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Auditee :	<b>Vancot Limited</b>
Audit Date From :	<b>08/06/2020</b>
Audit Date To :	<b>09/06/2020</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the amfori BSCI platform</b>
Auditing Company :	<b>BureauVeritas</b>
Auditor's Name(s) :	<b>Md Abdullah Al Mamun(Lead), Rafiqul Islam, Shampa Saha</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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This is an extract of the amfori BSCI Audit Report, which is available in the amfori BSCI Platform. © amfori, 2018 - The English version is the legally binding One.

Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence																																							
<p><b>A</b> <b>Very Good</b></p>	<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> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <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	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
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																													
<p><b>B</b> <b>Good</b></p>	<ul style="list-style-type: none"> <li>• Maximum 3 Performance Areas rated C</li> <li>• No Performance Areas rated D or E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <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	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
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																													
<p><b>C</b> <b>Acceptable</b></p>	<ul style="list-style-type: none"> <li>• Maximum 2 Performance Areas rated D</li> <li>• No Performance Areas rated E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <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	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
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																													
<p><b>D</b> <b>Insufficient</b></p>	<ul style="list-style-type: none"> <li>• Maximum 6 Performance Areas rated E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <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>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	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	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
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																													
<p><b>E</b> <b>Unacceptable</b></p>	<ul style="list-style-type: none"> <li>• Minimum 7 Performance Areas rated E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <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	<p>amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.</p>
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																													
<p><b>Zero Tolerance</b></p>	<p>A Zero Tolerance issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)</p>	<p>Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.</p>																																							

**Main Auditee Information**

Name of producer :	<b>Vancot Limited</b>		
DBID number :	<b>364630</b>		
Audit ID :	<b>182758</b>		
Address :	<b>Plot No:18-20, Sector-03, KEPZ, Chattagram, Bangladesh Chittagong</b>		
Province :	<b>Chittagong</b>	Country :	<b>Bangladesh</b>
Management Representative :	<b>Ashim Kumar Das_DGM (HR, Admin and Compliance)</b>		
Contact person:	<b>Ashim Kumar Das</b>	Sector :	<b>Non-Food</b>
Industry Type :	<b>Textiles, clothing, leather</b>	Product group :	<b>Apparel</b>
Product Type :	<b>Woven Bottoms</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	<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) :	none		
Audit interferences or contingencies (if applicable) :	none		
Overall rating :	B		
Need of follow-up :		If YES, by :	

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	B	A	B	A	A	A	A	A	A	A	B	A

**Executive summary of audit report**

This was the semi-announced BSCI Full Audit at Vancot Limited which was established on 2009 under different management. From 2016 existing management has started their operation here. Facility is located at Plot No:18-20, Sector-03, KEPZ, Chattagram, Bangladesh. The facility specialized in the manufacturing of all kinds of woven Bottom Items and woven jacket. The main production processes included cutting, sewing, finishing & packing. There was no obvious peak seasons in the facility and work pressure was round the year same.

In view of facilities, the facility is consists of 1 building and 7 sheds. Building and shed description are as follows:-

**Building#1:**  
 Ground floor: Office area, cutting section, medical room, childcare room, finished goods store, fabric and accessories store, electrical substation room, sample room, fusing room.  
 1st floor: Packing section, pressing section, finishing section, sewing section, maintenance room, inspection room, spot removing room.  
 2nd floor: Cutting section, sewing section, maintenance room, office

**Shed 01:** Workers dining room, canteen.  
**Shed 02:** Wastage store.  
**Shed 03:** Boiler room, generator room & compressor room.  
**Shed 04:** Security room.  
**Shed 05:** Workshop  
**Shed 06:** Fire pump room.  
**Shed 07:** Corona Helpdesk.

Facility is maintaining automatic time keeping system for all workers. The weekend was Friday. There were 1426 employees (496 males & 930 females) and the youngest worker was above 18 years in the Facility, which was complying with the local law. Neither migrant workers nor agency workers were found in the facility. Facility has recruited all the workers directly except 15 numbers security guards. Facility has rented the security guards from Group-4 Security Limited from 2018.

Per payroll review and interviews with management and employees, all the workers were paid by monthly wage system. Wages and overtime were paid & issued twice within first 7 working days of the following pay period. But the payment of May 2020 were not yet paid on the audit date on 9th June 2020. However, they have forward the mail to bank for transfer the payment to employees on 8 June 2020 but the employees yet not receive. Facility had a system for paying the wages by mobile banking and cash. But due to Covi-19 situation and government decision they are now paying all employees salary by mobile banking.

