

[CAP online](#)

This document confirms that factory **KM Nobely Garments Ltd.** has been audited against the ICS **social** audit framework on **19/03/2024** by **Bureau Veritas** on behalf of **Groupe Eram**.

The total rating of this audit is **C 93%**.

KM Nobely Garments Ltd.



Factory ID

33589

Country

Bangladesh

Factory address (updated from audit if so)

Jarun, Konabari, Gazipur

Factory city

Gazipur

Factory state/province

Dhaka

Retailer

Groupe Eram

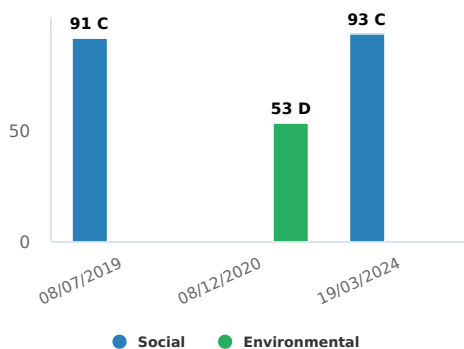
Audit type

Initial audit

Audit category

Social

RATING %



Visit date

19/03/2024

Overall rating

C 93%

Last CAP target date

20/09/2024

[Last audit date: 19/03/2024](#)

AN	Chapter	Letter and % rating
0	Management System, Transparency and Traceability	B 83%
1	Minimum age, Child labour and Young workers	A 100%
2	Forced labour	A 100%
3	Discrimination	A 100%
4	Disciplinary Practices, Harassment and Abuse	A 100%
5	Freedom of association and Grievance Mechanisms	A 100%
6	Working hours and Overtime	C 83%
7	Remuneration and Benefits	B 81%
8	Health and Safety	B 86%

D

0.7 Has the factory documented its objectives and action plan to address the main social impacts?

Description of the Non-Compliance: During the current assessment, it was noted that factory has not documented its objectives and action plan to address the main social impacts. Local Laws/ ICS Requirements: In accordance with ICS standards, factory management should document its objectives and action plan to address the main social impacts.

✓

Target date

Status

20/06/2024

Verified by ICS member

Documents/evidences

action plan to address the main social impacts.pdf

It is recommended that management adopt practices and controls to ensure that facility shall document its objectives and action plan to address the main social impacts.

Audit company - 28/03/2024 05:16:36

Factory has now documented its objectives and developed an action plan to address the main social impacts. This ensures a structured approach to improving our social responsibility initiatives.

Factory - 02/06/2024 03:45:24

The file action plan to address the main social impacts.pdf has been uploaded.

Factory - 02/06/2024 07:19:09

The target date (20/06/2024) proposed by the factory was accepted

ICS Member - 08/08/2024 03:07:55

Corrected & verified.

ICS Member - 20/09/2024 11:10:19

C

0.23 Do the statements provided by the factory in the “products and the production processes” section of the Factory profile seem to be accurate and reflect the reality during the factory visit?

Description of the Non-compliance: It was noted from document review and management interview that facility management found doing process subcontracting for their Printing, Embroidery process. Details as below: Asha Embroidery & Prinitng Ltd. - Embroidery process. KS Design - Printing process How ever there were no record of any approval for sub-contracting process from client. ICS Requirements: As per ICS standard, factory disclosed all information regarding sub-contractor in the factory profile.

✓

Target date

Status

20/04/2024

Verified by ICS member

Documents/evidences

Sub-Contract Policy & Procedure.pdf

It is recommended that facility management should take prior approval for doing any process or back up subcontracting from client.

Audit company - 28/03/2024 05:16:36

The company has a subcontract policy that ensures compliance with the Code of Conduct (COC) for all customers. It is important to note that no subcontract work has been done for the Zemo customer so far. However, if any subcontracting is required in the future, the customer's approval must be secured in advance.

Factory - 02/06/2024 03:45:33

The file Sub-Contract Policy & Procedure.pdf has been uploaded.

Factory - 02/06/2024 13:11:24

The target date (20/04/2024) proposed by the factory was accepted

ICS Member - 08/08/2024 03:11:19

Corrected & verified.

