
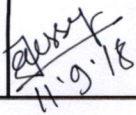
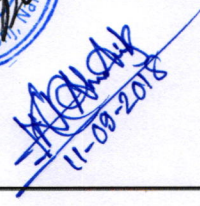




## C&A SA Form - V2018b - (Follow-up) Non-Compliant

Production Unit (PU)	Assessment	Signatures: Assessor / PU Rep.
<b>PU Number:</b> 7626 <b>PU Name:</b> A One Polar Ltd <b>Contact Phone:</b> 8.80E+12 <b>Contact Fax:</b> <b>Contact Email:</b>	<b>Form:</b> C&A SA Form - V2018b - (Follow-up) <b>Assessment Type:</b> Follow-up Assessment 1 (FUA1) <b>Start Date:</b> 10 Sep 2018 <b>Stop Date:</b> 11 Sep 2018 <b>Assessor:</b> Jafrin Akter	 <div style="display: flex; justify-content: space-around;"> <div style="text-align: center;">             11-09-18         </div> <div style="text-align: center;">             11-09-2018         </div> </div>

### C. LABOUR

#### C. LABOUR : C.3 - WORKING CONDITIONS ARE SAFE AND HYGIENIC

Question	Answer
<b>Assessment Category Total</b>	
<b>C. LABOUR : C.3 - WORKING CONDITIONS ARE SAFE AND HYGIENIC : GENERAL HEALTH AND SAFETY</b>	

Question	Answer
<b>Assessment Category Total</b>	
<p>Are all <b>health and safety certificates and permits</b>, where available and required by law, maintained to demonstrate compliance?</p> <p><b>Comments</b></p> <ul style="list-style-type: none"> <li>• <b>C&amp;A Code of Conduct:</b> <i>select in case of Non-Compliance</i></li> <li>• Suppliers must maintain health and safety certificates and permits, where available and required by law, to demonstrate compliance with the safety standards in this document. Certificates/permits may include, but are not limited to, electric, boiler, generator, pressure/LPG tank, operator licensing, and fire safety.</li> <li>• <b>Relevant Law</b> to cite the relevant law article by third party:            (1) "Section 4 (2) of the Petroleum Act, 2016  <i>No one shall import any Class I petroleum, and no one shall transport, store or distribute any petroleum without license and in accordance with its conditions."</i> (2) Section 29 of the 'Bangladesh Energy Regulatory Commission' Act 2003 and The regulation 9 of the Bangladesh Energy Regulatory Commission License Regulations 2006</li> <li>• <b>Details of the deficiency:</b>  <i>Previous issue (last audit conducted on 26.06.2019 to 28.06.2018):</i>            (1) Through plant tour and license review it was noted that PU has obtained petroleum storage license from department of explosives to store 25000 L diesel in a storage except any storage tank but currently PU uses 2 diesel storage tank in utility shed capacity of 9000 L and 2000 L for which PU didn't have any license. Note that PU has yet not applied to the concern authority (department of explosives) for the petroleum storage license in storage tanks. (2) Through plant tour and license review it was noted that currently PU has 7 generators</li> </ul>	<p>No - renewal of licence/permit, application available</p>

