

Auditee :	<b>Ananta Jeanswear Ltd.</b>
Audit Date From :	<b>10/10/2017</b>
Audit Date To :	<b>12/10/2017</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the BSCI platform</b>
Auditing Company :	<b>ALGI</b>
Auditor's Name(s) :	<b>Shakil Ahmed(Lead), Towhidur Rahman</b>
Auditing Branch (if applicable) :	<b>ALGI Bangladesh</b>



## BSCI Audit Summary Report

This is an extract of the on line Audit Report. The complete report is available in the BSCI Platform.  
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## Rating Definitions



Rating	A combination of ratings per performance area where:	Consequence																																													
<b>A</b>  <b>OUTSTANDING</b>	<ul style="list-style-type: none"><li>o Minimum 7 performance area rated A</li><li>o No Performance area rated C, D or E</li></ul> <p>These are three examples:</p> <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><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>A</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>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></table>	A	A	A	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	B	A	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 needing follow-up audit.
A	A	A	A	A	A	A	A	A	A	A	A	A	A	A																																	
A	A	A	A	A	A	A	A	A	A	A	B	B	B	B																																	
A	A	A	A	A	A	A	A	B	B	B	B	B	B	B																																	
<b>B</b>  <b>GOOD</b>	<ul style="list-style-type: none"><li>o Maximum 3 performance area rated C</li><li>o No performance area rated D or E</li></ul> <p>These are three examples:</p> <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><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>B</td><td>C</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>B</td><td>C</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	B	B	A	A	A	A	A	B	B	B	B	B	B	B	B	C	C	B	B	B	B	B	B	B	B	B	B	B	C	C	C	C	The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.
A	A	A	A	A	A	B	B	B	B	B	B	B	B	B																																	
A	A	A	A	A	B	B	B	B	B	B	B	B	C	C																																	
B	B	B	B	B	B	B	B	B	B	B	C	C	C	C																																	
<b>C</b>  <b>ACCEPTABLE</b>	<ul style="list-style-type: none"><li>o Maximum 2 performance areas rated D</li><li>o No performance area rated E</li></ul> <p>These are three examples:</p> <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td><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>C</td><td>D</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>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	C	C	A	A	A	A	A	B	B	B	B	C	C	C	C	D	D	C	C	C	C	C	C	C	C	C	C	C	C	C	D	D	The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.
A	A	A	A	A	A	A	A	A	C	C	C	C	C	C																																	
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C	C	C	C	C	C	C	C	C	C	C	C	C	D	D																																	
<b>D</b>  <b>INSUFFICIENT</b>	<ul style="list-style-type: none"><li>o Maximum 6 performance area rated E</li></ul> <p>These are three examples:</p> <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td><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>D</td><td>E</td><td>E</td></tr><tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr></table>	A	A	A	A	A	A	A	A	A	A	D	D	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	D	E	E	D	D	D	D	D	D	D	D	E	E	E	E	E	E	E	The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.
A	A	A	A	A	A	A	A	A	A	D	D	D	D	D																																	
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D	D	D	D	D	D	D	D	E	E	E	E	E	E	E																																	
<b>E</b>  <b>UNACCEPTABLE</b>	<ul style="list-style-type: none"><li>o Minimum 7 performance areas rated E</li></ul> <p>These are three examples:</p> <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><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><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><td>E</td><td>E</td></tr></table>	A	A	A	A	A	A	E	E	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	E	E	E	E	BSCI participants shall closely oversee the auditee's progress as it may represent a higher risk than other business partners
A	A	A	A	A	A	E	E	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	E	E	E	E																																	
<b>Zero Tolerance</b>	A Zero Tolerance issue was identified (see Annex 5)	Immediate actions are required. The BSCI Zero Tolerance Protocol is to be followed.																																													

