
Auditee :	Al-Amin Garments Industries Ltd.
Audit Date From :	23/07/2019
Audit Date To :	23/07/2019
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV NORD GROUP
Auditor's Name(s) :	Md. Muftadeul Islam(Lead), Bodrudduja Chowdhury
Auditing Branch (if applicable) :	



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Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence																																							
A Very Good	<ul style="list-style-type: none">• Minimum 7 Performance Areas rated A• No Performance Areas rated C, D or E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr></table>	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	B	B	B	A	A	A	A	A	A	A	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.
A	A	A	A	A	A	A	A	A	A	A	A	A																													
A	A	A	A	A	A	A	A	A	A	B	B	B																													
A	A	A	A	A	A	A	B	B	B	B	B	B																													
B Good	<ul style="list-style-type: none">• Maximum 3 Performance Areas rated C• No Performance Areas rated D or E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr><tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td></tr></table>	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.
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																													
C Acceptable	<ul style="list-style-type: none">• Maximum 2 Performance Areas rated D• No Performance Areas rated E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td></tr><tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr></table>	A	A	A	A	A	A	A	A	A	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	D	C	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.
A	A	A	A	A	A	A	A	A	C	C	C	C																													
A	A	A	A	A	B	B	B	B	C	C	C	D																													
C	C	C	C	C	C	C	C	C	C	C	D	D																													
D Insufficient	<ul style="list-style-type: none">• Maximum 6 Performance Areas rated E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td></tr><tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>E</td></tr><tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr></table>	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	D	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.
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	D	E	E	E	E	E																													
E Unacceptable	<ul style="list-style-type: none">• Minimum 7 Performance Areas rated E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr><tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr><tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr></table>	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	E	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
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	E																													
Zero Tolerance	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 :	Al-Amin Garments Industries Ltd.		
DBID number :	351262		
Audit ID :	157700		
Address :	Wazedia, Panchlaish, Chittagong		
Province :	Chittagong	Country :	Bangladesh
Management Representative :	Ms. Shahena Akter – Manager – HR, Admin and Compliance		
Contact person:	Ms. Shahana Akter	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	Woven Garments		

Audit Details


Audit Range :	<input type="checkbox"/> Full Audit	<input checked="" 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 <input type="checkbox"/> Small Producer
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) :	Limited extent (follow-up on a few Performance Areas only)	
Audit interferences or contingencies (if applicable) :	none	
Overall rating :	C	
Need of follow-up :	Yes	If YES, by : 23/07/2020

Rating per Performance Area (PA)

PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
C	C	A	A	A	A	D	A	A	A	A	C	A

Executive summary of audit report

Al-Amin Garments Industries Ltd. (DBID: 351262)

This follow up audit was conducted by TUV-Nord auditors on 23rd July, 2019 with two auditors. The team verified the factory's operations against the amfori BSCI Code of Conduct and local legislative requirements.

Location:

Al-Amin Garments Industries Ltd. is located at Wazedia, Panchlaish, Chittagong. The factory located over a total area of about 33307 square feet; where the production area is about 19300 square feet and non-production area is about 3200 square feet. There are total 569 employees working in the facility among them 85 are male and 484 are female employee. Among this total number 543 are the employees who are directly engaged with direct production. Factory has 26 non-production employees.

Factory consists of 01 owned building and 2 sheds. Building and sheds descriptions are as below:

Building-01 (02 Storied):

Ground floor: Sewing section, Cutting section, finishing section, finished goods area, packing section, fabric store, accessories store, generator room, boiler room, transformer room, medical room
1st floor: office area and Momtaj Fashions Ltd. (Another factory under same management)

Shed-1: Compressor room.

Shed-2: Child care, dining area and wastage area.

Factory's normal working hour start from 08:00 am to 05:00 pm. Employees are allowed for one hour meal break in one shift 01:00 pm to 02:00 pm. They maintain attendance records through electronic time keeping systems. Employees work regularly 48 hours/week. Friday is their weekly holiday.

Audit Date: 23rd July, 2019

Participants in the opening meeting:
Auditors:

Mr. Bodrudduja Chowdhury- Lead Auditor

Mr. Md. Muftadeul Islam- Auditor

Factory Representatives:

Ms. Shahena Akter – Compliance Manager

Mr. Mohammed Ibrahim- Compliance Officer

Mr. Mohiuddin- Accounts Officer

Ms. Ratna Begum - Vice President of Workers' Participation Committee

During opening meeting on 23rd July, 2019 the Lead Auditor explained the audit purpose and scope to the management team. It was also communicated that workers will be interviewed in private, detailed document checking and a payroll record review shall be carried out. A visit of the plant, with permission for photography was requested. Confidentiality of all information was guaranteed by the auditor. The management team permitted to carry out the whole process as per the client's requirement. After the completion of the opening meeting, the auditors split into separate individual units to carry out a plant tour, document verification, management interview and other information collection as per the audit plan. All management staff remained with the assessment team throughout the assessment process and was very cooperative throughout the assessment process.

Factory License no.: 1887/Chittagong, valid up to date on: 30 June, 2019. (The factory has already took initiative for the renewal)

Fire License no.: Chatto-6748/96-97; valid till 30 June, 2019. (The factory has already took initiative for the renewal)
Trade License no.: 182118; valid till 30 June, 2019. (The factory has already took initiative for the renewal)
The company at present is operating without valid licenses as mentioned above.

Ms. Shahena Akter – Compliance Manager is responsible for compliance with the code. Factory has translated amfori BSCI Code in local language and posted them at prominent locations. Factory does not employ any foreign nationals/prisoners. Company employs workers coming from different districts of the country.

