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Auditee :	<b>A One Polar Ltd.</b>
Audit Date From :	<b>30/01/2018</b>
Audit Date To :	<b>31/01/2018</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the amfori BSCI platform</b>
Auditing Company :	<b>UL-RS</b>
Auditor's Name(s) :	<b>Prince ASM Hassan Imam(Lead), Tahera Aktar Banu, Amatullah Nur A Marzan</b>
Auditing Branch (if applicable) :	

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



Rating	A combination of ratings per Performance Area where:	Consequence
<b>A</b> <b>Very Good</b>	<ul style="list-style-type: none"> <li>Minimum 7 Performance Areas rated A</li> <li>No Performance Areas rated C, D or E</li> </ul> These are three examples: A B B B A A A A A A A B B B B B B B	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
<b>B</b> <b>Good</b>	<ul style="list-style-type: none"> <li>Maximum 3 Performance Areas rated C</li> <li>No Performance Areas rated D or E</li> </ul> These are three examples: A A A A A A B B B B B B B A A A A A B B B B B B B C B B B B B B B B B B C C C	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
<b>C</b> <b>Acceptable</b>	<ul style="list-style-type: none"> <li>Maximum 2 Performance Areas rated D</li> <li>No Performance Areas rated E</li> </ul> These are three examples: A A A A A A A A C C C C A A A A A B B B C C C D C C C C C C C C C C D D	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
<b>D</b> <b>Insufficient</b>	<ul style="list-style-type: none"> <li>Maximum 6 Performance Areas rated E</li> </ul> These are three examples: A A A A A A A A A A D D D A A A B B B C C C D D D E D D D D D D D E E E E E E	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
<b>E</b> <b>Unacceptable</b>	<ul style="list-style-type: none"> <li>Minimum 7 Performance Areas rated E</li> </ul> These are three examples: A A A A A A E E E E E E E A A B B C D E E E E E E E E E E E E E E E E E E E	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
<b>Zero Tolerance</b>	A Zero Tolerance issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)	Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.

**Main Auditee Information**

Name of producer :	<b>A One Polar Ltd.</b>		
DBID number :	<b>339785</b>		
Audit ID :	<b>117297</b>		
Address :	<b>Awkhabo,Vulta, Rugganj Narayanganj</b>		
Province :	<b>Dhaka</b>	Country :	<b>Bangladesh</b>
Management Representative :	<b>Mr. Md. Shahed Hossain - Deputy General Manager (HR, Admin &amp; Compliance)</b>		
Contact person:	<b>Ms. Sinthia Afroz</b>	Sector :	<b>Non-Food</b>
Industry Type :	<b>Textiles, clothing, leather</b>	Product group :	<b>Apparel</b>
Product Type :	<b>Knit 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 type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced <input checked="" type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No	
Audit extent (if applicable) :	none	
Audit interferences or contingencies (if applicable) :	none	
Overall rating :	C	
Need of follow-up :	Yes	If YES, by : 31/01/2019

**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
D	A	A	A	B	D	A	A	A	A	A	A	A

**Executive summary of audit report**

This initial social compliance audit for the factory A One Polar Ltd. was conducted on two days on January 30, 2018 and January 31, 2018 based on the Amfori BSCI Code of conduct of 2014 and local law on announced basis. Total audit was 4.5 man-days onsite and 0.5 man-day for report writing. Three auditors Hassan Imam Prince (Lead Auditor), Tahera Banu (Team Auditor) and Amatullah Marzan (Team Auditor) on January 30, 2018, and two auditors Hassan Imam Prince (Lead Auditor), Tahera Banu (Team Auditor) on January 31, 2018 assessed the factory on announced with window basis. The main products of this auditee is knit items its 100% export oriented facility. The auditee incorporated in the year 2003. The factory is located at Awkhabo, Vulta, Rugganj, Narayanganj, Narayanganj Dhaka 1462, Bangladesh.