**Producer : Ananta Jeanswear Ltd.**

DBID : 26346 and Audit Id : 109644

Audit Date : 10/10/2017

Audit Type : Full Audit

**Main Auditee Information**

Name of producer :	<b>Ananta Jeanswear Ltd.</b>		
DBID number :	<b>26346</b>		
Audit ID :	<b>109644</b>		
Address :	<b>277/2, Kabi Jashim Uddin Road, Pagar, Tongi, Gazipur</b>		
Province :	<b>Dhaka</b>	Country :	<b>Bangladesh</b>
Management Representative :	<b>Ashim Kumar Majumder (Deputy General Manager- Compliance)</b>		
Contact person:	<b>Ashim Kumar Majumder</b>	Sector :	<b>Non-Food</b>
Industry Type :	<b>Textiles, clothing, leather</b>	Product group :	<b>Apparel</b>
Product Type :	<b>Woven Garments</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
Audit Announcement :	<input checked="" type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced <input 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	A	A	A	A	A	A	A	A	A	A

**Executive summary of audit report**

Ananta Jeanswear Ltd. is located at 277/2, Kabi Jashim Uddin Road, Pagar, Tongi, Gazipur, Bangladesh. The total land area occupied by this facility is 45,000 square feet were built up area is 28,000 square feet and production area is about 163,560 square feet.

The factory was established in 2010 and is specialized in the manufacture of Woven items (Top & Bottom). Main production processes include cutting, sewing, finishing, and packing. Based on management interview, their major clients are from Europe and North America. Facility's production capacity is 600,000 pieces per month.

Currently, 3,744 employees are working in this factory. Among them, 654 are non-production employees and 3,090 are production workers. Out of 3,744 employees, 2,620 are female and 1,124 are male.

Opening meeting: ALGI Bangladesh team conducted this full audit at Ananta Jeanswear Ltd. The assessment team reached the facility at morning time and was greeted by Ashim Kumar Majumder (Deputy General Manager- Compliance) and he escorted the assessment team to the conference hall where an opening meeting was conducted. After an exchange of business cards and formal introduction, the assessment team explained the purpose of their visit and conducted the opening meeting with Ashim Kumar Majumder (Deputy General Manager- Compliance), A.S.M Tarifuzzaman Ripon (Assistant Manager), Abul Kalam Afzal (Executive), Mita Yasmin (Senior Executive), Fatema Tuz-Zohora Shimu (Junior Executive), Anjuman Irin (Junior Executive) and Mst. Forida (Workers Representative) to determine the audit agenda.

The assessment team explained the scope and objectives of the audit and complete processes involved in the audit including facility tour, document reviews, and confidential employee interview. Further, the assessment team took permission to take pictures and conducting confidential workers interviews. The auditee allowed the assessment team to conduct a thorough audit including the before mentioned activities and assured full cooperation throughout the audit. The assessment team explained and presented ALGI's Gifts and Gratuity letter to the facility management Ashim Kumar Majumder (Deputy General Manager- Compliance) was who agreed and signed the same.

The factory consists of 01 building and 03 Sheds. Building & Sheds descriptions are as below:

**Building 01 (8 storied):**

The ground floor is occupied by general store, accessories store, fabric store, fabric inspection and finished goods.  
 1st floor is occupied by cutting section, CAD, development sample, maintenance room, fusing machine and admin desk.  
 2nd floor is occupied by finishing section, packing section, finished goods area, spot removing room, inspection room, and office.  
 3rd floor is occupied by finishing section, packing section, finished goods area, sample section, inspection room and admin room.  
 4th floor is occupied by sewing section, conference room & ICT room, eyelet section, maintenance room, GM room, and admin office.  
 5th floor is occupied by sewing section, IE department, maintenance room, office and admin room.  
 6th floor is occupied by sewing section, maintenance room, office, DGM room and admin office.  
 7th floor is occupied by sewing section, training room, conference room and admin office.  
 The rooftop is unoccupied by 100% (free space).

Shed 01: Sub-station, generator and boiler.

Shed 02: Workers dining, medical room, child care room, and canteen.

Shed 03: Wastage room.

Work Schedule: Based on document reviews, management and worker interviews, wages are paid monthly in cash. The regular working hours are from 8:00 AM to 5:00 PM with one lunch break of 60 minutes. Normal working days are from Saturday to Thursday and Friday is declared as weekly day off for all workers and management staff. However, security services runs in 3 shifts; Shift A: 6:00 AM to 2:00 PM, Shift B: 2:00 PM to 10:00 PM and Shift C: 10:00 PM to 6:00 AM. The auditee is using electronic timekeeping system to track the working hours of the employees.