Health and Safety Tour:

The auditor has conducted the facility tour at the entire premises of the facility.

Interview and payroll review:

25 permanent employees were randomly selected from different production section for interview. Factory management has provided 1 year payroll records and time record for auditors review. On sample basis payroll records and time cards of the month of June 2019 (most recent paid month), February 2019 (random month) and September 2018 (random month) were reviewed. Moreover, attendance record, daily hourly & monthly production records, garments inspection report and accessories receiving and distribution records were reviewed by the auditors.

As it was a follow-up audit the auditors specially checked the previous issues of following Performance Areas: PA 1, PA 2, PA 5, PA 6, PA 7, PA 10, PA 12 and PA 13.

The follow up audit revealed that the factory did not take proper corrective action for remediation of the issues on Performance Areas: PA 1, PA 2, PA 5, PA 7 and PA 12. These has been discussed in relevant sections.

The factory took necessary remedial action on the following performance areas:

PA 6: The overall observation shows that the factory has a working hour policy posted in all prominent places in the premises. As per records provided by the factory, the factory uses electronic system to track the workers daily in and out time. As per provided records, the highest general working hour is 08 hours/day and 48 hours/week and highest overtime hour is 02 hours/day and 12 hours/week, which is within the legal limit of working hours. The maximum consecutive working days were noted 06 days in a row.

Closing Meeting:

At the end of the audit process, on 23rd July, 2019 a closing meeting was held to discuss various issues observed during the audit.

Participants in the closing meeting:**Auditors:**

Mr. Md. Muftadeul Islam- Lead Auditor
Mr. Bodrudduja Chowdhury - Auditor
Ms. Rumpa Chowdhury - Observer

Factory Representatives:

Ms. Shahena Akter – Compliance Manager
Mr. Mohammed Ibrahim- Compliance Officer
Mr. Mohiuddin- Accounts Officer
Ms. Ratna Begum - Vice President of Workers' Participation Committee

The top management was cooperative during the entire audit and expressed commitment to work on audit findings.

As factory management was comfortable in English language, auditor did not use local language in the findings report. The top management was cooperative during the entire audit and expressed commitment to work on audit findings.

Special Notes:

There are no agencies used by the auditee, which makes the agency labor contract not applicable.

The factory has no trade Union and no collective bargaining agreements as it is not mandatory.

There is no dormitory, which makes photos of it not applicable.

No inconsistencies found between time and production records, which makes photos of it not applicable.

Ratings Summary


Auditee's background information			
Auditee's name :	Al-Amin Garments Industries Ltd.	Legal status :	Private Limited Company
Local Name :	আল-আমিন গার্মেন্টস ইন্ডাস্ট্রিজ লিঃ	Year in which the auditee was founded :	1984
Address :	Wazedia, Panchlaish,	Contact person (please select) :	Ms. Shahana Akter
Province :	Chittagong	Contact's Email :	compliance@alamingarment.com
City :	Chittagong	Auditee's official language(s) for written communications :	English and Bangla
Region :	South Asia	Other relevant languages for the auditee :	Bangla
Country :	Bangladesh	Website of auditee (if applicable) :	www.alamingarment.com
GPS coordinates :	22.4010456, 91.8305259	Total turnover (in Euros) :	13915310.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :	None	Production volume :	160,000 Pcs per month
Product Group :	Apparel	Production cost calculation :	Yes
If other, please specify :	None	Lost time injury calculation cost :	No
Product Type :	Woven Garments		

Auditee's employment structure at the time of the audit		
Total number of workers :	569	Total number of workers in the production unit to be monitored (if applicable) :
		0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	85	484
Temporary workers	0	0
In management positions	9	12
Apprentices	0	0
On probation	0	0
With disabilities	1	2
Migrants (national citizens)	0	0
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	85	484
Production based workers	0	0
With shifts at night	4	0
Unionised	0	0
Pregnant	-	0
On maternity leave	-	0

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

1- Followup Audit [Audit Id - 157700] Audit Date: 23/07/2019 PA Score: C

Deadline date:22/07/2020

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The total observation shows that the factory has set a partial system to implement & monitor the social management system, appointed a Senior Management Representative to implement and maintain company's Social Management System. Factory also has a system to select business partners as per their company policy. Further, the factory has a production plan as well as lost time reporting system implementing monthly/daily basis.

1.1 - Current follow up Audit conducted on 23nd July, 2019:

Not Corrected: Factory has developed a Social Management System to integrate the amfori BSCI new code of conduct into day to day business practice and to contribute customers and stakeholders in possible continuous improvement of the facility but some gap was identified. Currently facility did not define and no plan set to ensuring living wage, few gaps were found about grievance mechanism and ensuring health and safety. [As per amfori BSCI CoC]

1.3 - Current follow up Audit conducted on 23nd July, 2019:

Not Corrected: Facility management has developed supplier selection policy and procedure and communicated the Terms of implementations with the sub-suppliers but monitoring for all suppliers were not ensured; service suppliers were not identified properly. [As per amfori BSCI CoC]

1.4 - Current follow up Audit conducted on 23nd July, 2019:

Corrected: It was noted through documents review and management interview that factory management has prepare capacity planning for it's production and factory management has developed contingency planning if something slows down or hamper production or in the case injury or lost time for any unavoidable situation.

Remarks from Auditee:

Full Audit [Audit Id - 129913] Audit Date: 29/07/2018 PA Score: E

Deadline date:28/07/2019

Good practices

Areas of improvement

The overall observation shows that the factory has set a partial system to implement & monitor the social management system, appointed a Senior Management Representative to implement and maintain company's Social Management System. Factory also has a system to select business partners as per their company policy. Further, the factory has a production plan as well as lost time reporting system implementing monthly/daily basis.