<p>(900X5 + 800X2) total capacity of 6.1 MW which are actively in use for energy generation but PU has energy generation license for 4.256 MW. However PU has already applied to the concern authority (BERC) dated on 02-01-2018 for the energy generation license of 6.9 MW. Present status: (1) PU has removed 9000 L diesel storage tank however currently PU has a diesel storage tank in utility shed capacity of 1500 L and another diesel storage tank in fire pump room capacity of 680.40 L for which PU has applied to BERC for the for diesel storage permit dated on 12-08-2018. (2) Issue remaining same.</p>	
<p>Are there a reasonable number of operating <b>toilets</b> (male 1:50, female 1:25) that are clean, offer privacy (i.e., ability to lock doors) and have a good ventilation system to provide good circulation of air to reduce odours?</p> <p><b>Comments</b></p> <ul style="list-style-type: none"> <li>• <b>C&amp;A Code of Conduct:</b> select in case of Non-Compliance</li> </ul> <p><b>Health and Safety</b></p> <ul style="list-style-type: none"> <li>• Suppliers must provide access to clean toilet facilities, to potable water, and, if applicable, to sanitary facilities for food preparation and storage.</li> <li>• Suppliers must provide a reasonable number (male 1:50; female 1:25) of operating toilets that are hygienic, offer privacy (i.e., ability to lock doors), and a good ventilation system to provide good circulation of air to reduce odours.</li> </ul> <p>• <b>Details of the deficiency:</b>  <i>New finding: During floor visit it was observed that exhaust system in toilet areas at 1st floor of knitting building (Building-1) is non-functional as a result it creates suffocation and bad odor was coming from toilet.</i></p>	No
<p>Are machinery, equipment and fixtures <b>safe to use</b> and equipped with relevant <b>safety device</b> and are <b>regularly inspected</b>?</p> <p><b>Comments</b></p> <ul style="list-style-type: none"> <li>• <b>C&amp;A Code of Conduct:</b> select in case of Non-Compliance</li> </ul> <p><b>Health and Safety</b></p> <ul style="list-style-type: none"> <li>• Suppliers must check machinery, equipment and fixtures regularly to ensure that they are in safe working condition. They must maintain documentation to demonstrate compliance.</li> <li>• Suppliers must install protective devices that guard against injury, including but not limited to finger guards, pulley guards, eye guards and ensure these devices function effectively.</li> <li>• Machines must in all cases be fitted with fully operational emergency cut-off switches.</li> </ul> <p>• <b>Details of the deficiency:</b>  <i>New finding: Through plant tour it was observed that PU has fabric transfers fabric from 1st floor of Building-8 (piling building) to ground floor of dyeing finishing shed (Shed-4) through an chute system which is open at 1st floor of Building-8 (piling building) and there is no protective railing which may cause accidental fall from 1st floor while throwing fabric in chute line.</i>  <i>In addition PU has a yarn carriage crane for which there is carriage landing area at 1st floor of yarn dyeing building which is open and there is no guard or railing provided there so it may cause accidental fall from 1st floor.</i></p>	No
<p><b>C. LABOUR : C.3 - WORKING CONDITIONS ARE SAFE AND HYGIENIC : EMERGENCY/FIRE PREPAREDNESS</b></p>	
Question	Answer
Assessment Category Total	



<p>Are the <b>numbers of emergency exits sufficient and unlocked</b> from inside?</p> <p><b>Comments</b></p> <ul style="list-style-type: none"> <li>• <b>C&amp;A Code of Conduct:</b> <i>select in case of Non-Compliance</i></li> <li>• “The number of emergency exits and separation distances must comply with local law requirements based on the number of employees, building size and occupancy type.”</li> <li>• Where not specified by local law the most recent version of the International Building Code shall be followed, specifying number of emergency exits based on occupant loading.</li> <li>• “Exits must be unlocked”</li> <li>• <b>Details of the deficiency:</b> <i>Previous issue (last audit conducted on 26.06.2019 to 28.06.2018):</i> <i>Through plant tour it was observed that secondary exit route from Building-8 (grey fabric store building) and Building-9 (WTP &amp; Lab building) is obstructed by construction materials and pipelines that makes this evacuation route inaccessible so workers need to pass through production floor to reach another exit which is not safe. In addition there is a workstation for sharp tools under 1 of the stair (1 out of 2 stair) from ETP and workers dining building (Building-4) which may hamper easy evacuation during emergency. Present status: Through plant tour it was observed that secondary exit route from Building-9 (WTP &amp; Lab building) is obstructed by construction materials and pipelines that makes this evacuation route inaccessible so workers need to pass through production floor to reach another exit which is not safe.</i></li> </ul>	No
<p>Are the <b>emergency exits clearly marked with an ‘exit’ signage, swing out in the direction of exit</b> and leads to <b>adequate number of designated emergency assembly points</b>?</p> <p><b>Comments</b></p> <ul style="list-style-type: none"> <li>• <b>C&amp;A Code of Conduct:</b> <i>select in case of Non-Compliance</i></li> <li>• “Exits must be clearly marked with an ‘exit’ signage, swing out in the direction of exit, and lead to the designated emergency assembly points. Doors that are not exits must be labelled as such, i.e., “NOT AN EXIT,” and elevators must be labelled with “Do not use in the case of a fire”.”</li> <li>• Suppliers must ensure that emergency assembly points are designated and adequate, i.e. away from roads, buildings, and flammable or combustible objects/materials.</li> <li>• <b>Details of the deficiency:</b> <i>Previous issue (last audit conducted on 26.06.2019 to 28.06.2018):</i> <i>Through plant tour it was observed that stairs (2 out of 2) from yarn dyeing building (Building-10) has landed with production area of yarn dyeing curing section instead of leading towards emergency assembly point which is not safe for evacuation.</i> <i>Present status: Although PU has started stair separation work from production area but stairs are not completely separated from production area.</i></li> </ul>	No
<p>Does the Production Unit have a <b>medical clinic available</b> on-site or in close proximity to address basic health and injury needs and a system in place to address severe injuries, such as an agreement with the local hospital, transportation arrangements, etc.?</p> <p><b>Comments</b></p> <ul style="list-style-type: none"> <li>• <b>C&amp;A Code of Conduct:</b> <i>select in case of Non-Compliance</i></li> <li>• Suppliers must have a medical clinic available on-site or in close proximity, to address basic health and injury needs, and must have a system in place to address severe injuries, such as an agreement with the local hospital, transportation arrangements, etc.</li> <li>• <b>Relevant Law</b> <i>to cite the relevant law article by third party:</i></li> </ul>	No