Opening meeting: The auditor reached at the factory on January 30, 2018 and received by the factory management. The auditor conducted an opening meeting with management and workers representative of this factory below -  
 Mr. Shahed Hossain – Deputy General Manager (HR, Admin & Compliance); Ms. Sinthia Afroz – Deputy Manager, Compliance; Mr. Binoy Krishna Naha – Deputy Manager (Human Resource); Mr. Md. Masud Rana – Jr. Executive (Compliance); Ms. Rubina and Mr. Abdullah Al Bulbul – Worker Representative.  
 Closing meeting:

The management provides the permission to do all the audit process including document review, workers interview, health and safety walk through and to take photos. After finishing all the audit process a closing meeting was conducted on the second day of audit on January 31, 2018 with factory management and workers representative below-  
 Mr. Shahed Hossain – Deputy General Manager (HR, Admin & Compliance); Ms. Sinthia Afroz – Deputy Manager, Compliance; Mr. Binoy Krishna Naha – Deputy Manager (Human Resource); Mr. Md. Masud Rana – Jr. Executive (Compliance); Ms. Rubina and Mr. Abdullah Al Bulbul – Worker Representative.  
 The management informed that they agreed with all the observation and will try to remove these observation as early as possible. Finally the management, representative and auditor signed the onsite findings report.

Building description:

**Building & Floor Wise Description**

IN the audited facility there are two factories in the same premises A One Polar Ltd. and Micro Trims Ltd.

Building 1 is two storied: Knitting & garments building.

Ground floor. (Accord audited building) Knitting, Finished Goods store, Yarn store, Time section, Maintenance office, Knitting office, embroidery, collar cuff, Screen printing, Tipping draw-string & accessories store. Total area 122,030square feet

1st Floor: Garments finishing, Conference hall (for production). Seminar room, Welfare's office, Inspection offices, finished goods store & finishing office.

Total area 104,180 square feet

Office building.

Ground floor: General store & Mosque. Total area 12,640 square feet

1st floor: Office, Staff Canteen, Conference room Total area 12,640 square feet

2nd floor: Office, Design Studio, IT Server room Total area 12,640 square feet

3rd floor: Office, Conference room Total area 12,640 square feet

Inspection building.

Ground floor: Health Centre, Child care room, Office. Total area 3,000 square feet

1st floor: Office Total area 3,000 square feet

2nd floor: Office Total area 3,000 square feet

3rd floor: Office Total area 2,000 square feet

ETP building.

