

---

Auditee :	<b>ACS Towel Limited</b>
Audit Date From :	<b>08/09/2019</b>
Audit Date To :	<b>08/09/2019</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the amfori BSCI platform</b>
Auditing Company :	<b>Intertek</b>
Auditor's Name(s) :	<b>Sanzida Sultana Rasna, Md. Salah Uddin(Lead), Md. Zuiel Hossen, Md. Abdullah Al Mamun</b>
Auditing Branch (if applicable) :	<b>Intertek Bangladesh</b>

---



This is an extract of the on line Audit Report. The complete report is available in the amfori BSCI Platform.  
Access [www.bsciplatform.org](http://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																																							
<p><b>A</b> <b>Very Good</b></p>	<ul style="list-style-type: none"> <li>• Minimum 7 Performance Areas rated A</li> <li>• No Performance Areas rated C, D or E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></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	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
A	A	A	A	A	A	A	A	A	A	A	A	A																													
A	A	A	A	A	A	A	A	A	A	B	B	B																													
A	A	A	A	A	A	A	B	B	B	B	B	B																													
<p><b>B</b> <b>Good</b></p>	<ul style="list-style-type: none"> <li>• Maximum 3 Performance Areas rated C</li> <li>• No Performance Areas rated D or E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></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	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
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																													
<p><b>C</b> <b>Acceptable</b></p>	<ul style="list-style-type: none"> <li>• Maximum 2 Performance Areas rated D</li> <li>• No Performance Areas rated E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>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	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
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																													
<p><b>D</b> <b>Insufficient</b></p>	<ul style="list-style-type: none"> <li>• Maximum 6 Performance Areas rated E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>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>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	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	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
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																													
<p><b>E</b> <b>Unacceptable</b></p>	<ul style="list-style-type: none"> <li>• Minimum 7 Performance Areas rated E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></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	<p>amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.</p>
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																													
<p><b>Zero Tolerance</b></p>	<p>A Zero Tolerance issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)</p>	<p>Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.</p>																																							

**Main Auditee Information**

Name of producer :	<b>ACS Towel Limited</b>		
DBID number :	<b>327728</b>		
Audit ID :	<b>162041</b>		
Address :	<b>Tetlabo, Word no-3, Parabo, Rupganj, Narayanganj</b>		
Province :	<b>Dhaka</b>	Country :	<b>Bangladesh</b>
Management Representative :	<b>Md. Ruhul Alam Sharif</b>		
Contact person:	<b>Md. Ruhul Alam Sharif</b>	Sector :	<b>Non-Food</b>
Industry Type :	<b>Textiles, clothing, leather</b>	Product group :	<b>Home textiles</b>
Product Type :	<b>Hand Towel, Face Towel, Beach Towel, Bath Rob</b>		

**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	C	A	B	A	A	A	A	A	A	A	A	A

**Executive summary of audit report**

This is a full initial audit conducted by ITS Labtest Bangladesh Ltd. Four auditors (Md. Salah Uddin-APSCA-RA 21703297, Sanzida Sultana Rasna-APSCA-RA 21702985, Md. Zuiel Hossen-APSCA- RA 21701262 & Md. Abdullah Al Mamun- APSCA-RA 21702387) in one day assessed and verified the facility's operations against the BSCI Code of Conduct and local legislation.

ACS Towel Limited is located at Tetlabo, word no-3, Parabo, Rupganj, Narayongonj, Bangladesh. The total land area occupied by the facility is about 1118554 square feet, production area is about 201109 square feet and warehouse area is about 48700 square feet. There are total 605 employees in the facility with 181 female and 424 male employees. Out of the total 605 employees, 40 are the non-production employees. Their normal working hour is 09:00 am to 06:00 pm but only stitching, finishing, HR, Admin and management work in this time (General Shift) rest of the departments (Weaving section, Dyeing section, Sample section, Security section, Packing section) has three shifts from 06:00 am to 02:00 pm, 02:00 pm to 10:00 pm and 10:00 pm to 06:00 am. with including 01-hour Interval for rest or meal in each shift. The factory uses electronic time card for recording daily attendance. Friday is their weekly holiday. Employees receive wages by monthly basis in local currency.

**Audit Process** – Four auditors in one day conducted opening meeting-plan tour, worker & worker representative & Management interview, document review and closing meeting. Mr. Ruhul Alam Sharif – General Manager, Compliance is directly involved in risk assessment and reduces the maximum possible risk. They have appointed Medical officer and Nurse for continuous medical services to the workers. Production capacity of the audited facility is 300 tons per month. The facility has started its operations at this existing location since 2007. The main product manufactured by the facility is Home textiles (Towel). The main production processes are weaving, dyeing, washing, stitching and finishing.