<p>In accordance with Rule 78(1)(a) of Bangladesh Labour Rules - 2015.</p> <p>• <b>Details of the deficiency:</b></p> <p>Previous issue (last audit conducted on 26.06.2019 to 28.06.2018): Through plant tour and management interview it was noted that PU has yet not established 'Health Center' for the employees of the factory in accordance with law. Note that total 8927 employees are employed by the PU.</p> <p>Present status: Issue remain same. Although PU has recruited additional physician and provided additional bed facility but still other necessary facility not provided as per law.</p>	
<p><b>C. LABOUR : C.3 - WORKING CONDITIONS ARE SAFE AND HYGIENIC : CHEMICAL SAFETY</b></p>	
<p>Question</p>	<p>Answer</p>
<p><b>Assessment Category Total</b></p>	
<p>Where chemicals or other hazards are used, are the areas appropriately posted with clear warning with required PPE usage?</p> <p><b>Comments</b></p> <ul style="list-style-type: none"> <li>• <b>C&amp;A Code of Conduct:</b> select in case of Non-Compliance <ul style="list-style-type: none"> <li>• Suppliers must seek to eliminate risk where possible, for example, use alternative and less hazardous or eco-chemicals to make workplace significantly safer.”</li> <li>• “Where alternatives are not available, suppliers must use engineering solutions and work practices to reduce exposure to hazardous chemicals and substances and dangerous activities.”</li> <li>• “Where human exposure cannot be eliminated, suppliers must provide maximum protection to avoid injury. Suppliers must provide the appropriate personal protective equipment (PPE)/clothing for workers and machines, and ensure that workers are trained on how to use the PPE, and why it is important and the use of it is required.”</li> <li>• “Emergency and other hazardous signage must be appropriate, clearly visible, and compliant with the local legal requirements.”</li> </ul> </li> <li>• <b>Details of the deficiency:</b> <p>Previous issue (last audit conducted on 26.06.2019 to 28.06.2018): During floor visit it was observed that 10% of the screen printing operators in screen printing section at grey fabric store building (Building-8) are not using protective hand gloves and 10% of the dyeing operators in dyeing section at Shed-5 are not using any PPE while handling chemicals. Moreover most of the waste handlers carrying hazardous chemical containers in wastage store are not using PPE to prevent health hazard.</p> <p>Present status: During floor visit in Building-8 (piling building) it was observed that 10% of the screen printing operators were not using hand gloves and 10% of the screen printing operators were using hand gloves in one hand instead of both hand while handling chemicals.</p> </li> </ul>	<p>No</p>
<p>Are functional emergency <b>eyewash stations</b> and/or showers provided where corrosive chemicals or several solvents are handled and used?</p> <p><b>Comments</b></p> <ul style="list-style-type: none"> <li>• <b>C&amp;A Code of Conduct:</b> select in case of Non-Compliance <ul style="list-style-type: none"> <li>• Suppliers must provide emergency eyewash stations and/or showers where corrosive chemicals or several solvents are handled and used. Employees should be able to wash both eyes at the same time.</li> </ul> </li> <li>• <b>Details of the deficiency:</b> <p>Previous issue (last audit conducted on 26.06.2019 to 28.06.2018): During floor visit it was observed that PU has provided eyewash station in all chemical handling and storage areas but eye wash point in ETP area, printing chemical mixing room at Shed-2 and yarn dyeing production area at Shed-1 is malfunctioned with improper functionality and higher water flow rate which may cause eye injury.</p> </li> </ul>	<p>No</p>



In addition eye wash station is not provided in dyes chemical store at ground floor of twin tower-1 (Building-6). Present status: It was observed by random check of eyewash that eye wash point in ETP area, chemical room at ground floor of pond building are malfunctioned with improper functionality and higher water flow rate which may cause eye injury.