সামগ্রিক পর্যালোচনা দেখায় যে, কারখানায় সামাজিক কর্মক্ষমতা নিরীক্ষণ একটি সিস্টেম আছে, বিএসসিআই নিয়ম ও প্রবিধান অনুযায়ী কোম্পানির সামাজিক ম্যানেজমেন্ট সিস্টেম বজায় রাখার জন্য একজন সিনিয়র ব্যবস্থাপনা প্রতিনিধি নিযুক্ত করেছেন। এছাড়াও কারখানায় ব্যবসায়িক অংশীদার এবং উৎপাদন পরিকল্পনা আছে।

1.1 - Factory management does not develop effective Social Management System to integrate the amfori BSCI new code of conduct into day to day business practice and to contribute customers and stakeholders in possible continuous improvement of the facility. Currently facility did not define long-term goal to protect workers and no plan set to ensuring living wage, few gaps were found about grievance mechanism and ensuring health and safety. [As per amfori BSCI CoC]

প্রতিষ্ঠানটিতে নতুন কোডটি দিনব্যাপী ব্যবসায়িকভাবে সম্পন্ন করার এবং কারখানার সম্ভাব্য ধারাবাহিক উন্নয়নে গ্রাহক ও অংশীদারদের অবদান রাখার জন্য ফ্যাক্টরি ম্যানেজমেন্ট কর্মকর্তা সোশ্যাল ম্যানেজমেন্ট সিস্টেম তৈরি করে নাই। কারখানায় শ্রমিকদের রক্ষা করার জন্য দীর্ঘমেয়াদি লক্ষ্য নির্ধারণ করেছে কিন্তু সমস্ত কর্মীদের জন্য লিভিং ওয়েজ পুরোপুরি নিশ্চিত করার জন্য কোনও পরিকল্পনা নেই এবং স্বাস্থ্যগত কিছু অসামগ্রিক পরিলক্ষিত হয়। অভিযোগ ব্যবস্থাপনা সম্পর্কে সচেতনতা বিষয়ে কিছু তফাৎ রয়েছে [আমফরি বিএসসিআই আচরণ বিধি অনুযায়ী]

1.3 - Facility management has develop supplier selection policy and procedure and monitoring for all suppliers were not ensured. Besides that, they did not distribute amfori BSCI Code of Conduct and Terms of Implementation to the all significant business partners yet. No mechanism is developed to collect, solve and keep records of any complaints received about business partners. [As per amfori BSCI CoC].

কারখানাটি সরবরাহকারী নির্বাচন নীতি এবং পদ্ধতিগুলি বিকাশ করেছে কিন্তু উল্লেখযোগ্য সকল সরবরাহকারীদের পর্যালোচনার আওতায় আনা হয়নি। উপরন্তু, কারখানাটি বিএসসিআই তার বিদ্যমান সকল ব্যবসায়িক অংশীদারদের মধ্যে সিওসি এবং টিওআই বিতরণ করেনি। ব্যবসার অংশীদারদের কাছ থেকে প্রাপ্ত কোনও অভিযোগের সংগ্রহ, সমাধান ও রেকর্ড সংরক্ষণের কোন ব্যবস্থা নেই। [আমফরি বিএসসিআই সিওসি অনুযায়ী]

1.4 - Factory did not have proper 'Contingency Plan' to reduce unnecessary overtime. Though the factory has a production planning in place, it was found not properly realistic and achievable basing on their working hours scheduling for the workers. They are planning considering 10 hours as working hours in a day instead of considering 8 hours, if the factory plans to produce product considering 10 hours workers has to do mandatory overtime. [As per amfori BSCI CoC]

অপ্রয়োজনীয় ওভারটাইম কমাতে ফ্যাক্টরিটি সঠিক 'সম্ভাব্য সব ঘটনার জন্য' তৈরি থাকার পরিকল্পনা করা নেই। যদিও কারখানার একটি উৎপাদন পরিকল্পনা আছে, কিন্তু এটা বাস্তবসম্মত নয়। শ্রমিকগণের সাথে কথা বলে জানা যায় যে, তারা সাধারণ ৮ ঘণ্টা দৈনিক কাজের সাথে ২ ঘণ্টা অতিরিক্ত কাজ করে থাকে যা দৈনিক ১০ ঘণ্টার হিসেবে উৎপাদন পরিকল্পনার সাথে সংযুক্ত।

