

Workplace Conditions Assessment Report

Measured Results —Improved Performance



PARADISE WASHING PLANT LIMITED.

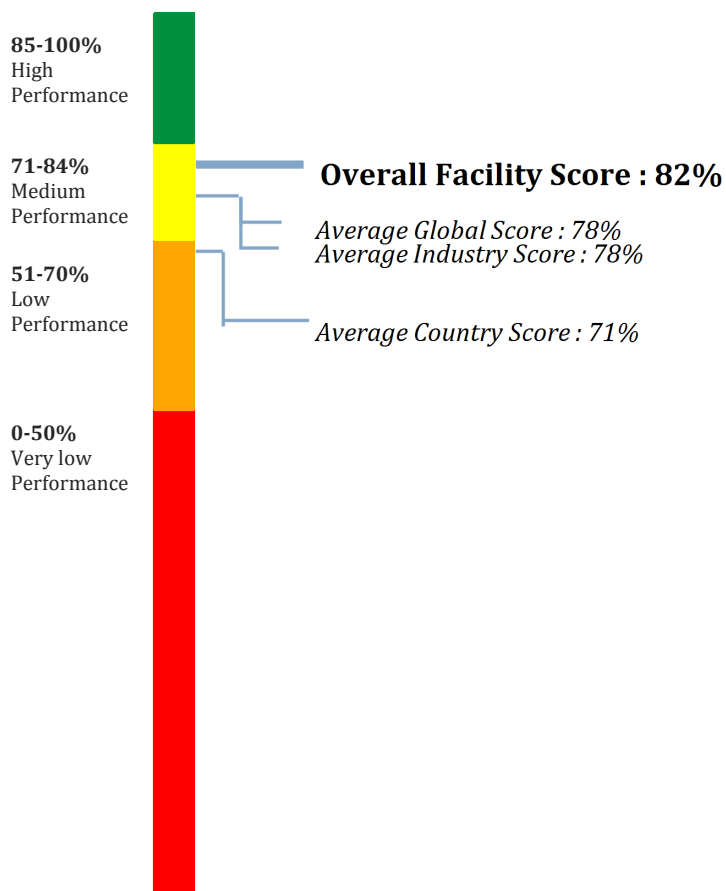
GENERAL INFORMATION

Overall Facility Score : **82%**

Report No :	F_IAR_119980	City :	Gazipur
Audit Date :	Nov 28, 2019	Country :	Bangladesh
Last Audit :	Nov 11, 2018 (83%)	Auditors :	Primary: Shahida Akhtar
Assessment Stage :	Annual		Secondary: Davit Tripura
Schedule Type :	Announced	Service Provider:	Intertek

WORKPLACE PERFORMANCE INDEX AND SUMMARY

Participating facilities: 32317



Assessment area	Score results	Number of non-compliances by rating				
		Zero Tolerance	Major	Moderate	Minor	Notscored
Overall	82%	-	1	6	3	-
Labor	100%	-	-	-	-	-
Wages & Hours	100%	-	-	-	-	-
Health & Safety	65%	-	1	6	-	-
Management Systems	89%	-	-	-	3	-
Environment	100%	-	-	-	-	-

A. FACILITY PROFILE

A1. FACILITY INFORMATION

Facility Name:	Paradise Washing Plant Limited.	Facility Legal Status:	Privately owned
Facility Legal Name:	Paradise Washing Plant Limited	Year facility began operations:	2009
Audit Location:	277/4 (123 Old), Kobi Joshim Uddin Road, Tongi, Gazipur	Located in special economic zone:	No
City:	Gazipur	Person responsible for overall social compliance issues:	Mr. Ashim Kumar Majumder, Sr. DGM -Compliance.
Country:	Bangladesh	Valid certificate for social compliance certification program:	None
Contact Name:	Mr. Ashim Kumar Majumder	Vendor Name:	Bimpex Overseas Hk Limited
Contact Title:	Sr. DGM- Compliance	Security systems in place:	Yes Facility has 52 security guards. Guards are posted at entrance of the building.
Industry:	Apparel		