**C. LABOUR : C.5 - WAGE AND BENEFIT COMPLIANCE**

Question	Answer
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**Assessment Category Total**

Do workers receive **detailed pay stubs?**

**Comments**

- **C&A Code of Conduct:** select in case of Non-Compliance

**Wages**

- Suppliers must provide workers with a pay slip in the local language for each pay period, that details items such as regular working hours/days, overtime hours, piece rate wages (if applicable), gross wages, deductions and net wages.
- **Relevant Law** to cite the relevant law article by third party:  
In accordance with section 111 (3) of The Bangladesh Labor Rules, 2015.  
The Owner shall give Wage Slip to each worker at the time of paying wages as per Form-38, where payable amount of wages, overtime allowance, deduction (if any) and total payable amount of wages shall be mentioned.
- **Details of the deficiency:**  
Previous issue (last audit conducted on 26.06.2019 to 28.06.2018): Through workers interview and management feedback it was noted that PU didn't provide pay slip to the piece rate workers at the time of salary payment.  
Present status: It was observed through management feedback and security guard interview that PU did not provide pay slip to the security guard at the time of salary payment.

No

Are all workers in the sample paid overtime premium in accordance with legal requirements?

**Comments**

- **C&A Code of Conduct:** select in case of Non-Compliance

**Wages**

- Suppliers must compensate workers by paying wages, overtime pay, benefits and paid leave which meet or exceed legal minimum and/or industry benchmark standards, whichever is higher.
- Suppliers must compensate workers for all overtime at a premium rate, not less than 125% of the regular rate of pay, or higher if required by law.
- Suppliers must pay workers for all overtime hours worked, regardless of whether the supplier pays according to hours worked or piece rate, in accordance with legal requirements.
- **Relevant Law** to cite the relevant law article by third party:  
In accordance with section 108 (1) of Bangladesh Labour Law 2006.
- **Details of the deficiency:**  
Previous issue (last audit conducted on 26.06.2019 to 28.06.2018): Through payroll record and job card review it was noted that 8% (2 out of 25) of the sample workers whose are from knitting section are not paid for 1 hour and 2 hours overtime subsequently for the overtime work in May'2018.  
In addition in sample month of May'18 during Ramadan 24% (6 out of 25) of the sample workers from cutting, sewing, quality and finishing section are not paid for 5 to 6 hours overtime work (30 minutes overtime work in each 12 Ramadan days) in May'2018. Note that

No



during Ramadan general working shift started from 07:00 am to 03:30 pm including 30 minutes break for prayer and work after 03:30 pm has been calculated as overtime while 30 minutes additional break time has been provided for ifter and meal. Present status: Issue remain same. During the audit PU has provide special notice for working hour for the month of Ramadan but PU did not take any other corrective action.

**Follow-Up:**

What is the gap between the amount the workers are actually paid and the amount legally required?

*Note: Auditors are required to keep record of both information 1) # workers not paid OT premium and 2) the % of gap between the actual amount they get and the amount legally required.*

**Comments**

- **C&A Code of Conduct:** select in case of Non-Compliance

- **Details of the deficiency:**

*Previous issue (last audit conducted on 26.06.2019 to 28.06.2018):*

*Sample worker (1) received OT payment 3634 but supposed to get 3815 BDT, so gap is 5%.  
 Sample worker (2) received OT payment 4642 but supposed to get 4872 BDT, so gap is 4%.  
 Sample worker (3) received OT payment 5299 but supposed to get 5518 BDT, so gap is 4%.  
 Sample worker (4) received OT payment 4490 but supposed to get 4720 BDT, so gap is 5%.  
 Sample worker (5) received OT payment 3347 but supposed to get 3520 BDT, so gap is 5%.  
 Sample worker (6) received OT payment 3484 but supposed to get 3665 BDT, so gap is 5%.  
 Sample worker (7) received total payment 8887 but supposed to get 8989 BDT, so gap is 2%.  
 Sample worker (8) received total payment 8887 but supposed to get 8938 BDT, so gap is 1%.  
 Note: Since knitting section has three shifts of which per shift consisted of 08 hours of working, so there was no option for OT work. But sample workers (7&8) worked 01-02 OT but not paid. Therefore, gap is 1-2% between total paid amount and what they would suppose to receive if OT paid. Present status: Issue remain same.*

Gap < 20%

Are legally required benefits provided (for example: bonus, paid vacation, and meal allowances.)? Please indicate the issue.

