

Workplace Conditions Assessment Report

Measured Results —Improved Performance



ANANTA JEANSWEAR LIMITED

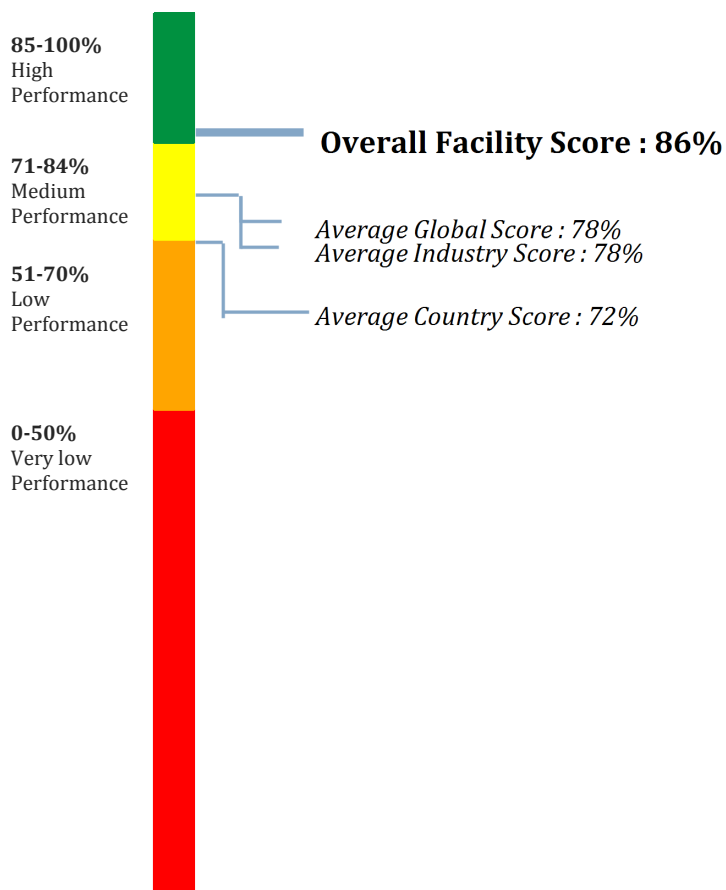
GENERAL INFORMATION

Overall Facility Score : **86%**

Report No :	F_IAR_28393	City :	Dhaka, Bangladesh
Audit Date :	May 31, 2020	Country :	Bangladesh
Last Audit :	May 07, 2019 (82%)	Auditors :	Primary: Abdullah Muktedir
Assessment Stage :	Annual		Secondary: Davit Tripura, Mohammad Kashem
Schedule Type :	Announced	Service Provider:	Intertek

WORKPLACE PERFORMANCE INDEX AND SUMMARY

Participating facilities: 33302



Assessment area	Score results	Number of non-compliances by rating				
		Zero Tolerance	Major	Moderate	Minor	Notscored
Overall	86%	-	-	6	3	-
Labor	100%	-	-	-	-	-
Wages & Hours	100%	-	-	-	-	-
Health & Safety	71%	-	-	6	1	-
Management Systems	93%	-	-	-	2	-
Environment	100%	-	-	-	-	-

A. FACILITY PROFILE

A1. FACILITY INFORMATION

Facility Name:	Ananta Jeanswear Limited	Facility Legal Status:	Privately owned
Facility Legal Name:	Ananta Jeanswear Limited	Year facility began operations:	June 2010
Audit Location:	134, Kabi Jasim Uddin Road, Pagar, Tongi, Gazipur	Located in special economic zone:	No
City:	Dhaka, Bangladesh	Person responsible for overall social compliance issues:	Mr. Shakil Ahmed – General Manager (Compliance)
Country:	Bangladesh	Valid certificate for social compliance certification program:	None
Contact Name:	Mr. Shakil Ahmed	Vendor Name:	BIMPEX OVERSEAS HK
Contact Title:	General Manager (Compliance)	Security systems in place:	Yes The building has a perimeter wall around the compound. Guards are posted at every entrance (04 entrance in the facility) and round of the premises. There are total 54 security, all of them are in-house recruited and was visible in the permanent payroll. Security division works in 3 (three) shifts which are from 7:00 am to 3:00 pm, 23:00 pm to 11:00 pm and 11:00 pm to 7:00 am. The facility was also monitored by CCTV Camera.
Industry:	Apparel		

Building Description: Ananta Jeans Wear Ltd. is situated at 277/2, (Old-134) Kabi Jashim Uddin Road, Tongi, Gazipur, Bangladesh.

In this premise, there were 02 buildings and 03 sheds. Details are described below:

Building -1: 8 storied;

Ground Floor: General store, Fabric warehouse, Accessories store & Finished goods store;

1st Floor: Cutting, CAD, Sample, Maintenance room, Fusing section;

2nd Floor: Finishing & packing, Finished goods store, Spot removing room, Office.;

3rd floor Finishing & packing, Finished goods store, Spot removing room, Office;

4th floor: Sewing, Conference room & IT room, Eyelet section, Maintenance room, Office;

5th floor: Sewing Work-study section, Maintenance room, Office;

6th floor: Sewing, Maintenance room, Office;

7th floor: Sewing, Training room, Maintenance room, Office.