Building Description:	<p>The facility is consists of 03 (three) RCC structured buildings and 01 (one) sheds. Building and floor description are given bellow- Building-1 (8 storied): Ground floor: Washing section, Dryer section, Hydro section, Security room, Chemical sub-store, Finishing section.</p> <p>1st Mezzanine floor: Lab room;</p> <p>1st floor: Washing section, Office, Sub-chemical store.</p> <p>2nd Mezzanine floor: Office room, Sample section, display and conference room.</p> <p>2nd floor: Washing section, Office, Sub-chemical room, wet sample section.</p> <p>3rd floor: Dry process, Dry sample section, PP section.</p> <p>4th floor: Oven section, 3D section, Laser section and General store.</p> <p>5th floor: carton store,</p> <p>6th floor: used by Thread & Thread Industries limited (Sister concern, same ownership & management).</p> <p>7th floor: Medical room, Dining, Canteen and Training room.</p> <p>Building-2 (5 storied and interconnected with building-1):</p> <p>Ground floor: Equalization tank of ETP,</p> <p>1st Floor: Equalization tank of ETP;</p> <p>2nd floor: Boiler, Compressor;</p> <p>3rd floor: PP section;</p> <p>4th floor: General store.</p> <p>Shed-1: Chemical store</p>
Special building type:	<i>NA</i>

A2. PRODUCTION INFORMATION

Products manufactured/ Services provided:	Garment washing	Time record system(s) used:	Punch card system
Production process/ Service elements:	Wet process, dry process and finishing	Chemicals or hazardous materials on-site:	Yes <i>Caustic soda, met bi sulfate, Soda Ash, Hypo, Bleaching, Hydrogen per oxide, Enzyme, Acidic acid, Silicon, Softener, Dyes stuff etc.</i>
Production capacity a week:	375,000 Pieces	Current production/ Services for client:	No
Total number of machines:	156 nos		
Main machine types:	Washing machine, Hydro, Curing machine, Rubbing tools, Dryer machine, Generator, Boiler, Compressor etc.		
Shifts and Operating hours:	The facility is running in two shifts. Day shift hour is from 8:00 am to 5:00 pm and night shift hour is from 8:00 pm to 5:00 am with one hour lunch break. The facility is open on Saturday to Thursday. Friday is facility weekly holiday.		

A3. EMPLOYEE INFORMATION

Range of total number of employees at the facility:	1001-5000 employees	Female Employees:	300
Union name:	None	Male Employees:	660
Employs juvenile workers:	None	Mgmt Employees:	310
Hires through employment agent:	No <i>Facility did not hire any employee through employment agent.</i>	Production (Non-Management) Employees:	650
Employee nationalities/ provinces:	Bangladeshi	Local Employees:	960
		Foreign/Migrant Employees:	0
		Languages spoken in the facility:	Bengali - Mother tongue and English - Official
		Management and employees speak same language :	Yes

A4. SUBCONTRACTOR INFORMATION

No subcontractor information given

A5. GENERAL INFORMATION

This is an annual audit at Paradise Washing Plant Limited is situated at 277/2, (Old-1123) Kabi Jashim Uddin Road, Tongi, Gazipur, Bangladesh The facility is consists of 03 (three) RCC structured building and 2 (two) sheds.. In the audited facility there are another sister concern facility named Thread & Thread Industries limited (same ownership & management) was found at audited facility. Facility is has taken service form another one RCC structured building and one shed form nearby by another sister concern facility named Ananta Jeanswear Ltd (same ownership but different management). Details of the floors discussed in the building structure part. The facility buildings are constructed for industrial purpose. The facility is in area where similar types of industries were found in the area. No market places and residence were found in the facility premise. The facility started its operation since 2009. Land area of the facility is 15000 square feet and production floor area of production floor area of is 116709 square feet. Besides, general store of the facility is 4860 square feet. Production process of the audited facility are Washing, Dry process and Finishing. Total employee of the facility is 960 with 300 female employees and 660 male employees including 310 nonproduction and management employees. Facility is producing all washing and dry process items. The facility's production has no definite peak season. The production capacity of the facility is 1500000 pieces per month. As per management interview, currently the facility has running production for the client. The facility management showed a positive attitude to this audit during the whole process. All documentation requested for review was provided timely. The facility management allowed conducting employee interview.

a positive attitude to this annual 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.

Emergency Preparedness Summary

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

- 1 Facility has enough exit.
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. Mr. Sharif Mahmud, Fire Safety Officer is responsible for fire safety and he conducts fire safety training.
8. Facility assembly point was in front of the facility building.
9. Facility has health and safety committee including 08 members who sits to discuss the safety issues of the facility including emergency preparedness system of the facility. Last meeting was conducted on 23-10-2019.
10. Facility conducts fire drill in every month. Last day shift fire drill was taken place on 13 November 2019 with participants of 596 .it took 4:00 minutes to evacuate all the employees.
11. Facility has 460 trained fire fighter's assigned floor wise, Where 100 from BGMEA, 360 from fire service and civil defense.
12. Facility has enough fire detecting and firefighting equipment's combined list is provided bellow-
DCP, CO2, foam, hydrant landing bulbs, lock cutter, helmet, fire hook, fire beater, fire alarm, fire alarm switch, fire gong bell, fire sprinkler head, Multidetector, Gasmask, fire blanket, hand gloves, fire blanket and others as required.
13. However, in some areas fire door installation process is in progress, automated fire/smoke detection system and fire alarm system installation process is in progress. Also, in some area's operational instruction of fire alarm switches found missing.

