
Auditee :	TM FASHIONS LTD.
Audit Date From :	22/12/2018
Audit Date To :	22/12/2018
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	Intertek
Auditor's Name(s) :	Md Ataur Rahman(Lead), Md. Salah Uddin
Auditing Branch (if applicable) :	Intertek Bangladesh



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Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence																																							
A Very Good	<ul style="list-style-type: none">Minimum 7 Performance Areas rated ANo Performance Areas rated C, D or E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr></table>	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	B	B	B	A	A	A	A	A	A	A	B	B	B	B	B	B	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
A	A	A	A	A	A	A	A	A	A	A	A	A																													
A	A	A	A	A	A	A	A	A	A	B	B	B																													
A	A	A	A	A	A	A	B	B	B	B	B	B																													
B Good	<ul style="list-style-type: none">Maximum 3 Performance Areas rated CNo Performance Areas rated D or E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr><tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td></tr></table>	A	A	A	A	A	A	B	B	B	B	B	B	B	A	A	A	A	A	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	C	C	C	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
A	A	A	A	A	A	B	B	B	B	B	B	B																													
A	A	A	A	A	B	B	B	B	B	B	B	C																													
B	B	B	B	B	B	B	B	B	B	C	C	C																													
C Acceptable	<ul style="list-style-type: none">Maximum 2 Performance Areas rated DNo Performance Areas rated E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td></tr><tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr></table>	A	A	A	A	A	A	A	A	A	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	D	C	C	C	C	C	C	C	C	C	C	C	D	D	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
A	A	A	A	A	A	A	A	A	C	C	C	C																													
A	A	A	A	A	B	B	B	B	C	C	C	D																													
C	C	C	C	C	C	C	C	C	C	C	D	D																													
D Insufficient	<ul style="list-style-type: none">Maximum 6 Performance Areas rated E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td></tr><tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>E</td></tr><tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr></table>	A	A	A	A	A	A	A	A	A	A	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	E	D	D	D	D	D	D	D	D	E	E	E	E	E	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
A	A	A	A	A	A	A	A	A	A	D	D	D																													
A	A	A	B	B	B	C	C	C	D	D	D	E																													
D	D	D	D	D	D	D	D	E	E	E	E	E																													
E Unacceptable	<ul style="list-style-type: none">Minimum 7 Performance Areas rated E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr><tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr><tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr></table>	A	A	A	A	A	A	E	E	E	E	E	E	E	A	A	B	B	C	D	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
A	A	A	A	A	A	E	E	E	E	E	E	E																													
A	A	B	B	C	D	E	E	E	E	E	E	E																													
E	E	E	E	E	E	E	E	E	E	E	E	E																													
Zero Tolerance	A Zero Tolerance issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)	Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.																																							

Main Auditee Information

Name of producer :	TM FASHIONS LTD.		
DBID number :	25424		
Audit ID :	140997		
Address :	Hazi Ismail Chowdhury Bhaban, Jobeda Tower, Chandana, Gazipur Sadar Gazipur		
Province :	Dhaka	Country :	Bangladesh
Management Representative :	Mr. Rahel Sarder Dipu		
Contact person:	Rahel Sarder Dipu	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	Woven garments		

Audit Details


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

Rating per Performance Area (PA)

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

Executive summary of audit report

TM Fashion Ltd. is a 100% export oriented woven garments manufacturer located at Hazi Ismail Chowdhury Bhaban, Jobeda Tower, Chandana, Gazipur Sadar, Gazipur, Dhaka, Bangladesh. Facility has 1 RCC structured building and 5 sheds with a total land area of approximate 39,240 square feet, production area of approximate 92,000 square feet and bonded warehouse area of approximate 12,000 square feet.

This BSCI Follow up audit was conducted by ITS Labtest Bangladesh Ltd. Two auditors on one day (22 December 2018) assessed and verified the facility's operations against the BSCI Code of Conduct and local legislation. Facility management was positive towards this audit and provided full access to the auditors.

Normal working hour was from 08:00 am to 05:00 pm. Facility has 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) in security section. Facility maintains three batches for workers meal time; 12:30 pm to 01:30 pm, 01:00 pm to 02:00 pm and 01:30 pm to 02:30 pm. Facility maintains attendance records through electronic system. Friday was their weekly holiday. All employees were recruited permanently and receive wages by monthly basis in local currency within 7th working day of the following month.