Documents Reviewed: One-year payroll records and time records from October 2016 to September 2017 were provided for review. The assessment team selected 40 samples from September 2017 (Current month), 40 samples from March 2017 (Random month) and 40 samples from October 2016 (Initial month)

**Ratings Summary**


Auditee's background information			
Auditee's name :	Ananta Jeanswear Ltd.	Legal status :	Private Limited Company
Local Name :	অনন্ত জিন্সওয়্যার লিমিটেড	Year in which the auditee was founded :	2010
Address :	277/2, Kabi Jashim Uddin Road, Pagar, Tongi,	Contact person (please select) :	Ashim Kumar Majumder
Province :	Dhaka	Contact's Email :	ashim@ananta.com.bd
City :	Gazipur	Auditee's official language(s) for written communications :	Bangla
Region :	South Asia	Other relevant languages for the auditee :	English
Country :	Bangladesh	Website of auditee (if applicable) :	www.ananta.com.bd
GPS coordinates :	Latitude: 23.897529   Longitude: 90.431425	Total turnover (in Euros) :	38088789.75
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 :	600,000 pieces per month
Product Group :	Apparel	Production cost calculation :	Yes
If other, please specify :	None	Lost time injury calculation cost :	No
Product Type :	Woven Garments		

Auditee's employment structure at the time of the audit		
Total number of workers :	3744	Total number of workers in the production unit to be monitored (if applicable) : 0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	1124	2620
Temporary workers	0	0
In management positions	20	7
Apprentices	0	0
On probation	120	280
With disabilities	2	11
Migrants (national citizens)	0	0
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	1124	1124
Production based workers	0	0
With shifts at night	13	0
Unionised	0	0
Pregnant	-	45
On maternity leave	-	30

for review.

Closing Meeting: At the end of all the audit processes, a closing meeting was conducted by the assessment team at 10.15 am on October 12, 2017 in the presence of Ashim Kumar Majumder (Deputy General Manager- Compliance), A.S.M Tarifuzzaman Ripon (Assistant Manager), Abul Kalam Afzal (Executive), Mita Yasmin (Senior Executive), Fatema Tuz-Zohora Shimu (Junior Executive), Anjuman Irin (Junior Executive) and Mst. Forida (Workers Representative). First of all, the assessment team thanked the facility management for spending their valuable time towards the audit and their cooperation throughout the audit process. Later the assessment team explained in detail the observations that come across during the audit process. The facility management was receptive to the observations and assured to take the necessary steps to correct the same at the earliest. Ashim Kumar Majumder (Deputy General Manager- Compliance) and Mst. Forida (Workers Representative) agreed and signed the summary of findings.

**Finding Report**

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

Full Audit [Audit Id - 109644] Audit Date: 10/10/2017 PA Score: C

Deadline date:30/09/2018

**GOOD PRACTICES:**

Nil

**AREAS OF IMPROVEMENT:**

Based on satisfactory evidences the factory partially respect this performance area, because they have set a partial system to implement & monitor the social management system, also the factory management did not develop structure system to monitor social performance of their suppliers and subcontractors. However, the management has appointed a Senior Management Representative to implement and maintain company's Social Management system.

- 1.1 -** Although the factory management is experienced on Code of Conduct audit, and has developed a management system in place, still they did not show full commitment towards integrating the BSCI Code into the auditee business culture, understand the content of the BSCI Code and Terms of Implementation for business partners to be involved in the BSCI monitoring process, understand the need to develop the internal procedures to integrate the BSCI Code into day-to-day business practices. However, the facility did not post new BSCI CoC in the whole premises.

কারখানার ব্যবসায়িক সংস্কৃতির মধ্যে বিএসসিআই কোড এর প্রতি পূর্ণ অঙ্গীকার প্রদর্শন করা হয়নি।

- 1.3 -** Though the factory has a policy to select & monitors its business partners i.e. sub-contractors, suppliers & sub-suppliers to enforce BSCI business partner's requirements, but they did not have an effective and structured system thus it covered all significant partners to align with the BSCI Code of Conduct. It was also noted that the factory has not a proper system or effective way to monitor the social performance of all business partners as per BSCI relevant requirements.