Ground floor. ETP & Office Total area 21,000 square feet

Building 4

1st floor: Workers canteen Total area 17,000 square feet

2nd floor: Workers canteen Total area 17,000 square feet

Towin Tower -2

Ground floor. Finished goods ware house Total area 40,755 square feet

1st floor: Sewing Total area 40,755 square feet  
 2nd floor: Sewing Total area 40,755 square feet  
 3rd floor: Sewing Total area 40,755 square feet  
 4th floor: Store, cutting section Total area 40,755 square feet  
 5th floor: Cutting Total area 40,755 square feet  
 6th floor: Yarn store Total area 40,755 square feet  
 Twin Tower -1.  
 Ground floor: (Accord audited building) Ware house, Accessories section Total area 29,400 square feet  
 1st floor: Sewing Total area 29,400 square feet  
 2nd floor: Sewing Total area 29,400 square feet  
 3rd floor: Sewing Total area 29,400 square feet  
 4th floor: Fabric store Total area 29,400 square feet  
 5th floor: Cutting section Total area 29,400 square feet  
 6th floor: Cutting section, Fabric store Total area 29,400 square feet  
 Pond tower building  
 Ground floor: Washing, Chemical Store Total area 22,650 square feet  
 1st floor: Knitting Total area 22,650 square feet  
 2nd floor: Knitting Total area 22,650 square feet  
 3rd floor: Knitting Total area 22,650 square feet  
 4th floor: Fabric store Total area 22,650 square feet  
 5th floor: Fabric store Total area 22,650 square feet  
 6th floor: Fabric store Total area 22,650 square feet  
 7th floor: Fabric store Total area 22,650 square feet  
 North West Tower-  
 Ground floor: Brush sueding Total area 14,000 square feet  
 1st floor: Batch section & Tumble dryer Total area 14,000 square feet  
 2nd Floor: Fabric store Total area 14,000 square feet  
 3rd floor: Fabric store Total area 14,000 square feet  
 4th Floor: Placement printing Total area 14,000 square feet  
 5th Floor: Doubling & twisting Total area 14,000 square feet  
 6th Floor: Placement printing Total area 14,000 square feet  
 7th Floor: Placement printing Total area 14,000 square feet  
 W.T.P / Lab Building - Ground floor W.T.P Total area 4,500 square feet  
 1st floor Winding section & Office Total area 4,500 square feet  
 2nd Floor Dyeing LAB Total area 4,500 square feet  
 Yarn dyeing building  
 Ground floor: RF dryer section Total area 6,840 square feet  
 1st floor: Winding section Total area 6,840 square feet  
 2nd Floor: Winding section Total area 6,840 square feet  
 3rd floor: Doubling & twisting Total area 6,840 square feet  
 4th Floor: Doubling & twisting Total area 6,840 square feet  
 Overhead tank building –  
 (Ground floor, 1st, 2nd & 3rd Floor)  
 Ground floor - Wash room.  
 1st floor-air dryer.  
 2nd floor- unusual store.  
 3rd floor-Water tank.  
 Old WTP building –  
 Ground floor - WTP.  
 1st Floor- Store  
 Roof top (Generator Cooling tower)  
 Shed 1: Yarn dyeing shed Yarn dyeing Total area 6,000 square feet  
 Shed 2: Printing Shed All over Printing, Rotary Printing, Chemical store, Stanter machine, washing machine, Loop Steamer machine Total area 66,461 square feet  
 Shed 3: Utility shed. Generator, Compressor, Boiler, EGB boiler, Sub-Station, Maintenance Office. Total area 42,801 square feet  
 Shed 4: Dyeing finishing shed - Dyeing finishing & GM - AOPL Office Total area 48,330 square feet  
 Shed 5: Dyeing shed: Dyeing & Dyeing sample Total area 33,240 square feet  
 Shed 6: Poly shed Micro trims. Woven label, Poly, Gam tape & Temp. yarn store. Total area 14,160 square feet.  
 Incorporation in the year 2004 No. C53403(68)/2004  
 Factory License: 13988/Narayangonj Category "L", Valid till June 30, 2018  
 Fire License: DD/Dhaka/ 20968/2008, total area coverage 1454891 square feet. for M/S A One Polar Ltd. Valid till June 30, 2018  
 Boiler license: Ba. Bo. 8013 valid till May 29, 2018; Ba. Bo. 6086 valid till May 28, 2018; Ba. Bo. 9056 expired on January 07, 2018 however, applied on dated January 01, 2018. and Ba. Bo. 9176 valid till February 27, 2018.  
 Group Insurance Records: reviewed and found applied on January 21, 2018. BKMEA: 1541-B/2009.  
 Latest Drinking Water Test Report: Done from icddr on dated April 20, 2018 Test report no. APR1708485 where it was mentioned total hygienic practice maintained according to Environmental Protection Agency (EPA), USA.  
 Trade license: 258/2017-2018. Issue date August 07, 2016, Valid till June 30, 2018  
 Environmental Clearance Certificate valid till September 07, 2018 with category "Red".  
 Acid storage and use permission 02/2014-2015 issued on June 17, 2015.  
 Doctor: Dr. Fatema Sohani, Dr. Md. Ariful Islam and Ms. Kamrun Nahar.  
 Electrician: 10 electricians and all have valid permits.  
 Boiler operator: Md. Ismail, Certificate no. 2010/53/3134/ 2010; Rezaul Karim, Certificate no: 245/1738/2005;  
 Medical Assistant: Ms. Shamima Nasrin, Nigar Siltana and two more.  
 Fire safety officer: Md. Rofuqu Islam Ex Navy officer  
 Workers Participation Committee: Members are elected, Election was done on October 30, 2016. Last meeting was held on dated December 31, 2018. Meeting held on two months interval.  
 H&S Committee: Formed by consent of Participation Committee members on dated November 26, 2016. Last meeting was held on January 22, 2018  
 Fire Drill record: Latest on December 28, 2017, time required 2:50 minutes to evacuate and total 8968 persons present on the drill for all four factories.  
 Night fire drill conducted on November 05, 2018 time required 1:55 minutes total 775 employee present.  
 Training records for fire fighters: 480 persons trained on firefighting from Fire Service and Civil Défense Authority. Latest training for fire fighters on December 04, 2017. However, internal training provided for all employee on schedule basis.

Training records on First Aider: First aider total 152 nos. Provided latest training on 3 to 5 October, 2017 period.  
Layout plan approval: Serial no: 2019, approval taken on November 28, 2017. Approved by Chief Factory inspector of Narayangonj.  
Medical room attendant's personal file / Doctor's personal file: Reviewed.  
Agreement with the Hospital/ clinic: US Bangla Medical College Hospital, House 17, Kornoogop, Rupgonj, Narayangonj.  
Training record on PPE: Latest training provided on January 09, 2018,  
Chemical Handling: December 11, 2017.  
Workers Service book: Verified for sample employees  
Accident & Injury record: Reviewed, only some minor injury recorded.  
Personal file / ID cards/Appointment / Age proof records / Employment Contract Agreement: Verified for sampled employee.