**Comments**

- **C&A Code of Conduct:** select in case of Non-Compliance

**Wages**

- Suppliers must compensate workers by paying wages, overtime pay, benefits and paid leave which meet or exceed legal minimum and/or industry benchmark standards, whichever is higher.

- **Relevant Law** to cite the relevant law article by third party:

*In accordance with section 118 (3) of The Bangladesh Labor Law, 2006,*

*"A worker may be asked to work on a festival holiday but in that case he shall be entitled to two days leave with full wages and another alternative holiday."*

- **Details of the deficiency:**

*Previous issue (last audit conducted on 26.06.2019 to 28.06.2018):*

*Through payroll record and job card review it was noted that security guards has worked*

No (Annual leave, national holiday, allowance)



on festival holiday (2nd May '18 for Sab-e-Barat) but PU didn't provide compensatory benefit for festival holiday work to the security guards as prescribed by law (two days leave with full wages and another alternative holiday). Present status: Through payroll record and job card review it was noted that security guards has worked on festival holiday (21 August '18-27 August '18 for Eid-ul Adha) but PU didn't provide compensatory benefit for festival holiday work to the security guards as prescribed by law (two days leave with full wages and another alternative holiday). However PU has already prepared plan for providing the alternative holiday and leave which will started from November '18.

### C. LABOUR : C.6. - WORKING HOURS ARE NOT EXCESSIVE

Question

Answer

#### Assessment Category Total

Do the sampled workers work **within 60 hours** per week?

Note: Pick the highest option applicable and describe the issue in detailed in the comment section.

#### Comments

• **C&A Code of Conduct:** select in case of Non-Compliance

- Suppliers must define standard working hours by contract, at a number that is in line with national law or collective agreements, with a maximum of 48 hours per week excluding overtime.
- Working hours may not exceed 60 hours in any seven day period, except in truly exceptional, unforeseeable circumstances.
- Suppliers must make use of overtime work responsibly, not request overtime work on a regular basis, and accept that overtime is voluntary, and therefore not coerce workers to work overtime.
- Suppliers must make use of overtime work responsibly, and must not rely on regular overtime to meet production demands. Suppliers should not plan normal production based on an anticipated level of overtime or to replace regular employment (for example instead of recruiting extra staff or establishing an extra shift).
- For workers not interested in working overtime, suppliers must be supportive of their decision and not, in any way, force or coerce them to work overtime hours.

• **Details of the deficiency:**

Previous issue (last audit conducted on 26.06.2019 to 28.06.2018): Through payroll record and job card review for the sample months of May '18, February '18 and December '17 it was observed that PU has exceeded the weekly working hour limit of 60 hours/week.

It was noted that, (1) 32% (8 out of 25) of the sample workers worked between 66-72 hours in a week of May '18, February '18 and December '17 whose are from security, dyeing, washing, finishing, printing and accessories (micro trims) section; (2) 44% (11 out of 25) of the sample workers worked between 74-83 hours in a week of May '18 whose are from cutting, sewing, finishing, printing and yarn dyeing section; (3) 12% (3 out of 25) of the sample workers worked between 85-87 hours in a week of May '18 whose are from finishing, printing and cleaning section; (4) 4% (1 out of 25) of the sample workers worked 92 hours in a week of May '18 from quality section. Highest working hour is 92 hours in a week of May '18 from quality section. Present status: Through payroll record and job card review for the sample months of July '18 and August '18 it was observed that PU has exceeded the weekly working hour limit of 60 hours/ week. a) 53.33% (8 out of 15) sample workers worked between 66-72 hours in a week of July '18 and August '18, whose are from draw string, sewing, security, dyeing, yarn dyeing, knitting, iron section. b) 40% (6 out of 15) sample workers worked between 74-82 hours in a week of August '18, whose are from cutting, cleaner, loader, quality and finishing. Highest working hour is 82 hours in a week of August '18 from Cutting section.