**Opening Meeting:** The audit process was started with an opening meeting where Mr. Md. Ruhul Alam Sharif- General Manager (Compliance), Md. Abdul Mabud – Sr. Manager (Compliance) and Mr. Zuwel -Member of Participation Committee were present in the opening meeting. Auditor described the whole audit process, standards, scope, and also explained the BSCI code of conduct and local laws to what extent these are related to the audit. 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.

**Documents & Payroll Review:**

30 permanent employees were selected for interviews from different production processes. Among them 21 were male and 09 were female. Facility provided last 12 months payroll records and time cards from which the month of August 2019 (current paid month), March 2019 (random paid month) and October 2018 (random paid month) were reviewed. Moreover, attendance register, production records, garments inspection report and broken needle register were reviewed by the auditors.

**Health and Safety Tour:**

All areas of the facility such weaving, dyeing, washing, stitching and finishing were visited during the audit. There is another sister concern company (under same management and same owner) is located in a same area. Auditor had a short health and safety tour to all those units and found different employees working there holding there won ID cards and there was no co-mingling of employees. Healthy and safe working environment was found on all those factories. There are 13 buildings exist in current location where only 01 two storied steel structured shed building with a basement floor dedicated to ACS Towel Limited and Medical Center, Child Care, Utilities Room, Fire Control Room, Dining Hall and Canteen, ETP using as common facilities and rest are the buildings are occupied for other facility (under same management with different legal entity).

**Building # 1: (Two Storied Steel Structured Shed Building with a Basement Floor)**

Basement Floor: Chemical Store & Gray Fabric Store.

Ground Floor: Sizing Section, Warping Section, Weaving Section, Dyeing Section and only Printing Section using as combine facilities, Boiler

1st Floor: Cutting Section, stitching Section, Finishing Section, Packing Section, Finished Goods Area, Sample Section, Lab Section, Training Section & Office.

Building # 2: One Storied:  
Ground Floor: Compressor, Boiler & Generator  
Building # 3: (Three Storied)  
Ground Floor: Chemical Store & General Workshop  
1st Floor: General Store & Staff Dining.  
2nd Floor: Workers Dining  
Building # 4: (One Storied)  
Ground Floor: ETP Building  
Building # 5: (One Storied)  
Ground Floor: Child Care & Medical Center  
Building # 6: (One Storied)  
Ground Floor: Fire Control Room  
Building # 7: (Three Storied)  
Ground Floor: Office  
1st Floor: Office, Showroom  
2nd Floor: Office

Building 8 to 13: Another sister concern company (under same management and same owner)

**Closing Meeting:**

The audit process was closed with a closing meeting where Mr. Md. Ruhul Alam Sharif- General Manager (Compliance), Md. Abdul Mabud – Sr. Manager (Compliance) and Mr. Zuwel - Member of Participation Committee of the facility were present in the closing meeting. Auditors communicated all the finding in detail to him and allowed him to ask question and make any clarification. Auditor described the whole audit process, standards, scope, and explained the amfori 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.

Improvement areas were identified in Social Management System and Cascade Effect (PA 1), Workers Involvement and Protection (PA 2), (No Discrimination (PA 4), (Fair Remuneration (PA 5), Occupational Health and Safety (PA 7) and Ethical Business Behaviour (PA 13)

Details of the findings are listed in respective section.

For other areas, no non-conformity was noted and description is as below:

**3 (The rights of Freedom of Association and Collective Bargaining):**

There was no trade union in the facility as it is not mandatory by local law. The facility respects workers' rights to form unions and join workers organizations as facility has form Workers Participation Committee and, Mr. Zuwel- Member is the employee's representative of Workers Participation Committee.

**6 (Decent Working Hours):**

The employees work for 6 days a week. Their normal working hour is 09:00 am to 06:00 pm but only stitching, finishing, HR, Admin and management work in this time rest of the departments (Weaving section, Dyeing section, Sample section, Security section, Packing section) has three shifts from 06:00 am to 02:00 pm, 02:00 pm to 10:00 pm and 10:00 pm to 06:00 am. with including 01-hour Interval for rest or meal in each shift. Highest over time hour found 2 hours per week in the Month of August 2019, 2 hours per week in the Month of March 2019 and 2 hours per week in the Month of October 2018 which is within the legal limit. They maintain attendance records through electronic systems. Friday is their weekly holiday.