The regular working hours in the factory was from 8:00 am to 5:00 pm with a 60 minutes lunch break from 12:00 to 1:00 pm and 1:00 pm to 2:00 pm for all sections except Security section (3 shifts). Factory had provided lowest minimum wage as BD. Tk-8200/- to the workers that met the local law.

Per payroll and time records review, auditors reviewed sample records of 38 employees from April, 2020 (attendance & Payroll) as current month, February 2020(attendance & Payroll) as random month- 1 & September 2019 (attendance & Payroll) as random month-2. All were permanent workers in the factory. In the sample months workers maximum working hour found daily 10 hours(8 Hours general and 2 hours overtime) and weekly 60 hours(48 Hours general and 12 hours overtime) which meets legal requirements. Note that last month (May 2020) were not taken as current month due to that month payment was not done during audit day.

A total of 38 selected employees (13 males and 25 females) from different sections were conducted individually and group interviews. According to the interviews, employees were satisfied with the working conditions in positive way toward regarding the timely payment, non-discrimination, and non-forced

labor in the factory.

At the end of the audit, a closing meeting was held with factory representative; all of the current findings along with corresponding corrective action plans were disclosed and communicated to facility management and Mr. Ashim Kumar Das\_DGM (HR, Admin and Compliance) signed the onsite CAP and agreed to take corrective actions.

Audit Company: Bureau Veritas Consumer Products Service  
Audit Company APSCA Number: 11600002

APSCA Auditor Registered Number:

Lead Auditor Name:  
Md. Abdullah Al Mamun- RA 21702387

Team auditor Name:  
Md. Rafiqul Islam- RA 21701271  
Shampa Saha- RA 21700599

**Ratings Summary**



<b>Auditee's background information</b>			
Auditee's name :	<b>Vancot Limited</b>	Legal status :	<b>Private Limited Company</b>
Local Name :	<b>ভ্যানকট লিমিটেড</b>	Year in which the auditee was founded :	<b>2009</b>
Address :	<b>Plot No:18-20, Sector-03, KEPZ, Chattagram, Bangladesh</b>	Contact person (please select) :	<b>Ashim Kumar Das</b>
Province :	<b>Chittagong</b>	Contact's Email :	<b>vancot.ashim@shinshingroup.com</b>
City :	<b>Chittagong</b>	Auditee's official language(s) for written communications :	<b>English</b>
Region :	<b>South Asia</b>	Other relevant languages for the auditee :	<b>Bengali</b>
Country :	<b>Bangladesh</b>	Website of auditee (if applicable) :	<b>www.shinshingroup.com</b>
GPS coordinates :	<b>22.2758195, 91.7940427</b>	Total turnover (in Euros) :	<b>31890000.00</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>500, 000 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>Yes</b>
Product Type :	<b>Woven Bottoms</b>		

<b>Auditee's employment structure at the time of the audit</b>		
Total number of workers :	<b>1426</b>	Total number of workers in the production unit to be monitored (if applicable) :
	<b>MALE WORKERS</b>	<b>FEMALE WORKERS</b>
Permanent workers	<b>496</b>	<b>930</b>
Temporary workers	<b>0</b>	<b>0</b>
In management positions	<b>0</b>	<b>0</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>496</b>	<b>930</b>
Production based workers	<b>0</b>	<b>0</b>
With shifts at night	<b>5</b>	<b>0</b>
Unionised	<b>0</b>	<b>0</b>
Pregnant	<b>-</b>	<b>3</b>
On maternity leave	<b>-</b>	<b>1</b>