কারখানার সমস্ত ব্যবসায়িক অংশীদারদের সামাজিক কার্যকারিতা নিরীক্ষণ করার জন্য একটি উপযুক্ত ব্যবস্থা বা কার্যকর উপায় নেই।

**Remarks from Auditee:**

None

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

Full Audit [Audit Id - 109644] Audit Date: 10/10/2017 PA Score: C

Deadline date:30/09/2018

**GOOD PRACTICES:**

Nil

**AREAS OF IMPROVEMENT:**

Based on the satisfactory evidence the factory partially respect this performance area, because still the management did not provide effective training to the workers about their rights and responsibilities, also factory management and workers representatives did not get any training on BSCI COC. However, The factory has formed different committees among the worker's representatives and management staff including Welfare Committee and Grievance Handling Committee. Management system shows that they are trying to make a bridge between workers and management on labor practices, monitoring factory workplace conditions, grievance mechanism etc.

- 2.3 -** Workers were found not well informed regarding their legal rights like entitled leaves as well as benefits etc.

ওয়ার্কাররা তাদের আইনগত অধিকার সম্পর্কে ভালভাবে অবহিত না যেমন স্বীকৃত ছুটির পাশাপাশি সুবিধা ইত্যাদি।

- 2.4 -** Management, workers and worker representatives did not receive training on BSCI COC requirements. Also noted that still the factory did not develop training materials.

শ্রমিকরা বিএসসিআই এর উপর ট্রেনিং পায় নাই।

**Remarks from Auditee:**

None

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

Full Audit [Audit Id - 109644] Audit Date: 10/10/2017 PA Score: A

Deadline date:

**GOOD PRACTICES:**

Nil

**AREAS OF IMPROVEMENT:**

Based on satisfactory evidences the factory has met all requirements of this performance area. Noted that the factory has established a complete FOA policy and procedures in place to ensure workers right to associate & organize collectively. 3.3 was marked as N/A as no worker was found who is directly involved with any trade union.

**Remarks from Auditee:**

<b>Performance Area 4 : No Discrimination</b>	
Full Audit [Audit Id - 109644] Audit Date: 10/10/2017 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> Based on satisfactory evidences the factory has met all requirements of this performance area. The factory has formed and practices a non-discrimination policy and procedures in place. During closed door interview, none of the workers complained of any form of discrimination. All workers are treated equally in the factory. Overtime opportunity for all workers is equal. There is no discrimination based on religion, race, age, social origin, etc.	
<b>Remarks from Auditee:</b>	
<b>Performance Area 5 : Fair Remuneration</b>	
Full Audit [Audit Id - 109644] Audit Date: 10/10/2017 PA Score: A	Deadline date:30/09/2018
<b>GOOD PRACTICES:</b> The facility provide monthly attendance bonus to all the workers.	
<b>AREAS OF IMPROVEMENT:</b> Based on satisfactory evidences the factory pays all kinds remuneration to the workers as per law. All workers were provided with written and understandable information about their employment conditions with respect to wages before they enter employment, and about the particulars of their wages for each pay period. The factory pays the wages within 7th working days of the following month. Moreover, the overall compliance level of the factory was found complete and consistent except one deviation was noted on living wages issue.  <b>5.4 -</b> The auditee did not provide sufficient remuneration to all workers that allows workers to meet a decent standard of living. It was noted that possible gaps existing between the actual remuneration and the fair remuneration figure for 65% workers. However, calculated living wage estimate relevant for the region is BDT11220.  কারখানার অঞ্চলের জন্য জীবন ধরনের মজুরি কারখানা ব্যবস্থাপক দ্বারা নির্ণিত না এবং ন্যূনতম মজুরি ও জীবন ধরনের মজুরির মধ্যে পার্থক্য কমানো নিয়ে কোন উদ্যোগ নেই।	
<b>Remarks from Auditee:</b> None	
<b>Performance Area 6 : Decent Working Hours</b>	
Full Audit [Audit Id - 109644] Audit Date: 10/10/2017 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> Based on satisfactory evidences the factory has met all requirements of this performance area. There were no working hour violation and weekly off days work noted through provided wage list and attendance record. They have a working hour policy posted in all prominent places in the premises. As per records provided by the factory, the factory uses electronic system to track the workers daily in and out time. As per working hour policy, the highest working hours is 10 hours/day with 2 hour overtime and 60 hours/week.	
<b>Remarks from Auditee:</b>	