Remarks from Auditee

Performance Area 2 : Workers Involvement and Protection	
1- Followup Audit [Audit Id - 157700] Audit Date: 23/07/2019 PA Score: C	Deadline date:22/07/2020
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The overall observation shows that the factory has formed different committees among the workers representatives and management staff including Participation Committee, Welfare Committee and Grievance Handling Committee. Management system shows that they are trying to make a bridge between workers and management on labor practices, monitoring factory work place conditions, grievance mechanism etc.</p>	
<p>2.2 - Current follow up Audit conducted on 23rd July, 2019:</p> <p>Not Corrected: The facility management did not develop a specific and step wise written long-term goal comprising vision, mission and objectives of the company in line with the BSCI values and principles. [As per amfori BSCI CoC]</p>	
<p>2.5 - Current follow up Audit conducted on 23rd July, 2019:</p> <p>Partially Corrected: Although factory has conduct the satisfactory on grievance mechanism. But the procedure did not define how to deal with 'Potential Conflict of Interest', 'Time Frame' and 'Appeal Procedures' and the responsible persons were not aware on the system. [As per amfori BSCI CoC]</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 129913] Audit Date: 29/07/2018 PA Score: B	Deadline date:31/12/2018
<u>Good practices</u>	
<u>Areas of improvement</u>	
<p>The overall observation shows that the factory has formed different committees among the workers representatives and management staff including Participation Committee, Welfare Committee and Grievance Handling Committee. Management system shows that they are trying to make a bridge between workers and management on labor practices, monitoring factory work place conditions, grievance mechanism etc.</p> <p>সামগ্রিক পর্যবেক্ষণ থেকে দেখা যায় যে, কারখানায় শ্রমিক অংশগ্রহণ কমিটি, কল্যাণ কমিটি ও অভিযোগ হ্যান্ডলিং কমিটি সহ শ্রমিক প্রতিনিধি ও ব্যবস্থাপনা কর্মীদের মধ্যে বিভিন্ন কমিটি গঠন করা হয়েছে।</p>	
<p>2.2 - The facility management did not develop a specific and step wise written long-term goal comprising vision, mission and objectives of the company in line with the BSCI values and principles. [As per amfori BSCI CoC]</p> <p>কারখানা ব্যবস্থাপনা কর্তৃপক্ষ বিএসসিআই মান এবং নীতির সাথে সঙ্গতিসূর্ণ দৃষ্টি, মিশন এবং লক্ষ্যসমূহের একটি নির্দিষ্ট এবং ধারাবাহিক লিখিত দীর্ঘমেয়াদী লক্ষ্য তৈরি করা হয়নি। [আমফরি বিএসসিআই আচরণ বিধি অনুযায়ী]</p>	
<p>2.5 - Factory did not conduct the satisfactory on grievance mechanism. But factory has developed grievance procedure for its employees but the procedure did not define how to deal with 'Potential Conflict of Interest', 'Time Frame' and 'Appeal Procedures'. Also, no grievance satisfaction survey conducted by the facility for communities and business partners. [As per amfori BSCI CoC]</p> <p>অভিযোগের প্রক্রিয়া আছে কিন্তু পদ্ধতিটি সুনির্দিষ্টভাবে 'সম্ভাব্য স্বার্থগত সংঘাত' কিভাবে মোকাবেলা করা হবে, 'সময়সীমা' ও 'আপীল প্রক্রিয়া' নির্ধারণ করেনি। এছাড়াও, সম্প্রদায় ও ব্যবসায়ের অংশীদারদের জন্য কোন অভিযোগ সন্তুষ্টি জরিপ এখনও পরিচালিত হয়নি। [আমফরি বিএসসিআই সিওসি অনুযায়ী]</p>	
<u>Remarks from Auditee</u>	
Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
1- Followup Audit [Audit Id - 157700] Audit Date: 23/07/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 129913] Audit Date: 29/07/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<u>Remarks from Auditee</u>	

Performance Area 4 : No Discrimination	
1- Followup Audit [Audit Id - 157700] Audit Date: 23/07/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 129913] Audit Date: 29/07/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<u>Remarks from Auditee</u>	
Performance Area 5 : Fair Remuneration	
1- Followup Audit [Audit Id - 157700] Audit Date: 23/07/2019 PA Score: A	Deadline date:22/07/2020
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>The overall observation shows that the auditee partially fulfils requirements of this Performance Area-5 (Fair Remuneration). The facility has developed wages and compensation policy as per law. However, still there are some gaps for continuous improvement and monitoring system.</p>	
<p>5.4 - Current follow up Audit conducted on 23rd July, 2019:</p> <p>Not Corrected: The facility did not estimate the living standard in the region calculating their living wage properly to determine a potential gap between present local minimum wage and living wage and so no action plan is in place to fill the gaps. [As per amfori BSCI CoC]</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 129913] Audit Date: 29/07/2018 PA Score: A	Deadline date:28/07/2019
<u>Good practices</u>	
<u>Areas of improvement</u>	
<p>The overall observations shows that the factory has ensure and pay all kinds remuneration to the workers as per law. All workers were provided with written and understandable information about their employment conditions with respect to wages before they enter employment and about the particulars of their wages for each pay period. The factory pays the wages within 7 working days of the following month. Moreover, the overall compliance level of the factory was found complete and consistent except one deviation was noted on living wages issue.</p> <p>সামগ্রিক পর্যবেক্ষণ দেখা যে, কারখানা আইন অনুযায়ী শ্রমিকদের পারিশ্রমিক পরিশোধ করেছে। সকল শ্রমিকদের তাদের কর্মসংস্থানের অবস্থা সম্পর্কে লিখিত ও বোধগম্য তথ্য প্রদান করা হয়েছে। কারখানা চলতি মাসের ৭ কার্যদিবসের মধ্যে মজুরি প্রদান করে। কারখানা জীবন ধারণের মজুরী প্রদানের কোন উদ্যোগ নেয় নাই।</p> <p>5.4 - The facility did not estimate the living standard in the region calculating their living wage properly to determine a potential gap between present local minimum wage and living wage and so no action plan is in place to fill the gaps. [As per amfori BSCI CoC]</p> <p>কারখানায় স্থানীয় ন্যূনতম লিভিং ওয়েজ (মজুরি) যথাযথ নির্ণয় করতে পারেনি এবং বিদ্যমান মজুরির মধ্যে সম্ভাব্য ব্যবধান নির্ধারণের জন্য কোন ব্যবস্থা গ্রহণও করা হয়নি। তাছাড়া এই তফাৎ পূরণের জন্য কোনো কর্ম পরিকল্পনা নেই। [আমফরি বিএসসিআই আচরণ বিধি অনুযায়ী]</p>	
<u>Remarks from Auditee</u>	

Performance Area 6 : Decent Working Hours

1- Followup Audit [Audit Id - 157700] Audit Date: 23/07/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

6.2 - Current follow up Audit conducted on 23rd July, 2019:

Corrected: Through time card and salary sheet review it was found that, working hour is acceptable limit no violation found in provided records.