**8 (No Child Labour):**

All employees are above the age required by local law. During the facility tour, there is no observation that any employee looks like a child employee. Based on the employee interviews, they confirmed that there is no employee whose age is less than 18 years old working in the facility. The youngest employee found was 18 years old. The copies of age documents such as national ID card and age verification certificate are kept in each personnel file.

**9 (Special protection for young workers):**

All employees are above the age required by local law. The hiring age policy of the facility is 18 years old and above. During the facility tour, there is no observation that any employee looks like a young employee. Based on the employee interviews, they confirmed that there is no employee whose age is less than 18 years old working in the facility. The youngest employee found was 18 years old. The copies of age documents such as national ID card, age verification certificate is kept in each personnel file. However, the facility has established young worker policy to ensure that if young worker is being hired in the facility, they will take action as the laws required accordingly.

**10 (No Precarious Employment):**

Based on employee interview and personal files review, the employees are informed regarding general work rules: working hour, break hours, wages and benefits during the new employees' orientation training. There is no home working and apprenticeship employed at the facility and no temporary employees are employed in the facility. The employment application including copies of ID card, age verification certificate is kept and maintained on the employees' personnel file. Based on employee interview, all employees are hired permanently, and they are trained on the facility work rules.

**11 (No Bonded Labour):**

All employees are working in the facility on their own will. There was no forced work noted during the audit. All employees have freedom to leave the facility during the workday such as access to drinking water, having a meal break or end of work without any restriction. Based on employee interview, they were not required lodging their official identity documents with the facility, withholding salary, or deposit. Only copies of the national ID card, age verification and transcript are required to be kept in their personnel files. They can resign from their employment by giving written notice in advance to the management as per law.

**12 (Protection of the Environment):**

The facility segregated all the wastage area such as general wastes and recycle waste. The environment policy was established in the facility. The facility has a wastage agreement with the third-party company.

At the end of the audit process, a closing meeting was held to discuss all the findings raised in the audit with the factory management and Mr. Md. Ruhul Alam Sharif- General Manager (Compliance) was responsible for the audit CAP. Factory management is very much familiar with English language & Onsite CAP issued in Local & English language. During the closing, they agreed with all the findings and signed the CAP.

**Producer : ACS Towel Limited**

DBID : 327728 and Audit Id : 162041

Audit Date : 08/09/2019

Audit Type : Full Audit

**Ratings Summary**



<b>Auditee's background information</b>			
Auditee's name :	<b>ACS Towel Limited</b>	Legal status :	<b>Private Limited Company</b>
Local Name :	<b>এসিএস টাওয়েল লিমিটেড</b>	Year in which the auditee was founded :	<b>2007</b>
Address :	<b>Tetlabo, Word no-3, Parabo, Rugganj,</b>	Contact person (please select) :	<b>Md. Ruhul Alam Sharif</b>
Province :	<b>Dhaka</b>	Contact's Email :	<b>rasharif@acstextiles.com</b>
City :	<b>Narayanganj</b>	Auditee's official language(s) for written communications :	<b>Bengali</b>
Region :	<b>South Asia</b>	Other relevant languages for the auditee :	<b>English</b>
Country :	<b>Bangladesh</b>	Website of auditee (if applicable) :	<b>www.acstextiles.com</b>
GPS coordinates :	<b>23.75478   Longitude: 90.545957</b>	Total turnover (in Euros) :	<b>10150451.00</b>
Sector :	<b>Non-Food</b>	Of which exports % :	<b>100.00</b>
Industry :	<b>Textiles, clothing, leather</b>	Of which domestic market % :	<b>0.00</b>
If other, please specify :		Production volume :	<b>300 ton per month</b>
Product Group :	<b>Home textiles</b>	Production cost calculation :	<b>Yes</b>
If other, please specify :		Lost time injury calculation cost :	<b>Yes</b>
Product Type :	<b>Hand Towel, Face Towel, Beach Towel, Bath Rob</b>		