Building-2: (Some part of the ETP was located in the audited facility premise which is managed by another sister concern facility located beside the facility premise (separated by boundary wall). The audited facility did not have any wet process.)

Ground floor: Canteen, Substation, Fire pump room, ETP, Transformer, Meter room, RMU room, ATS LT Panel,

Mezzanine: ETP, ETP control room PLC room,

1st floor: ETP Tank, Daycare, Workers dining,

2nd floor: ETP tank, General store, Lab room, Stock Garments, Reject garments, Workers dining,

3rd floor: Storage, Accessories store, Buyers inspection room, sample store, Conference room,

4th floor: Leftover Fabric store, Workshop, office, Under Construction,

5th floor: Leftover Fabric store, Carpenter, office, Under Construction.

Shed-1: Sub-station (Generator & Boiler);

Shed-2: Diesel room and wastage area;

Shed-3: Fire Control Panel, Security tools room.

All the buildings and sheds are made by the facility owner. In this premises no marketplace, residence was found. Based on facility management interview, construction plan review and facility visit it was noted that facility established as factory from beginning.

The facility buildings constructed for industrial purpose and approved by Tongi Pourashova. All the buildings and sheds are made by the facility owner. The facility did not have any dormitory facility for its employees.

Special building type: NA

A2. PRODUCTION INFORMATION

Products manufactured/ Services provided:	Woven garments	Time record system(s) used:	Face detection
Production process/ Service elements:	Cutting, Sewing, Finishing and Packing.	Chemicals or hazardous materials on-site:	Yes <i>Machine Oil, Mobil, Solvay, Diesel, PULIMAK 2</i>
Production capacity a week:	187500 pieces	Current production/ Services for client:	Yes
Total number of machines:	1952 sets		
Main machine types:	Sewing, bar tack, flat Lock, over lock, cutting, button Hole, Button attach, fusing, feed of the arm, kansai special, blind stich, snap button, zig zag, welt machine etc.		
Shifts and Operating hours:	The facility had one general working shift from 08:00 am to 05:00 pm including 01 hour meal break in three shifts from 01:00 pm to 2:00 pm, 1:15 pm to 2:15 pm and 1:30 pm to 2:30 pm. Note that, only for Ramadan month the general working hour is from 7.00 am to 3.30 pm. The facility is open Saturday to Thursday in a week. Friday is their weekly holiday.		

A3. EMPLOYEE INFORMATION

Range of total number of employees at the facility:	1001-5000 employees	Female Employees:	2130
Union name:	None	Male Employees:	1140
Employs juvenile workers:	None	Mgmt Employees:	405
Hires through employment agent:	No Facility did not hire any employee through employment agent.	Production (Non-Management) Employees:	2865
Employee nationalities/ provinces:	All are Bangladeshi.	Local Employees:	3270
		Foreign/Migrant Employees:	0
		Languages spoken in the facility:	Bengali as local language and English as official language.
		Management and employees speak same language :	Yes

A4. SUBCONTRACTOR INFORMATION

No subcontractor information given

A5. GENERAL INFORMATION

This is an annual audit at Ananta Jeans Wear Ltd. is situated at 277/2, (Old-134) Kabi Jashim Uddin Road, Tongi, Gazipur, Bangladesh. In these premises, there is 02 buildings and 03 sheds. Details of the floors discussed in the building structure part. The facility buildings are constructed for industrial purpose. The facility is located in area where similar types of industries were found in the area. No marketplaces and residence were found in the facility premise. The facility is producing all kinds of woven garments items. The facility did not have any specific peak or off-peak season. However, during this COVID-19 situation, their production flow is running slow. The facility management showed a positive attitude to this audit. Facility management was highly cooperative and agreed with the issues raised during the audit. In the opening and closing meeting facility's management was present. No suspicious activity was noted from the part of the facility management during the closing meeting the CIR was signed with full agreement and thanked auditor for helping them for their improvement.

During COVID-19 situation the facility has taken some preventive actions to protect their employees. For example, they have arranged handwash arrangement at the factory gate. They ensured social distancing during entrance and exit. All employee temperature check through infra-red gun. The facility has ensured a cleaning schedule to disinfect the facility premise including common furniture and equipment.

Emergency Preparedness Summary

Based on facility tour, documents review and management interview, overall emergency preparedness of the facility found below:

1. Facility had sufficient exits from the buildings (3 stairs) and premise (4 entry/exits).
2. At the time of facility visit all the doors were found open and these are kept open as per interviewed employees.
3. IPS supported centrally connected light were found in the exit point and production floor.
4. Evacuation plan, emergency numbers were found posted in facility production floor and premises.
5. Fire alarm switch were found beside the exits of the floor.
6. Facility has a valid hospital contract with nearest hospital for the emergency treatment of the employees.
7. The facility had appointed a designated fire safety officer who is responsible for emergency preparedness and related training programs.
8. Facility has appointed one registered physician instead of two registered physicians. Also note that they facility had 1 medical nurse and 1 medical assistant for continuous medical services.
9. Facility assembly point was located in front of the facility building.
10. Facility has health and safety committee including 12 members who sits to discuss the safety issues of the facility including emergency preparedness system of the facility. Last meeting was conducted on 09 march 2020.
11. Facility has a practice to arrange fire drills regularly. Last fire drill was arranged on 21 March 2020 where 3388 participated and it took 3:21 minutes to evacuate all the employees.
12. Facility has 768 trained fire fighter's assigned floor wise, Where 25 from BGMEA, 743 from fire service and civil defense.
13. Facility has sufficient fire detecting and firefighting equipment's including- DCP 434, CO2 144, foam 10, hose pipe 45, lock cutter 10, helmet 77, fire hook 20, fire beater 23, fire alarm 36, fire alarm switch 38, 14 fire gong bell, smoke detector 95, Gasmask 80, fire blanket 54, hand gloves 61, stretcher 15, first aid box 34, emergency light 143, Exit box light 65, PA system box 113.
14. However, it was noted that some operating instruction was found missing for some fire alarm switch and fire hose cabinets.

