
Auditee :	Eve Dress Shirts Limited
Audit Date From :	28/03/2021
Audit Date To :	29/03/2021
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV Rheinland
Auditor's Name(s) :	Fatema Shahinur Jahan(Lead), Mohammad Mozibul Haque Masum
Auditing Branch (if applicable) :	TUV Rheinl. 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 :	Eve Dress Shirts Limited		
DBID number :	387784		
Audit ID :	207103		
Address :	Holding No. 219, Road: Anowar Jung, Ward No: 05, Block: A, Ashulia, Savar, Dhaka		
Province :	Dhaka	Country :	Bangladesh
Management Representative :	Mr. Salauddin Ahmad Rana - Deputy General Manager		
Contact person:	Mr. Rajib Kumar Datta	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	Woven Garments		

Audit Details



Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural <input type="checkbox"/> Small Producer
Audit Announcement :	<input type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced <input checked="" type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No	
Audit extent (if applicable) :	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
C	A	A	A	A	A	B	A	A	A	A	A	A

Executive summary of audit report

"Eve Dress Shirts Limited" is located at Holding No. 219, Road: Anowar Jung, Ward No: 05, Block: A, Ashulia, Savar, Dhaka 1341, Bangladesh. The company has been incorporated on 08 April 2005 and started operation from 2006. Currently total 1169 permanent employees including all (i.e process workers, senior management members, mid-level management staff, administrative staffs). No piece rated employee was working at the factory. The factory has paid in mobile bank transfer to the workers and other staffs/officers. The pay period was an English calendar month. All employees working time have been recorded by an electronic timekeeping system. The facility remains open from Saturday to Thursday while Friday is a weekly day off. General working hours start from 8:00 AM to 5:00 PM including 01 hour personal break and there is no specific high/low season. Orders from customers remain consistent around the year as reported by the Management. The facility is engaged in manufacturing and exporting of Woven items.

The main production processes are listed as follows: Cutting> Embroidary > Sewing> Finishing (Pressing to Packing). Production capacity: 500000 pieces per month.

Availability of working hour waiver: This factory is undercover in the govt. working hour waiver. OT Exemption from 17 October 2020 to 16 April 2021.

Business licenses description:

1. The license corresponds with the actual situation with respect to company name, address and the number of building in which it operates. Factory License: 12706/Dhaka; Valid up to 30 June 2021
2. Trade License: 002919/2020-2021 issued by Ashulia Union Porishod; Valid till June 30, 2021.
3. Factory construction approval was taken from -Union Porishod dated on 27/07/2005 as Industrial Building.

Site Descriptions:

Building Description: The audited factory runs its production processes and used for different services in its 03 buildings and 06 sheds. Floor wise site description is as below: The total area of the factory is about 110445 Square feet (approx.) as per fire license.

Building-01(7 storied main production building)

Ground Floor: Embroidery section, Sample Section, MIS Room, Cutting In-charge Room, Bonded Warehouse, Dining Room, Compliance Office, Band Knife Room, Medical Room, Admin Office and Time Section.

1st Floor: Sewing section, finishing section, Spot Removing Room and maintenance room.

2nd Floor: Sewing section, finishing section, Spot Removing Room, Chemical store, Laboratory and maintenance room.

3rd Floor: Bonded Warehouse, Fusing Section, Packing Section, Inspection Room, Accessories store, Training Room (Sewing), Finished goods store and bonded ware house.

4th Floor : Sewing section (During audit sewing was not running), finishing section, finished goods area.

5th Floor: Cutting Section, Fabric Store, Idle Machine Store, Dining Hall and canteen.

6th Floor: Office, partially Open Roof 70% area.