ICS Member - 20/09/2024 11:10:28

D

6.7 Are workers working overtime in compliance with ILO standards?

Initial Audit (19/03/2024) Finding: It was noted that the factory's weekly overtime working hours were not per the ILO standard. A review of the 96-sample population employee's attendance records: 32 from February 2024 as the current pay period (Month), 32 from September 2023 as random pay period-1 (Month), and 32 from May 2023 as random pay period-2 (Month) yielded the following: 27 (selected from different sections) of 32 sample population employees worked more than 56 hours of work hours per week (i.e. 58 hours to 60 hours) from February 2024, which exceeded the ILO standard. 10 (selected from different sections) of 32 sample population employees worked more than 56 hours of work hours per week (i.e. 58 hours to 60 hours) from September 2023, which exceeded the ILO standard. 32 (selected from different sections) of 32 sample population employees worked more than 56 hours of work hours per week (i.e. 60 hours) from May 2023, which exceeded the ILO standard. ICS Standard: The Facility should be compliant with the principles set out in the international labour standards. To be compliant according to the International Labour Organization (ILO), the sum of regular and overtime hours must not exceed 56 hours per week on average over three consecutive weeks.

Overdue

Target date

20/09/2024

Status

Please validate evidences

Documents/evidences

- Job Card- 12954.pdf
- Job Card-10109.pdf
- Job Card- 11470.pdf

It is recommended that factory management should respect ILO standards regarding working hours. As per ILO standards, the average Overtime should not exceed 8 hours per week.

Audit company - 28/03/2024 05:16:36

Factory management now fully respects and adheres to ILO standards regarding working hours. That's why the facility try to ensure that overtime does not exceed 8 hours per week, in accordance with ILO standards. However, the facility has been working overtime in compliance with Bangladesh Labor Law.

Factory - 02/06/2024 03:46:24

The file Job Card- 11470.pdf has been uploaded.

Factory - 02/06/2024 13:11:59

C

7.9 Does the facility provide workers (for all workers including contractors) with an understandable wage slip that, at minimum, include regular and overtime hours worked, regular and overtime pay, and deductions in accordance with local law ?

(Initial audit)Initial Audit (19/03/2024) Finding: It was noted that the factory management did not provide pay slips to employees for the last three months. As per facility management, they could not provide the pay slips to the workers from December 2024 due to a software problem. Legal Standard: In accordance with The Labour Rules, 2015, Chapter-10, Section (3) The Owner shall give a Wage Slip to each worker at the time of paying wages as per Form-38, where the payable amount of wages, overtime allowance, deduction (if any) and total payable amount of wages shall be mentioned.Section-111 (6b), a Pay Slip shall be given to each worker while paying piece-rate-based wages, and section-wise, detailed description shall be included in the Pay Slip.

✓

Target date	Status
20/04/2024	Verified by ICS member

Documents/evidences

It is recommended that management adopt practices and controls to ensure that pay stubs with detailed information are provided to the workers as mandated by law.

Audit company - 28/03/2024 05:16:36

Facility management has adopted practices to ensure that detailed pay slips are provided to all workers as mandated by law.

Factory - 02/06/2024 03:54:08

The file P.7.9- Pay Slip-1.jpg has been uploaded.

Factory - 02/06/2024 07:23:49

The file P.7.9- Pay Slip-2.jpg has been uploaded.

Factory - 02/06/2024 07:24:22

Corrected & verified.

ICS Member - 20/09/2024 11:11:26

D 7.17 Do workers receive benefits (e.g. parental leave, annual leave) in accordance with local law?

Initial Audit (19/03/2024) Finding: It was noted that the factory did not pay the service benefits to the resigned workers as per law. As per law, a worker who, during the preceding 12 (twelve) calendar months, has worked in an establishment for not less than 240 (two hundred and forty) days shall be deemed to have completed "1 (one) year". Suppose, 1 worker joined on 3rd February 2018 and resigned on 31st December 2023. As per documents, his/her service length was more than 5 years 240 days and will be counted as 6 years of service and will receive BDT. 21560. However, the factory counted the year 5.91 and paid BDT. 20394