6.4 - Current follow up Audit conducted on 23rd July, 2019:

Corrected: Through time card and salary sheet review it was found that, one day rest after six consecutive days of work has been ensured.

Remarks from Auditee:

Full Audit [Audit Id - 129913] Audit Date: 29/07/2018 PA Score: D

Deadline date:31/12/2018

Good practices

Areas of improvement

The overall observation shows that the auditee partially respects requirements of this principle / Performance Area-6 (Decent Working Hours). Facility provides legally required overtime rate, the facility uses electronic time keeping system to track the workers daily in and out time, as per provided records. However still there are some gaps for continuous improvement and monitoring system.

সামগ্রিক পর্যালোচনা দেখা যায় যে, কারখানায়টি আংশিকভাবে এই কর্মক্ষেত্র -৬ (যেখোঁচিৎ কাজের ঘন্টা) এর প্রয়োজনীয়তাগুলি পূরণ করে, প্রতিষ্ঠানটি আইনগতভাবে প্রয়োজনীয় ওভারটাইম হার প্রদান, কারখানা ইন এবং আউট সময় সংরক্ষণের জন্য ইলেকট্রনিক টাইম রেকর্ড ব্যবহার করে।

6.2 - Through job card, salary sheet and overtime payment record reviewed, workers and management interview the facility had performed excessive overtime – 25 out of 25 sample workers had worked overtime 14 to 32 hours (exceed 12) in a week in the month of June 2018 (Current month) and daily maximum overtime found 8 hours.

হাজিরা কার্ড অনুযায়ী, বেতন পত্র এবং ওভারটাইম পেমেন্ট রেকর্ড পর্যালোচনা, শ্রমিকদের এবং ম্যানেজমেন্ট ইন্টারভিউ থেকে দেখা যায় শ্রমিকের নিম্নে উল্লিখিত অতিরিক্ত কর্মঘন্টা করেছে - ২৫ জন নমুনা কর্মীর মধ্যে ২৫ জন জুন ২০১৮ (বর্তমান মাস) মাসে সপ্তাহে ১৪ থেকে ৩২ ঘন্টা (১২ এর বেশী) সর্বোচ্চ কাজ করেছে এবং দৈনিক সর্বোচ্চ ওভারটাইম ৮ ঘন্টা পাওয়া যায়।

6.4 - Based on the employee's time record, salary sheet review, employees and management interview, it was noted that seventh day rest of the employees were not ensured due to following reasons: 25 out of 25 randomly selected employees had worked on weekly holidays of June 2018 (random month); as a result the employees worked 9 to 14 consecutive days in this month.

হাজিরা কার্ড অনুযায়ী, বেতন পত্র এবং ওভারটাইম পেমেন্ট রেকর্ড পর্যালোচনা, শ্রমিকদের এবং ম্যানেজমেন্ট ইন্টারভিউ থেকে দেখা যায় নিম্ন লিখিত কারণে শ্রমিকেরা সপ্তম কর্মদিবসে ছুটি পায় নাই - ২৫ জন নমুনা কর্মীর মধ্যে ২৫ জন জুন ২০১৮ (বর্তমান মাস) মাসে সাপ্তাহিক ছুটির দিনে কাজ করেছে; এতে এই কর্মীরা ৯ থেকে ১৪ দিন টানা কাজ করেছে।

Remarks from Auditee

Performance Area 7 : Occupational Health and Safety

1- Followup Audit [Audit Id - 157700] Audit Date: 23/07/2019 PA Score: D

Deadline date:22/07/2020

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The overall observation shows that the factory has established a complete 'health & safety' policy & procedures. The production floor was quite clean & spacious. Evacuation maps were available in all areas. Sufficient drinking water was provided in the production floors. Fire extinguishers were also properly charged and ready for use.

7.1 - Current follow up Audit conducted on 23nd July, 2019:

Partially Corrected: i) It was noted that there are some lacking on Health and Safety System observed applicable in occupational health and safety regulations in factory activities. Those relevant issues are noted in each improvement areas. ii) Although the day care room found separated from medical and other areas but there was no sufficient tools or equipment as per law in the day care. iii) Several licenses found expired for the factory.

7.3 - Current follow up Audit conducted on 23nd July, 2019:

Corrected: The factory has conducted risk assessment covering all areas.

7.4 - Current follow up Audit conducted on 23nd July, 2019:

Not Corrected: Through documents review, interview with worker representatives & management factory did not involve worker representatives in the risk assessment program [As per Amfori BSCI code of conduct]

7.6 - Current follow up Audit conducted on 23nd July, 2019:

Not Corrected: During the current assessment it was noted that no rubber mat with the cushioned effect was not found under the feet of several long standing workers and back support chair was not provided to the long sitting workers. [As per Bangladesh Labor Rule 2015 section 67]

7.9 - Current follow up Audit conducted on 23nd July, 2019:

Corrected: Potential hazards of the factory has been identified and initiative has taken to identify.

7.10 - Current follow up Audit conducted on 23nd July, 2019:

Corrected: During current assessment factory has procedure in place yet to report near-misses. [As per amfori BSCI].