Rooftop is 100% vacant

Building-02(07 storied building)

Ground Floor: Childcare room, Fire Pump room, Security Guard room and fire control panel and mechanical store

1st Floor: Worker payer room and 80 % Empty

2nd to 6th floor Empty

Rooftop is 100% Vacant

Building-03(Seven storied building)

Ground Floor: Generator room Substation room

1st to 05th Floor Empty

6th floor: Isolation room

Rooftop is 100 % Vacant

Shed-01

Ground Floor: Boiler

Shed-02

Ground Floor: Compressor
Shed-03
Ground Floor: Cooling Pump Tower
Shed-04
Ground Floor: Kitchen
Shed-05
Ground Floor: Fish aquarium
Shed-06
Ground Floor : Generator

Audit Process:

This amfori BSCI full audit at "Eve Dress Shirts Limited" was conducted in 02 day as per the "As audited plan" based on the amfori BSCI Code of conduct of 2014 and local law on the fully announced basis. Total 4.5 man-days where 4.0 man-days onsite and 0.5 man-day for report writing. 02 auditors were present on 28 March 2021 and 02 auditors and 01 Trainee Auditor were present on 29 March 2021. No other member was present during the audit along with the audit team. A quick tour was conducted upon arrival of the audit team on day-01. An opening meeting was held with the factory management and workers' representative, immediately after the quick tour. During the opening meeting, auditors explained the scope and process of audit, briefly presented on amfori BSCI, its upgraded system, and the approach of the audit. After concluding the opening meeting, a floor visit was conducted with a factory representative. Subsequently, the supplied documents as per audit requirements had been thoroughly reviewed. The time scope applicable for this audit begins from March 2020 to till the audit date (last 12 months). Auditors selected workers for interview from different production processes and different age groups. The confidentiality and comfort of the interviewees were ensured.

Management Cooperation:

Factory management was fully cooperative and positive throughout the audit. Management was transparent about their practices with the auditors and provided access to all areas, perform workers interview in the separate confidential area without any interfere, take photos, collect all required information and documents on time. All questions from the auditors were well received and they were answered clearly and confidently by the management.

Closing Meeting:

At the end of the audit process, a closing meeting was held on 29 March 2021. Mr. Salahuddin Ahamad Rana-Deputy General Manager (HR & Admin) is responsible for the onsite findings report. Workers representative was also present in a closing meeting and signed in the finding report. Onsite finding report has been issued in the English language. During the closing meeting, factory management agreed with all the findings and signed the finding report. Auditors informed the management about the submission of the remediation plan to the amfori BSCI participant through amfori BSCI platform, against the findings raised in the audit within 60 days.

Audit Team and APSCA Registration Number:

Lead Auditor: Fatema Shahinur Jahan - RA 21701594
Member Auditor: Mohammad Mozibul Haque Masum - ASCA 21701561
Trainee Auditor: Farjana Nahar- ASCA 21701687

Remarks:

- i) #COVID19: The factory remains closed from 26 March 2020 to 04 April 2020 due to the spread of COVID-19 virus through community transmission. The owner of the audited facility is facing losses due to the current crisis. As a result, hampered overall production and business consequences. In such a situation, the interests of both the parties, government, owners, and workers have taken a common decision that the factory management will provide 65% salary for the non-working days instead of the full amount and 100% salary for the working days of April 2020.
- ii) Below documents & photos are not applicable for this factory.
 1. Contractor license/permit
 2. Agency labor contract
 3. Collective bargaining agreements
 4. Dormitories
 5. High-risk health and safety areas
 6. Inconsistencies between time and production records

Ratings Summary



Auditee's background information			
Auditee's name :	Eve Dress Shirts Limited	Legal status :	Private Limited
Local Name :	ইভ ড্রেস শার্টস লিমিটেড	Year in which the auditee was founded :	2005
Address :	Holding No. 219, Road: Anowar Jung, Ward No: 05, Block: A, Ashulia, Savar,	Contact person (please select) :	Mr. Rajib Kumar Datta
Province :	Dhaka	Contact's Email :	rajib@evegroupbd.com
City :	Dhaka	Auditee's official language(s) for written communications :	Bengali
Region :	South Asia	Other relevant languages for the auditee :	English
Country :	Bangladesh	Website of auditee (if applicable) :	http://www.evegroupbd.com/
GPS coordinates :	23.892508 "N, 90.326325"E	Total turnover (in Euros) :	186727603.22
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 :	300000 pices 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 :	1169	Total number of workers in the production unit to be monitored (if applicable) :
		0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	460	709
Temporary workers	0	0
In management positions	5	0
Apprentices	0	0
On probation	59	44
With disabilities	0	0
Migrants (national citizens)	0	0
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	0	0
Production based workers	460	709
With shifts at night	27	0
Unionised	0	0
Pregnant	-	2
On maternity leave	-	2