A6. AUDIT PROCESS

Audit pay period provided for review

Records	From	To
12 Months Payroll	01-05-2019	30-04-2020
12 Months Attendance	01-05-2019	30-04-2020
Special Comments	Not applicable	

Employee interview sampling

Individual	30 employees
Group	2 groups of 5 members
Total interviewed	40 employees

Payroll and attendance records sampling

Period	From	To	Peak Season	Records Reviewed
Current Period	01-04-2020	30-04-2020	No	30
Period 1	01-12-2019	31-12-2019	No	10
Period 2	01-07-2019	31-07-2019	No	10
Total				50

Other records reviewed

Personnel records

Security log book

Non-Production records

Legal Permits

Employee leave register

Health examination records

Other : All policy

Machine maintenance records

Production records

Employment contracts

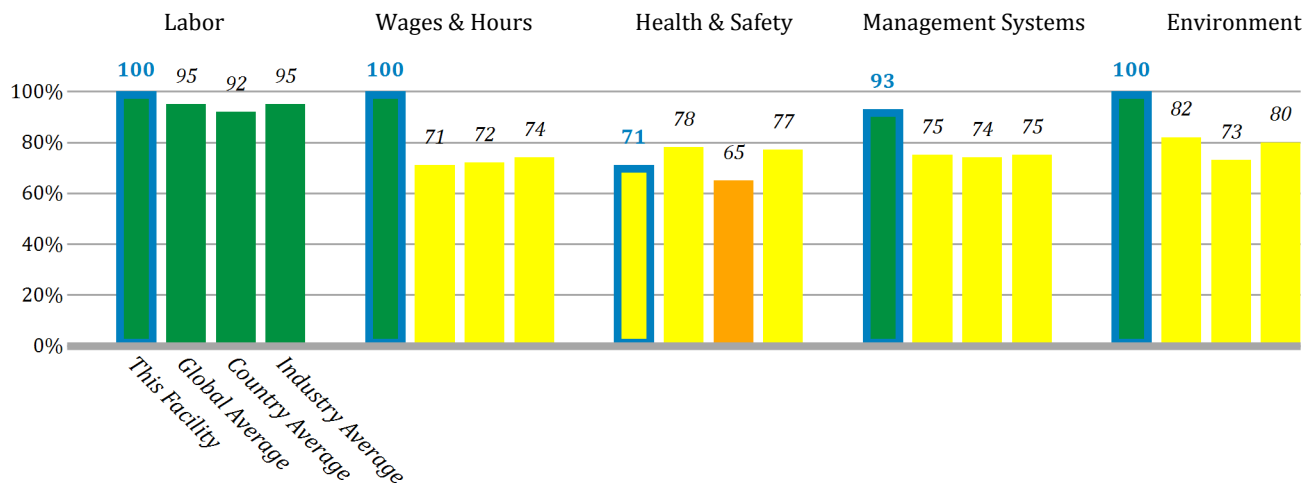
Social insurance documentation

Infirmery logs













B. KEY PERFORMANCE METRICS

B1. COMPARISON BENCHMARK

Current performance — Global average, Bangladesh average, Apparel average

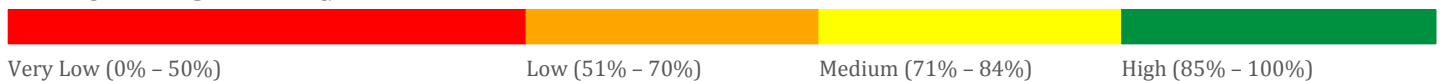


B2. PERFORMANCE TREND ANALYSIS

Section Name	Current (31-May-2020)	Last (07-May-2019)	First (27-Apr-2014)	Change (Current-Last)	Change (Current-First)
Labor	100	100	96	0 % 	4 % 
Wages & Hours	100	86	52	16 % 	92 % 
Health & Safety	71	70	51	1 % 	39 % 
Management Systems	93	85	59	9 % 	57 % 
Environment	100	100	69	0 % 	44 % 
Overall Score	86	82	60	4 % 	43 % 