Current follow up Audit conducted on 23nd July, 2019:

Corrected: During current assessment factory has procedure in place yet to report near-misses. [As per amfori BSCI].

7.11 - Not Corrected: During current assessment it was noted that, the trade license and factory license of the factory found expired on 30th June, 2019. However the factory has applied to the concerned authority, At present the company is operating without valid mandatory licenses.

7.13 - Current follow up Audit conducted on 23nd July, 2019:

Corrected: During current audit all electrical wire and installation found in safe condition.

7.16 - Current follow up Audit conducted on 23nd July, 2019:

Corrected: During current audit all evacuation plans found in local language.

7.20 - Current follow up Audit conducted on 23nd July, 2019:

New Issue: Factory is providing drinking water for all employee through a water supplier but 1 out of 9 tested parameter found not in acceptable limit as per ECR'1997 standard. *Total Coliform* found ≤ 1 CFU/100mL instead of 0. However factory has sent water for retest in the lab but did not receive the report yet.

7.24 - Current follow up Audit conducted on 23nd July, 2019:

Corrected: During current audit no worker found working near to risky area.

7.25 - Current follow up Audit conducted on 23nd July, 2019:

Corrected: During current audit production floor found even and without any barrier.

Remarks from Auditee:	
Full Audit [Audit Id - 129913] Audit Date: 29/07/2018 PA Score: B	Deadline date:31/12/2018
<u>Good practices</u>	
<u>Areas of improvement</u>	
<p>The overall observation shows that the factory has established a complete 'health & safety' policy & procedures. The production floor was quite clean & spacious. Evacuation maps were available in all areas. Sufficient drinking water was provided in the production floors. Fire extinguishers were also properly charged and ready for use. However, the overall health & safety condition of the factory was found to be satisfactory and the issues identified during the visit which are detailed in the below point.</p> <p>সামগ্রিক পর্যবেক্ষণ দেখায় যে কারখানা একটি সম্পূর্ণ স্বাস্থ্য ও নিরাপত্তা নীতি ও পদ্ধতি প্রতিষ্ঠা করেছে। উৎপাদন স্থান বেশ পরিষ্কার ছিল। বহির্গমন পরিকল্পনা সব অঞ্চলে পাওয়া যায়। পানীয় জল সকল উৎপাদন মেঝেতে ছিল। অগ্নি নির্বাপক যন্ত্র সঠিকভাবে চার্জ এবং ব্যবহারের জন্য প্রস্তুত করা ছিল। কারখানার সামগ্রিক স্বাস্থ্য ও নিরাপত্তা শর্ত ভাল পাওয়া গেছে।</p>	
7.1 -	<p>i) It was noted that there are some lacking on Health and Safety System observed applicable in occupational health and safety regulations in factory activities. Those relevant issues are noted in each improvement areas. ii) The factory has set up child care centre in medical room which could transmitt contagious disease of child by the spread of bacteria or virus when coughing or sneezing by adult. Even no Washing facility available in the child care room.</p> <p>i) স্বাস্থ্য ও নিরাপত্তা ব্যবস্থার কিছু অভাব কারখানা কার্যক্রম পেশাগত স্বাস্থ্য ও নিরাপত্তা বিধিতে পরিলক্ষিত আছে। ii) ফ্যাক্টরি মেডিক্যাল রুমে চাইল্ড কেয়ার সেন্টার প্রতিষ্ঠা করেছে যার ফলে ব্যাক্টেরিয়া বা ভাইরাস ছড়িয়ে পড়লে শিশুটির সংক্রামক ব্যাধি ট্রান্সমিট করতে পারে। চাইল্ড কেয়ার রুমে কোনও ওয়াশিং সুবিধা পাওয়া যায় না।</p>
7.3 -	<p>The factory has a detailed risk assessment but some areas were not taken in to consideration like day care, new mothers, medical, transmittable and non-transmittable diseases, wastage area, kitchen etc.</p> <p>কারখানাটি একটি বিশদ ঝুঁকি নিরূপন করেছে কিন্তু কিছু এলাকা যেমন ডে-কেয়ার, নতুন মা, ছোঁয়াচে এবং অন্যান্য রোগ সংক্রান্ত, মেডিকেল, বর্জ রক্ষণাগার ইত্যাদি বিবেচনায় নেওয়া হয়নি।</p>
7.4 -	<p>Through documents review, interview with worker representatives & management factory did not involve worker representatives in the risk assessment program [As per Amfori BSCI code of conduct]</p> <p>কারখানা দুর্ঘটনা ও আঘাতের জন্য রেকর্ড রাখে কিন্তু কোনও ক্ষেত্রে কাছ থেকে এড়িয়ে যাওয়া দুর্ঘটনা রিপোর্ট করার পদ্ধতি নেই। [আমফরি বিএসসিআই আচরণ বিধি অনুযায়ী]</p>
7.6 -	<p>During the current assessment it was noted that no rubber mat with the cushioned effect was not found under the feet of several long standing workers and back support chair was not provided to the long sitting workers. [As per Bangladesh Labor Rule 2015 section 67]</p> <p>দীর্ঘকাল দাঁড়িয়ে কাজ করা শ্রমিকদের অনেকেই রাবার মাদুর ব্যবহার করে না এবং বসে কাজ করা শ্রমিকদের পেছনে হেলান দেয়ার ব্যবস্থা ছিল না। [বাংলাদেশ শ্রম আইন ২০১৫ অনুযায়ী, বিভাগ - ৬৭ (২)]</p>
7.9 -	<p>Potential hazards of the factory are not identified and no initiative has taken to identify. Note that, retrofitting work found ongoing as per suggestion from ACCORD and Alliance some reconstruction work found on the production floor.</p> <p>কারখানা সম্ভাব্য হাজার্ড চিহ্নিত করেনা।</p>
7.10 -	<p>Factory keeps records for accident and injury but no procedure in place yet to report near-misses. [As per amfori BSCI CoC]</p> <p>কারখানা দুর্ঘটনা ও আঘাতের জন্য রেকর্ড রাখে কিন্তু কোনও ক্ষেত্রে কাছ থেকে এড়িয়ে যাওয়া দুর্ঘটনা রিপোর্ট করার পদ্ধতি নেই। [আমফরি বিএসসিআই আচরণ বিধি অনুযায়ী]</p>
7.11 -	<p>The factory license of the factory has expired on June 30, 2018. However, factory has applied to the authority for renewal on June 2018.</p> <p>কারখানার লাইসেন্স মেয়াদউত্তীর্ণ পাওয়া যায়। তবে কারখানাটি যথাযথ কর্তৃপক্ষের কাছে কারখানাটি আবেদন করেছে।</p>
7.13 -	<p>Naked, open, loose & overhanging electrical wires were found at different places because of construction and installation process.</p> <p>আলগা বৈদ্যুতিক তার বিভিন্ন স্থানে খুঁজে পাওয়া যায়।</p>
7.16 -	<p>The evacuation plan of the factory did not found in local language.</p> <p>কারখানার জরুরী বহির্গমন পরিকল্পনা স্থানীয় ভাষায় পাওয়া যায় নি।</p>
7.24 -	<p>As retrofitting work found ongoing as per suggestion from ACCORD and Alliance some reconstruction work found on the production floor. Some employees were exposed to noisy area, like surrounding area of the generator.</p> <p>সংস্কার কাজ চলার কারণে কিছু শ্রমিককে শব্দপূর্ণ এলাকায় কর্মরত পাওয়া যায়।</p>
7.25 -	<p>Due to ongoing retrofitting work production floor area found uneven which may lead to foot injury of the employee.</p> <p>সংস্কার কাজ চলার কারণে ফ্লোর অসমান পাওয়া যায় যা ইনজুরির কারণ হতে পারে।</p>
Remarks from Auditee	