**Performance Area 7 : Occupational Health and Safety**

Full Audit [Audit Id - 109644] Audit Date: 10/10/2017 PA Score: A

Deadline date:30/09/2018

**GOOD PRACTICES:**

Nil

**AREAS OF IMPROVEMENT:**

Based on satisfactory evidence the factory partially respect this performance area, because still some workers were found not using proper personal protective equipment (PPE), also factory management did not provide effective training to the fire fighters for using their dresses. However, the factory has established a 'health & safety' policy & procedures and same has been communicated to employees by various training and posting on the policy board. The production floor was found clean & spacious. Evacuation maps were available in all areas. Sufficient drinking water was available in the production floors. Fire extinguishers were also properly charged and ready for use.

- 7.5 -** Approximate 70% fire fighters and rescuers were not using their assigned apron in the premises. As a result, it was difficult to identify them in the floor. (Bangladesh Labor Rules 2015, Rule-55)

ফায়ার যোদ্ধা ও উদ্ধারকারীরা প্রাঙ্গণ ভাদের বরাদ্দের আড়ম্বর ব্যবহার করে না।

- 7.6 -** Around 60% over lock operators were not using their relevant personal protective equipment (PPE) during their working time. (Bangladesh Labor Rules 2015, Rule-67)

শ্রমিকরা তাদের কাজের সময় প্রাসঙ্গিক ব্যক্তিগত প্রতিরক্ষামূলক বেসবসাদি ব্যবহার করছিল না।

- 7.7 -** There were some diesel drums without having secondary containment and MSDS in diesel drums keeping area. (Bangladesh Labor Rules 2015, Rule-68)

মাধ্যমিক ধারক ছাড়া কিছু ডিজেল ড্রাম ছিল।

- 7.9 -** Due to some renovation work, there was metallic scrap found here & there in the premises. However, no warning signs were found to point out such potential hazards.

কোনও সতর্কতা সম্ভাব্য বিপদ পয়েন্টে দেয়া ছিল না।

- 7.10 -** Factory is keeping the record of injury but still there is no system in place to analyze the injury & taken corrective action by identifying root cause which will improve the occupational health and safety.

আঘাতের মূল কারণ তদন্ত হয়না যা পেশাগত স্বাস্থ্য ও নিরাপত্তা উন্নত করবে।

- 7.16 -** The facility did not provide training to the workers regarding evacuation plan. However, they do not understand the evacuation plan and know how to use it from their standpoints.

উদ্ধাশন পরিকল্পনার উপর কোন ট্রেনিং দেয়া হয় নাই।

- 7.19 -** The factory did not have an effective and functioning procedure or system, in writing, to deal with cases of trauma or serious illness.

ট্রমা বা গুরুতর অসুস্থতার ক্ষেত্রে মোকাবেলা করার ক্ষেত্রে কারখানার কোনও কার্যকর এবং কার্যকরী পদ্ধতি লিখিতভাবে ছিল না।

**Remarks from Auditee:**

None

**Performance Area 8 : No Child Labour**

Full Audit [Audit Id - 109644] Audit Date: 10/10/2017 PA Score: A

Deadline date:

**GOOD PRACTICES:**

Nil

**AREAS OF IMPROVEMENT:**

Based on satisfactory evidences as well as information gathered from employees and management interview it was noted that the factory has completely met the principle. The factory has established a complete 'Child Labor Policy' and as per this 'no child labor' notice is posted inside the factory in prominent places. In addition, age verification certificate, national ID card, birth registration certificate or academic certificate (if any) are well maintained in the respective personnel files. During hiring, a registered doctor checks workers age based on their age proof records (age certificate, national ID card, birth certificate etc.).