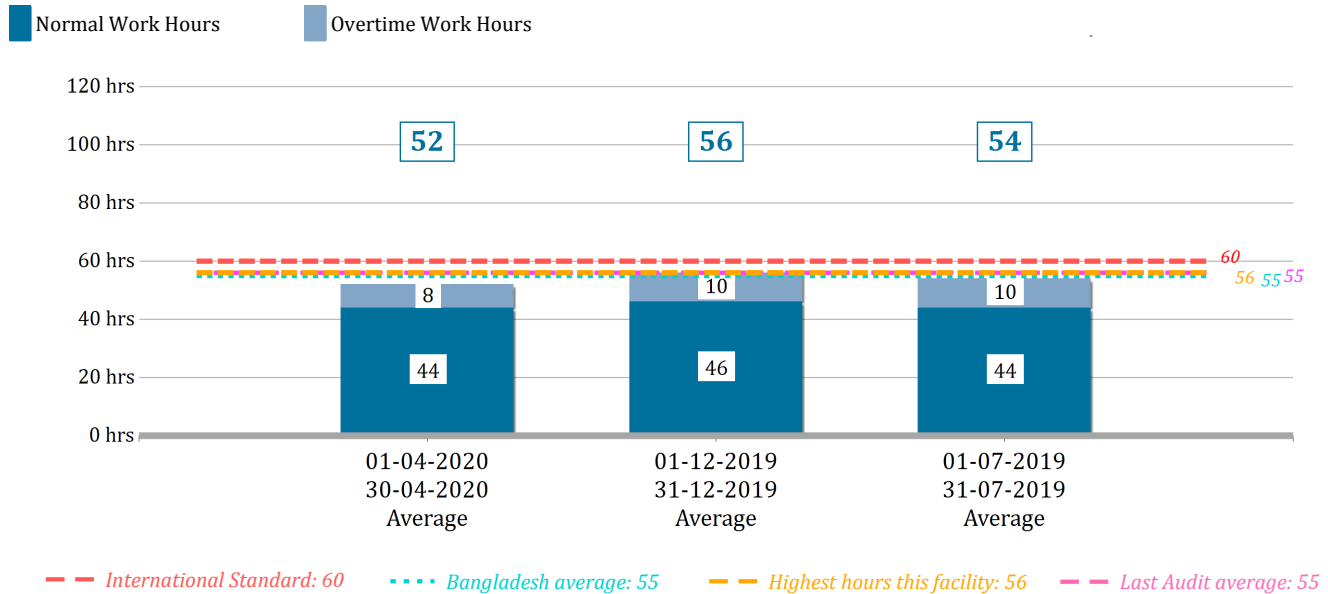
 Advancers  Constant  Decliner

PERFORMANCE RATING

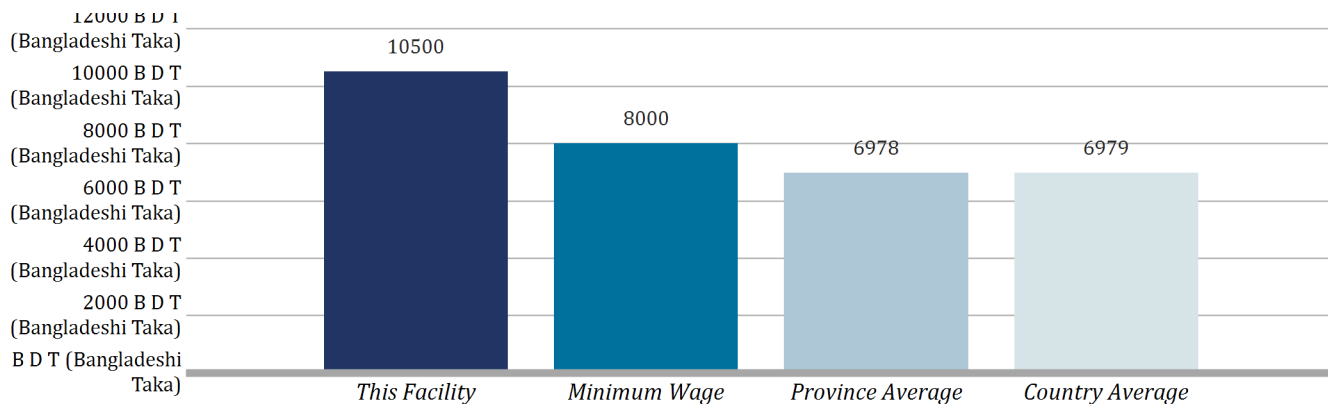


B3. WORKING HOURS AND WAGES

Average total hours worked weekly



Average wages paid in local currency (B D T (Bangladeshi Taka))



Special wage circumstances: As per Bangladesh Government Gazette published on 24th January 2019:

Grade-01:

Pattern Master: Basic salary- Tk. 10938, House rent- Tk. 5469, Medical- Tk. 600, Conveyance allowance 350, food allowance 900 Total- Tk. 18257.00

Grade-02:

a) Mechanic/ Electrician, b) Cutting master: Basic salary- Tk. 9044, House rent- Tk.4522, Medical- Tk. 600, Conveyance allowance 350, food allowance 900 Total- Tk.15416.00

Grade-03:

Sample Machinist/Senior Operator: Basic salary- Tk. 5330, House rent- Tk.2665, Medical- Tk. 600, Conveyance allowance 350, food allowance 900, Total- Tk.9845.00

Grade-04:

Sewing machine operator: Basic salary- Tk. 4998, House rent- Tk. 2499, Medical- Tk. 600, Conveyance allowance 350, food allowance 900, Total- Tk. 9347.00

Grade-05: Junior Sewing machine operator: Basic salary- Tk. 4683, House rent- Tk.2342, Medical- Tk. 600, Conveyance allowance 350, food allowance 900, Total- Tk. 8875.00

Grade-06:

General sewing machine operator: Basic salary- Tk. 4380, House rent- Tk.2190, Medical- Tk. 600, Conveyance allowance 350, food allowance 900, Total- Tk. 8420.00

Grade-07:

Assistant sewing machine operator: Basic salary- Tk.4100, House rent- Tk. 2050, Medical- Tk. 600, Conveyance allowance 350, food allowance 900, Total- Tk.8000.00

Wages and hours summary: Based on employee's time card, salary sheet review and employees & management interview, it was noted that:

(1) The facility had one general working shift from 08:00 am to 05:00 pm including 01 hour meal break in three shifts from 01:00 pm to 2:00 pm, 1:15 pm to 2:15 pm and 1:30 pm to 2:30 pm. Note that, only for Ramadan month the general working hour is from 7.00 am to 3.30 pm. The facility is open Saturday to Thursday in a week. Friday is their weekly holiday.

(2) Electronic face detection is used for time recording system.

(3) Facility has working hour policy and social benefits policy where facility mentioned working hours should be maintain as per local law. Note as per Circular dated 14 October 2019 from labor ministry: Facility can do 04 (Four) hours overtime in a day with the consent of the employees up to 06 (Six) months starting from 17 October 2019 to 16 April 2020 upon fulfilling some conditions.

(4) The weekly regular working hour was in line with the legal limit (48 hours per week). Total overtime hours

per week was found within 60 hours per week (General 48 + overtime 12) in the sample months (July 2019, December 2019 and April 2020). The employees did not work on any of their holidays in the sample months.

(5) Facility provides festival bonus twice in a year to all of its employees. Maternity benefits are provided as per

law to the employees who are entitled to.

(6) Facility provides yearly increment (5% on basic wage) as per legal requirement.

(7) The management is communicating the wage calculation to their employees by using pay slip. All the

employees can read and understand the pay slip as it is written in native language.

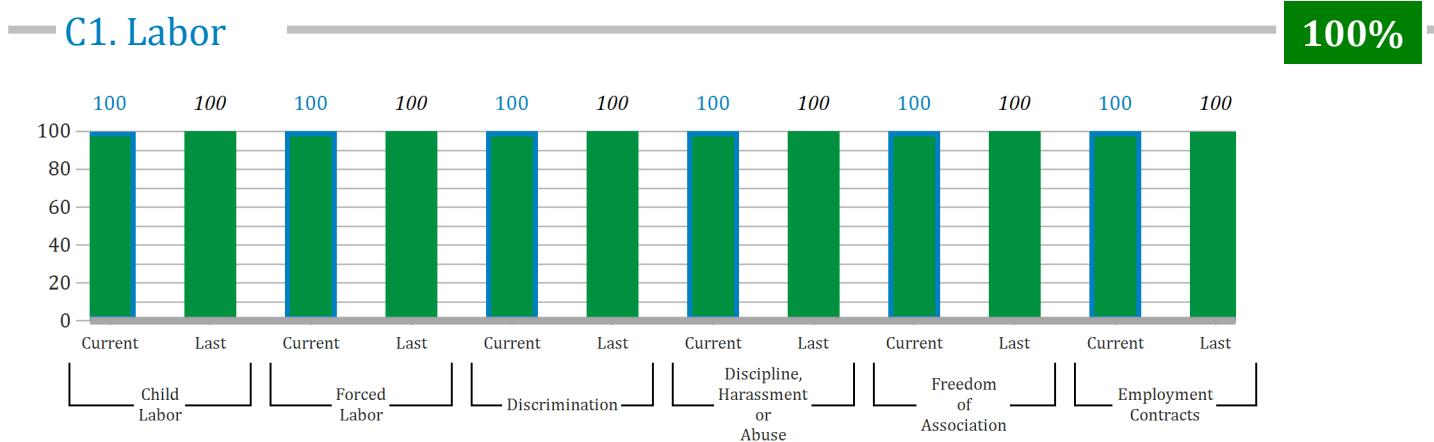
(8) The payment of wage is made regularly without any delay in accordance with the local law. The facility

management generally provides salary within the 7th days after the end of the calculation period. The last

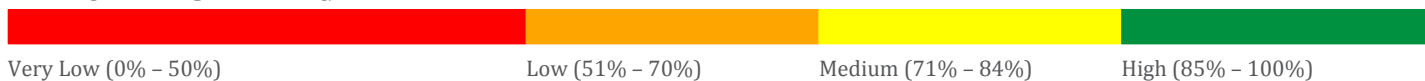
wage payment was made on 5 May 2020 for the pay period of April 2020.

C. PERFORMANCE DETAILS

Current (31-May-2020) Last (07-May-2019)