A6. AUDIT PROCESS

Audit pay period provided for review

Records	From	To
12 Months Payroll	01-11-2018	31-10-2019
12 Months Attendance	01-11-2018	31-10-2019
Special Comments	Not applicable	

Employee interview sampling

Individual	20
Group	2 groups of 5 members
Total interviewed	30

Payroll and attendance records sampling

Period	From	To	Peak Season	Records Reviewed
Current Period	01-10-2019	31-10-2019	No	20
Period 1	01-06-2019	30-06-2019	No	05
Period 2	01-02-2019	28-02-2019	No	05
Total				30

Other records reviewed

Personnel records

Security log book

Non-Production records

Legal Permits

Employee leave register

Health examination records

Other : All training, policies etc.

Machine maintenance records

Production records

Employment contracts

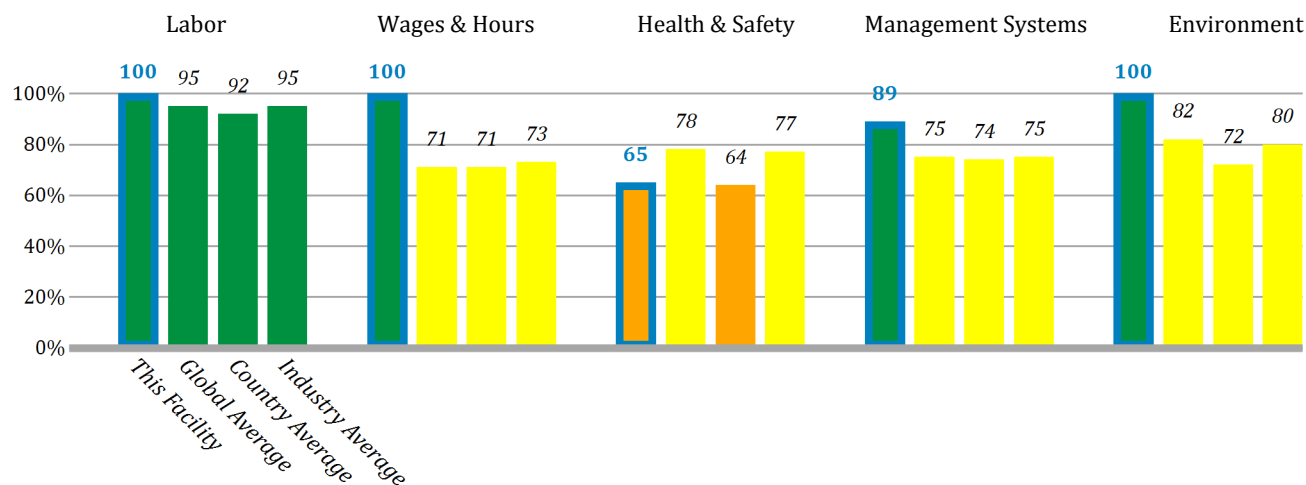
Social insurance documentation

Infirmery logs

B. KEY PERFORMANCE METRICS

B1. COMPARISON BENCHMARK

Current performance — Global average, Bangladesh average, Apparel average

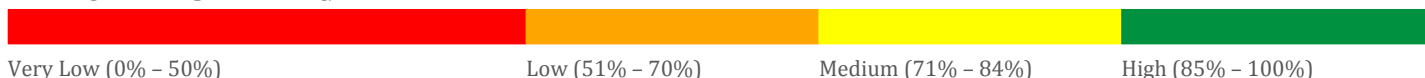


B2. PERFORMANCE TREND ANALYSIS

Section Name	Current (28-Nov-2019)	Last (Not Applicable)	First (11-Nov-2018)	Change (Current-Last)	Change (Current-First)
Labor	100	Not Applicable	100	Not Applicable	0 % ■
Wages & Hours	100	Not Applicable	86	Not Applicable	16 % ▲
Health & Safety	65	Not Applicable	71	Not Applicable	-8 % ▼
Management Systems	89	Not Applicable	89	Not Applicable	0 % ■
Environment	100	Not Applicable	100	Not Applicable	0 % ■
Overall Score	82	Not Applicable	83	Not Applicable	-1 % ▼