Auditors conducted opening meeting and also conducted site observation, workers, worker representatives and management interview, document review and closing meeting. Mr. Rahel Sarder Dipu - Deputy General Manager (Admin, Human Resource and Compliance) was responsible for implementation of social compliance system in the facility. Facility had appointed one medical officer and one nurse for continuous medical services to the workers.

Main product of the facility is woven garments and production capacity was knitting 450,000 pieces per month. Facility started its operation since 2010. Main production processes were Cutting, Sewing, Finishing and Packing. Based on management interview, their major clients were from Europe and North America. On the audit day, there were total 2,599 employees in the factory.

Facility has 1 RCC structured building and 5 sheds. Detail description is given below:

Building-1:

Ground Floor: Bonded warehouse, child care room, security post, fire command room, sample section, office and staff dining area.

1st Floor: Finishing, ironing section, packing section, accessories store and office

2nd Floor: Sewing section & medical centre, sub store and maintenance room

3rd Floor: Sewing section & sub store and maintenance room.

4th Floor: Finishing section, ironing section, packing section, finished goods area, empty carton area & maintenance room.

5th Floor: Sewing section, fusing area and cutting section.

Roof top: Open space

Shed 1: Utility Area- sub-station, generator, & compressor room

Shed 2: Canteen and workers dining area

Shed 3: Boiler room

Shed 4: Wastage room

Shed 5: Fire hydrant pump room.

In opening and closing meeting Mr. Rahel Sarder Dipu - Deputy General Manager (Admin, Human Resource and Compliance), Mr. Md. Rezaul Karim -

Asst. Manager (HR & Compliance), Jesmin Sultana - Welfare Officer and Ms. Rupa Akter - Vice President of Participation Committee were present. Auditor described the whole audit process, standards, scope, and explained the BSCI code of conduct and local laws to what extent these are related to this audit in the opening meeting. Meanwhile, management assured the auditors to help throughout the audit. Required documents were provided in time, photocopy of the required documents was also given in time. Facility management provided a separate room for conducting employee's interview. Besides, at the time of facility visit attitude of the facility management was good.

During site tour all areas of the facility such as cutting, sewing, finishing, packing etc. were covered during the audit.

Facility started its operation since 2010. All employees are permanent. 10 permanent employees were selected for interviews from different production processes. Among them 4 were male and 6 were female. Facility provided last 11 months payroll records (from January 2018 to November 2018) and on sample basis, payroll records and time cards for the month of February 2018 (random paid month), July 2018 (random paid month) and November 2018 (current paid month) were reviewed. Moreover, attendance register, production records, garments inspection report, broken needle register and many other documents relevant to this audit were reviewed by the auditors.

Improvement areas were identified in Social Management System and Cascade Effect (PA 1), Workers Involvement and Protection (PA 2), Fair Remuneration (PA 5) and Occupational Health and Safety (PA 7). Details of the findings are listed in respective section.

As this is a Follow-up Audit, the other performance areas were marked as not rated. The not rated performance areas are:
PA 3 (The Rights of Freedom of Association and Collective Bargaining), PA 4 (No Discrimination), PA 6 (Decent Working Hour), PA 8 (No Child Labour), PA 9 (Special Protection for Young Workers) PA 10 (No Precarious Employment), PA 11 (No Bonded Labour), PA 12 (Protection of the Environment) and PA 13 (Ethical Business Behavior).

Closing meeting:

All the same persons who attended in the opening meeting were present in the closing meeting. Auditors communicated all the finding in detail to them and allowed them to ask question and make any clarification and finally Mr. Rahel Sarder Dipu - Deputy General Manager (Admin, Human Resource and Compliance) and Ms. Rupa Akter - Vice President of Participation Committee were present were agreed and signed the findings report after the closing meeting.