**Remarks from Auditee:**

Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 109644] Audit Date: 10/10/2017 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> Based on satisfactory evidences through documents review, facility walk through as well as gathered information from management & employee interview it was noted that the factory has completely met the principle. The factory has a policy and procedures on young workers which is posted in all prominent places in the premises; and communicated to the workers through training and awareness program. Further, from factory tour, no suspected young worker was observed and none was noticed by the factory workers as well. Moreover, as per policy the factory has a written standard procedures (as per local law and ILO standards) for special protection of the young workers found to be worked in the premises. Questions 9.2, 9.3, 9.4, 9.5 and 9.6 have been marked as 'Not Applicable' as no young working has been detected during audit.	
<b>Remarks from Auditee:</b>	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 109644] Audit Date: 10/10/2017 PA Score: A	Deadline date:30/09/2018
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b> Based on satisfactory evidences the factory partially respect this performance area, because some workers were recruited without any contract with them. However, service book is given to all the regular workers after few time later of joining. The employees' labor contracts revealed that all employees are paid on a monthly basis. The labor contracts had the necessary information such as the date of joining, employees' compensation per month, designation and employee & employer acknowledged.	
<b>10.1 -</b> In October 2017, around 10 workers have recruited in different sections without setting proper grades, designation and corresponding wages as per minimum wages notification. Further, no contract form was issued to them; and no proposed salary has written in the job application form also.	
নতুন শ্রমিকদের বেতন ও সুবিধাদি সম্পর্কে সচ্ছতা ছিলনা।	
<b>Remarks from Auditee:</b> None	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 109644] Audit Date: 10/10/2017 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> Based on satisfactory evidences as well as gathered information from the management & employee interview it was noted that the factory has completely met the principle. As per factory policy and practices, the employees are free to leave the factory when they resign from the services, with payment. There is no restriction on worker's movement within the premises. The workers are not forced to stay back once they get authorized leave from the management. 11.2 marked as N/A, though there is no migrant worker in the facility.	
<b>Remarks from Auditee:</b>	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 109644] Audit Date: 10/10/2017 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> Nil	
<b>AREAS OF IMPROVEMENT:</b> Based on satisfactory evidences the factory has met all requirements of this performance area. However, the factory has developed a precise policy and procedure on environment management system. The waste collection and disposal record is properly maintained. While verifying the environment related documents and through site visit, it was observed that the factory has taken significant steps in order to reduce the negative environmental impact.	
<b>Remarks from Auditee:</b>	

**Performance Area 13 : Ethical Business Behaviour**

Full Audit [Audit Id - 109644] Audit Date: 10/10/2017 PA Score: A

Deadline date:

**GOOD PRACTICES:**

Nil

**AREAS OF IMPROVEMENT:**

Based on satisfactory evidences as well as gathered information it was noted that the factory has completely met the principle. The factory has maintained a proper record keeping system and was provided all necessary documents to the audit team for review. Currently the management has a policy on 'business ethics and anti-corruptions' which is posted in all prominent places in the premises and was communicated to the employees through awareness program and notice boards.

**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	10/10/2017	109644	C	C	A	A	A	A	A	A	A	A	A	A	A	B

**Producer Photos**



External photo(s) of the production unit(s)  
Building overview.JPG



Photo of fire safety equipment  
Sprinkler.JPG



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



External photo(s) of the production unit(s)  
Factory entrance.JPG



Photo of fire safety equipment  
Water hose pipe.JPG



Photo of the inside of the main production hall  
Generator.JPG



External photo(s) of the production unit(s)  
Roof top.JPG



Photo of non-conformity  
Diesel drums without having secondary containment.JPG



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



Photo first aid facilities  
First aid box.JPG



Photo of non-conformity  
Overlock operator without face mask.JPG



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



Photo of fire safety equipment  
Emergency light.JPG



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



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





Photo of fire safety equipment  
Evacuation plan.JPG



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



Photo of the inside of the main production hall  
Staircase.JPG



Photo of fire safety equipment  
Fire alarm switch.JPG



Photo of the inside of the main production hall  
Boiler.JPG



Photo of the inside of the main production hall  
Substation.JPG



Photo of fire safety equipment  
Fire extinguishers.JPG



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



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



Photo of fire safety equipment  
Fire fighting equipment.JPG



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



Photo of the sanitary facilities  
Drinking water point.JPG



Photo of fire safety equipment  
Lightening arrestor.JPG



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



Photo of the sanitary facilities  
Toilet.JPG