Performance Area 8 : No Child Labour	
1- Followup Audit [Audit Id - 157700] Audit Date: 23/07/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 129913] Audit Date: 29/07/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<u>Remarks from Auditee</u>	
Performance Area 9 : Special protection for young workers	
1- Followup Audit [Audit Id - 157700] Audit Date: 23/07/2019 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Full Audit [Audit Id - 129913] Audit Date: 29/07/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<u>Remarks from Auditee</u>	

Performance Area 10 : No Precarious Employment

1- Followup Audit [Audit Id - 157700] Audit Date: 23/07/2019 PA Score: A

Deadline date:22/07/2020

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The overall observation shows that the facility follows all the requirement of local law related to employment. Copy of appointment letter, ID card and service book is given to all the regular workers immediately upon joining. During the employees' interview, all interviewed employees stated that they sign labor contracts with the facility and they have obtained the copies of their labor contracts prior joining. These labor contracts were in the local language.

10.3 - Current follow up Audit conducted on 23nd July, 2019:

Partially Corrected: ID card found in local language (Bangla). But few required information/criteria were not mentioned in the workers ID card as Blood Group, Permanent Address, Telephone No. in Case of Emergency, National ID No., were not mentioned in around 40% Identity Card of employees as per Bangladesh Labor Rules 2015, Section 19.

Remarks from Auditee:

Full Audit [Audit Id - 129913] Audit Date: 29/07/2018 PA Score: A

Deadline date:31/12/2018

Good practices

Areas of improvement

The overall observation shows that the facility follows all the requirement of local law related to employment. Copy of appointment letter, ID card and service book is given to all the regular workers immediately upon joining. During the employees' interview, all interviewed employees stated that they sign labor contracts with the facility and they have obtained the copies of their labor contracts prior joining. These labor contracts were in the local language

সামগ্রিক পর্যবেক্ষণ যে কারখানা চাকুরির ক্ষেত্রে লোকাল আইন প্রয়োগ করে। নিয়োগপত্র, আইডি কার্ড ও সেবা বইয়ের কপি অবিলম্বে যোগদান উপর সব নিয়মিত শ্রমিকদের দেওয়া হয়।

কর্মীদের সাক্ষাৎকারে সব সাক্ষাৎকার কর্মীদের বলেন যে তারা সুবিধা সঙ্গে শ্রম চুক্তি স্বাক্ষর এবং তারা যোগদান পূর্বে তাদের শ্রম চুক্তি কপি লাভ করেছেন। দুসম্মের এই শ্রম চুক্তি স্থানীয় ভাষায় লেখা ছিল।

10.3 - ID card found in English instead of Bangla. Few required information/criteria were not mentioned in the workers ID card as Blood Group, Permanent Address, Telephone No. in Case of Emergency, National ID No., were not mentioned in Identity Card of employees as per Bangladesh Labour Rules 2015, Section 19.