Ratings Summary


Auditee's background information			
Auditee's name :	TM FASHIONS LTD.	Legal status :	Private Limited Company
Local Name :	টি এম ফ্যাশনস লি:	Year in which the auditee was founded :	2010
Address :	Hazi Ismail Chowdhury Bhaban, Jobeda Tower, Chandana, Gazipur Sadar	Contact person (please select) :	Rahel Sarder Dipu
Province :	Dhaka	Contact's Email :	dipu@tmdbd.com
City :	Gazipur	Auditee's official language(s) for written communications :	Bangla and English
Region :	South Asia	Other relevant languages for the auditee :	English
Country :	Bangladesh	Website of auditee (if applicable) :	www.tmdbd.com
GPS coordinates :	23.982905799999997, 90.379553	Total turnover (in Euros) :	13640970.00
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 :	450,000 pieces per month
Product Group :	Apparel	Production cost calculation :	Yes
If other, please specify :	None	Lost time injury calculation cost :	Yes
Product Type :	Woven garments		

Auditee's employment structure at the time of the audit		
Total number of workers :	2599	Total number of workers in the production unit to be monitored (if applicable) : 0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	910	1689
Temporary workers	0	0
In management positions	20	2
Apprentices	0	0
On probation	165	218
With disabilities	0	0
Migrants (national citizens)	0	0
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	910	1689
Production based workers	0	0
With shifts at night	9	0
Unionised	0	0
Pregnant	-	11
On maternity leave	-	9

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

1- Followup Audit [Audit Id - 140997] Audit Date: 22/12/2018 PA Score: B

Deadline date:28/02/2019

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

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

- 1.1 -** This follow-up audit conducted on 22 December 2018. Status: Partially corrected. In accordance with BSCI Performance Area (Social Management System and Cascade Effect) No. 1.1 (Is there satisfactory evidence that the auditee has set up an effective management system to implement the BSCI Code of Conduct): Findings: It was noted that the established management system of the facility still needs some improvement in implementing BSCI Code of Conduct in their business practice in few performance areas. Facility needs to implement the BSCI system manual for producers properly where improvement areas are identified. Note: The facility has other effective system, policies and procedures in place to implement the BSCI COC in their business practice, so partial rating is given in this section.

কয়েকটি পারফরম্যান্স এলাকায় সুনির্দিষ্ট ব্যবস্থাপনার পদ্ধতি তাদের ব্যবসা অনুশীলনে বিএসসিআই কোড অফ কন্ডাক্ট বাস্তবায়নের কিছু উন্নতি প্রয়োজন। বিএসসিআই সিস্টেমে ম্যানুয়াল আরো ভালভাবে বাস্তবায়নের প্রয়োজন রয়েছে কিছু পারফরমেন্স এরিয়ায়।

Remarks from Auditee:

None

Full Audit [Audit Id - 117591] Audit Date: 04/02/2018 PA Score: B

Deadline date:05/04/2018

Good practices

None Observed

Areas of improvement

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

- 1.1 -** In accordance with BSCI Performance Area (Social Management System and Cascade Effect) No. 1.1 (Is there satisfactory evidence that the auditee has set up an effective management system to implement the BSCI Code of Conduct): The established management system of the facility needs some improvement in implementing BSCI Code of Conduct in their business practice in few performance areas. Facility needs to implement the BSCI system manual for producers properly where improvement areas are identified. Note: The facility has other effective system, policies and procedures in place to implement the BSCI COC in their business practice, so partial rating is given in this section.

কয়েকটি পারফরম্যান্স এলাকায় সুনির্দিষ্ট ব্যবস্থাপনার পদ্ধতি তাদের ব্যবসা অনুশীলনে বিএসসিআই কোড অফ কন্ডাক্ট বাস্তবায়নের কিছু উন্নতি প্রয়োজন। বিএসসিআই সিস্টেমে ম্যানুয়াল আরো ভালভাবে বাস্তবায়নের প্রয়োজন রয়েছে কিছু পারফরমেন্স এরিয়ায়।

Remarks from Auditee

None

Performance Area 2 : Workers Involvement and Protection

1- Followup Audit [Audit Id - 140997] Audit Date: 22/12/2018 PA Score: C

Deadline date:28/02/2019

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

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

- 2.3 -** This follow-up audit conducted on 22 December 2018. Status: Partially corrected. In accordance with BSCI Performance Area (Worker's Involvement & Protection) No: 2.3 Is there satisfactory evidence that the auditee takes specific steps to make workers aware of their rights and responsibilities? Finding: It was noted that 6 out of 10 workers were found not aware of their legal rights (e.g. long term service benefit after resignation, leave benefits, OT Rate etc.) and also on their rights and obligations in coherence with the BSCI values and principles. However, interviewed 4 employees were able to share about the rights regarding the health and safety issues that's why this point has been rated as partial.