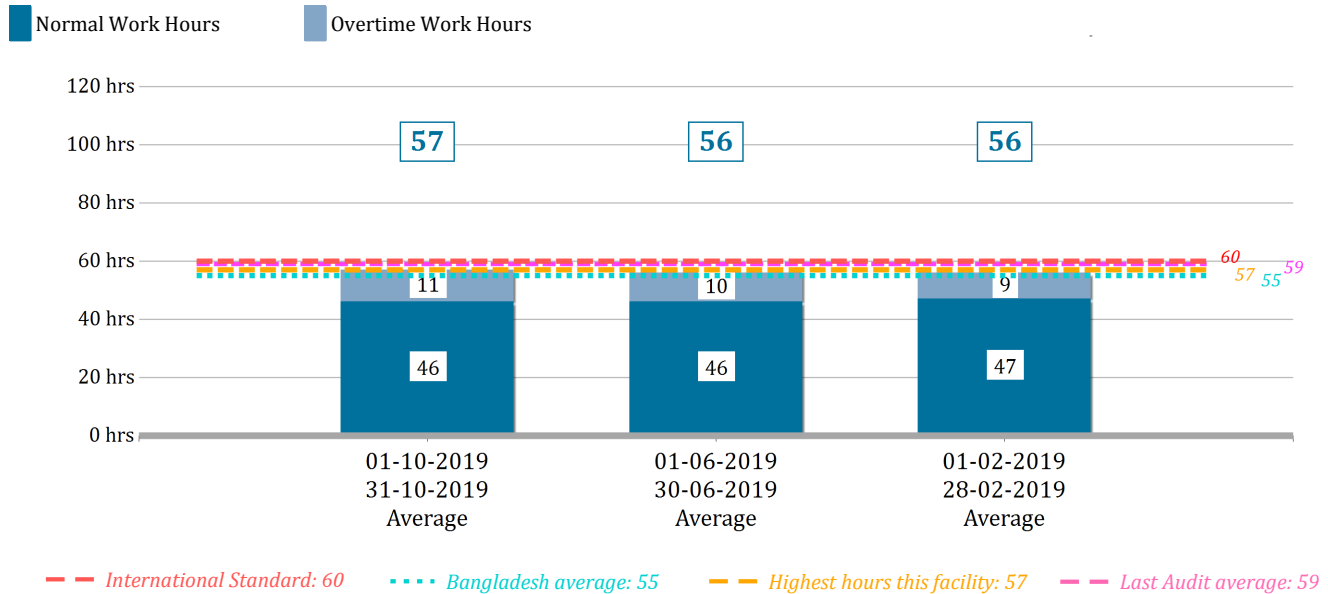
▲ Advancers ■ Constant ▼ Decliner

PERFORMANCE RATING

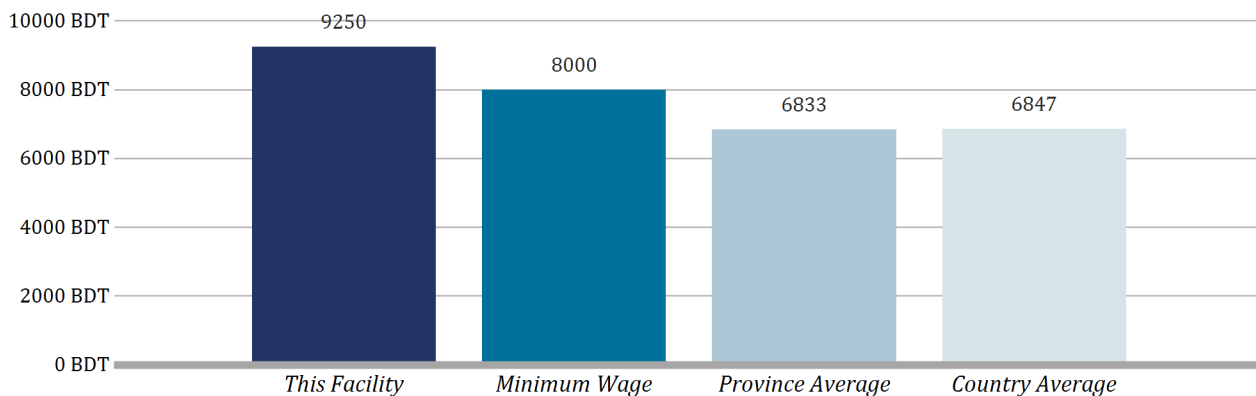


B3. WORKING HOURS AND WAGES

Average total hours worked weekly



Average wages paid in local currency (BDT)