**Finding Report** 

<b>Performance Area 1 : Social Management System and Cascade Effect</b>	
Full Audit [Audit Id - 182758] Audit Date: 08/06/2020 PA Score: C	Deadline date:31/12/2020
<b>GOOD PRACTICES:</b> No	
<b>AREAS OF IMPROVEMENT:</b> Remarks: The auditee partially fulfills the requirement of this PA. The factory had provided the training to mid-level on BSCI code of conduct management had set and publically stated their mission, vision, and objectives. They have organizational chart and the administration operates as per this organogram. They maintain personal file for all workers including a copy of appointment letter. However, gaps identified during this follow up, such as the the factory is trying to adopt requirement of amfori BSCI COC, still they have lacking in commitment towards integrating the amfori BSCI Code into their business culture, understand the content of the amfori BSCI Code and Terms of Implementation for business partners to be involved in the BSCI monitoring process. Management understand English and they were comfortable in English. 1.1 - 1.1 It was noted that the factory is trying to adopt requirement of amfori BSCI COC, they have lacking in commitment towards integrating the amfori BSCI Code into their business culture, understand the content of the BSCI Code and Terms of Implementation for business partners to be involved in the amfori BSCI monitoring process, understand the need to develop the internal procedures to integrate the amfori BSCI Code into day-to-day business practices. This violates amfori BSCI Performance Area 1.1 Management understand English and they were comfortable with English. 1.3 - 1.3 It was noted that factory management prepared supply chain mapping and communicated BSCI Code of Conduct and Terms of Implementation with the supplier. However, there is no procedure to handle the complaint raised by the business partners. This violates amfori BSCI Performance Area 1.3 Management understand English and they were comfortable with English.	
<b>Remarks from Auditee:</b> 1.1: We wil correct as early as possible. 1.3: We wil correct as early as possible.	
<b>Performance Area 2 : Workers Involvement and Protection</b>	
Full Audit [Audit Id - 182758] Audit Date: 08/06/2020 PA Score: B	Deadline date:31/12/2020
<b>GOOD PRACTICES:</b> No	
<b>AREAS OF IMPROVEMENT:</b> Remarks: The overall observation shows that the auditee partially fulfils the requirements of the performance area. Factory had conducted meeting with workers participation committee. They also provided occupational health and safety training the workers. The facility had provided training on the content of the amfori BSCI Code to all in the facility. However, gaps identified such as; workers & workers representatives were not genuinely involved in defining the Long term goals, vision, mission and objectives of the company they did not involved workers' representatives in grievance mechanism process. Management understand English and they were comfortable in English. 2.2 - 2.2 It was noted that workers & workers representatives were not genuinely involved in defining the Long term goals, vision, mission and objectives of the company in line with the amfori BSCI Code of Conduct. This violates amfori BSCI Performance Area 2.2 2.5 - 2.5 It was noted that there is no time line set to address the grievance. Moreover, no option found in current grievance system for appeal or escalation, if the victims are not satisfied with the decision and no senior management is responsible for grievance mechanism. In addition, auditee did not conduct satisfaction survey on grievance mechanism. This violates amfori BSCI Performance Area 2.5	
<b>Remarks from Auditee:</b> 2.2: We wil correct as early as possible 2.5: We wil correct as early as possible	
<b>Performance Area 3 : The rights of Freedom of Association and Collective Bargaining</b>	
Full Audit [Audit Id - 182758] Audit Date: 08/06/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> No	
<b>AREAS OF IMPROVEMENT:</b> None NA	
<b>Remarks from Auditee:</b> None	

<b>Performance Area 4 : No Discrimination</b>	
Full Audit [Audit Id - 182758] Audit Date: 08/06/2020 PA Score: B	Deadline date:31/12/2020
<b>GOOD PRACTICES:</b> No	
<b>AREAS OF IMPROVEMENT:</b> Remarks: The overall observation shows that the auditee partially fulfils the requirements of the performance area. It was noted during the factory tour, employee’s interview, management interaction and review of payroll records that the facility pays equal wages to all the employees for same nature of work and job requirements and promotion & training opportunity is based on the worker’s willingness and competency. The facility has a policy and procedures on non-discrimination, which has been communicated to the workers through induction program and different kinds of trainings. However, gaps were identified such as facility did not conduct an internal assessment on the most frequent grounds used for discrimination. Management understand English and they were comfortable in English. 4.2 - 4.2: It was noted that facility did not Conduct an internal assessment on the most frequent grounds used for discrimination as well as the most common activities through which discrimination may occur (e.g. hiring process, increment, promotion, overtime etc). This violates with amfori BSCI Performance Area 4.2 Management understand English and they were comfortable in English.	
<b>Remarks from Auditee:</b> 4.2: We wil correct as early as possible	
<b>Performance Area 5 : Fair Remuneration</b>	
Full Audit [Audit Id - 182758] Audit Date: 08/06/2020 PA Score: A	Deadline date:31/12/2020
<b>GOOD PRACTICES:</b> Factory provided attendance bonus BDT: 400 to 550 BDT for all workers based on service length.	
<b>AREAS OF IMPROVEMENT:</b> Remarks: The overall observation shows that the auditee partially fulfils the requirements of the performance area. The factory respected the local law requirements, and the wages related regulations were posted and clearly communicated to all employees. All workers were paid as per minimum requirement of Bangladesh law. All workers’ wages were calculated by monthly rate. The minimum wage paid by the factory was BDT 8200 per month according to the wage records. All workers were provided with written and understandable information about their employment conditions in respect to wages before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid. Factory paid the salary & overtime within first 7 working days of the following pay period. However, gaps were identified such as factory did not the payment of May 2020 were not yet paid on the audit date on 9th June 2020. Management understand English and they were comfortable in English. 5.2 - 5.2: It was noted that facility pay the salary within 7 working days of the following pay period. But the payment of May 2020 were not yet paid on the audit date on 9th June 2020. However they have forward the mail to bank for transfer the payment to employees on 8 June 2020 but the employees yet not receive. This violates with amfori BSCI Performance Area 5.2 This violates with Bangladesh Labour Law, 2006, chapter-10, Section-123 Management understand English and they were comfortable in English.	
<b>Remarks from Auditee:</b> 5.2: We wil correct as early as possible	
<b>Performance Area 6 : Decent Working Hours</b>	
Full Audit [Audit Id - 182758] Audit Date: 08/06/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> No	
<b>AREAS OF IMPROVEMENT:</b> None NA	
<b>Remarks from Auditee:</b> None	