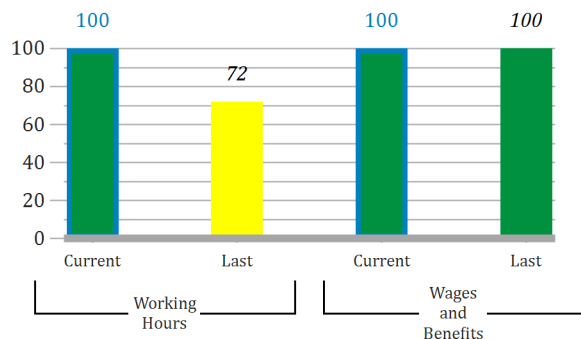


PERFORMANCE RATING



C2. Wages & Hours

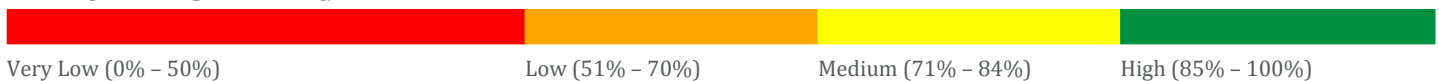
100%



Sub Section: Working Hours

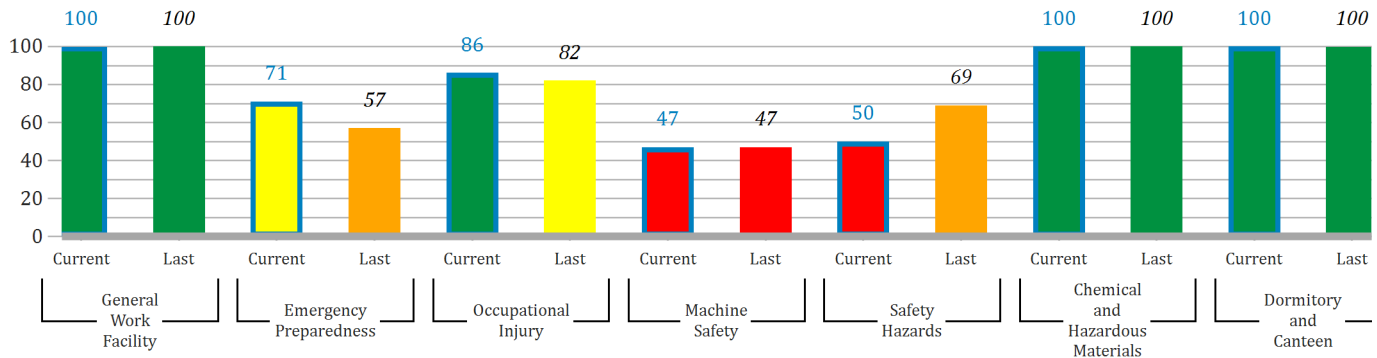
Status	Findings	% Global freq of compliance
● Corrected	<p>123.00 : Previous Non-Compliance : The total weekly working hours (normal & overtime) are over or equal to 72 but less than 91 hours.</p> <p>Auditor's comment Based on employee's timecard review and employees & management interview it was noted that in the sample months weekly working hours was found within 60 hours per week (general 48 + overtime 12) in the sample months (July 2019, December 2019 and April 2020).</p>	74%

PERFORMANCE RATING



C3. Health & Safety

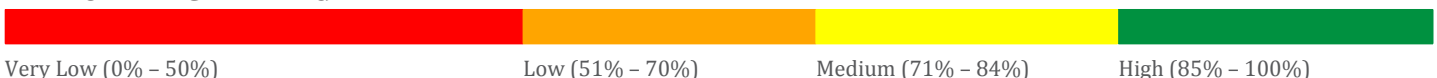
71%



Sub Section: Emergency Preparedness

Status	Findings	% Global freq of compliance
● Corrected	<p>179.00 : Previous Non-Compliance : The responsible person(s) cannot adequately explain the facility's emergency preparedness and response program(s), including their responsibilities</p> <p>Auditor's comment The facility has appointed Mr. Mahmudul Kobir Kanon as a designated Fire Safety Officer who is responsible for emergency preparedness and related training programs.</p>	98%
● Corrected	<p>180.02 : Previous Non-Compliance : Smoke detector is not properly installed throughout the facility and/ or not regularly maintained.</p> <p>Auditor's comment Based on facility visit and management interview it was noted that the facility has installed interconnected automatic fire/smoke detection in all the missing areas and during the audit day, auditors checked and verified that the system was working fine in those areas.</p>	81%
● Moderate	<p>184.00 : Not all fire fighting equipment is marked and equipped with operational instruction in a language understood by all employees</p> <p>Auditor's comment Based on facility visit it was noted that, operational instructions were found missing at randomly checked 5 out of 10 fire alarm switch and 05 out of 05 fire hose cabinets located at ground floor to 5th floor of building 2;</p> <p>In accordance with Bangladesh Labor Rules-2015, Rules-56, 55(7) 55. Fire extinguisher and water supply: (7) Each fire extinguisher mentioned in the sub-rule (2): (a) Should be installed in such a place from where all can see it;</p>	96%
● Corrected	<p>191.00 : Previous Non-Compliance : The installation and design of all evacuation exit doors are not in compliance with local law</p> <p>Auditor's comment Based on facility visit and management interview it was noted that the facility has arranged internal release mechanism through windows as per legal requirements.</p>	86%

PERFORMANCE RATING



Sub Section: **Emergency Preparedness**

Status	Findings	% Global freq of compliance
● Moderate	<p>193.00 : Access to aisles, stairs and passageways are not kept clear at all times</p> <p>Auditor's comment Based on facility visit it was noted that: - Randomly checked 06 out 20 aisles were found partially blocked by machines, materials at sewing and finishing sections located at 2nd, 3rd, 4th & 5th floor located at building 1; - Randomly checked 10 to 12 employees were found partially blocked by working table and co-employees sewing and finishing sections located at 2nd, 3rd, 4th & 5th floor located at building 1;</p> <p>Bangladesh Labour Law 2006, Chapter VI, Safety, Section 72 ©, Labor Rules 2015, Section 59 All floors, ways and stairways shall be clean, wide and clear of all obstructions. Installation of equipment and rout- In case of installation of any equipment in any place of the company, the distance of the equipment from the wall must be at least 1 meter and near the installed equipment or the row of the equipment at least 1 meter wide passage must have: Provided that, at present in case of the running institution if there is no place, the distance of equipment from the wall and passage can be kept at least 0.75 meter.</p>	93%