<b>Auditee's employment structure at the time of the audit</b>			
Total number of workers :	<b>605</b>	Total number of workers in the production unit to be monitored (if applicable) :	<b>0</b>
	<b>MALE WORKERS</b>	<b>FEMALE WORKERS</b>	
Permanent workers	<b>424</b>	<b>181</b>	
Temporary workers	<b>0</b>	<b>0</b>	
In management positions	<b>15</b>	<b>1</b>	
Apprentices	<b>0</b>	<b>0</b>	
On probation	<b>30</b>	<b>12</b>	
With disabilities	<b>0</b>	<b>0</b>	
Migrants (national citizens)	<b>0</b>	<b>0</b>	
Migrants (foreign citizens)	<b>0</b>	<b>0</b>	
Workers on the permanent payroll	<b>424</b>	<b>181</b>	
Production based workers	<b>0</b>	<b>0</b>	
With shifts at night	<b>115</b>	<b>0</b>	
Unionised	<b>0</b>	<b>0</b>	
Pregnant	<b>-</b>	<b>4</b>	
On maternity leave	<b>-</b>	<b>4</b>	

**Finding Report**



**Performance Area 1 : Social Management System and Cascade Effect**

Full Audit [Audit Id - 162041] Audit Date: 08/09/2019 PA Score: C

Deadline date:31/08/2020

**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) No. 1.1 (Is there satisfactory evidence that the auditee has set up an effective management system to implement the BSCI Code of Conduct): It was noted that, (1) Facility did not have proper identification of stake holder concerning with business operation including all parties influenced by the facility activity like neighbor business enterprise, government authority, business partners with whom facility have business relation etc. Besides, facility did not consult and engage customers and stakeholders to adhere to a continuous improvement approach in day-to-day business practices. (2) The established management system of the facility needs some improvement in implementing BSCI Code of Conduct in their business practice in few performance areas. Note: The facility has other effective system, policy and procedure in place to implement the BSCI COC in their business practice and supply chain and facility has partially updated the stakeholder platform so partial rating is given in this section.
- 1.3 - In accordance with BSCI Performance Area (Social Management System and Cascade Effect) No. 1.3 (Is there satisfactory evidence that the auditee has a good overview of the significant business partners and their level of alignment with the BSCI Code of Conduct?): Findings: a) Facility management has not been prepared supply chain mapping so auditor could not identify factories in listed all sub-suppliers/sub-contractors. b): amfori BSCI Code of Conduct and Terms of Implementation has not acknowledged with all the sub-suppliers/sub-contractors. Note: Facility has documented partial information for business partners and has a policy and procedure for supplier selection, so partial rating is given in this section.

**Remarks from Auditee:**

**Performance Area 2 : Workers Involvement and Protection**

Full Audit [Audit Id - 162041] Audit Date: 08/09/2019 PA Score: C

Deadline date:31/08/2020

**GOOD PRACTICES:**

None Observed.

**AREAS OF IMPROVEMENT:**

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

- 2.2 - In accordance with BSCI Performance Area (Workers Involvement and Protection) No. 2.2 (Is there satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the BSCI Code of Conduct?): Finding 01: Facility management has developed vision, mission and objectives of the company but, it was not in line with the BSCI Code. Finding 02: There is a long-term goal of the factory, but they did not set the step by step approach toward sustainable improvement. Findings 03: The facility has a written long-term goal of the factory comprising vision; mission and objectives, but workers representatives were not involved during defining these goals. Note: The facility has other practice in place to follow long term goal comprising BSCI, so partial rating is given in this section.
- 2.4 - In accordance with BSCI questionnaire point 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 16 out of 30 interviewed employees were not aware about the requirements of BSCI Code of Conduct. Note: As others interviewed employees were aware about the about the requirements of BSCI Code of Conduct, so partial rating is given in this section.
- 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?): Finding: 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 • No proper policy or procedure stating to overcome potential conflict of interest Note: The facility has other conventional industry practices, policy and procedure to establish grievance mechanism, so partial rating is given in this section.

**Remarks from Auditee:**

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

Full Audit [Audit Id - 162041] Audit Date: 08/09/2019 PA Score: A

Deadline date:

**GOOD PRACTICES:**

None Observed.

**AREAS OF IMPROVEMENT:**

None Observed.