Time cards / records: Reviewed for the months of October, November, and December 2017.  
Payroll sheets & Overtime payment records: Reviewed for the months of October, November, December 2017.  
Copy of pay slips/ Copy of overtime slips: Reviewed for the months of October 2017, November 2017 and December 2017.  
Festival Bonuses records: Eid Ul Fitar 2017  
Maternity benefit payment documents & Register: Reviewed.  
Leave documents: review for samples.  
Festival holiday list: For the year 2017 and 2018  
Environmental Impact Assessment in April 2015

Note 1: According to appointment letter total manpower showing 9802 however, on the day of audit, there are 9307 employees as reported. The auditee could provide the total manpower status for 9307 in production structure. As per the management, when filling out appointment letter, the auditee made some miscalculation of manpower and so this discrepancy occur.

**Ratings Summary**



Auditee's background information			
Auditee's name :	<b>A One Polar Ltd.</b>	Legal status :	<b>Private Limited Company</b>
Local Name :	<b>A One Polar Ltd.</b>	Year in which the auditee was founded :	<b>2004</b>
Address :	<b>Awkhabo,Vulta, Rupganj</b>	Contact person (please select) :	<b>Ms. Sinthia Afroz</b>
Province :	<b>Dhaka</b>	Contact's Email :	<b>compliance.aopl@mfgbd.net</b>
City :	<b>Narayanganj</b>	Auditee's official language(s) for written communications :	<b>Bangla</b>
Region :	<b>South Asia</b>	Other relevant languages for the auditee :	<b>English</b>
Country :	<b>Bangladesh</b>	Website of auditee (if applicable) :	<b>www.mfgbd.net</b>
GPS coordinates :	<b>Latitude: 23.81589   Longitude: 90.539963</b>	Total turnover (in Euros) :	<b>2267984.07</b>
Sector :	<b>Non-Food</b>	Of which exports % :	<b>100.00</b>
Industry :	<b>Textiles, clothing, leather</b>	Of which domestic market % :	<b>0.00</b>
If other, please specify :		Production volume :	<b>150000 pieces per month</b>
Product Group :	<b>Apparel</b>	Production cost calculation :	<b>Yes</b>
If other, please specify :		Lost time injury calculation cost :	<b>No</b>
Product Type :	<b>Knit Garments</b>		

Auditee's employment structure at the time of the audit			
Total number of workers :	<b>9802</b>	Total number of workers in the production unit to be monitored (if applicable) :	<b>0</b>
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	<b>6371</b>	<b>3431</b>	
Temporary workers	<b>0</b>	<b>0</b>	
In management positions	<b>65</b>	<b>10</b>	
Apprentices	<b>0</b>	<b>0</b>	
On probation	<b>0</b>	<b>0</b>	
With disabilities	<b>0</b>	<b>0</b>	
Migrants (national citizens)	<b>0</b>	<b>0</b>	
Migrants (foreign citizens)	<b>0</b>	<b>0</b>	
Workers on the permanent payroll	<b>6371</b>	<b>3431</b>	
Production based workers	<b>1592</b>	<b>857</b>	
With shifts at night	<b>447</b>	<b>0</b>	
Unionised	<b>0</b>	<b>0</b>	
Pregnant	<b>-</b>	<b>5</b>	
On maternity leave	<b>-</b>	<b>7</b>	

**Finding Report**



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

Full Audit [Audit Id - 117297] Audit Date: 30/01/2018 PA Score: D

Deadline date:30/05/2018

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

The facility has adopted a comprehensive social compliance policy and appointed a senior management personnel for the implementation of BSCI system. Senior management is well versed with the requirement of new BSCI code of conduct and maintain the appropriate records. Facility has done supply chain and stake holder mapping and made them sign Terms of Implementation and BSCI Code of Conduct. However, gaps have been identified in implementation-  
 "The auditor has offered onsite report in local language, however the management informed its not required as they are fluent in English"