Sub Section: **Occupational Injury**

Status	Findings	% Global freq of compliance
● Minor	<p>210.00 : The facility does not have a process in place to provide medical treatment for injured or ill employees</p> <p>Auditor's comment Based on management interview and documents review it was noted that facility had one registered physician instead of two registered physicians during the audit day for 3270 employees. Note that, the facility had 1 medical nurse and 1 medical assistance.</p> <p>Bangladesh Labour Law, Chapter VIII, Welfare Provision, Section 89 (5) Labor Rules 2015, Section 77(4) In every establishment wherein three hundred or more workers are ordinarily employed, there shall be provided and maintained a sick room with dispensary of the prescribed size, containing the prescribed equipment or similar facilities, in the charge of such medical and nursing staff as may be prescribed. (1) At least one registered Physician shall be in each Treatment Unit of the institute or factory with the facility of dispensary. Additionally, at least one trained compounder or medical assistant, nurse and subordinate employee shall be employed for helping him/her, provided that at least two registered Physicians shall be recruited in case of an institute where more than three thousand employees/workers work and necessary number of medical assistant and nurse shall be recruited for helping the Doctors. Details of medical facilities are mentioned in 77 and 78 (Health center)</p>	96%

Sub Section: **Machine Safety**

Status	Findings	% Global freq of compliance
● Moderate	<p>223.00 : Points of operation and other potentially dangerous parts are not operated with proper machine safeguards</p> <p>Auditor's comment Based on facility tour it was noted that randomly checked around 15 % needle guard of sewing machine and 50% eye guard of overlock machine were found displaced in sewing sections located at 4th, 5th ,6th & 7th floor located at building 1;</p> <p>Bangladesh Labour Law 2006, Chapter VI, Safety, Section 63 (1)d 3 and Labor Rules 2015, Section 64(2) In every establishment the following shall be securely fenced by the safeguards of substantial construction which shall be kept in position while the part of machinery required to be fenced are in motion or in use, namely-d. Unless they are in such positions or of such construction as to be as safe to every person employed in the establishment as they would be if they were securely fenced-iii) every dangerous part of any machinery. Effective machine guard or eye safety goggles must be installed/used in all cases where the possibility of having injuries in the eye is high.</p>	84%

PERFORMANCE RATING



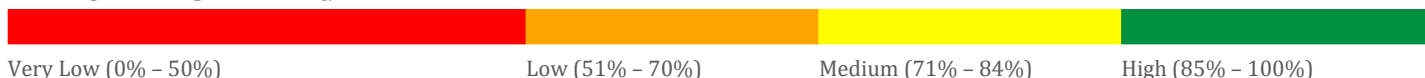
Sub Section: **Machine Safety**

Status	Findings	% Global freq of compliance
● Moderate	<p>226.00 : The facility does not monitor the employees to ensure personal protective equipment (PPE) required to control machine safety hazards is correctly used</p> <p>Auditor's comment Based on facility tour it was noted that randomly checked around 10-12 employee were not using safety goggles who were working at snap button machines at finishing sections located at 2nd & 3rd floor located at building 1.</p> <p>In accordance with Bangladesh Labor Rules 2015, Section 67(1-3)</p> <p>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. 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. 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 equipments must be preserved in accordance with Information Form-23.</p>	91%

Sub Section: **Safety Hazards**

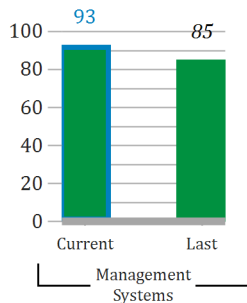
Status	Findings	% Global freq of compliance
● Moderate	<p>235.00 : Not all special equipment operators (forklift, cargo lift, boiler operator, electrician, hot work e.g. boring and welding, confined space work, energy isolation, line opening etc) are licensed where applicable</p> <p>Auditor's comment Based on personal file review and management interview it was noted that technical competency certificates of 2 out of 4 electricians were expired on 23 April, 2020. As per management comment due to Covid 19 situation facility could not apply for the renewal of technical competency certificates.</p> <p>Bangladesh Labor Rules 2015, Section 58(9), The Boilers Act, 1923, Section-6, Factory Rules 1979, Section 46 (9)</p> <p>The duty of electric wiring and keeping the same cannot be given any other persons accept the person certified from the government or the company approved by the government. Save as otherwise expressly provided in this Act, no owner of a boiler shall use the boiler or permit it to be used—where the Govt. has made rules requiring that boilers shall be in charge of persons holding certificates of competency, unless the boiler is in charge of a person holding the certificate required by such rules. No person under 18 years of age and no person who is not sufficiently trained and reliable shall be employed as driver of a lifting machine whether driven by mechanical power or otherwise or to give signals to the driver.</p>	80%
● Moderate	<p>239.00 : The facility does not operate in a building matched to its authorized purpose</p> <p>Auditor's comment Based on facility tour, layout plan review and management review it was noted that the approved layout plan was found mismatched at 2nd & 3rd floor of building-1 where previously packing room was small sized but currently re-arranged as larger size which affected the surrounding area. Note that, facility has already applied to concern authority for renewal on 11/05/2020.</p> <p>Bangladesh Labour Law Ammendment 2013, Section: 326 (1),</p> <p>The Government may- (a) require that previous permission in writing be obtained in the prescribed manner from the chief Inspector for the construction or extension of any factory or class of factories; "Provided that in that case no deviation or change shall be made between the factory layout plan and structural design approved by the authority;"</p>	89%