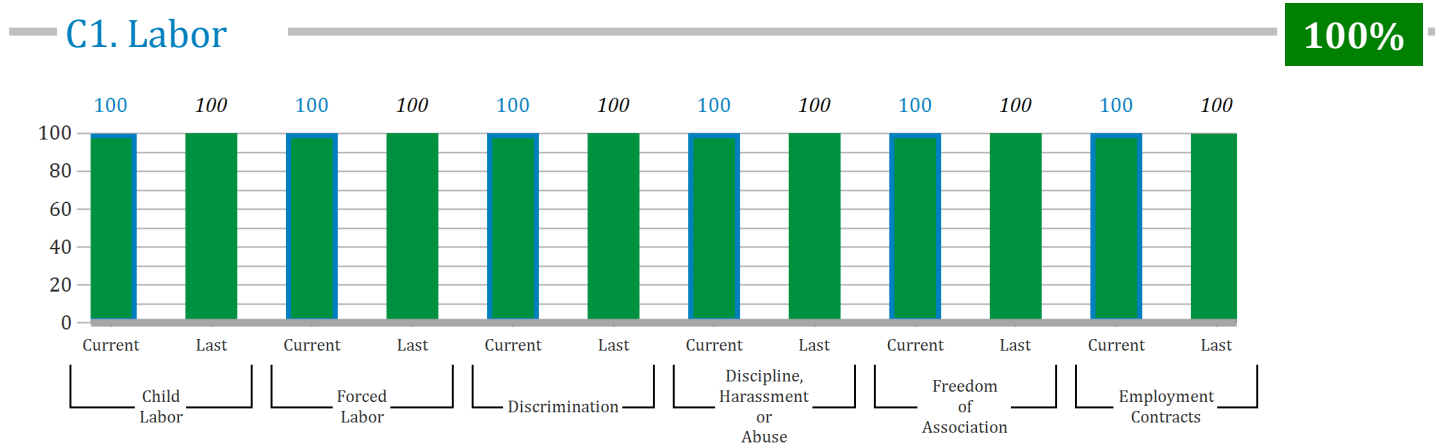
Special wage circumstances:

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

- (1) The facility is running in two shifts. Day shift hour is from 8:00 am to 5:00 pm and night shift hour is from 8:00 pm to 5:00 am with one-hour lunch break. The employees work from Saturday to Thursday. Friday is their weekly holiday.
- (2) Electronic swipe card 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. As per Circular from Bangladesh Labor and Employment Ministry; Facility can do 4 hours overtime in a day and 24 hours overtime in a week with the consent of employees which is valid till 16 April 2020.
- (4) All employees were getting their wages in a timely manner within 07 working days after completion of the month. Facility ensured 5% annual increment on basic wages to all employees whose are completed 1-year service in this facility.
- (5) based on document review (salary sheet, employee appointment letter), facility ensured minimum wages to all employees as per their grade/job designation. Facility has followed garments gazette for garments section employees. Facility provides minimum wages for garments worker BDT 8000.
- (6) Facility deducted only for unauthorized absent from their basic wages and BDT 10 for revenue stamp.
- (7) Facility provides festival bonus 2 times in a year during Eid ul Fitre and Eid ul Azha.
- (8) Facility paid wages to all employee monthly basis and calculation period 1 to 30/31 days i.e. calculated by every calendar month. Salary of last month (October, 2019) was paid on 07 November 2019.

C. PERFORMANCE DETAILS

Current (28-Nov-2019) Last (11-Nov-2018)



Additional Findings

Law Reference

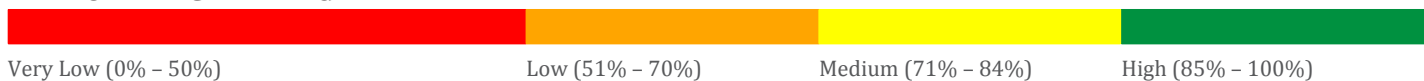
In Accordance with Bangladesh Labor Rules 2015, Rule 19(5):

Each owner will provide identity card with the photograph to each worker working in the firm at the costs of the owner as per Form-6.

Fining Details:

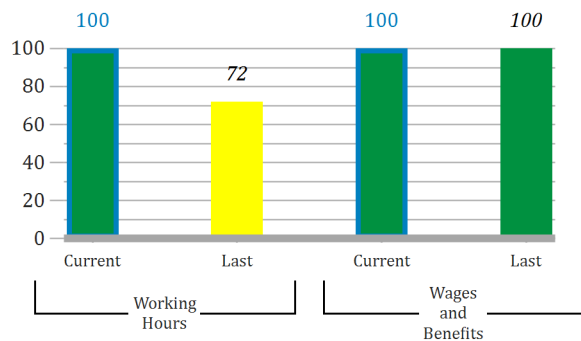
It was noted through Employee Identity Card (ID) review and management interview that facility issued Identity Card to all employees, but few required information / criteria viz. Employee signature, Blood group, Emergency Contact and NID number were not mentioned in the employee ID card for around 30% employees.