১০ মধ্যে ৪ জন শ্রমিক তাদের আইনগত অধিকার, দায়িত্ব এবং সুবিধা ইত্যাদি সম্পর্কে ভাল অবগত না।

- 2.4 -** This follow-up audit conducted on 22 December 2018. Status: New findings. In accordance with BSCI Performance Area (Workers Involvement and Protection) No. 2.4: (Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?): Finding: It was noted that randomly checked the 7 out of 10 sampled workers and midlevel management on production area of the factory were found not well-aware about the requirements of BSCI Code of Conduct. Note: Facility management has provided training to the workers, so partial rating is given in this section.

কারখানার ১০ মধ্যে ৭ জন সাধারণ কর্মীরা এবং মধ্য স্তরের ব্যবস্থাপনা কর্মীরা বিএসসি আই কোড অফ কন্ডাক্ট সম্পর্কে সচেতন নয়।

- 2.5 -** This follow-up audit conducted on 22 December 2018. Status: Corrected. It was noted that grievance policy and procedure were found as per requirement and developed the grievance mechanism effective by survey and distributing written form and trained workers with all other possible channels.

অভিযোগ নিরসনের পদ্ধতি সঠিক ছিল।

Remarks from Auditee:

Full Audit [Audit Id - 117591] Audit Date: 04/02/2018 PA Score: C

Deadline date:05/04/2018

Good practices

None Observed

Areas of improvement

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

- 2.3 -** In accordance with BSCI Performance Area (Workers Involvement and Protection) No. 2.3 (Is there satisfactory evidence that the auditee takes specific steps to make workers aware of their rights and responsibilities?): Workers were not well aware regarding their legal rights and responsibilities (e.g. workers couldn't tell about their entitlement and status of different sorts of leave, health & safety, annual leave and overtime rate). Note: As the facility has written policies on the legal rights, so partial rating is given in this section.

শ্রমিকরা তাদের আইনী অধিকার এবং দায়িত্ব সম্পর্কে ভালভাবে সচেতন ছিলেন না (যেমন শ্রমিকরা তাদের বিভিন্ন ধরনের ছুটি, বার্ষিক ছুটি এবং ওভারটাইম রেট)।

- 2.5 -** In accordance with BSCI Performance Area (Workers Involvement and Protection) No. 2.5 (Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?): Facility has a policy and procedure on grievance handling. However, facility didn't develop any form for lodging written grievances. Moreover, in grievance lodged in grievance register didn't include the following: • Hearing of the parties • Further investigation needed or not • Conclusion reached and accepted by both parties • Involvement of worker's representative • Higher level involvement Note: As the facility has a written policy and procedure and provided training to workers on grievance handling, so partial rating is given in this section.

অভিযোগ সংক্রান্ত হ্যান্ডলিং নীতি এবং পদ্ধতি আছে। তবে, অভিযোগ দাখিল করার জন্য কোনও ফর্ম তৈরী করা হয়নি। তাছাড়া, অভিযোগ নিবন্ধন দায়ের করা অভিযোগে নিম্নলিখিত অন্তর্ভুক্ত ছিল না: • দলগুলোর শুনানি • আরও তদন্ত প্রয়োজন বা না • উপসংহার পৌঁছেছেন এবং উভয় পক্ষের দ্বারা গৃহীত • শ্রমিক প্রতিনিধি এর যোগদান • উচ্চ স্তরের অংশগ্রহণ