PERFORMANCE RATING



C4. Management Systems

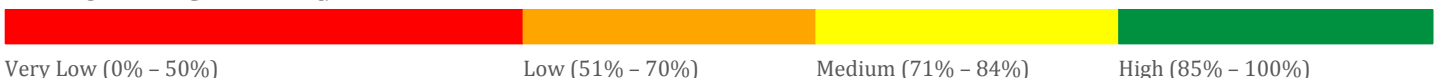
93%



Sub Section: Management Systems

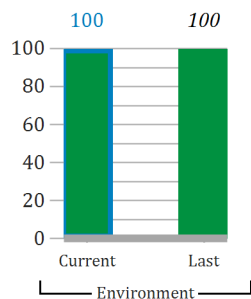
Status	Findings	% Global freq of compliance
● Corrected	<p>296.03 : Previous Non-Compliance : The facility has comprehensive employment practice processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented</p> <p>Auditor's comment The facility has established comprehensive processes, procedures and monitoring system in the area of forced labor, freedom of association, employment contracts, discipline, harassment & abuse</p>	81%
● Corrected	<p>296.04 : Previous Non-Compliance : The facility has comprehensive working hour and wages management processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented</p> <p>Auditor's comment Based on the facility policy, employee's salary sheet & time card review and management interview, the facility has comprehensive processes and procedures in a written manual</p>	48%
● Minor	<p>296.06 : The facility has comprehensive emergency preparedness processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented</p> <p>Auditor's comment The facility established policies and procedures, the monitoring system with regards to emergency preparedness procedures may not be effective or policies are incomplete thus resulting to lapses of implementation with the finding: some aisles were found partially blocked and some operating instruction was found missing.</p>	63%
● Minor	<p>296.07 : The facility has comprehensive employee safety processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented</p> <p>Auditor's comment The facility established policies and procedures, the monitoring system with regards occupational injury, machine safety and safety hazards but all those may not be effective or policies are incomplete thus resulting to lapses of implementation with the finding in the following areas: some machine guard displaced, PPE related issues, electrical competency expired, limited medical officer. etc.</p>	50%

PERFORMANCE RATING



C5. Environment

100%



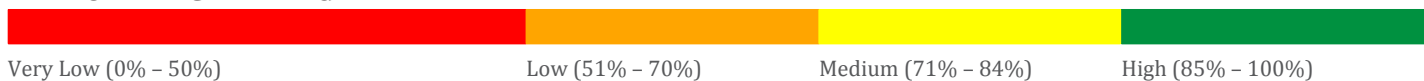
% Global Frequency of Compliance: Represents the implementation percentage performance of all suppliers participating in the WCA Community globally for each issue

Identification numbers: Represents the finding ID associated with each checklist question

RECOMMENDATION FOR IMPROVEMENT PLAN TIMELINE

- Minor Take action within 0 ~ 6 months to make necessary improvements.
- Moderate: Take action within 0 ~ 3 months to make necessary improvements.
- Major : Take action within 0 ~ 1 month to make necessary improvements.
- Zero Tolerance: Take immediate action to make necessary improvements.

PERFORMANCE RATING



D. STRENGTHS AND CHALLENGES

Facility Strengths: Facility performance ranks in the top percentile of the population and/or has implemented a best practice process	Rating	Global Freq. of Compliance%
Total overtime hours are within allowable limits under applicable law or agreement.	Moderate	47%
The facility has comprehensive working hour and wages management processes and procedures in a written manual that support adherence to social compliance requirements and are being properly implemented	Minor	48%
The facility provides social security, pensions, healthcare and/ or other insurance to employees as per legal requirement.	Moderate	58%
Total working hours during the period specified by the waiver are within allowable limits under the waiver.	Moderate	59%

Challenges: Facility performance ranks in the bottom percentile of the population	Rating	Global Freq. of Compliance%
Not all fire fighting equipment is marked and equipped with operational instruction in a language understood by all employees	Moderate	96%
The facility does not have a process in place to provide medical treatment for injured or ill employees	Minor	96%
Access to aisles, stairs and passageways are not kept clear at all times	Moderate	93%
The facility does not monitor the employees to ensure personal protective equipment (PPE) required to control machine safety hazards is correctly used	Moderate	91%
The facility does not operate in a building matched to its authorized purpose	Moderate	89%
Points of operation and other potentially dangerous parts are not operated with proper machine safeguards	Moderate	84%
Not all special equipment operators (forklift, cargo lift, boiler operator, electrician, hot work e.g. boring and welding, confined space work, energy isolation, line opening etc) are licensed where applicable	Moderate	80%
The facility has comprehensive emergency preparedness processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented	Minor	63%

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