- 1.1 - Based on the satisfactory evidence, the main auditee partially respects this principle because few gaps have been identified in the separate performance areas by the auditors and corrected by the management on the audit day, such as removing partial blockage from some of the fire extinguishers, first aid kits provided to some of the first aid boxes where insufficient, fire alarm operating instruction provided at winding section, exposed wire removed at construction site, wastage drums removed. However, these issues can be avoided by developing internal procedures to integrate the BSCI Code of conduct into day-to-day business practices. [In Accordance with BSCI Code 1.1]
- 1.4 - Based on the satisfactory evidence it was noted that auditee partially respect this principal. Factory has their own production plan however the overall capacity plan of the factory is not developed in a way so that overtime can be avoided or controlled. Reviewed last three months sample overtime found excessive and repeated in all three months. Moreover, there is no contingency plan developed to meet the urgent need to achieve the production target. [BSCI requirement 1.4]

**Remarks from Auditee:**

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

Full Audit [Audit Id - 117297] Audit Date: 30/01/2018 PA Score: A

Deadline date:

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

The factory has established good management practices that involve workers and their representatives. There is information exchange on workplace issues by conducting regular meeting with workers representative and management to make workers aware of their rights and responsibilities. The auditee provide training to make competence for the mid-level managers and manager, workers and workers representatives to successfully implement the BSCI code of conduct. There is a system of effective operational-level grievance mechanism for individuals and communities. Based on the satisfactory evidence it was noted that auditee fulfills the requirement of this performance area.

**Remarks from Auditee:**

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

Full Audit [Audit Id - 117297] Audit Date: 30/01/2018 PA Score: A

Deadline date:

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

During audit it was observed that, the auditee fulfill the requirements of this performance area. During audit it was noted through interaction with factory management, interview with workers and documents review that, the factory does not have labor union/collective bargaining agreements but they formed a PC (Participation Committee) through election. Interviewed workers were aware about the activities. Factory management has an open policy to form or joins union independently. PC members are not discriminated and all PC members have right to raise their voice. Factory management conducts Participation Committee meeting on regular basis. Workers are free to raise and inform their grievance to the management directly or through the members of PC (Participation Committee). Members of PC (Participation Committee) also informed that they are not discriminated from any benefits or free movements in workplace.

**Remarks from Auditee:**



<b>Performance Area 4 : No Discrimination</b>	
Full Audit [Audit Id - 117297] Audit Date: 30/01/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> There is satisfactory evidence that the auditee takes the necessary measures to avoid or eradicate discrimination in the workplace. This evidence is collected from documents review, management and workers interview. The auditee takes the necessary preventive measures to ensure workers are not disciplined, dismissed or discriminated against because of their complaints against infringements of their rights, this is confirmed by worker's representative interview. There is reported preventative and remedial measures so workers are not harassed or disciplined on any grounds of discrimination. Based on satisfactory evidence it was noted that the main auditee fully respects this Performance Area.	
<b>Remarks from Auditee:</b>	
<b>Performance Area 5 : Fair Remuneration</b>	
Full Audit [Audit Id - 117297] Audit Date: 30/01/2018 PA Score: B	Deadline date:30/03/2018
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> The auditee complies with the government's minimum wage legislation 2013 which is the legal notice for this industry based minimum wages. The wages are reportedly paid regularly in a timely manner and fully in legal tender. The level of wages reflects the skills and education of workers as per the minimum wage 2013 rules. All the social benefits as group insurance, bonus are provided as per the government rules. The sample employees deductions are found as prescribed by the law. However, gaps have been identified in implementation- <b>5.4 -</b> Based on the satisfactory evidence it was noted that factory management is partially complying with the requirements of BSCI as per questionnaire point 5.4 as decent living wage calculation has not been done by the auditee. However, auditee has start survey on the worker regarding the living wage of the factory. [BSCI requirement 5.4] <b>5.5 -</b> Based on the satisfactory evidence it was noted that auditee partially respects this principal. During review it was noted that Group insurance certificate has not been obtained by the factory yet now. However, facility has applied the same on January 21, 2018 to Bangladesh Knitwear Manufacturer and Exporters Association. [Bangladesh Labour Code (2006), Amendment (2013), Sec.99]	
<b>Remarks from Auditee:</b>	
<b>Performance Area 6 : Decent Working Hours</b>	
Full Audit [Audit Id - 117297] Audit Date: 30/01/2018 PA Score: D	Deadline date:30/05/2018
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> There is satisfactory evidence that the auditee does not require more than 48 regular working hours per week. The auditee request of overtime which is in line with the requirements of BSCI requirement. The auditee grants workers the right to resting breaks of 1 hour in every working day as per the local law. It is also found auditee grants workers the right to at least one day off in every seven days. Auditee partially fulfills the requirement of this performance area as working hour and consecutive working days found violating the local law. <b>6.2 -</b> 1. Based on the satisfactory evidence it was noted that auditee partially respects this principal. 25% of total workers of the factory are paid at piece rate and those piece-rated workers are not getting any premium rates or overtime rates after regular working eight hours of working in the factory. [Bangladesh Labour Code (2006), Sec.108] 2. Based on the satisfactory evidence it was noted that auditee partially respects this principal. During review of time record and payroll record it was noted that overtime exceeded the limit of monthly 104 hours in all three sample months. 16 out of 36 sampled employees worked more than 104 hours in the month of December 2017. The highest monthly overtime observed 144 hours in December 2017. 13 out of 18 sampled employees worked more than 104 hours in the month of November 2017. The highest monthly overtime observed 138 hours in November 2017. 14 out of 18 sampled employees worked more than 104 hours in the month of October 2017. The highest monthly overtime observed 215 hours in October 2017. [In accordance to the powers of exemption under Section 324 of the Bangladesh Labour Code (2006) has issued a notification in public interest in the official gazette dated October 18, 2012 exempting all export-oriented readymade garments manufacturing factories from the provisions of Sec. 100 & Sec. 102.] <b>6.4 -</b> Based on the satisfactory evidence it was noted that auditee partially respects this principal. During review of time record and payroll record, it was noted that weekly rest is not ensured for the workers in all the sampled months. It was noted that 10 out of 36 sample workers in the month of December 2017 worked 16 to 31 days. 12 out of 18 sample workers work 16 to 30 in the month of November 2017. 03 out of 18 sample workers found work 16 to 30 days in the month of October 2017. However, facility has paid overtime for those weekly off day work for all workers. [Bangladesh Labor Rules 2015-Chapter Nine- Working Hours and Leave-Section-101]	
<b>Remarks from Auditee:</b>	