শ্রমিকদের আইডি কার্ড বাংলা পরিবর্তে ইংরেজিতে পাওয়া যায়। বাংলাদেশ শ্রম আইন বিধি ২০১৫, ধারা ১৯ (৫) অনুসারে ও ফর্ম ৬ অনুযায়ী কর্মীদের ID কার্ড এ কিছু তথ্য নেই, যেমন স্থায়ী ঠিকানা, রক্তের গ্রুপ, জরুরি নম্বর, জাতীয় পরিচয় পত্র নম্বর উল্লেখ নেই।

Remarks from Auditee

Performance Area 11 : No Bonded Labour

1- Followup Audit [Audit Id - 157700] Audit Date: 23/07/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Remarks from Auditee:

Full Audit [Audit Id - 129913] Audit Date: 29/07/2018 PA Score: A

Deadline date:

Good practices

Areas of improvement

Remarks from Auditee

Performance Area 12 : Protection of the Environment

1- Followup Audit [Audit Id - 157700] Audit Date: 23/07/2019 PA Score: C

Deadline date:22/07/2020

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The overall observation shows that the facility partially complies with the requirements of this performance area. However still there are some gaps for continuous improvement and monitoring system.

12.3 - Current follow up Audit conducted on 23nd July, 2019:

New Issue: The factory did not have any environmental clearance certificate from Department of Environment. [Environment Conservation Act, 1995, section 12]

12.4 - Current follow up Audit conducted on 23nd July, 2019:

Corrected: Waste in the factory found properly stored.

12.5 - Current follow up Audit conducted on 23nd July, 2019:

Not Corrected: The facility did not develop a plan to monitor & reduce water consumption and go for conservation. In addition, factory management has arranged random training to the employees but they did not conscious about water waste reduction [as per amfori BSCI CoC].

Remarks from Auditee:

Full Audit [Audit Id - 129913] Audit Date: 29/07/2018 PA Score: B

Deadline date:31/12/2018

Good practices

Areas of improvement

The overall observation shows that the factory has developed a precise policy and procedure on environment management system. Factory has also conducted an environment impact assessment throughout the premises. The waste collection and disposal record is not properly maintained. সামগ্রিক পর্যবেক্ষণ দেখায় যে কারখানা পরিবেশ ব্যবস্থাপনা সিস্টেমে একটি সুনির্দিষ্ট নীতিমালা ও পদ্ধতি উদ্ভাবন করেছে এবং পরিবেশের নীতিমালাগুলো মেনে চলার চেষ্টা করেছে। বর্জ্য সংগ্রহ ও বিক্রয় রেকর্ড যথাযথভাবে রক্ষণাবেক্ষণ করা হয় না।

12.4 - Waste management system in the factory was not proper, wastes kept in open areas which was also found without type and hazard.

কারখানার বর্জ্য ম্যানেজমেন্ট সিস্টেম সঠিক পাওয়া যায়নি।

12.5 - The facility did not develop a plan to monitor & reduce water consumption and go for conservation. In addition, factory management has arranged random training to the employees but they did not conscious about water waste reduction [as per amfori BSCI CoC].

কারখানাটি পানি ব্যয় হ্রাস এবং সংরক্ষণ এর জন্য পরিকল্পনা করেনি। কারখানার শ্রমিক-কর্মচারীদের জন্য পানির অপচয় হ্রাস এর বিষয়ে প্রশিক্ষণ ব্যবস্থা করে নাই। [আমফরি বিএসসিআই সিওসি অনুযায়ী]

Remarks from Auditee

Performance Area 13 : Ethical Business Behaviour

1- Followup Audit [Audit Id - 157700] Audit Date: 23/07/2019 PA Score: A

Deadline date:22/07/2020

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The overall observations shows that the factory has maintained a record keeping system and was provided necessary documents to the audit team for review. Management was transparent during the entire period of audit and they showed a positive attitude and was supportive to the auditor during the site visit. They were dedicated to maintain a good business relations with their business partners and were committed to fulfill their expectations.

13.1 - Current follow up Audit conducted on 23nd July, 2019:

Not Corrected: Though the facility have anti-bribery policy and they did not identify the risk area and did not provide adequate training to employees/workers as well as they did not communicate this policy to its suppliers and related parties.

Remarks from Auditee:

Full Audit [Audit Id - 129913] Audit Date: 29/07/2018 PA Score: A

Deadline date:31/12/2018

Good practices

Areas of improvement

The overall observations shows that the factory has maintained a record keeping system and was provided necessary documents to the audit team for review. Factory has legal licenses and permits to operate facility approved by the concerned authority. Management was transparent during the entire period of audit and they showed a positive attitude and was supportive to the auditor during the site visit. They were dedicated to maintain a good business relations with their business partners and were committed to fulfill their expectations.

সামগ্রিক পর্যবেক্ষণ দেখায় যে কারখানায় একটি সঠিক রেকর্ড পালন সিস্টেম বজায় রাখা হয়েছে এবং পর্যালোচনার জন্য অডিট টিমকে সব প্রয়োজনীয় কাগজপত্র সরবরাহ করা হয়েছিল।

13.1 - Though the facility have anti bribery policy and they did not identify the risk area and did not provide adequate training to employees/workers as well as they did not communicate this policy to its suppliers and related parties.

সরবরাহ শৃঙ্খল দুর্বলতার সম্ভাব্য এলাকা বা ব্যবসায়িক কর্মকাণ্ডে সনাক্ত করা হয়নি এবং নৈতিক আচরণ ও নীতিনিষ্ঠ নীতিমালার উপর কর্মীদের পর্যাপ্ত প্রশিক্ষণ প্রদান করে নাই। [আমফরি বিএসসিআই আচরণ বিধি অনুযায়ী]

Remarks from Auditee

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Follow-up Audit	23/07/2019	157700	C	C	A	A	A	A	D	A	A	A	A	C	A	C
Full Audit	29/07/2018	129913	E	B	A	A	A	D	B	A	A	A	A	B	A	D

Producer Photos