<b>Performance Area 7 : Occupational Health and Safety</b>	
Full Audit [Audit Id - 182758] Audit Date: 08/06/2020 PA Score: A	Deadline date:09/08/2020
<b>GOOD PRACTICES:</b> No	
<b>AREAS OF IMPROVEMENT:</b> <p>Remarks: The overall observation shows that the auditee partially fulfils the requirements of the performance area. General working condition is safe, and management is to improve a safer and healthier working environment. Risk assessment had been conducted by the facility. Pre-job training and ongoing refresh training are provided regularly. Drinking water is provided on each floor. HS management checks HS issue regularly. There were at least 2 exits from each floor. Firefighting equipment's been adequate and checks were up-to-date. Fire drills conducted in worker's production areas. All electrical equipment was maintained in good condition such as sockets, plugs, switches and main fuse boards in the production site. There were adequate first aid kits in production area and they were well stocked. First aid training had provided. Factory had also provided onsite dispensary and medical room. Facility management had provided training awareness regarding OHS to the workers; facility maintain accident and sickness register. Moreover, factory had trained firefighting team, rescue team &amp; first aid team. workers have dining facility in the factory. However, gaps were identified such as some lacking's were observed in the Health and Safety System applicable in the occupational health and safety regulations in the factory activities. Thus, relevant issues were noted in some areas to improve in the Health and Safety section. Risk assessment and Injury analysis was not done properly; few employees were not using PPE; few needle guards of feed of the arm machines at sewing section was not found or displaced, generator license not updated; did not provide training to the workers on the emergency procedure of trauma &amp; serious illness. Management understand English and they were comfortable in English.</p> <p><b>7.1 -</b> 7.1 It was noted that there are some lacking on Health and Safety System observed applicable in occupational health and safety regulations in factory activities. Thus relevant issues were noted in each improvement areas. This violates amfori BSCI Performance Area 7.1; Management understand English and they were comfortable in English.</p> <p><b>7.3 -</b> 7.3 It was noted that facility has done risk assessment but it was not proper as they did not identify the hazard in all sections properly. Also they did not identify the most vulnerable work for workers and did not include workers and their representative in the risk assesment process. This violates amfori BSCI Performance Area 7.3; Management understand English and they were comfortable in English.</p> <p><b>7.6 -</b> 7.6 It was noted that 11 of 96 overlock sewing machine operators in the sewing section were not using mask during working though factory had provided the same. Moreover, 1 of 1 spot removing operator in the spot removing room were not using hand gloves, goggle, apron &amp; appropriate mask, they used dust mask instead of respiratory mask while working. Furthermore, 5 of 5 fusing machine operators in the fusing room were not using hand gloves. This violates amfori BSCI Performance Area 7.6 This violates Bangladesh Labour Rules, 2015, Chapter-6, Section-67 (1), Management understand English and they were comfortable in English.</p> <p><b>7.10 -</b> 7.10 It was noted that facility has the procedure to record the injury. However they they did not analysis the injury as per BSCI requirements. This violates amfori BSCI Performance Area 7.10; This violates with the Bangladesh Labour Rules, 2015; Rule 73 Management understand English and they were comfortable in English.</p> <p><b>7.11 -</b> 7.11 It was noted that facility has one diesel generator(320KW) which waiver certificate was found expired on 18 Jan 2020. Note that they have applied to concen authority on 5 Februray 2020 but yet not received. This violates with BSCI Performance Area 7.11 This violates with the Bangladesh Energy Regulatory Commission Act, 2003 chapter-6, section 27 (1); Management understand English and they were comfortable in English.</p> <p><b>7.17 -</b> 7.17 It was noted that 16 of 16 feed of the arm sewing machines in the sewing section did not have needle guards. Moreover, 2 of 2 sewing machine line in the sample room on the ground floor of building#1 was very close to wall. This violates amfori BSCI Performance Area 7.17; This violates Bangladesh Labour law 2006, Section-63; The Labour Rules, 2015, Chapter-6, Section-59 Management understand English and they were comfortable in English.</p> <p><b>7.19 -</b> 7.19 It was noted through management interview that there is an emergency procedure deal with trauma &amp; serious illness but factory did not provide any training to the workers on the emergency procedure of trauma &amp; serious illness. This violates amfori BSCI Performance Area 7.19; Management understand English and they were comfortable in English.</p>	
<b>Remarks from Auditee:</b> 7.1: We will correct as early as possible; 7.3: We will correct as early as possible; 7.6: We will correct as early as possible.;7.10: We will correct as early as possible; 7.11: We will correct as early as possible; 7.17: We will correct as early as possible; 7.19: We will correct as early as possible	
<b>Performance Area 8 : No Child Labour</b>	
Full Audit [Audit Id - 182758] Audit Date: 08/06/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> No	
<b>AREAS OF IMPROVEMENT:</b> None NA	
<b>Remarks from Auditee:</b> None	