Legal Requirement: In accordance with Bangladesh Labour Law -2006, Section 27- Termination of employment by workers : (1) A permanent worker may resign from his service by giving to the employer in writing sixty day's notice (2) A temporary worker may resign from his service by giving to the employer in writing- (a) thirty days' notice, if he is a monthly rated worker; (b) fourteen days notice in case of other worker. (3) Where a worker intends to resigns from his service without any notice, he may do so by paying to the employer wages in lieu of the notice which is required to be given under sub-section (1) or (2), as the case may be. (4) Where a permanent worker resigns from his service under this section, he shall be paid by the employer compensation- (a) at the rate of fourteen days wages for every completed year of service, if he has completed five years of continuous service or more but less than ten years; (b) at the rate of thirty days wages for every completed year of service if he has completed ten years of continuous service or more; or gratuity, if any, whichever is higher, in addition to any other benefit to which he may be entitled under this Act. In accordance with Bangladesh Labour Law -2006, Section 14- Calculation of "1 (one) year", "6 (six) months" and "wages" in certain cases. (1) For this Chapter, a worker who, during the preceding 12 (twelve) calendar months, has worked in an establishment for not less than 240 (two hundred and forty) days or 120 (one hundred and twenty) days, shall be deemed to have completed "1 (one) year" or "6 (six) months" respectively of continuous service in that establishment.



Target date	Status
20/04/2024	Verified by ICS member
Documents/evidences	
<div><div></div><div></div></div>	
<div><div><div><div>It is recommended that management adopt practices and controls to ensure that service benefits are paid to the resigned workers as per law.</div></div></div><div><div>Audit company - 28/03/2024 05:16:36</div></div></div>	
<div><div><div><div>Factory now ensures that service benefits are paid to resigned workers in accordance with the law. Like, who have worked for 240 days in the previous 12 calendar months are now deemed to have completed one year and will receive their service benefits accordingly.</div></div></div><div><div>Factory - 02/06/2024 03:55:07</div></div></div>	
<div><div><div><div>The file Final Settlement-1.jpg has been uploaded.</div></div></div><div><div>Factory - 02/06/2024 07:24:45</div></div></div>	
<div><div><div><div>The file Final Settlement-2.jpg has been uploaded.</div></div></div><div><div>Factory - 02/06/2024 08:15:46</div></div></div>	
<div><div><div><div>Corrected & verified.</div></div></div><div><div>ICS Member - 20/09/2024 11:11:47</div></div></div>	

C

8.1 Does the facility have non-expired documentation of compliance with building safety requirements issued by local authority in accordance with local law?

Initial-audit (19/03/2024) It was noted that the factory had provided photocopy of approved building plan. In accordance with The Labour Rules, 2015, Chapter 19, Section 353 (1), before use, change or expansion of any houses, building or premises as factory, approval in writing of the inspector general or any officer empowered by him shall be taken. Provided, however, that the inspector general or any officer empowered by him shall not sanction any approval without any inspection on the spot. In accordance with The Labour Rules, 2015, Chapter 19, Section 353 (3), (2), (4) Date of building's constuction (Date format required : DD/MM/YYYY): 29/10/2020 (as per document) Province: Nil Auditor's comments: Building Construction Approval taken from LGED.

Overdue

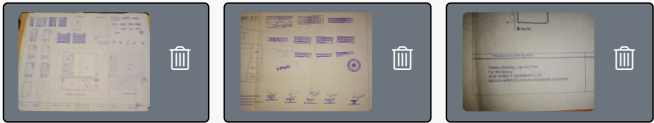
Target date

20/04/2024

Status

Please validate evidences

Documents/evidences



It is recommended that management adopt practices and controls to ensure that an original copy of approved building plan for all buildings are provided for review.

Audit company - 28/03/2024 05:16:36

We apologize for not showing the building plan to the auditor on time due to a misunderstanding. Please note that all buildings plans are approved by the legal authorities.

Factory - 02/06/2024 03:57:22

The file Building Approval Plan (1).jpg has been uploaded.

Factory - 02/06/2024 07:46:29

The file Building Approval Plan (2).jpg has been uploaded.

Factory - 02/06/2024 07:46:36

The file Building Approval Plan (3).jpg has been uploaded.

Factory - 02/06/2024 07:46:45

The file Building Approval Plan (4).jpg has been uploaded.