No (73-83 hours)

### D. RESPECT THE ENVIRONMENT

#### D. RESPECT THE ENVIRONMENT : ENVIRONMENTAL MANAGEMENT SYSTEM AND PERMITS



Question	Answer
<b>Assessment Category Total</b>	
<p>Where required, are <b>environmental permits, licenses, and approval</b> current, and their operational and reporting requirements followed? These may include, but are not limited to Environmental Impact Assessment (EIA) report, EIA approval, construction project completion environmental approval, emission permit.</p> <p><b>Comments</b></p> <ul style="list-style-type: none"> <li>• <b>C&amp;A Code of Conduct:</b> <i>select in case of Non-Compliance</i> <ul style="list-style-type: none"> <li>• Suppliers must comply with all relevant local and national environmental protection laws and regulations, and aim to meet international environmental protection standards.</li> <li>• Suppliers must obtain all necessary environmental permits, and keep them up-to-date.</li> <li>• Suppliers must ensure that wastewater permits are held and permit conditions are met.</li> </ul> </li> <li>• <b>Relevant Law</b> <i>to cite the relevant law article by third party:</i>  <i>In accordance with section 12 of The Bangladesh Environment Conservation Act, 1995</i></li> <li>• <b>Details of the deficiency:</b>  <i>Previous issue (last audit conducted on 26.06.2019 to 28.06.2018): Through environmental clearance certificate review it was noted PU has environmental clearance certificate from department of environment which is valid till 07-09-2018 but currently PU has washing process at ground floor of Building-7 which is not included under PU environmental clearance certificate.</i>  <i>Note that PU has started the operation of washing section since January '18 but PU has yet not applied to the concern authority (DOE) to include washing process under environmental clearance. Present status: PU has applied to include washing process in environmental clearance certificate dated on 15-11-2017 and submitted EIA report dated on 05-08-2018 for the approval from department of environment as prerequisite to obtain ECC.</i></li> </ul>	No
<p><b>Follow up: Does the PU have only cut-and-sew and/or assembly activities?</b></p>	No - renewal of licence/permit, application available
<b>D. RESPECT THE ENVIRONMENT : WASTE</b>	
Question	Answer
<b>Assessment Category Total</b>	
<p>Is <b>hazardous and non-hazardous waste inventory</b> documented and updated?</p> <p><b>Comments</b></p> <ul style="list-style-type: none"> <li>• <b>C&amp;A Code of Conduct:</b> <i>select in case of Non-Compliance</i> <ul style="list-style-type: none"> <li>◦ Suppliers must take measures to reduce waste through design and operational efficiency, and facilitate reuse &amp; recycling where possible.</li> <li>◦ Suppliers must maintain waste documentation for both non-hazardous and hazardous waste, in line with local regulations.</li> </ul> </li> <li>• <b>Details of the deficiency:</b>  <i>Previous issue (last audit conducted on 26.06.2019 to 28.06.2018): Through waste inventory record review it was noted that PU maintains a documented waste inventory list where PU records the quantity of waste materials that they handed over to the waste contractor but inventory quantity and date of storage of waste materials are not recorded in waste inventory list.</i></li> </ul>	No





In addition waste PPE generated from the facilities are not included in waste inventory list. Present status: Through waste inventory record review it was noted that PU maintains a documented waste inventory list where PU records the quantity of waste materials that they handed over to the waste contractor but inventory quantity and date of storage of waste materials are not recorded in waste inventory list.

**H. OTHER**

**H. OTHER**

Question	Answer
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**Assessment Category Total**

Select a Category

**Comments**

- **C&A Code of Conduct:** select in case of Non-Compliancey \*\*\*\*
- **Details of the deficiency:**

Previous issue (last audit conducted on 26.06.2019 to 28.06.2018): (1) Through plant tour it was observed that fire resistant doors are not installed in stairwells of ETP building (3 storied ETP & workers dining), Pond tower building (Building-7), WTP and Lab building (Building-9), ground and 4th floor of yarn dyeing building (Building-10) and 2 out of 4 stairwells from 1st to 5th floor of Twin Tower-2 (Building-5).