**Remarks from Auditee:**



<b>Performance Area 4 : No Discrimination</b>	
Full Audit [Audit Id - 162041] Audit Date: 08/09/2019 PA Score: B	Deadline date:31/08/2020
<b>GOOD PRACTICES:</b> None Observed.	
<b>AREAS OF IMPROVEMENT:</b> Based on satisfactory evidence it was noted that the main auditee partially respects this principle as- <b>4.3 -</b> In accordance with BSCI Performance Area (No Discrimination) No. 4.3 (Is there satisfactory evidence that the auditee takes the necessary preventative and/or remedial measures so workers are not harassed or disciplined on grounds of discrimination as listed in the BSCI Code?): Finding: It was noted through workers interview that 17 out of 30 sampled workers are not aware about the reasons for disciplinary measures and disciplinary action procedures of the facility. Note: On a regular basis factory management arranges training on the disciplinary action procedure for employees. Training materials were up to date. Last training was held on 18 August 2019, so partial rating is given in this section.	
<b>Remarks from Auditee:</b>	
<b>Performance Area 5 : Fair Remuneration</b>	
Full Audit [Audit Id - 162041] Audit Date: 08/09/2019 PA Score: A	Deadline date:31/08/2020
<b>GOOD PRACTICES:</b> None Observed.	
<b>AREAS OF IMPROVEMENT:</b> Based on satisfactory evidence it was noted that the main auditee partially respects this principle as- <b>5.4 -</b> 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?): Finding: The factory management did not take initiative to achieve living wages though they are ensuring minimum wage as per law. Noted that living wages of the region is BDT 11220 (approximate) and minimum wages for the industry is BDT 5710. Note: As only 77% of the workforces did not meet their decent standard of living that's why partial rating has been chosen.	
<b>Remarks from Auditee:</b>	
<b>Performance Area 6 : Decent Working Hours</b>	
Full Audit [Audit Id - 162041] Audit Date: 08/09/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None Observed.	
<b>AREAS OF IMPROVEMENT:</b> None Observed.	
<b>Remarks from Auditee:</b>	

<b>Performance Area 7 : Occupational Health and Safety</b>	
Full Audit [Audit Id - 162041] Audit Date: 08/09/2019 PA Score: A	Deadline date:31/08/2020
<b>GOOD PRACTICES:</b> None Observed.	
<b>AREAS OF IMPROVEMENT:</b> Based on satisfactory evidence it was noted that the main auditee partially respects this principle as-	
<p><b>7.3 -</b> In accordance with BSCI Performance Area (Occupational Health &amp; Safety) No. 7.3 (Is there satisfactory evidence that the auditee regularly carries out risk assessments for safe, healthy and hygienic working conditions?): Finding: It was noted through documents review and management interview that facility management has conducted risk assessment for all sections. But the conducted risk assessment document lacks the following areas: • The facility did not conduct hazard identification and risk assessment periodically • Follow-up on the effectiveness of the control determined was not conducted • Safety committee members were not involved during conducting risk assessment Note: As facility management has conducted risk assessment for all sections and vulnerable workers, so partial rating is given in this section.</p> <p><b>7.6 -</b> In accordance with BSCI Performance Area (Occupational Health and Safety) No. 7.6 (Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?) and Bangladesh Labor Rules 2015, Rule 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 equipments, 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.): Finding: It was noted that 02 out of 04 workers were not using hand gloves while cleaning sludge in ETP area. Note: As other employee were using PPE properly, so partial rating has been given in this section.</p> <p><b>7.7 -</b> In accordance with BSCI Performance Area (Occupational Health &amp; Safety) No. 7.7 (Is there satisfactory evidence that the auditee implements engineering and administrative control measures to avoid or minimize the release of hazardous substances into the work environment, keeping the level of exposure below internationally established or recognized limits?) and Bangladesh Labour Law, 2006, section: 79(e): (Where the Government is satisfied that any operation carried on in an establishment exposes any person employed in it to a serious risk of bodily injury, poisoning, or disease, it may make rules applicable to such establishment or class of establishments in which such operation is carried on- (e) notice specifying use and precautions regarding use of any corrosive chemicals.) Finding: It was noted that 03 out of 03 thermal oil drum (Repsol, per drum 200 liters) were found without secondary containment, MSDS and labeling on the ground floor of building 01. Note: As others chemical dram were found in well manner, so partial rating has been given in this section.</p> <p><b>7.17 -</b> In accordance with amfori BSCI Performance Area (Occupational Health and 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?) (a) In accordance with Boiler Act 1923, Section 6 (e): (Where the Government has made rules requiring that boilers shall be in charge of persons holding certificates of competency, unless the boiler is in charge of persons holding the certificate required by such rules.) Finding: It was noted that 06 out of 07 factory boiler operator who is engaged with operating boiler in the factory has no first-class competency certificate. Note: As facility has 01 first class boiler operator and competent person to handle others heavy machineries and given fencing for other machineries so partial rating has chosen.</p> <p><b>7.19 -</b> In accordance with BSCI Performance Area (Occupational Health &amp; 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?): Finding: It was noted that factory management has made an emergency procedure to deal with trauma and serious illness but factory did not provide any training to the workers on the emergency procedure of trauma and serious illness. Note: As facility management has made an emergency procedure to deal with trauma and serious illness, so partial rating is given in this section.</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 8 : No Child Labour</b>	
Full Audit [Audit Id - 162041] Audit Date: 08/09/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None Observed.	
<b>AREAS OF IMPROVEMENT:</b> None Observed.	
<b>Remarks from Auditee:</b>	
<b>Performance Area 9 : Special protection for young workers</b>	
Full Audit [Audit Id - 162041] Audit Date: 08/09/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None Observed.	
<b>AREAS OF IMPROVEMENT:</b> None Observed.	
<b>Remarks from Auditee:</b>	