Factory - 02/06/2024 07:46:52

The file Building Approval Plan (5).jpg has been uploaded.

Factory - 02/06/2024 07:47:01

The file Building Approval Plan (5).jpg has been deleted.

Factory - 02/06/2024 08:13:43

The file Building Approval Plan (4).jpg has been deleted.

Factory - 02/06/2024 08:13:48

D 8.23 Does the facility report workplace accidents to local authorities?

Initial-audit (19/03/2024) It was noted through document review and management interview that factory management did not send the summary of the Half-Yearly Accident Data Report within 15 working days after the expiry of 6 months over the records to the labor inspector. Note that, the factory management has verified the accident register through the Labour Inspector of the Department of Inspection for Factories and Establishments (DIFE) on July 12, 2023. In accordance with Bangladesh Labour Rules 2015 (Amended in 01 Sept 2022), Rule- 73 (2): The recorded data as per Sub-section (1) shall be submitted to the Inspector as Half-Yearly Accident Data Report within 15 working days after expiry of 6 months over the records.



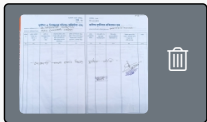
Target date

20/04/2024

Status

Verified by ICS member

Documents/evidences



It is recommended that management adopt practices and controls to ensure that factory management should send the copies of injury register to the concerned authority as per law.

Audit company - 28/03/2024 05:16:36

Facility management has implemented practices and controls to ensure that copies of the injury register are sent to the concerned authority as required by law.

Factory - 02/06/2024 03:56:21

The file P.8.23- Injury Register-2.jpg has been uploaded.

Factory - 02/06/2024 07:48:16

Corrected & verified.

ICS Member - 20/09/2024 11:12:25

D 8.33 Are emergency exit paths accessible and unobstructed?

Initial-audit (19/03/2024) Based on the factory tour it was noted that 55 of 648 sewing operators in the sewing section on the 1st floor of building#2 were partially blocked by semi-finished goods, big trolleys, fabric stands, big boxes, seating tools, machines, co-workers, etc. For this reason, workers could not move easily for easy evacuation. In accordance with Bangladesh Labor Law 2006, Chapter- 6, 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 factory. In accordance with Bangladesh Labor Law 2006, Chapter- 6, Section - 72(C), all floors, stairs, and gangways shall be wide and obstacle-free.



Target date

20/04/2024

Status

Verified by ICS member

Documents/evidences



It is recommended that management adopt practices and controls to ensure that all workstations are unobstructed.

Audit company - 28/03/2024 05:16:36

Facility management strives to implement practices and controls through awareness and monitoring to ensure that all workstations are kept unobstructed.

Factory - 02/06/2024 03:59:10

The file P.8.33- Blocked Free-1.jpg has been uploaded.

Factory - 02/06/2024 07:51:39

The file P.8.33- Blocked Free-2.jpg has been uploaded.

Factory - 02/06/2024 07:51:47

Corrected & verified.

ICS Member - 20/09/2024 11:12:32

D 8.66 Are production equipment and machinery safe to use ?

Initial-audit (19/03/2024) Findings It was noted that randomly checked needle guards of 19 of 20 feed of the arm machines were not in proper place. Moreover, randomly checked eye guard of 7 of 30 overlock machines were found dull and gloomy. In accordance with Bangladesh Labour law 2006, Section-63, In every establishment the following shall be securely fenced by the safeguards of substantial construction which shall be kept in a position while the part of machinery required to be fenced are in motion or in use, every dangerous part of any machinery.



Target date
20/04/2024

Status
Verified by ICS member

Documents/evidences



It is recommended that management adopt practices and controls to ensure that protective safety devices are provided on all required machines.

Audit company - 28/03/2024 05:16:36

Facility management has implemented practices and controls to ensure that protective safety devices are provided on all required machines.

Factory - 02/06/2024 04:00:18

The file Needle Guard-1.jpg has been uploaded.

Factory - 02/06/2024 07:52:18

The file Needle Guard-2.jpg has been uploaded.

Factory - 02/06/2024 07:52:29

The file safety devices provided on all machines (2).jpg has been uploaded.