Remarks from Auditee

None

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
1- Followup Audit [Audit Id - 140997] Audit Date: 22/12/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None Observed	
AREAS OF IMPROVEMENT: This section is not rated as this is a follow-up audit.	
Remarks from Auditee:	
Full Audit [Audit Id - 117591] Audit Date: 04/02/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
None Observed	
<u>Areas of improvement</u>	
None Observed	
<u>Remarks from Auditee</u>	
None	
Performance Area 4 : No Discrimination	
1- Followup Audit [Audit Id - 140997] Audit Date: 22/12/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None Observed	
AREAS OF IMPROVEMENT: This section is not rated as this is a follow-up audit.	
Remarks from Auditee:	
Full Audit [Audit Id - 117591] Audit Date: 04/02/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
None Observed	
<u>Areas of improvement</u>	
None Observed	
<u>Remarks from Auditee</u>	
None	

Performance Area 5 : Fair Remuneration	
1- Followup Audit [Audit Id - 140997] Audit Date: 22/12/2018 PA Score: A	Deadline date:30/04/2019
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Based on satisfactory evidence it was noted that the main auditee partially respects this principle as- 5.4 - This follow-up audit conducted on 22 December 2018. Status: Not corrected. In accordance with BSCI Performance Area (Fair Remuneration) No. 5.4: (Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?): Findings: It was noted that still the factory management did not take initiative to calculate and achieve living wages through they are ensuring minimum wage as per law. Noted that living wages of the region is BDT 11,220 (approx) as per auditors and the minimum wages for the industry is BDT 5300. Note: As only 90% of the workforces do not meet their decent standard of living, so the marking given the question as partially. কারখানার অঞ্চলের জন্য জীবন ধারণের মজুরি কারখানা ব্যবস্থাপক দ্বারা নির্ধারিত না এবং ন্যূনতম মজুরি ও জীবন ধারণের মজুরির মধ্যে পার্থক্য কমানো নিয়ে কোন উদ্যোগ নেই।	
Remarks from Auditee: None	
Full Audit [Audit Id - 117591] Audit Date: 04/02/2018 PA Score: A	Deadline date:05/04/2018
<u>Good practices</u>	
The main auditee exceeds expectations with respect to this principle because facility provides attendance bonus as per their company policy	
<u>Areas of improvement</u>	
Based on satisfactory evidence it was noted that the main auditee partially respects this principle as- 5.4 - In accordance with BSCI Performance Area (Fair Remuneration) No. 5.4: (Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?): The factory management did not take initiative to calculate living wages, though they are ensuring minimum wage as per legal requirement. Calculated living wage is 11220 BDT. Approximate 90% workers were not meeting living wage. Note: As the facility was providing minimum wage as per legal requirement, so partial rating is given in this section. শালীন জীবিকার আয় গণনা করার জন্য উদ্যোগ নেওয়া হয়নি, যদিও তারা তাদের নির্ধারিত স্কেল অনুযায়ী ন্যূনতম মজুরি নিশ্চিত করেছে। আনুমানিক 90% শ্রমিক শালীন মজুরি পাই নাই।	
<u>Remarks from Auditee</u>	
None	
Performance Area 6 : Decent Working Hours	
1- Followup Audit [Audit Id - 140997] Audit Date: 22/12/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None Observed	
AREAS OF IMPROVEMENT: This section is not rated as this is a follow-up audit.	
Remarks from Auditee:	
Full Audit [Audit Id - 117591] Audit Date: 04/02/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
None Observed	
<u>Areas of improvement</u>	
None Observed	
<u>Remarks from Auditee</u>	
None	