PERFORMANCE RATING



C2. Wages & Hours

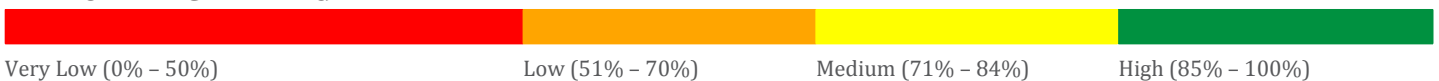
100%



Sub Section: Working Hours

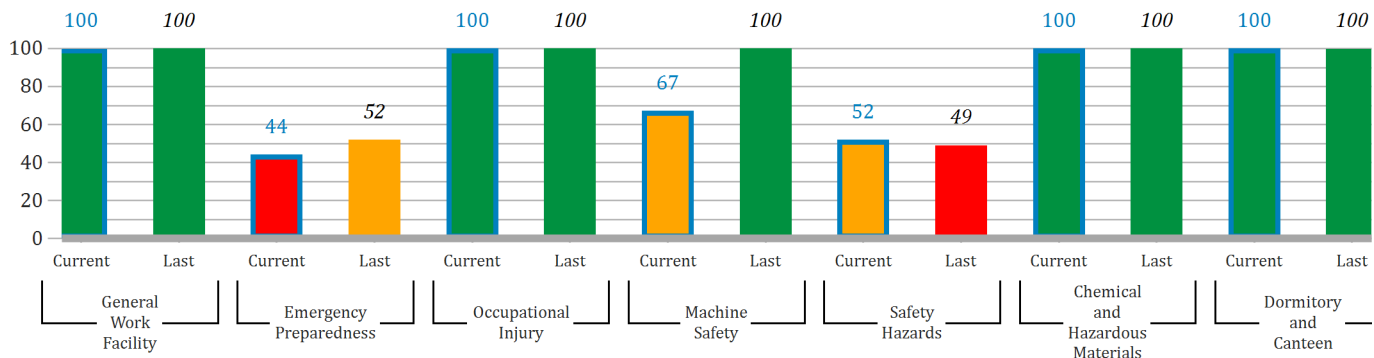
Status	Findings	% Global freq of compliance
● Corrected	123.00 : Previous Non-Compliance : The total weekly working hours (normal & overtime) are over 60 but less than 72 hours.	73%

PERFORMANCE RATING



C3. Health & Safety

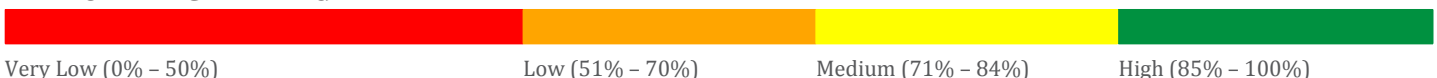
65%



Sub Section: Emergency Preparedness

Status	Findings	% Global freq of compliance
● Major	<p>180.01 : Fire alarm is not 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 facility did not install automated fire alarm system in the 2nd to 5th floor of building 3. However, facility installed fire sprinkler system in building 1 and 2 along with automated fire alarm system. Note that the installation process of automated fire alarm system is in progress in the building 3 and facility installed manual fire alarm system in the building 3</p> <p>Bangladesh Labour law, 2006, Section-62: BNBC 2006, Section-D 17.2 and D.17.2.D, D 17.1, 5.8.2</p> <p>(5) In every establishment there shall be provided effective and clearly audible means of giving warning in case of fire to every person employed therein. All buildings with a height of more than 20 M shall be equipped with fire alarm call point should in 22.5 Meter and the call box shall be installed 1 meter above the floor on the corridor or passage so that they are easily visible. All buildings with a height of more than 20 m shall be equipped with manually operated electrical fire alarm system and automatic fire alarm system The installation of automatic fire and smoke detection system shall be a necessity when the size, arrangement and occupancy of a building become such that a fire itself can not provide adequate warning to its occupants. a) Area up to 750 square meters shall be installed with automatic fire alarm system along with portable fire extinguishers. b) Area above 750 square meters shall be fitted with automatic sprinkler and/or automatic fire alarm system along with portable fire extinguishers.</p>	92%
● Moderate	<p>180.02 : Smoke detector is not properly installed throughtout the facility and/ or not regularly maintained.</p> <p>Auditor's comment Based on facility visit and management interview it was noted that facility did not install automated fire / smoke detection system in the 2nd to 5th floor of building 3. However, facility installed fire sprinkler system in building 1 and 2 along with automated fire alarm system. Note that the installation process of automated fire / smoke detection system is in progress in the building 3 and facility installed manual fire / smoke detection system in the building 3.</p> <p>Bangladesh National Building Code 2006, Chapter 4, 4.4. Bangladesh National Building Code 2006, Part:4, Section D 17.1, 5.8.2</p> <p>The installation of automatic fire and smoke detection system shall be a necessity when the size, arrangement and occupancy of a building become such that a fire itself can not provide adequate warning to its occupants. All buildings with a height of more than 20 m shall be equipped with manually operated electrical fire alarm system and automatic fire alarm system. a) Area up to 750 square meters shall be installed with automatic fire alarm system along with portable fire extinguishers. b) Area above 750 square meters shall be fitted with automatic sprinkler and/or automatic fire alarm system along with portable fire extinguishers.</p>	81%