<b>Performance Area 7 : Occupational Health and Safety</b>	
Full Audit [Audit Id - 117297] Audit Date: 30/01/2018 PA Score: A	Deadline date:15/02/2018
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>The factory has developed a management system for safety. The factory continuously seeks to improve workers' protection in by carrying out risk assessments. The auditee regularly provides trainings for preventing injury. The factory implements control measures to avoid hazardous exposure. The factory posted signs and warnings. There is system for reporting accidents and injuries with analysis to avoid in future. The auditee has installed properly working firefighting equipment. The general escape routes are found accessible and clearly marked with evacuations plans in relevant places. The factory ensures safeguards for machine parts. There are first-aid and full time medical facility provided. The factory maintains emergency procedures to deal trauma or serious illness with an agreement hospital. The auditee provides potable water and the rest rooms are found clean with running water with privacy. The factory maintains acceptable temperature, humidity, space, sanitation, illumination which are reportedly adequate for the health and safety of workers. Dormitory and transportation are not provided by the auditee for the workers. However, gaps have been identified in implementation- Note 1: During plant tour health center found under renovation and the sick beds are found not in proper condition. However, all other medical treatment found in well enough and functional condition. Considering the overall situation auditor consider this issue not as a findings rather put a note. Moreover, auditee informed that the Health center will be ready in a few days after renovation work is finished. Note 2: The height for 1 out of 5 exit doors found less 75 inches instead of 78 inches as per law at ground floor northwest side of building #1. However retrofitting work is in progress and knitting section will be shifted within short time to their another building informed by management.</p> <p>7.1 - Based on satisfactory evidence, it was noted that auditee partially respects this principle- Approved floor layout plan found not matching with the current floor. Two chemical warehouses at Yarn dyeing building # 10 are not showing in the approved layout plan and facility set up temporarily set printing quality table section at 4th floor of Northwest Tower building #8 which is not mentioned in the approved layout plan and currently changed their re-coning section at 5th floor Northwest Tower building #8 and set up fabric store which is not mentioned in the approved layout plan. [Bangladesh Labor Rules 2015-Chapter Nineteen-353]</p> <p>7.6 - Based on the satisfactory evidence it was noted that auditee partially respects this principal. PPE is not used by randomly checked workers observed during plant tour. Approximately 8 embroidery operators are not using ear plug , approximately 10 knitting operators are not using ear plug in knitting section located at ground floor of building #1, 1 out of 2 welding operators is not using eye glass in front of the pond tower building and 3 wash operators are working without gloves or appropriate mask located at pond tower building located at ground floor, 1 out of 3 spot operators is not using gloves while spraying the chemical in the ground floor located at building #1 , 5 out of 7 sample Chemical operators in chemical store located at printing shed are working without using proper masks, gloves, shoes, 6 out of 10 sample printing operators are working without using masks in printing section at printing shed, 4 out of 7 sample winding operators are not using ear plug during work at 1st floor to 4th floor in building -10, 10 out of 15 over-lock operators are not using dust mask in the sewing section 1st &amp; 2nd floor of Twin tower building #1 &amp; 2, and 8 out of 12 sample cutting operators at cutting section at 5th and 6th floor of Twin Tower-1, 4th and 5th floor of Twin Tower-2 observed working without using masks, 6 out 10 sample dyeing operators are working without using proper personal protective equipment at dyeing section in dyeing shed. [Bangladesh Labour Code (2006), Amendment (2013),78(a). Mandatory use of personal protective equipment.]</p> <p>7.7 - Based on the satisfactory evidence it was noted that auditee partially respects this principal. Approximately 30 chemical drums are observed without secondary containment and labeling in the washing section located at ground floor of pond tower building and 40 chemical drums are kept under open air without secondary containment in between Twin tower-1 and Twin tower-2.</p> <p>7.16 - Based on the satisfactory evidence it was noted that auditee partially respects this principal. Evacuation plot plan does not match with current floor plan at 4th and 5th floor of North West Tower building, 4th floor of Twin tower -2. Evacuation plan showed the floor is used as store while currently the floor is used as cutting section and accessories store. In addition, evacuation plan found missing at old WTP building. [Bangladesh Labor Rules 2015-Sixth Chapter-Safety Rule 55]</p> <p>7.17 - 1. Based on the satisfactory evidence it was noted that auditee partially respects this principal. During document review, it was noted that 01 out of 04 boiler certificates found expired on dated January 07, 2018. However factory has applied for the update to the concern authority and not yet obtained the certificate due to procedural delay of the concern department. [Boilers Act (1923), Sec. 6] 2. Based on the satisfactory evidence it was noted that auditee partially respects this principal. During plant tour it was observed that 10 out of 15 KANSAI machine operators were working in sewing section at 3rd floor of Twin tower-1 and Twin tower -2 with misplaced eye shield. In addition approximate 4 KANSAI machines observed missing eye glass. Furthermore, 2 bertack machines observed missing eye glass and 10 over-lock machines found displacing eye shield in the sewing section at 1st &amp; 2nd floor. [Bangladesh Labor Rules 2015-Sixth Chapter-Safety Rule 64(2)]</p> <p>7.25 - Based on the satisfactory evidence it was noted that auditee partially respects this principal. 0.75 meter gap is not maintained in the pressing section located at 1st floor of production area of building #1, screen printing at ground floor of building #1 and drawing section set up in wall side in the ground floor at building #1. [Bangladesh Labor Rules 2015-Sixth Chapter-Safety Rule 59]</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 8 : No Child Labour</b>	
Full Audit [Audit Id - 117297] Audit Date: 30/01/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> <p>No child labor engagement reported. The factory does not engage in any form of child labor directly or indirectly. There is management system implemented and established robust age-verification mechanisms as part of the recruitment process. The factory maintains adequate policies and procedures in writing toward protecting children from any kind of exploitation. Based on satisfactory evidence it was noted that the main auditee entirely respects this Performance Area.</p>	
<b>Remarks from Auditee:</b>	