Performance Area 7 : Occupational Health and Safety

1- Followup Audit [Audit Id - 140997] Audit Date: 22/12/2018 PA Score: A

Deadline date:28/02/2019

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

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

- 7.3 -** This follow-up audit conducted on 22 December 2018. Status: Corrected. It was noted that facility has done risk assessment as per the amfori BSCI requirement.
রিস্ক এসেসমেন্ট নিয়ম অনুযায়ী করা হয়েছে
- 7.11 -** This follow-up audit conducted on 22 December 2018. Status: New findings. In accordance with BSCI Performance Area (Occupational Health and Safety) No. 7.11 (Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?) and The Boilers Act 1923, Section-06: (Save as otherwise expressly provided in this Act, no owner of a boiler shall use the boiler or permit it to be used- (a) unless it has been registered in accordance with the provisions of this Act;) Findings: It was noted through document review that facility is using one boiler of capacity 2969 liters without having permission from concern department. However, facility management has applied for this boiler to boiler department for obtaining permission on 09 October 2018, but still have not got the permission. Note: All other licenses were found up to date, so partial rating has given in this questionnaire.
বয়লার ব্যবহারের পারমিশন এখনো পায় নাই।
- 7.15 -** This follow-up audit conducted on 22 December 2018. Status: Corrected. It was noted that all the main aisles and sub-aisles of all sections were found obstacle free during plant tour.
সকল আইলস অবরুদ্ধহীন পাওয়া যায়।
- 7.17 -** This follow-up audit conducted on 22 December 2018. Status: Not corrected and new findings. In accordance with Bangladesh Labor Law 2006, Section 63 (1) d (In every establishment the following shall be securely fenced by the safeguards of substantial construction which shall be kept in position while the part of machinery required to be fenced are in mention or in use)and BSCI Performance Area (Occupational Health & Safety) No. 7.17 (Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?): Not corrected: Workers were found working in sewing section displacing the needle guards in approximate 30% sewing machines at 2nd, 3rd and 5th floors. New findings: Perforated mat was not provided at the snap button machine area of finishing section located at first floor of the facility. Noted that the button was found sharp enough to increase the chances of foot injury. Note: As all other machines had proper safeguard in use, so partial rating is given in this section.
সুইং সেকশনে আনুমানিক ৩০% নিডেল গার্ড ডিসপ্লেস অবস্থায় ছিল। মাদুর ছিল না স্ন্যাপ বাটন মেশিনের নিচে।
- 7.19 -** This follow-up audit conducted on 22 December 2018. Status: New findings. In accordance with BSCI Performance Area (Occupational Health and Safety) No. 7.19: (Is there satisfactory evidence that the auditee has emergency procedures, in writing, to deal with cases of trauma or serious illness including for when the patient has to be transferred to an appropriate medical facility?) Findings: There is an emergency procedure to deal with trauma & serious illness but randomly checked 02 out of 03 sample first aiders were found not aware on that. Note: Factory management provides training to the workers on the emergency procedure of trauma & serious illness, so partial rating has given in this questionnaire.
কারখানার কর্তৃপক্ষ ট্রমা ও সিরিয়াস ইলেনেস জনিত জরুরি ব্যবস্থার সময় করণীয় পদ্ধতি নির্ধারণ করেছে ০৩ জনের মধ্যে ০২ জন ফাউট এইডার ট্রমা ও সিরিয়াস ইলেনেস পদ্ধতি সম্পর্কে সচেতন নয়।

Remarks from Auditee:

None

Full Audit [Audit Id - 117591] Audit Date: 04/02/2018 PA Score: D

Deadline date:05/04/2018

Good practices

None Observed

Areas of improvement

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

- 7.3 -** In accordance with BSCI Performance Area (Occupational Health & Safety) No. 7.3 (Is there satisfactory evidence that the auditee regularly carries out risk assessments for safe, healthy and hygienic working conditions?): Facility conducted risk assessment for its all production processes, transmittable and non-transmittable diseases however risk assessment document lacks the following areas: • No documented procedure for conducting hazard identification and risk assessment • The facility did not conduct hazard identification and risk assessment periodically • Routine and non-routine activities were not covered in conducted risk assessment • Risk level was not determined • Follow-up on the effectiveness of the control determined was not conducted Note: As facility has documented its major risks in their risk assessment, so partial rating is given in this section.
সমন্বিত উত্পাদন প্রক্রিয়া, ট্রান্সমিটিবল এবং অ-ট্রান্সমিটিবল রোগের জন্য ঝুঁকি মূল্যায়ন পরিচালিত হলেও ঝুঁকি মূল্যায়ন নথিতে নিম্নোক্ত এলাকায় অভাব রয়েছে: • ঝুঁকি সনাক্তকরণ এবং ঝুঁকি মূল্যায়ন পরিচালনার জন্য কোন নথিভুক্ত পদ্ধতি • সময় নির্দিষ্ট সময়ে ঝুঁকির পরিচয় এবং ঝুঁকি মূল্যায়ন করা হয়নি • শেষ ঝুঁকি সনাক্তকরণ এবং ঝুঁকি মূল্যায়ন তারিখ পরিচালিত ঝুঁকি মূল্যায়ন উল্লেখ করা হয়নি • নিয়মিত ও অ-নিয়মিত কার্যক্রম পরিচালিত ঝুঁকির মূল্যায়নে অন্তর্ভুক্ত করা হয়নি • ঝুঁকি স্তর নির্ধারণ করা হয় নি • নির্ধারিত নিয়ন্ত্রণের কার্যকারিতার উপর ফলো-আপ করা হয়নি
- 7.15 -** In accordance with Bangladesh Labor Law 2006, Section-62 (6) (A free passage-way giving access to each means of escape in case of fire shall be maintained for the use of all workers in every room of the establishment) and BSCI Performance Area (Occupational Health & Safety) No. 7.15 (Is there satisfactory evidence that the auditee ensures that escape routes, aisles and emergency exits in the production site are not blocked, easily accessible and clearly marked?): One cutting table was partially on main aisle and employees were working standing on aisle. Moreover, two sub-aisles from 2nd to 5th floor were partially blocked by sewing machines and employees. Note: As exit routes and other section had clear access, so partial rating is given in this section.
কাটিং সেকশন এ একটি টেবিল দ্বারা আইল আংশিকভাবে প্রতিবন্ধকতা তৈরি করেছিল যেখানে কর্মীরা আইলে দাঁড়িয়ে কাজ করে. আবার দ্বিতীয় থেকে পঞ্চম ফ্লোর এর ২ টি সাব আইল আংশিকভাবে প্রতিবন্ধক ছিল যেখানে কর্মীরা আইলে দাঁড়িয়ে কাজ করছিলো
- 7.17 -** In accordance with Bangladesh Labor Law 2006, Section 63 (1) d (In every establishment the following shall be securely fenced by the safeguards of substantial construction which shall be kept in position while the part of machinery required to be fenced are in mention or in use)and BSCI

<p>Performance Area (Occupational Health & Safety) No. 7.17 (Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?): Workers were working with displaced needle guards in approximate 40% sewing machines in sewing section. Note: As other section had proper safeguard usage, so partial rating is given in this section. সিউইং সেকশনে আনুমানিক ৪০% নিডেল গার্ড ডিসপ্লাসিড ছিল</p>	
<p><u>Remarks from Auditee</u></p> <p>None</p>	
<p>Performance Area 8 : No Child Labour</p>	
<p>1- Followup Audit [Audit Id - 140997] Audit Date: 22/12/2018 PA Score: A</p>	<p>Deadline date:</p>
<p>GOOD PRACTICES: None Observed</p>	
<p>AREAS OF IMPROVEMENT: This section is not rated as this is a follow-up audit.</p>	
<p><u>Remarks from Auditee:</u></p>	
<p>Full Audit [Audit Id - 117591] Audit Date: 04/02/2018 PA Score: A</p>	
<p>Deadline date:</p>	
<p><u>Good practices</u></p> <p>None Observed</p>	
<p><u>Areas of improvement</u></p> <p>None Observed</p>	
<p><u>Remarks from Auditee</u></p> <p>None</p>	
<p>Performance Area 9 : Special protection for young workers</p>	
<p>1- Followup Audit [Audit Id - 140997] Audit Date: 22/12/2018 PA Score: A</p>	<p>Deadline date:</p>
<p>GOOD PRACTICES: None Observed</p>	
<p>AREAS OF IMPROVEMENT: This section is not rated as this is a follow-up audit.</p>	
<p><u>Remarks from Auditee:</u></p>	
<p>Full Audit [Audit Id - 117591] Audit Date: 04/02/2018 PA Score: A</p>	
<p>Deadline date:</p>	
<p><u>Good practices</u></p> <p>None Observed</p>	
<p><u>Areas of improvement</u></p> <p>None Observed</p>	
<p><u>Remarks from Auditee</u></p> <p>None</p>	