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 207103] Audit Date: 28/03/2021 PA Score: C

Deadline date: 15/03/2022

GOOD PRACTICES:

None Observed.

AREAS OF IMPROVEMENT:

Overall observation revealed that facility has nominated Mr. Salahuddin Ahamad Rana-Deputy General Manager (HR & Admin) as the amfori BSCI Management Representative whose primary responsibility is to implement and ensure the validation of amfori BSCI values in the organization. The auditee has calculated the cost of production realistically by including delivery time, labor cost, etc. Moreover facility has developed a contingency plan in order to avoid any unanticipated delays or production interrupts. Facility has established policies on prohibition of child labor, freedom of association, anti-corruption and anti bribery, remuneration, overtime, leave, grievance mechanism (external and internal), health and safety policy, etc. Despite all, some gaps were identified in implementation. Factory has supplier selection policy and procedure. Factory has identified their su-suppliers but did not include them all in their supply chain mapping. Also, did not monitor social performance of all the sub-suppliers. Despite all these, executional gaps and shortfalls had been identified.

- 1.1 - Facility has internal policy and procedure and monitoring system to check the effectiveness but findings was observed during audit related to supply chain monitoring, weekly standard working hour, maintaining legal register for compensatory leave, PPE, electrical inspection and safety training, building and layout approval, evacuation plan, transport documentation, water conservation.
- 1.3 - Facility did not identify all of their business partners (i.e. supplier, subcontractor, or service provider) in supply chain mapping according to the significance level (i.e. high, medium, low) of business partners. Like O2 suppliers named Mamoon Poly & Packaging and Vision packaging and accessories working as a accessories supplier but those were not included in supply chain mapping and social monitoring has not been done to those business partners.

Remarks from Auditee:

None.

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 207103] Audit Date: 28/03/2021 PA Score: A

Deadline date: 30/06/2021

GOOD PRACTICES:

None Observed.

AREAS OF IMPROVEMENT:

It was noted that the auditee has set up policy and procedure related to workers' participation with the management for the development of workplace conditions. The facility has formed a participation committee (PC) through the election process. Members of the participation committee (PC) met periodically to discuss different issues. A complaint box had been installed in the Toilet area so that the workers are able to report their problems and receive respective solutions. Facility arranges training on regular interval to increase the competency among manager, workers and workers representatives to successfully anticipate their responsibilities in business operation. Interviewed workers were found well aware of the legal rights and benefits, fire safety, etc. On a regular basis factory management arranges training for owners, directors, newcomers, managers and workers representatives etc. on the amfori BSCI Code. Training materials were found up to date. Facility has grievance policy and procedure for the workers. However, the policy has only defined how to deal with "Appeal process in the case of dissatisfaction". Management and workers were aware amrofi BSCI CoC. amfori BSCI CoC was posted in the facility. The facility management has conducted survey on the grievance mechanism. Facility management has established a grievance handling procedure and a complaint box was installed inside the toilet areas to ventilate workers' grievances in a confidential manner. However, gaps have been identified in implementation.

- 2.2 - Facility has write up their company mission and vision but that was not communicated adequately to workers and management and no specific goals and objective has taken yet for the implementation.

Remarks from Auditee:

None.

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

Full Audit [Audit Id - 207103] Audit Date: 28/03/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

None Observed.