<b>Performance Area 9 : Special protection for young workers</b>	
Full Audit [Audit Id - 117297] Audit Date: 30/01/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> No young workers were reported. The auditor noted that no young workers engagement onsite that's why 9.1 - 9.6 are not applicable except 9.3 is applicable as the auditee has developed policy for young workers in line with the local law.	
<b>Remarks from Auditee:</b>	
<b>Performance Area 10 : No Precarious Employment</b>	
Full Audit [Audit Id - 117297] Audit Date: 30/01/2018 PA Score: A	Deadline date:31/03/2018
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> During the audit it was noted that 25% of total workforce who are working in Cutting, Sewing and Finishing section supplied by contractor M/S Maa Enterprise. However, during document review and worker interview it was noted that those worker are entitled to all the mandatory benefits and salary are paid by factory itself. Workers in the sewing section are paid piece rate and getting their salaries within stipulated time frame. However, all other employees are full time and fixed term employees. No temporary employee reported onsite. No short time employee was reported. The auditees employment relationships are reportedly not precarious for the workers. The factory maintain the employment document as aligned by the government rules and regulations. The auditee provides workers a company hand books with sufficient information before entering into employment. The contracts are reviewed for the sample employees and found respect the law.  <b>10.2 -</b> Based on the satisfactory evidence it was noted that auditee partially respects this principal. Randomly sampled all workers' identity cards are not updated as per rule. However, factory is working on updating the card as per law. [Bangladesh Labor Rules 2015-Chapter Two- Appointment and service rules regulation-Rule 19(5)]	
<b>Remarks from Auditee:</b>	
<b>Performance Area 11 : No Bonded Labour</b>	
Full Audit [Audit Id - 117297] Audit Date: 30/01/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> The factory does not engage in any form of Prison, servitude, forced, bonded, indentured, trafficked or non-voluntary labor. No migrant workers are hired (11.2 is graded N/A). Based on satisfactory evidence it was noted that the main auditee entirely respects this Performance Area.	
<b>Remarks from Auditee:</b>	
<b>Performance Area 12 : Protection of the Environment</b>	
Full Audit [Audit Id - 117297] Audit Date: 30/01/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> During audit it was observed that, the auditee fulfills the requirements of this performance area. During this audit, it was observed that, facility requires some major chemicals as there dyeing, dyeing finishing and printing process and ETP in the factory. However, the chemicals used are found stored in a secured and well manner. The factory management has ensured separate designated area for storing wastage by type, as per product and production process nature.	
<b>Remarks from Auditee:</b>	