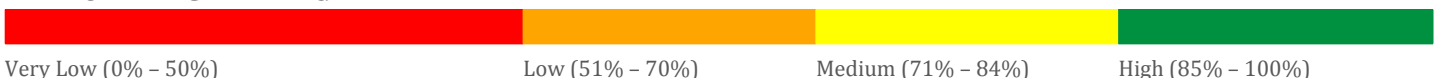
PERFORMANCE RATING



Sub Section: Emergency Preparedness

Status	Findings	% Global freq of compliance
● Corrected	180.04 : <i>Previous Non-Compliance</i> : Other fire service equipment required by law is not properly installed throughout the facility and/or regularly maintained Auditor's comment During audit other fire service equipments found equipment found as per requirements.	95%
● Moderate	184.00 : Not all fire fighting equipment is marked and equipped with operational instruction in a language understood by all employees Auditor's comment Based on facility visit and management interview it was noted that operational instructions was found missing for around 20% of fire alarm switches throughout the facility. 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;	96%
● Corrected	187.00 : <i>Previous Non-Compliance</i> : The facility emergency evacuation exit doors are not clearly marked Auditor's comment During audit all aisles mark found with marking.	84%
● Moderate	191.00 : The installation and design of all evacuation exit doors are not in compliance with local law Auditor's comment Based on facility visit and management interview it was noted that facility did not install fire resistant exit door in the generation room located at ground floor of building 3. Note that installation of fire-resistant exit door is in progress in the mentioned area. In accordance with Bangladesh Labor Rules 2015, Section 54(1,2, 10) (1) Each room of the factory building where more than 20 workers are engaged, there will be at least two exits in that case and these exits should be located in such way so that every person can reach with ease and without interruption from the workplace to the exit. (2) Such exits won't be located more than fifty meters off from the workplace of the workers and these won't be less than 1.15 meters in width and 2.00 meters in height. (10) There will be at least one window without grill that will be hinged so that one can come down with ladder or rope after opening the hinge in emergency situation and there will be a net of strong rope on the ground floor so that one can land on the net through rope in an emergency situation during the fire incident.	86%
● Corrected	196.00 : <i>Previous Non-Compliance</i> : Stairways and emergency evacuation exits are not equipped with railing to protect employees from falling Auditor's comment Based on facility visit it was noted that both side hand rail (wall side) found in all stair case.	97%

PERFORMANCE RATING



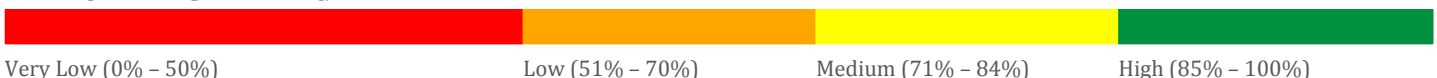
Sub Section: Machine Safety

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 visit it was noted that: -around 15% of employees working near the destroy section are not using earplug located at 3rd floor of building 1. - around 20% of employees working in the PP spray area are not using earplug located at 3rd floor of building 2.</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>232.00 : Special appliances such as boilers, unfired pressure vessels, and furnaces have not been registered and affixed with a registration certification</p> <p>Auditor's comment Based on generator waiver certificate review and management interview it was noted that, facility generator waiver certificate expired from 11 November 2019. In the generator room there are 4 generators (2 with 966 KW power generator capacity under the license of Paradise washing Plant Ltd. and 2 with 816 KW power generator capacity under the license under the license of Ananta Jeanswear Ltd). Note that facility applied for renewal of 4 generators on 23 October 2019 to the concern authority.</p> <p>Energy Regulatory Commission Act, 2003 (Act No. 13 of 2003), (Chapter 6), Licenses shall be issued by the Commission for the following activities: power generation; energy transmission; distribution and marketing of energy; supply of energy; and, storage of energy.</p> <p>The Boilers Act, 1923, Section 6, Prohibition of the use of unregistered or uncertified boiler- Save as otherwise expressly provided in this Act, no owner of a boiler shall use the boiler or permit it to be used— Unless it has been registered in accordance with the provisions of this Act. Unless a certificate or provisional order authorizing the use of the boiler is for the time being in force under this Act.</p>	85%