Factory - 02/06/2024 13:13:30

The file safety devices provided on all machines (1).jpg has been uploaded.

Factory - 02/06/2024 13:13:30

Corrected & verified.

ICS Member - 20/09/2024 11:12:39

D 8.81 Is use of personal protective equipment (PPE) required and enforced by facility management?

Initial-audit (19/03/2024) Findings It was noted that randomly checked 5 out of 30 overlock machine operators were not using face mask at 1st floor in the sewing section of building#2. In accordance with The Labour Rules, 2015, Chapter-6, Section-67 (1), Safety measures and health safety must be arranged in accordance with the directions of this Rule or the regulations of the concerned govt. department for the workers who are employed in the procedures of manufacturing processes that have high risks of physical injury or loss. In accordance with The Labour Rules, 2015, Chapter-6, Section-67 (2), In addition to the arrangement of safety and health protection measures mentioned in Sub-section (1), the concerned manufacturing institute must provide necessary equipment's, including safety shoes, helmets, goggles, masks, hand gloves, ear muffs, ear plugs, waist belts, aprons etc. and arrange training programs for the workers in using these materials and ensure their usage. In accordance with The Labour Rules, 2015, Chapter-6, Section-67 (3), No worker can be employed in the relevant works without ensuring safety and health protection measures and the training related therewith. In addition, personal safety equipment's must be reserved in accordance with Information Form-23.



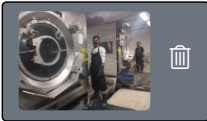
Target date

20/04/2024

Status

Verified by ICS member

Documents/evidences



PPE Training.pdf

It is recommended that management adopt practices and controls to ensure that all employees are using appropriate PPE (Personal Protective Equipment) when required.

Audit company - 28/03/2024 05:16:36

Facility management has adopted practices and controls to ensure that all employees are using appropriate PPE (Personal Protective Equipment) when required.

Factory - 02/06/2024 04:00:59

The file Face Mask Use-1.jpg has been uploaded.

Factory - 02/06/2024 07:55:36

The file Face Mask Use-2.jpg has been uploaded.

Factory - 02/06/2024 07:55:51

The file PPE Usage-3.jpg has been uploaded.

Factory - 02/06/2024 08:00:18

The file PPE Training.pdf has been uploaded.

Factory - 02/06/2024 08:00:37

Corrected & verified.

ICS Member - 20/09/2024 11:12:47

Question number	File name	Date
0.23	Sub-Contract Policy & Procedure.pdf	02/06/2024, 15:11
0.7	action plan to address the main social impacts.pdf	02/06/2024, 09:19
6.7	Job Card- 12954.pdf	02/06/2024, 15:11
6.7	Job Card-10109.pdf	02/06/2024, 15:11
6.7	Job Card- 11470.pdf	02/06/2024, 15:11
7.17	Final Settlement-2.jpg	02/06/2024, 10:15
7.17	Final Settlement-1.jpg	02/06/2024, 09:24
7.9	P.7.9- Pay Slip-2.jpg	02/06/2024, 09:24
7.9	P.7.9- Pay Slip-1.jpg	02/06/2024, 09:23
8.66	safety devices provided on all machines (1).jpg	02/06/2024, 15:13
8.66	safety devices provided on all machines (2).jpg	02/06/2024, 15:13
8.81	PPE Training.pdf	02/06/2024, 10:00
8.81	PPE Usage-3.jpg	02/06/2024, 10:00
8.81	Face Mask Use-2.jpg	02/06/2024, 09:55
8.81	Face Mask Use-1.jpg	02/06/2024, 09:55
8.66	Needle Guard-2.jpg	02/06/2024, 09:52
8.66	Needle Guard-1.jpg	02/06/2024, 09:52
8.33	P.8.33- Blocked Free-2.jpg	02/06/2024, 09:51
8.33	P.8.33- Blocked Free-1.jpg	02/06/2024, 09:51
8.23	P.8.23- Injury Register-2.jpg	02/06/2024, 09:48
8.1	Building Approval Plan (3).jpg	02/06/2024, 09:46
8.1	Building Approval Plan (2).jpg	02/06/2024, 09:46
8.1	Building Approval Plan (1).jpg	02/06/2024, 09:46