



> CAP online

This document confirms that factory **Knit Studio Limited** has been audited against the ICS **social** audit framework on **26/12/2023** by **Eurofins** on behalf of **U Enseigne**.
The total rating of this audit is **C 94%**.

Knit Studio Limited



Factory ID
57933

Country
Bangladesh

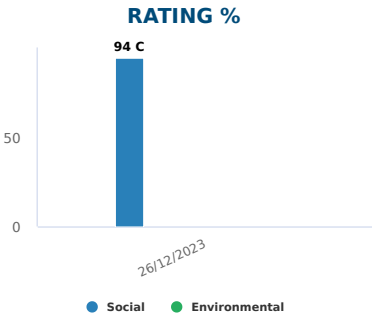
Factory address (updated from audit if so)
460/1, Shaheed Siddik Road, North Khaikur, National University

Factory city
Gazipur

Retailer
U Enseigne

Audit type
Initial audit

Audit category
Social



Visit date
26/12/2023

Overall rating
C 94%

Last CAP target date
30/04/2024

> Last audit date: 26/12/2023

AN	Chapter	Letter and % rating
0	Management System, Transparency and Traceability	B 83%
1	Minimum age, Child labour and Young workers	A 100%
2	Forced labour	A 100%
3	Discrimination	A 100%
4	Disciplinary Practices, Harassment and Abuse	A 100%
5	Freedom of association and Grievance Mechanisms	A 100%
6	Working hours and Overtime	C 80%
7	Remuneration and Benefits	B 95%
8	Health and Safety	B 92%

D	0.5	Has the factory set up a mechanism to remain up-to-date with applicable and related social compliance legal requirements?	It was noted that the factory didn't set up a mechanism to remain up-to-date with applicable and related social compliance legal requirements. Objective evidence: Document review In accordance with ICS Code of Conduct, the factory should put in place efficient internal management system to remain up to date with applicable requirements.
	Target date		
	25/03/2024		<div>The factory should remain up to date in all the regal requirement and should have a documented system to control the same.</div> <div>Audit company - 05/01/2024 06:46:20</div> <div>The facility will take necessary corrective actions accordingly.</div> <div>Factory - 05/01/2024 06:46:20</div>
D	0.7	Has the factory documented its objectives and action plan to address the main social impacts?	During this audit, it was noted that factory didn't documented its objectives and action plan to address the main social impacts. Objective Evidence: Document review In accordance with ICS standards, factory management should document its objectives and action plan to address the main social impacts.
	Target date		
	20/03/2024		<div>The factory should set realistic action plans to achieve the targets of mitigating social impacts.</div> <div>Audit company - 05/01/2024 06:46:20</div> <div>The facility will take necessary corrective actions accordingly.</div> <div>Factory - 05/01/2024 06:46:20</div>

D	6.7 Are workers working overtime in compliance with ILO standards?	
	During this audit it was noted that weekly total working hour in average is not in accordance with ILO standard which was found maximum 60 hours in three consecutive weeks as follows: - In November 2023, 03 out of 13 sampled workers (Jacquard section): have worked maximum 60 hours (regular 48 + overtime 12) in a week. Maximum daily working hour was found 10 hours (regular 8 + overtime 2). Maximum overtime hour in three consecutive weeks were found 36 hours (1st week 12 + 2nd week 12 + 3rd week 12). - In June 2023 (peak month), randomly checked 06 out of 13 sampled workers (Jacquard and finishing section) have worked maximum 60 hours (regular 48 + overtime 12) in a week. Maximum daily working hour was found 10 hours (regular 8 + overtime 2). Maximum overtime hour in three consecutive weeks were found 36 hours (1st week 12 + 2nd week 12 + 3rd week 12). - In February 2023 (off-peak), randomly checked 04 out of 13 sampled workers (Jacquard and finishing section) have worked maximum 60 hours (regular 48 + overtime 12) in a week. Maximum daily working hour was found 10 hours (regular 8 + overtime 2). Maximum overtime hour in three consecutive weeks were found 36 hours (1st week 12 + 2nd week 12 + 3rd week 12). Objective evidence: Job card In accordance with ILO Convention, the workers should not work more than 56 hours in average during a period of 3 consecutive weeks.	
	Target date 30/04/2024	<div>It is recommended that the factory management should ensure that the workers should not work more than 56 hours in average during a period of 3 consecutive weeks as per requirement.</div> <div>Audit company - 05/01/2024 06:46:20</div> <div>The facility will take necessary corrective actions accordingly.</div> <div>Factory - 05/01/2024 06:46:20</div>