Performance Area 10 : No Precarious Employment	
1- Followup Audit [Audit Id - 140997] Audit Date: 22/12/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None Observed	
AREAS OF IMPROVEMENT: This section is not rated as this is a follow-up audit.	
Remarks from Auditee:	
Full Audit [Audit Id - 117591] Audit Date: 04/02/2018 PA Score: A	Deadline date:
<u>Good practices</u> None Observed	
<u>Areas of improvement</u> None Observed	
<u>Remarks from Auditee</u> None	
Performance Area 11 : No Bonded Labour	
1- Followup Audit [Audit Id - 140997] Audit Date: 22/12/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None Observed	
AREAS OF IMPROVEMENT: This section is not rated as this is a follow-up audit.	
Remarks from Auditee:	
Full Audit [Audit Id - 117591] Audit Date: 04/02/2018 PA Score: A	Deadline date:
<u>Good practices</u> None Observed	
<u>Areas of improvement</u> None Observed	
<u>Remarks from Auditee</u> None	
Performance Area 12 : Protection of the Environment	
1- Followup Audit [Audit Id - 140997] Audit Date: 22/12/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None Observed	
AREAS OF IMPROVEMENT: This section is not rated as this is a follow-up audit.	
Remarks from Auditee:	
Full Audit [Audit Id - 117591] Audit Date: 04/02/2018 PA Score: A	Deadline date:
<u>Good practices</u> None Observed	
<u>Areas of improvement</u> None Observed	
<u>Remarks from Auditee</u> None	

Performance Area 13 : Ethical Business Behaviour	
1- Followup Audit [Audit Id - 140997] Audit Date: 22/12/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None Observed	
AREAS OF IMPROVEMENT: This section is not rated as this is a follow-up audit.	
Remarks from Auditee:	
Full Audit [Audit Id - 117591] Audit Date: 04/02/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
None Observed	
<u>Areas of improvement</u>	
None Observed	
<u>Remarks from Auditee</u>	
None	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Follow-up Audit	22/12/2018	140997	B	C	A	A	A	A	A	A	A	A	A	A	A	B
Full Audit	04/02/2018	117591	B	C	A	A	A	A	D	A	A	A	A	A	A	C

Producer Photos



External photo(s) of the production unit(s)
Facility building.jpg



Photo of fire safety equipment
Fog Light.jpg



Photo of the inside of the main production hall
Sewing Section.jpg



External photo(s) of the production unit(s)
Main Gate.jpg



Photo of fire safety equipment
Lightning protection system.jpg



Photo of the inside of the main production hall
Spot Removing Room.jpg



External photo(s) of the production unit(s)
Name Plate.jpg



Photo of fire safety equipment
smoke detector.jpg



Photo of the inside of the main production hall
Stair.jpg



External photo(s) of the production unit(s)
Security Post.jpg



Photo of fire safety equipment
Water Pressure Check.jpg



Photo of the nursery (if applicable)
Child Care.jpg



Photo of fire safety equipment
Emergency Light.jpg



Photo of the canteen (if applicable)
Canteen.jpg



Photo of the personal protection equipments (if applicable)
Employee using PPE.jpg



Photo of fire safety equipment
Exit Light.jpg



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



Photo of the sanitary facilities
Complain Box.jpg



Photo of fire safety equipment
Fire Alarm Switch.jpg



Photo of the code of conduct on display
Amfori BSCI COC posted.jpg



Photo of the sanitary facilities
Toilet Area.jpg



Photo of fire safety equipment
Fire Alarm.jpg



Photo of the inside of the main production hall
Cutting Section.jpg



Photo of non-conformity
Needle Guard Displaced.jpg



Photo of fire safety equipment
Fire Control Panel.jpg



Photo of the inside of the main production hall
Exhaust fan.jpg



Photo of non-conformity
No Perforated mat.jpg



Photo of fire safety equipment
Fire Door.jpg



Photo of the inside of the main production hall
Fabric Store.jpg



Photo first aid facilities
First Aid Box.jpg



Photo of fire safety equipment
Fire Equipments.jpg



Photo of the inside of the main production hall
Finished Goods Area.jpg



Photo first aid facilities
Medical Room.jpg



Photo of fire safety equipment
Fire Extinguisher.jpg



Photo of the inside of the main production hall
Iron Section.jpg



Photo of non-conformity
Free Aisle (Corrected).jpg



Photo of fire safety equipment
Fire Pump.jpg