available in the factory.

Closing meeting: At end of the audit process was held on to discuss all the areas of improvement in the CAP and positive notes with Mr. Md. Shafayet Ullah-Manager-Human Resource, Admin and Compliance and his team. During the closing, they agreed with all the findings and signed the findings report. Auditor informed the management about the submission of remediation plan to the amfori BSCI participant through amfori BSCI platform, against the findings raised on the audit within 60 days.

Overall Findings: Findings were noted in "Social Management System and Cascade Effect", "Workers Involvement and Protection", "Fair Remuneration", "Decent Working Hours", "Occupational Health and Safety", "Protection of Environment", and Ethical Business Behavior Details of the findings are listed in respective performance area. For other areas, no finding was noted.

Business licenses description:

1. Factory License: 12841/Narayangonj, Valid up to 30 June 2021
2. Trade License: 614/2020-2021, Issued by Fatullah Union Parishad, Valid up to 30 June 2021
3. Fire License: DD/Dhaka/21826/2009, Valid up to 30 June 2021

Auditors' APSCA number are as follows:

Md. Mostafizur Rahman Shah - RA21703681
Most. Mahfuza Akter- RA21701593

Remarks:

Comments from auditor about Covid-19:

Due to effect of corona virus (Covid-19) The Ministry of Public Administration of Bangladesh has declared general holiday and shutdown country from 26th March 2020 to April 25, 2020 by several notices to prevent spreading of covid-19 in the country, now it is extended till May 16, 2020. From April 26, 2020 Export oriented industries specially RMG sector was in flexible mode to run their operation in limited scale based on business need during this country lock-down period. Audited factory was closed (General Holiday) from March 29, 2020 to April 27, 2020 due to corona virus (Covid-19). Finally, facility open on April 28, 2020. Relevant all notice has posted in main gate, notice board and available in notice file.

Following measures were taken by the facility during operation in every day to protect their employees from Corona Virus (Covid-19):

- a) Checking temperature for each employee while entering in the morning.
- b) Maintain safety spray and hand wash system for all employee as well as visitors.
- c) Posted awareness poster in the prominent places.
- d) Daily awareness through public address system.
- e) Maintained same arrangement for visitors.
- f) Have a reporting system to medical personnel or management if suspected or causes observed. #COVID19

Ratings Summary



Auditee's background information			
Auditee's name :	Abloom Design Limited	Legal status :	Limited Company
Local Name :	এ্যাবলুম ডিজাইন লিমিটেড	Year in which the auditee was founded :	2005
Address :	37, South Shastapur, Upazila Road, Fatullah,	Contact person (please select) :	Md. Shafayet Ullah
Province :	Dhaka	Contact's Email :	adlhrd938@yahoo.com
City :	Narayangonj	Auditee's official language(s) for written communications :	English
Region :	South Asia	Other relevant languages for the auditee :	Bangla (Local language)
Country :	Bangladesh	Website of auditee (if applicable) :	www.abloomdlgroup.com
GPS coordinates :	Latitude: 23.638208, Longitude: 90.491905	Total turnover (in Euros) :	6402049.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :		Production volume :	791,000 pieces garments , 46800 kg knit, and 15600 pieces embroidery per month.
Product Group :	Apparel	Production cost calculation :	No
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Knitted items		

Auditee's employment structure at the time of the audit			
Total number of workers :	777	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	423	354	
Temporary workers	0	0	
In management positions	76	2	
Apprentices	0	0	
On probation	56	54	
With disabilities	0	0	
Migrants (national citizens)	0	0	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	423	354	
Production based workers	278	326	
With shifts at night	4	0	
Unionised	0	0	
Pregnant	-	0	
On maternity leave	-	2	

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 195352] Audit Date: 18/10/2020 PA Score: D

Deadline date:30/06/2021

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The overall observation shows that the auditee partially fulfills the requirements of this Performance Area-1 (Social Management System and Cascade Effect). Mr. Md. Shafayet Ullah-Manager-Human Resource, Admin and Compliance was appointed as management representative. Facility has formed a team involving several staff from different sections to monitor and implement amfori BSCI social performance. The commitment to comply with the amfori BSCI Social Requirements was signed by the appointed charge person. No home worker was used by the auditee. Factory organogram was found available. The facility has assigned a senior management to implement the amfori BSCI COC and planning department are planning for production. Monthly capacity planning and production planning has been done to meet the delivery date. However still there is area of improvement for continuous and sustainable improvement and monitoring system which is mentioned in findings report.