AREAS OF IMPROVEMENT:

It was observed that the auditee has fulfilled the requirement of this performance area. The facility respects the requirement of freedom of association. The facility has policies and procedures on freedom of association and collective bargaining. Workers are free to form and join the trade union. No restriction was noticed from document review and workers' interviews. No trade union was found in the facility. In absence of trade, the union facility has formed a participation committee (PC) through the election process. The Meeting of PC was held at regular intervals. This committee meeting is conducted ones in every two months. Where both (workers and management) trying to discuss about improving working conditions. Meeting minutes of PC also forward to concern department as per law. Interviewed workers were aware about the activities of the PC. Factory has established sound management practice which involves worker and their representatives for information exchange on workplace issues. Facility also arranges training on regular interval to increase the competency among manager and workers to successfully anticipate their responsibilities in business operation. No evidence was identified and reported that workers' representatives are discriminated.

Remarks from Auditee:

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 207103] Audit Date: 28/03/2021 PA Score: A	Deadline date:
GOOD PRACTICES: None Observed.	
AREAS OF IMPROVEMENT: Overall observation shows that the facility has set up policy & procedures to the requirements of this performance area. The facility did not discriminate in hiring, promotion or offering the training opportunity. The auditee did not use health conditions for discrimination. The facility has policy to discourage any kinds of discrimination. Workers are equally treated in the factory in case of promotion, benefits etc. Overtime opportunity for all workers is equal. Factory management has separate policy on discrimination. The facility management has developed anti-discrimination policy it is comply with legal requirements. Facility management has conducted internal assessment on the most common ground or common areas inside the factory where discrimination may arise.	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 207103] Audit Date: 28/03/2021 PA Score: A	Deadline date:15/03/2022
GOOD PRACTICES: None Observed	
AREAS OF IMPROVEMENT: Overall observation shows that the auditee has set up policy & procedures in line with the performance areas requirements as well as local laws & regulations. Auditors covered the wage records in the audit scope from March 2020 to February 2021. Auditors reviewed the wage records of randomly selected three (3) months. Auditors selected 34 samples from different areas of the facility. The facility has dedicated personnel for handling workers' payroll and other benefits. The compliance and payroll team was responsible for monitoring the overall requirements of this performance area. The minimum wage was ensured as per the minimum wage gazette-2018. Payment period is the English calendar month. Monthly wages ensured by the factory to all the workers within 07 working days after the completed wages period as per law. Casual, annual and sick leave are provided to all the workers. Factory management has provision to provide Maternity leave and benefits. No illegal deduction was observed from the audit process. Besides workers are also getting increment as per local law. Pay slip in the local language is given to the workers before the wage payment. No illegal deduction was noted during the wage review. However, gaps have been identified in the implementation. However, gaps have been identified in implementation. 5.5 - Facility did not maintain compensatory leave register as per law. Note that, through attendance record review, notice and management interview it was noted that facility has worked on some weekly day off. After discussion with the participant committee members the facility has ensured compensatory leave for some of the weekly day off work and some will be compensated with coming festival holidays. [Reference: Bangladesh Labour Rules 2015, Rule 101(6), Form number- 33]	
Remarks from Auditee: None.	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 207103] Audit Date: 28/03/2021 PA Score: A	Deadline date:15/03/2022
GOOD PRACTICES: None Observed	
AREAS OF IMPROVEMENT: The overall observation shows that the auditee has the policy to follow the working hours as per law. Auditors covered the working hour's records last 01 year in the audit scope. Auditors randomly selected 03 months sample from the audit scope. Current month job cards also verified during the audit. Auditors selected 34 samples from different areas of the facility and reviewed their standard working hours and overtime hours. Standard working hours and overtime hours found as per law. General working hours are from 8:00 AM to 5:00 PM including a one-hour personal break from 1:00 PM to 2:00 PM. They got break time and weekly off the day by rotation basis. Friday is a weekly off day for the all the production workers. The facility maintains workers' time records by an electronic timekeeping system (finger punch). The factory has given equal opportunity to work overtime. Overtime is voluntary. Weekly off day always ensured by the factory. However gaps have been identified in implementation. 6.1 - Through documents review, workers and management interview it has been noted that factory has practiced few days weekend work after festival leave as a general work day which has adjusted with festival leave. As a result workers has worked more than 48 hours (excluding OT hours) per week for general day duty (weekend worked). Note that in audit scope, factory has opened as general work on 5 February 2021, 12 December 2020 and 12 & 26 June 2020 and those days were already adjusted with festival leave. Work on weekly day off on 26 February 2021 will be adjusted with next Eid festival holidays. [Reference: Bangladesh Labor Law 2006 section 102 and amfori BSCI Calibration Meeting Minutes]	
Remarks from Auditee: None.	

Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 207103] Audit Date: 28/03/2021 PA Score: B	Deadline date:31/07/2021
GOOD PRACTICES:	
1. Facility provides transport free of cost to workers in two routes.	
AREAS OF IMPROVEMENT:	
<p>Overall observation shows that the auditee is in the progress of complying with health & safety rules and regulations as per law and company policy. Facility management is trying to develop their health and safety condition. Facility management has a policy on health and safety. The facility continuing the business partially in line with the regulations on occupational health and safety relevant for its activity. Facility has regularly recorded accident and injury and analysis has conducted properly per BSCI requirement. Facility has assessed risk for most of the areas but still some areas are needing to be conducted. Facility management has allocated adequate human and financial resources to ensure identification of risks. Workers of facility are free to move during any emergency evacuation without seeking any permission. Facility management has providing the training on different types of topics i.e. health and safety, use of Personal protective equipment, firefighting, first aid and emergency drills, etc. Facility management provides the PPEs to all its workers by its own cost. Facility management is conducting fire drills in regular interval. Facility management has arranged training for fire fighters, and facility has insufficient fire fighters as required by law. During the audit, no exit door was found in blocked or locked condition. All exit was found clearly marked and illuminated with back-up power system. Evacuation plans has been posted in local language and it is placed showing the closest escape routes including emergency exits. Childcare room and medical room were found properly separated. Facility management is providing pure drinking water to its workers. Canteen was available. All the toilets were found clean and maintained properly by the management. Question-7.24 is rated as 'N/A' as the factory does not provide housing facilities to the workers. However, gaps have been identified in implementation.</p>	
<p>7.1 - Facility has internal monitoring procedure to ensure occupation health safety requirement but during audit findings was noticed related to PPE use & issue, electrical installation inspection, building approval, valid transport document, permission for using generator.</p>	
<p>7.5 - Adequate number of firefighting & rescuing team members are not identified in floor. During site tour and record review it was observed that 60 % workers in firefighting & rescuing team did not wear their prescribe dresses. [Reference: Bangladesh Labour Rules 2015, Rule 55(11)]</p>	
<p>7.6 - i) 01 out of 02 Spot removing operator did not use hand gloves while using Acetone. Moreover both of the operators were not using respiratory mask. [Reference: Bangladesh Labour Rules 2015, Rule 67(2)] ii) Facility did not keep PPE issue register as per legal requirement. [Reference: Bangladesh Labour Rules 2015, Rule 67(3), Form-23]</p>	
<p>7.11 - i) Based on documents review and management interview that facility take building approval from local Union Parishad instead of concern authority [Reference: Building Construction Act, 1952, Section 3A] ii) □ Layout plan found mismatch for 4th floor at building 1. Approval plan shows as Sewing, finishing, spot removing room and maintenance room. But during plant tour sewing machine set up with finishing section and finished goods area was found. [Reference: Bangladesh Labour rules 2015, Rule 353]</p>	
<p>7.13 - i) Facility did not arrange annual inspection of electrical wiring and earthing as per legal requirement. Last inspection was done on March 5, 2020. [Reference: Bangladesh Labour rules 2015, Rule 58(8) ii) Facility has training program for electrician but during training record review and management interview it was noted that facility did not arrange any training on new electricity law 2018 & Electricity Rules 2020 for employees in electrical department.</p>	
<p>7.16 - Evacuation plan found mismatch at 4th floor of building 1. From 1st floor to 7th floor of Building 2 and 3. Evacuation plan posted as approved layout plan but during plant tour the area found vacant. [Reference: Bangladesh Labour Rules 2015, Rule 55(8)]</p>	
<p>7.17 - Facility has 2 active generator with capacity of 198 KW & 280 KW. Permission obtained for 198 KW but no permission has taken yet for 280 KW. Facility has 2 other Gas generator but those are not activated because gas connection not given by the authority yet. [Reference :Energy Regulatory Commission Act 2003 (Chapter - 06, section-27 - a)]</p>	
<p>7.23 - Facility provides transport (2 buses) for the workers at free of cost in two routes. During review of provided record it was noted that route permit and fitness certificate was expired for (Registration Number- Dhaka Metro-JA-11-2364 & Dhaka Metro- JA-14-1886) [Reference: BRTA RULES, 2018 section 4(1) & 25(1)]</p>	
Remarks from Auditee:	
None.	
Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 207103] Audit Date: 28/03/2021 PA Score: A	Deadline date:
GOOD PRACTICES:	
None Observed	
AREAS OF IMPROVEMENT:	
<p>During audit it was observed that the auditee fulfills the requirements of this performance area. The factory has established a written policy not to engage underage workers. Moreover, facility management has developed a child labor remediation policy if in case of child labor found in this facility. No child labor has been identified during the audit. 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 and cross-check by the registered graduate doctor. Management maintains age-related documents (i.e, birth certificate, national ID card, school certificate, etc.) in the workers' personnel files.</p>	
Remarks from Auditee:	

Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 207103] Audit Date: 28/03/2021 PA Score: A	Deadline date:
GOOD PRACTICES: None Observed	
AREAS OF IMPROVEMENT: During audit it was observed that, the auditee fulfills the requirements of this performance area. During the plant tour, no young-looking workers were observed in the factory premises. Minimum hiring age of the factory is 18 years of old. Factory management has verified the age of the workers during recruitment. However, factory management has developed a detailed written policy and procedure if they ever find any young workers. They have clearly mentioned in their policy that they would comply with local law in terms of working hour, health & safety requirements for young workers. Point 9.6 is not applicable as there is no young-looking workers were observed in the factory.	
Remarks from Auditee:	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 207103] Audit Date: 28/03/2021 PA Score: A	Deadline date:
GOOD PRACTICES: None Observed	
AREAS OF IMPROVEMENT: During audit the overall observation shows that the auditee fulfills the requirements of this performance area. No contractual or seasonal workers have been identified in the factory. All the information on appointment conditions has been communicated to the workers through training. All the employees are working as permanent. Factory management issues appointment letter to the all workers and ID card to all the employees of the factory and ID card found in local language. The personal files of workers are maintained by the factory. Workers service book is updated. Workers job contract included with description of duties and responsibilities in the personal file. Also, workers job descriptions are described in the employment conditions and already communicated to the newly joined workers. The factory management recruits the workers through advertisement or internal reference. Workers are selected based on the result of the examination taken on working skill of workers during the recruitment process.	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 207103] Audit Date: 28/03/2021 PA Score: A	Deadline date:
GOOD PRACTICES: None Observed	
AREAS OF IMPROVEMENT: The overall observation shows that the auditee fulfills the requirements of this performance area. The factory does not engage in any forced or bonded labor. In Bangladesh, no prison labor is allowed outside the prison according to the law. No negative evidence has identified during the audit regarding forced labor and interviewed workers are very much happy to work in this factory. Management does not keep any original documents from the workers, confirmed by the interviewed workers. Workers are free to leave their employer at any time giving required notices. Moreover, no migrant workers found in this factory. [Note: Questionnaire point 11.2 marked as N/A because factory management does not engage any migrant worker till now].	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 207103] Audit Date: 28/03/2021 PA Score: A	Deadline date:31/07/2021
GOOD PRACTICES: None Observed	
AREAS OF IMPROVEMENT: Factory management has assessed environmental impact assessment by service Provider Company. Environmental policy and procedure is up to date. Workers aware of the company policy and procedures for waste management. Legal permit of environmental aspect is not required from department of environment as this is required based on nature of production process. No wastages were found in open place at the factory. Factory management understand the importance of proper water management. Factory management has mentioned that they will introduce a system to preserve natural water resource (recycling practices, preserve rain water etc.) to ensure better environment in the premises and reduce pressure on ground water. In addition, management is provided awareness on water waste reduction through some awareness session to employees. However gaps have been identified in implementation. 12.5 - Facility did not conduct any risk assessment about water use. Further, factory administration did not have any effective mechanism on water consumption monitoring and conservation.	
Remarks from Auditee: None.	

Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 207103] Audit Date: 28/03/2021 PA Score: A	Deadline date:
GOOD PRACTICES: None Observed	
AREAS OF IMPROVEMENT: The overall observation shows that the auditee properly fulfilling the requirements of this performance area. Auditee keeps accurate information regarding its own activities, structure, and performance. No falsifying information was provided by the facility. The facility did identify the possible area of corruption in the supply chain or business activities and train the relevant employees regarding the anti-corruption and anti-bribery policy. The overall observation shows that the auditee keeps accurate information regarding its own activities, structure, and performance. No falsifying information was provided by the facility management. However, gaps have been identified in implementation.	
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	28/03/2021	207103	C	A	A	A	A	A	B	A	A	A	A	A	A	B

Producer Photos



External photo(s) of the production unit(s)
Emergency Assembly point of the factory.JPG



External photo(s) of the production unit(s)
External hand washing point for COVID-19.JPG



External photo(s) of the production unit(s)
Grievance box found installed for external party.JPG



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



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



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



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



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



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



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



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



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



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



Photo of the inside of the main production hall
Ware house.JPG



Photo of fire safety equipment
Demonstration of fire hose pipe.JPG



Photo of fire safety equipment
Fire alarm bell.JPG



Photo of fire safety equipment
Fire alarm switch.JPG



Photo of fire safety equipment
Fire control panel.JPG



Photo of fire safety equipment
Fire extinguisher.JPG



Photo of fire safety equipment
Fire hose cabinet.JPG



Photo of fire safety equipment
Fire hydrant pump.JPG



Photo of fire safety equipment
Fire Resistance Emergency Exit Door.JPG



Photo of fire safety equipment
Other firefighting equipments.JPG



Photo of fire safety equipment
Smoke detector.JPG



Photo of the inside of the main production hall
Aisles mark clearly visible.JPG



Photo of the inside of the main production hall
Danger sign marked posted in relevant areas of the factory.JPG



Photo of the inside of the main production hall
Electronic device for working time recording.JPG



Photo of the inside of the main production hall
Emergency floor evacuation plan posted in the factory.JPG



Photo of the inside of the main production hall
Exit sign illuminated and emergency exit signage.JPG



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



Photo of the inside of the main production hall
PA system.JPG



Photo of the inside of the main production hall
Pure drinking water point.JPG



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



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



Photo first aid facilities
First aid box.JPG



Photo first aid facilities
First aider.JPG



Photo first aid facilities
Medical room.JPG



Photo first aid facilities
Medicine cabinet.JPG



Photo first aid facilities
Patient bed.JPG



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



Photo of chemical storage room (if applicable)
MSDS posted.JPG



Photo of the canteen (if applicable)
Canteen for light foods.JPG



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



Photo of the canteen (if applicable)
Food price list.JPG



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



Photo of the canteen (if applicable)
Canteen for light foods.JPG



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



Photo of the canteen (if applicable)
Food price list.JPG



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



Photo of the nursery (if applicable)
Washing facility of child care room.JPG



Photo of the personal protection equipments (if applicable)
Worker using required PPE during audit.JPG



Photo of the sanitary facilities
Toilet.JPG



Photo of the sanitary facilities
Washing facility.JPG



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



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



External photo(s) of the production unit(s)
Electrical sub-station.JPG



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



Photo of non-conformity
Finding 7.16- Evacuation plan found mismatch at 4th floor.JPG



Photo of non-conformity
Finding 7.6- Spot removing operator did not use hand gloves during work.JPG