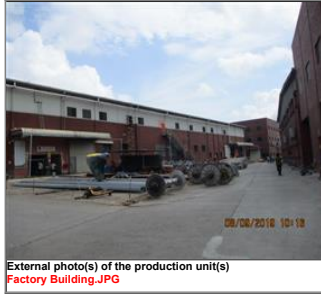
<b>Performance Area 10 : No Precarious Employment</b>	
Full Audit [Audit Id - 162041] Audit Date: 08/09/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None Observed.	
<b>AREAS OF IMPROVEMENT:</b> None Observed.	
<b>Remarks from Auditee:</b>	
<b>Performance Area 11 : No Bonded Labour</b>	
Full Audit [Audit Id - 162041] Audit Date: 08/09/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None Observed.	
<b>AREAS OF IMPROVEMENT:</b> None Observed.	
<b>Remarks from Auditee:</b>	
<b>Performance Area 12 : Protection of the Environment</b>	
Full Audit [Audit Id - 162041] Audit Date: 08/09/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None Observed.	
<b>AREAS OF IMPROVEMENT:</b> None Observed.	
<b>Remarks from Auditee:</b>	
<b>Performance Area 13 : Ethical Business Behaviour</b>	
Full Audit [Audit Id - 162041] Audit Date: 08/09/2019 PA Score: A	Deadline date:31/08/2020
<b>GOOD PRACTICES:</b> None Observed.	
<b>AREAS OF IMPROVEMENT:</b> Based on satisfactory evidence it was noted that the main auditee partially respects this principle as-  13.1 - In accordance with BSCI Questionnaire Point 13.1: (Is there satisfactory evidence that the auditee actively opposes any act of corruption, extortion or embezzlement, or in any form of bribery in its activities as a business enterprise?) Finding: It was noted that there is no reward system to maintain ethical behavior. Note: As facility communicates anti-corruption policy with some suppliers so partial rating has been given in this section.	
<b>Remarks from Auditee:</b>	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	08/09/2019	162041	C	C	A	B	A	A	A	A	A	A	A	A	A	B

**Producer Photos**



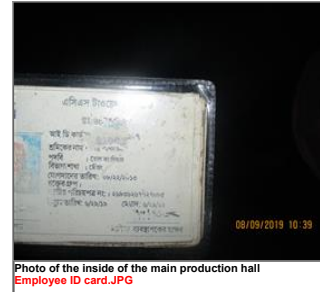
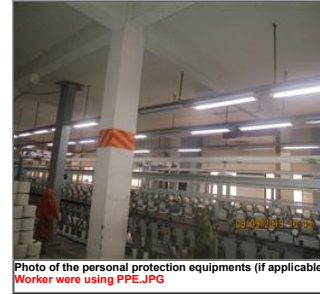




Photo of the inside of the main production hall  
Sewing Section.JPG



Photo of fire safety equipment  
PA System.JPG



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



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



Photo first aid facilities  
Doctor Room.JPG



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



Photo of the inside of the main production hall  
Warping Section.JPG



Photo first aid facilities  
First Aid Box.JPG



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



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



Photo first aid facilities  
Medicine Box in Doctor room.JPG



Photo of non-conformity  
No Secondary Containment provided for chemical.JPG



Photo of fire safety equipment  
Assembly Area.JPG



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



Photo of non-conformity  
Workers were not using hand gloves in the ETP area.JPG

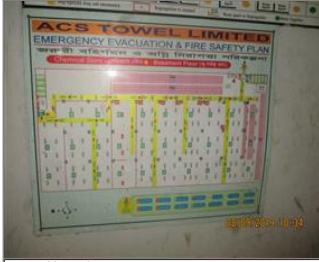


Photo of fire safety equipment  
Evacuation Plan.JPG