- 1.1 - a. Facility management is in process of implementation of amfori BSCI code of conduct into auditee's day to day business culture as the auditee did not maintain proper capacity planning for production, facility did not calculated living wage properly, proper awareness on training about amfori BSCI COC was not found from workers, Grievance policy did not define how to deal with potential conflict of interest. In addition, some gaps found in Occupational health and safety, Protection of the environment and Ethical business behavior performance areas. [As per amfori BSCI COC]. b. facility did not provide pay slip to the piece rated workers [as per rule 111(3) of the Bangladesh Labour rules 2015]
- 1.3 - Though the factory has developed a supplier selection policy and procedures but 02 out of 07 business partners are not monitored. [As per amfori BSCI COC]
- 1.4 - Facility management did not develop actual/realistic capacity planning to avoid excessive overtime. In additional, Facility management did not develop proper contingency plan to reduce unnecessary subcontracting or overtime to handle any unavoidable circumstances during production if occur. Workers do overtime on regular basis in order to meet production delivery deadline. (amfori BSCI COC)

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 195352] Audit Date: 18/10/2020 PA Score: B

Deadline date:30/06/2021

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

Overall observation shows that the facility partially complies with the requirements of this performance area-2 (Workers Involvement and Protection). Training regarding company's policies and procedures, legal rights, benefit etc. were discussed during training to make them aware of their right and responsibilities. Ms. Rahatonnessa- Sr. Welfare officer was responsible for dealing with employee complaints. Although no trade union is formed in the facility, but the facility has open policy to accept trade union. The facility has formed Participation committee (PC) which is elected by the workers to ensure two-way communications. Facility has a policy on grievance mechanism and has formed grievance committee to solve the grievance properly. Facility has provided grievance box in workers toilet area (as a confidential place) to get grievances from workers. However still there is area of improvement for continuous and sustainable improvement and monitoring system which is mentioned in findings report.

- 2.4 - Though the Facility management has provided training on amfori BSCI COC to the workers but during interview with workers it was noted that they are not well aware about amfori BSCI COC. [As per amfori BSCI COC]
- 2.5 - The auditee has developed grievance procedure for the employees but the procedure did not define how to deal with "potential conflict of interest". [As per amfori BSCI COC]

Remarks from Auditee:

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

Full Audit [Audit Id - 195352] Audit Date: 18/10/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The overall observation shows that the auditee fulfills requirements of this Performance Area-3 (The rights of Freedom of Association and Collective Bargaining). The main auditee established the procedure to ensure the right of workers to form legal union in a free and democratic way, and workers' right to bargain collectively was respected. The facility will not interfere the establishment, functioning or administration of workers organization or collective bargaining. Facility has communicated its policy of Freedom of Association by displaying on notice board. No union was formed yet. However, the facility has formed participation committee by election in 2019. Workers were elected from different production process for the election. There are total 12 members where 04 from management and 08 from workers side. Representatives meet for meeting regularly. Last meeting was held on 29/08/2020. Interviews and meeting minutes indicated that the auditee would not prevent workers' representatives from accessing or interacting with workers in the workplace.

Remarks from Auditee:

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 195352] Audit Date: 18/10/2020 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: The overall observation shows that the auditee fulfills requirements of this Performance Area-4 (No Discrimination). The auditee had taken necessary measures to avoid the discrimination in the workplace. Non-discrimination policy and procedure had been established and communicated to workers by training program. For example: Discrimination medical test was forbidden during the recruitment process and HIV or pregnancy test was prohibited during the recruitment process. Policy and procedure were found documented to avoid discrimination and illegal disciplinary action. The auditee did not discriminate any workers based on race, color, age, gender, sexual orientation, religion, political affiliation, union membership, national origin or marital status. No discrimination case was reported or identified in the past year. Facility has formed anti-harassment committee to discourage harassment in the facility and conducted meeting in regular meeting.	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 195352] Audit Date: 18/10/2020 PA Score: A	Deadline date:30/06/2021
GOOD PRACTICES: Facility provides attendance bonus BDT 100 to fixed rated workers .	
AREAS OF IMPROVEMENT: The overall observation shows that the auditee partially fulfills requirements of this Performance Area-5 (Fair Remuneration). The facility has developed wages and compensation policy as per law. Facility provided training to workers, staff on wages and benefit policy on regular basis. As per review of wages from September 2020, February 2020 and November 2019. It was noted that facility paid minimum wages as per government notification. Facility has paid minimum wages (BDT. 8000) as per the minimum wages gazette for garments industry. Facility has dedicated personnel for handling workers' payroll and other benefits. Facility was transparent to provide wages and benefit related documents during audit. Facility included all employed workers in group insurance scheme. Payment system is cash (100%) to all workers and management. No deduction was used for disciplinary measure. The auditee paid 200% of basic wage to employees for overtime work on normal working days, which complied with local legal requirement. However still there is area of improvement for continuous and sustainable improvement and monitoring system which is mentioned in findings report. 5.4 - Though the facility has conducted few surveys on living wage calculation but the facility did not estimate the living standard in the region calculating their living wage properly to determine a potential gap between present local minimum wage and living wage and no proper action plan is in place to fill the gaps. (As per amfori BSCI COC)	
Remarks from Auditee:	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 195352] Audit Date: 18/10/2020 PA Score: D	Deadline date:30/06/2021
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: The overall observation shows that the auditee fulfills the requirements of this Performance Area-6 (Decent Working Hours). The auditee provided the attendance records from September 2020, February 2020 & November 2019 for review. From attendance records, it was verified that the electronic time (for fixed rated workers) and manual time card (paper) for piece rated workers. Generally, facilities working hour starts from 8:00 am to 5:00 pm in all section but knitting section has two shifts starts from 8:00 am to 5:00 pm and 8:00 pm to 5:00 am. Working hour approval was taken from the concerned authority. Lunch break provided from 1: 00 pm to 2:00 pm. One-hour personal break is ensured for all workers. Their regular workdays were from Saturday to Thursday. Friday is weekly day off. For security guards, they have 03 shifts, (1st shift is from 6.00 am to 2.00 pm, 2nd shift is from 2.00 pm to 10.00 pm and 3rd shift is from 10.00 pm to 6.00 am). Rotation wise rest break is ensured for the security guards. Sampled workers' maximum OT hours were 4 hours per day, 24 hours per week. Facility pays overtime at 200% of normal wage rate of normal wage rate. No forced labor was found, all the overtime hours were voluntary, and no sub-contractor or home worker was found. As per record review from sample months, worker has adequate meal and rest break. Overtime is done as per workers consent. 6.1 - Facility management maintains manual time card for piece rated workers and does not record actual fraction of hours in the time card. Provided time card shows that, IN time 8:00 and OUT time 5:00 for piece rated workers as a result the time recording system cannot be guaranteed for proper monitoring of working time. [As per amfori BSCI COC] 6.2 - Facility management had performed excessive overtime – 22 out of 25 sample workers had worked overtime from 13 to 24 hours (exceed 12) in a week in the month of February 2020 (Random month). 18 out of 25 sample workers had worked overtime from 16 to 24 hours (exceed 12) in a week in the month of November, 2019 (Random month) and daily maximum overtime found 04 hours for both month. However, no excessive overtime found for the month of September 2020 (Current month) . [As per amfori BSCI CoC]	
Remarks from Auditee:	

Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 195352] Audit Date: 18/10/2020 PA Score: B	Deadline date:31/12/2020
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>The overall observation shows that the auditee partially fulfills requirements of this Performance Area-7 (Occupational Health and Safety). To protect workers and ensuring safety facility has developed health and safety policy and procedure. Facility has taken several steps for covid-19. A team has been developed lead by Dr. Khairul Alam- Medical officer to monitor and implementation of occupation health and safety as per local law and buyer COC requirements. During site tour, it was noted that working environment with respect to lighting and ventilation of the factory was acceptable. Adequate firefighting equipment's were provided in the factory premises where require. All exit doors were clearly marked with emergency light and found obstacle free. Facility has not arranged dining and canteen for the workers. Worker brings their lunch from home. Facility arranged toilet facility in each floor. Adequate toilet facility arranged by the facility. Adequate first aid box installed, and first aider designated in each floor of the facility. Facility has arrangement for emergency medical treatment by internal doctor. Facility has 03 certified electricians. Relevant Personal Protective Equipment (PPE) provided to the employees of all sections. Electrical panel board, boiler, generator was inspected by the competent person. Facility has taken building approval from Upazila Engineer,Sadar Narayanganj- on 10/5/2004. Question 7.23 is N/A as facility did not provide transportation facility for the workers. However still there is area of improvement for continuous and sustainable improvement and monitoring system which is mentioned in findings report.</p> <p>7.1 - Internal procedure of employee's occupational health and safety was not fully involving worker's representatives and workers in the drifting and enforcement in the factory. [As per amfori BSCI COC].</p> <p>7.3 - #COVID-19: Though facility takes several steps for COVID-19 to protect workers from its impact and conduct risk assessment on COVID-19 but physical distancing was not properly maintained on the different areas of production floor. Workers were working very closely (less than 2 feet) whereas according to the guideline of WHO at least 3 feet physical distancing is required, so it may cause of workers health risks. [As per amfori BSCI COC and Bangladesh Labor Rules, 2015, Schedule-4, Matters relating to safety committee (2)]</p> <p>7.6 - Randomly checked 03 out of 07 knitting operators were not using ear plug while during work time. [As per Bangladesh Labor Rules 2015, Rules 67 (2)]</p> <p>7.10 - Though factory records accident and injury those are taken place in the factory but did not identify for root causes of all accidents and injuries as well as no procedure in place for reporting near misses also. (As per amfori BSCI COC).</p> <p>7.11 - Following issues noted during audit- a. Floor layout found mismatch with existing layout such as ground floor of building is used leftover storage area instead of Tea room and Idle machine area and 4th floor building 03 is used as sewing section (during audit day found nonfunctional) instead of finishing section. [As per Bangladesh Labour Rules-2015, Rule 353 (1 & 4)].</p> <p>7.17 - During plant tour following machine safety related issues were noted: a. Approx. 5% sewing machine needle guard found inappropriate position in sewing section. b.Finger safety guard were found non functional randomly checked 02out of 02 snap button machines. [As per amfori BSCI COC and Bangladesh Labour Law 2006, section 63(1) D (3)]</p> <p>7.21 - Facility management does not have canteen and dining hall facilities for the workers. [As per Bangladesh Labor Rules 2015 rules 87 & 92]</p> <p>7.22 - Bad smell was coming from male toilet area of 2nd , 3rd , 04th and 5th floor of building 01 as they were not properly cleaned. [As per Bangladesh Labour (Amendment) Act, section 59 (d) and amfori BSCI COC]</p>	
Remarks from Auditee:	
Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 195352] Audit Date: 18/10/2020 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>The overall observation shows that the auditee fulfils requirements of this Performance Area-8 (No Child Labour). Facility has established written policy stating not to engage underage workers. The HR department was appointed to hire the new employees and the staff known the policies and the laws related child labor. In addition, facility has developed child labor remediation policy if in case of child labor found in this facility. No child labor was identified during the audit dates. Nothing reported about historical child labor by the interviewed workers. Factory checks the age of the potential worker before recruitment through the age proof records. Management maintains age related documents (i.e. birth certificate, national ID card, school certificate etc.) in the workers' personnel file. Management does not engage any apprenticeship program.</p>	
Remarks from Auditee:	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 195352] Audit Date: 18/10/2020 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: <p>The overall observation shows that the auditee fulfils requirements of this Performance Area-9 (Special Protection for Young Workers). Facility has established young workers policy as per law. No juvenile worker was identified during the audit; the youngest employee in main auditee was 18 years old. Young worker has not been recruited by the facility management. In addition, no young worker was identified during the audit.</p>	
Remarks from Auditee:	

Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 195352] Audit Date: 18/10/2020 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: The overall observation shows that the auditee fulfils the requirements of this Performance Area-10 (No Precarious Employment). Facility provided workers with understandable information before entering into the employment. Each employee had signed appointment letter with facility, and they had obtained the copy of the appointment letter. All the process and service workers have been recruited as permanent. Based on interview statement of workers, workers understood well of the content of appointment letter and no illegal employment was identified during the audit. In addition, these contracts were included basic wage, working hours, payment date, training etc. Workers could choose overtime work and leave voluntarily. All necessary information of workers was kept in the workers personal files. Service book is provided in all personal file. No unlawful apprenticeship scheme, seasonal workers have been identified in the factory during audit.	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 195352] Audit Date: 18/10/2020 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: The overall observation shows that the auditee fulfils the requirements of this Performance Area-11 (No Bonded Labour). Facility does not engage any forced or bonded labor. In Bangladesh no prison labor is allowed to work, out-side the prison according to the law. No negative evidence has been identified during audit regarding forced labor and interviewed workers were happy to work in the factory. Management does not keep any original documents from the workers that confirmed by the interviewed workers. Workers are free to leave their employer at any time giving required notices. Question-11.2 is rated as 'N/A' as factory did not engage or recruit any migrant worker.	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 195352] Audit Date: 18/10/2020 PA Score: A	Deadline date:30/06/2021
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: The overall observation shows that the auditee partially fulfills requirements of this Performance Area-12 (Protection of the Environment). Facility has written environmental policy. Factory has conducted Environmental Impact Assessment. Mr. Md. Shafayet Ullah-Manager-Human Resource, Admin and Compliance is responsible for continuous improvements of environmental performance. Facility have agreement with the contractor to collect and dispose the wastes in environmental way. Facility has consumption record and provided training to the workers on water use reduction. However, gaps have been identified in implementation for continuous and sustainable improvement and monitoring system which is mentioned in findings report. 12.5 - Though facility monitors water consumption but the natural water reusing system not started yet. However, facility has provided training to workers on proper use of water. [As per amfori BSCI COC]	
Remarks from Auditee:	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 195352] Audit Date: 18/10/2020 PA Score: A	Deadline date:31/12/2020
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: The overall observation shows that the auditee partially fulfills requirements of this Performance Area-13 (Ethical Business Behaviour). Facility has identified the areas where possible corruption could occur. Facility management did not provide any falsifying information during audit. Auditor reviewed the payrolls and attendance records provided by main auditee, crosschecked these records with other records and interviewed workers, no inconsistency was identified. Personal file of workers is kept in that way where only HR can access. However still there is area of improvement for continuous and sustainable improvement and monitoring system which is mentioned in findings report. 13.1 - Facility has the policy on anti-corruption policy and identify the possible risky area for corruption and bribe but facility did not introduce any "Reward" system for ethical behavior and integrity among its employees. [as per amfori BSCI COC]	
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	18/10/2020	195352	D	B	A	A	A	D	B	A	A	A	A	A	A	C

Producer Photos



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



Photo of fire safety equipment
Firefighting equipment.JPG



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



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



Photo of fire safety equipment
Industrial graded emergency light.JPG



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



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



Photo of fire safety equipment
Public address system.JPG



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



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



Photo of fire safety equipment
Smoke detector.JPG



Photo of the inside of the main production hall
Quality checking area.JPG



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



Photo of fire safety equipment
Water pressure checking of fire hose pipe.JPG



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



External photo(s) of the production unit(s)
Boiler room.JPG



Photo of fire safety equipment
Wet riser system.JPG



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



External photo(s) of the production unit(s)
Generator room.JPG



Photo of non-conformity
NC 7.17-Finger safety guard was found non functional at
snap button machine.JPG



Photo of the inside of the main production hall
Spot removing room.JPG



Photo first aid facilities
Bed inside doctor room.JPG



Photo of non-conformity
NC 7.17-Needle guard found inappropriate position in
sewing section.JPG



Photo of the inside of the main production hall
Yarn storing area.JPG



Photo first aid facilities
Doctor room.JPG



Photo of non-conformity
NC 7.3-Physical distancing was not properly maintained on
the production floor.JPG



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



Photo first aid facilities
First aid box with kits.JPG



Photo of non-conformity
NC 7.6-Knitting operators were not using ear plug while
working.JPG

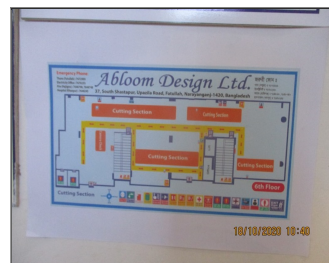


Photo of the inside of the main production hall
Evacuation plan.JPG



Photo of fire safety equipment
Electric exit sign.JPG



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



Photo of the inside of the main production hall
Exhaust fan with safety instructions.JPG



Photo of fire safety equipment
Emergency light.JPG



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



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



Photo of fire safety equipment
Fire alarm switch.JPG



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



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



Photo of fire safety equipment
Fire alarm.JPG



Photo of the inside of the main production hall
Fabric storing area.JPG



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



Photo of fire safety equipment
Fire control panel.JPG



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



Photo of the inside of the main production hall
Stair case.JPG



Photo of fire safety equipment
Fire extinguisher.JPG



Photo of the inside of the main production hall
Folding table area.JPG



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



Photo of fire safety equipment
Fire hose reel pipe.JPG



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



Photo of the sanitary facilities
Workers Toilet area.JPG