C	7.9 Does the facility provide workers (for all workers including contractors) with an understandable wage slip that, at minimum, include regular and overtime hours worked, regular and overtime pay, and deductions in accordance with local law ?	
	During this audit, it was noted that the facility provided payslips to the piece rated workers in English language instead of local language. Also, the payslip did not contain all the details like total number of pieces are concerned and section, etc However, the facility has provided payslips to fixed salaried workers in local language accordingly. Objective evidence: Document review In accordance with Bangladesh Labour Rules 2015, 111 (6 b): Pay Slip shall be given to each worker while paying piece-rate based wages and section wise, detailed description shall be included in the Pay Slip.	
	<div>Target date</div> <div>25/02/2024</div>	<div>It is recommended that the facility should provide payslips to all the workers as per requirements.</div> <div>Audit company - 05/01/2024 06:46:20</div> <div>The facility will take necessary corrective actions accordingly.</div> <div>Factory - 05/01/2024 06:46:20</div>

D	8.8 Does the facility record and track preventive or corrective action in response to risk assessments? During this audit, it was noted that the facility has identified the risk of standing employees and action plan was taken for providing anti-fatigue mat to them. However, during the site tour it was noted that 5 out of 9 standing employees working at packing section were not using anti-fatigue mat. Objective evidence: Site tour and document review In accordance with Bangladesh Labor Rules 2015, Schedule-4, Matters relating to safety committee (11): Risk and safety related management of the firm: (a) Identifying risky areas (like parts of building, stairs, premises, electric lines, machinery, etc)	It is recommended that the facility management should follow-up with the risk assessment and action plans to minimize the risks accordingly.	
	Target date 20/04/2024	Audit company - 05/01/2024 06:46:20	The facility will take necessary corrective actions accordingly. Factory - 05/01/2024 06:46:20
C	8.32 Are emergency exit paths designated with visible path markings? During this audit, it was noted that that the facility did not mark aisle or emergency exit paths in the linking and trimming/mending sections located at the 1st floor of production building. Note that around 280 employees were working there. Objective evidence: Site visit In accordance with ICS Requirement, each emergency path should be designated by visible path marking	It is recommended that the facility should ensure all the aisles and evacuation routes should be marked properly as per requirement.	
	Target date 20/04/2024	Audit company - 05/01/2024 06:46:20	The facility will take necessary corrective actions accordingly. Factory - 05/01/2024 06:46:20
C	8.37 Do emergency exit doors comply with local requirements? Emergency exit doors in the following areas were found inward opening type: (a) 1 out of 2 emergency exit door of rewinding section (ground floor of building 1). Note that 4 employees were working there during the audit day. (b) 1 out of 2 emergency exit door of yarn store (ground floor of building 1). Note that no employees were working there during the audit day. (c) 1 out of 1 emergency exit door of maintenance room (1st floor of building 2). Note that no employees were working there during the audit day. Objective Evidence: Site visit In accordance with Bangladesh Labor Act 2006, Section 62 (3b): All doors shall be made in such a way that they may be opened at once from inside of a working room to outwards.	It is recommended that the factory management should ensure all the exit doors are outward opening type as per requirement.	
	Target date 20/04/2024	Audit company - 05/01/2024 06:46:20	The facility will take necessary corrective actions accordingly. Factory - 05/01/2024 06:46:20
C	8.73 Does the factory maintain a reliable and complete chemical inventory with the following basic information: area of use, chemical name, CAS Numbers of the chemical components, chemical supplier, MSDS availability and quantities stored? During the audit, it was noted that the facility has chemical inventory, but inventory is not consisting of area of use, chemical name, CAS numbers of the chemical components, chemical supplier and MSDS availability. Objective Evidence: Documents review In accordance with, ICS checklist: Does the factory maintain a reliable and complete chemical inventory	The factory should maintain chemical inventory, including area of use, chemical name, CAS numbers of the chemical components, chemical supplier and MSDS availability.	
	Target date 20/04/2024	Audit company - 05/01/2024 06:46:20	The facility will take necessary corrective actions accordingly. Factory - 05/01/2024 06:46:20
D	8.74 Does the facility maintain an inventory of the waste types and quantities generated on-site? It was noted that, the facility doesn't have a waste inventory in place. Objective Evidence: Documents review In accordance with, ICS checklist: Does the facility maintain an inventory of the waste types and quantities generated on-site	The factory should maintain waste inventory, including types of waste, quantity.	
	Target date 20/03/2024	Audit company - 05/01/2024 06:46:20	The facility will take necessary corrective actions accordingly. Factory - 05/01/2024 06:46:20