PERFORMANCE RATING

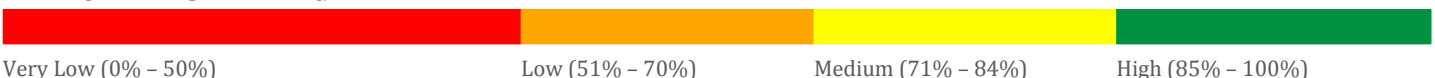


Sub Section: Safety Hazards

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 certificate of 07 out of 07 electrician expired on 4 April, 2018 and 19 March 2019 respectively.</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%
● Corrected	<p>240.00 : <i>Previous Non-Compliance</i> : The facility (including construction projects) does not have all of the building permits and/or fire safety permits as per the legal requirements</p> <p>Auditor's comment Based on site tour, documents review and management interview, it was noted that all buildings are found approved from concern authority.</p>	73%

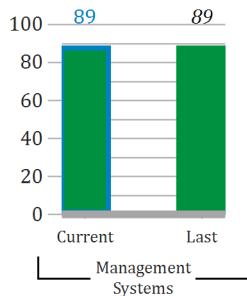
Additional Findings	
<p>Law Reference</p> <p>In Accordance with Bangladesh Labor Rules 2015 55(11):</p> <p>The members of firefighting team, rescue team and first aid team must wear the prescribed uniform while conducting their respective operations and the dress code shall be as follows:</p> <p>(a) Firefighting team: Yellow colored apron, in rear of which 'FIRE' shall be written in red color.</p> <p>(b) Rescue team: Yellow colored apron, in rear of which 'RESCUE' shall be written in red color.</p> <p>(c) First aid team: White colored apron, in rear of which 'FIRST AID' shall be written in red color.</p> <p>Finding Details</p> <p>Based on facility tour it was noted that fire fighters were not using their respective dress code throughout the facility.</p>	

PERFORMANCE RATING



C4. Management Systems

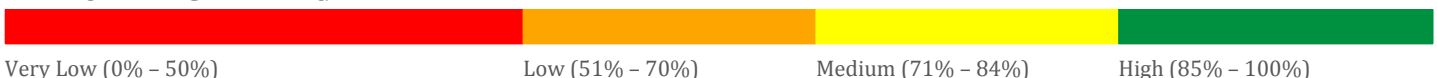
89%



Sub Section: Management Systems

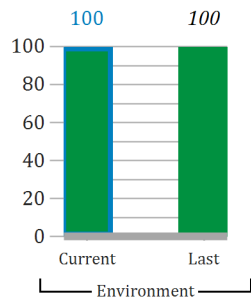
Status	Findings	% Global freq of compliance
● Minor	<p>296.03 : The facility has comprehensive employment practice processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented</p> <p>Auditor's comment The facility has comprehensive employment practice processes and procedures in a written manual that support adherence to social compliance requirements but Employee Identity card not updated.</p>	81%
● Corrected	<p>296.04 : <i>Previous Non-Compliance</i> : 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 No nonconformities found regarding working hour and wages management. As per document review and workers interview, workers are receiving minimum wages according to local law.</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 Based on document review, facility visit, employee and management interview, the facility has comprehensive processes and procedures in a written manual to support the implementation of the emergency preparedness procedures but they are not all being properly implemented as in some area smoke detection system and fire alarm system not installed and fire door not installed in some area, operational instruction missing for some fire alarm switches and some employees not wearing designated apron</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 Based on document review, facility visit and management interview, the facility has comprehensive processes and procedures in a written manual to support the implementation of the employee safety procedure like occupational injury, machine safety and safety hazards but they are not all being properly implemented as some employees not using PPE, Generator waiver expired and technical competency certificate of electricians expired.</p>	51%

PERFORMANCE RATING



C5. Environment

100%



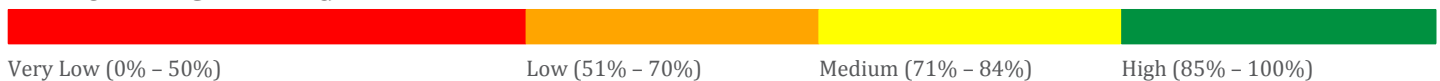
% Global Frequency of Compliance: Represents the implementation percentage performance of all suppliers participating in the WCA Community globally for each issue

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%
Fire alarm is not installed throughout the facility and/ or not regularly maintained	Major	92%
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 installation and design of all evacuation exit doors are not in compliance with local law	Moderate	86%
Special appliances such as boilers, unfired pressure vessels, and furnaces have not been registered and affixed with a registration certification	Moderate	85%
Smoke detector is not properly installed throughout the facility and/ or not regularly maintained.	Moderate	81%
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	Minor	81%
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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