<b>Performance Area 13 : Ethical Business Behaviour</b>	
Full Audit [Audit Id - 117297] Audit Date: 30/01/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> The factory has written policy on anti-corruption and bribery and ethical business behavior. During the opening meeting the management informed they always maintain transparency and provide accurate information to all parties. The working hour, compensation there is no hidden document. The processes personal information is maintained and recorded with reasonable care. Based upon the satisfactory evidence, it was noted that auditee fully respects this performance area.	
<b>Remarks from Auditee:</b>	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	30/01/2018	117297	D	A	A	A	B	D	A	A	A	A	A	A	A	C

Producer Photos



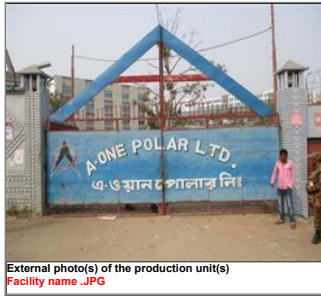
External photo(s) of the production unit(s)  
External view of production building.JPG



Photo of the canteen (if applicable)  
Canteen for expatriate staff.JPG



Photo of non-conformity  
Employees are not using appropriate PPE in washing section.JPG



External photo(s) of the production unit(s)  
Facility name .JPG



Photo of the canteen (if applicable)  
Eating place for employees.JPG



Photo of non-conformity  
Employees are not wearing ear plug in knitting section.JPG



Photo of the inside of the main production hall  
Complaint and suggestion box.JPG



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



Photo of non-conformity  
Eye glass found missing in bertack machine.jpg



Photo of the inside of the main production hall  
Inside view of the production building finishing.JPG



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



Photo of non-conformity  
KANSAI machine eye glass missing.JPG



Photo of the inside of the main production hall  
Inside view of the production building Knitting .JPG



Photo of non-conformity  
0.75 meter gap not maintained in the finishing pressing section.JPG



Photo of non-conformity  
Overlock operator not using mask and eye shield.JPG



Photo of the inside of the main production hall  
Inside view of the production building Printing .JPG



Photo of non-conformity  
Chemical drum kept without secondary containment.JPG



Photo of non-conformity  
Welding operator not using PPE.JPG



Photo of the inside of the main production hall  
Inside view of the production building Sewing section.JPG



Photo of non-conformity  
Embroidery operator not using ear plug.JPG



Photo of the nursery (if applicable)  
Childcare facility .JPG