Note that installation work is in progress and LC issued for rest of the fire doors on 31-01-2018. (2) PU has yet not completed the installation work addressable fire alarm and detection system throughout PU premises however installation is completed in old buildings and currently installation work is in progress in new buildings which has been audited by Accord very recently. (3) PU has yet not completed the installation work standpipe system throughout PU premises however installation is completed in old buildings and currently installation work is in progress in new buildings which has been audited by Accord very recently. (4) As building height of pond tower building (Building-7) and grey fabric store building (Building-8) is above 23 meter PU need to install sprinkler protection system in these buildings however installation work has been started and Accord has audited these buildings very recently. (5) Through plant tour it was noted that PU has finished goods & fabric store beside finishing section at 1st floor of Building-1 (knitting & garments building), yarn store beside flat knitting section at 2nd floor of Building-7 (pond tower building), yarn & raw material store beside accessories section at Shed-6 (Micro Trims) and chemical store beside washing section at ground floor of Building-7 (pond tower building) which are within 3 meter of the production areas without separation by fire rated construction. Present status: 1. Issue remaining same. In addition fire doors are not installed in stairwells of Inspection Building (Building-3), Office Building (Building-2), Ground floor of overhead tank building (Building-11) and in 10 stairwells of Twin Tower Building-2. Note that currently installation work is in progress. 2. Issue remaining same. 3. Issue remaining same. 4. Issue remaining same. 5. Issue remaining same. In addition PU has a fabric storage area beside dryer section at 1st floor of piling building (Building-8) without any fire separation.

C.3.iii -  
Emergency/Fire  
Preparedness

Select a Category

**Comments**

- **C&A Code of Conduct:** select in case of Non-Compliancey \*\*\*\*
- **Details of the deficiency:**

Previous issue (last audit conducted on 26.06.2019 to 28.06.2018):  
During plant tour it was observed that beside boundary wall of the PU nearby ETP & Workers dining building (Building-4) there is a steel/iron manufacturing factory and while the steel/iron factory runs its production, black smoke come from that steel iron factory towards workers dining building (Building-4) which is highly hazardous and harmful for the workers health as it may cause severe respiratory problem as it contains small particulates. Present status: Issue remain same.

C.3.i - General  
Health and  
Safety



Select a Category

Comments

• **C&A Code of Conduct:** select in case of Non-Compliance \*\*\*\*

• **Details of the deficiency:**

Previous issue (last audit conducted on 26.06.2019 to 28.06.2018): Through plant tour and building construction approval review it was noted that PU has obtained building construction approval from local chairman but for below areas PU has no approval from concern authority,

(1) 4 storied inspection building (Building-3) (2) 3 storied ETP and workers dining building (Building-4) (3) 7 storied twin tower building-1 (Building-6) (4) 7 storied twin tower building-2 (Building-5) (5) 8 storied pond tower building (Building-7) (6) 8 storied grey fabric store building (Building-8) (7) 3 storied WTP & lab building (Building-9) (8) 5 storied yarn dyeing building (Building-10) (9) 2 storied old WTP building (Building-12) (10) Yarn dyeing shed (Shed-1) (11) Dyeing finishing shed (Shed-4) (12) Micro trims shed (Shed-6) (13) Workshop (Shed-9) (14) RMS (Shed-10) (15) Security post (Shed-11) (16) Incineration boiler shed (Shed-12) (17) Wastage shed (Shed-15) (18) Fire store shed (Shed-16). Note that concern authority for building construction approval of the PU is RAJUK. PU has already applied to RAJUK (concern authority) dated on 31-07-2017 and Public Works Department (PWD) dated on 06-05-2018 for the building construction approval of above areas all areas. Note that above areas are covered under fire license, approved in factory layout plan and as per management feedback Accord has audited these areas for structural safety assessment very recently but PU has yet not received any audit report from Accord. Present status: Issue remain same. Note that, Accord has audited this factory. In addition PU has no builing approval for new under construction proposed 8 storied building.

F. Compliance with the Law

**OBSERVATION**

OBSERVATION	
Question	Answer
<b>Assessment Category Total</b>	
<p>Observations – potential non-compliances identified during the audit</p> <p>Comments</p> <ul style="list-style-type: none"> <li>• Assessor Comment</li> </ul> <p>1. Through plant tour it was observed that PU has only 1 stair exit from 2nd and 3rd floor of office building which is currently under renovation and less than 20 personnel works there but according to its plan while it will fully under operation exit stair will not sufficient for this 4 storied building.</p>	<p>Please enter comments/ take an image here</p>