<b>Performance Area 9 : Special protection for young workers</b>	
Full Audit [Audit Id - 182758] Audit Date: 08/06/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> No	
<b>AREAS OF IMPROVEMENT:</b> None NA	
<b>Remarks from Auditee:</b> None	
<b>Performance Area 10 : No Precarious Employment</b>	
Full Audit [Audit Id - 182758] Audit Date: 08/06/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> No	
<b>AREAS OF IMPROVEMENT:</b> None NA  <b>10.2 -</b>	
<b>Remarks from Auditee:</b> None	
<b>Performance Area 11 : No Bonded Labour</b>	
Full Audit [Audit Id - 182758] Audit Date: 08/06/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> No	
<b>AREAS OF IMPROVEMENT:</b> None NA	
<b>Remarks from Auditee:</b> None	
<b>Performance Area 12 : Protection of the Environment</b>	
Full Audit [Audit Id - 182758] Audit Date: 08/06/2020 PA Score: B	Deadline date:31/12/2020
<b>GOOD PRACTICES:</b> No	
<b>AREAS OF IMPROVEMENT:</b> Remarks: The overall observation shows that the auditee partially fulfils the requirements of the performance area. Auditee had established documented management system to deal with the environmental management. However, gaps were identified such as factory did not performed Environmental impact Analysis and still factory did not have Proper identification of water springs, rivers, lakes and other water ecosystems in the area. Moreover, no documented risk assessments that justify management decisions on water use. Management understand English and they were comfortable in English.  <b>12.1 -</b> 12.1 It was noted that facility did not conduct any Environment Impact Assessment. This violates amfori BSCI Performance Area 12.1 Management understand English and they were comfortable in English.  <b>12.5 -</b> 12.5 It was noted that factory did not have Proper identification of water of springs, rivers, lakes and other water ecosystems in the area. Moreover, no documented risk assessments that justify management decisions on water use. This violates amfori BSCI Performance Area 12.5. Management understand English and they were comfortable in English.	
<b>Remarks from Auditee:</b> 121: We wil correct as early as possible; 12.5: We wil correct as early as possible.	

<b>Performance Area 13 : Ethical Business Behaviour</b>	
Full Audit [Audit Id - 182758] Audit Date: 08/06/2020 PA Score: A	Deadline date:31/12/2020
<b>GOOD PRACTICES:</b> No	
<b>AREAS OF IMPROVEMENT:</b> The overall observation shows that the auditee partially fulfils the requirements of the performance area. The company established a business ethics policy. The company manager was the designated person responsible for implementing standards concerning Business Ethics. However, gaps were identified such as facility did not identify possible area of corruption in the supply chain or business activities. Moreover, auditee did not "reward" ethical behavior and integrity among its workers and managers. Management understand English and they were comfortable in English. <b>13.1 -</b> 13.1 It was noted that the facility did not identify possible area of corruption in the supply chain or business activities. Moreover, auditee did not "reward" ethical behavior and integrity among its workers and managers. This violates amfori BSCI Performance Area 13.1 Management understand English and they were comfortable in English.	
<b>Remarks from Auditee:</b> 13.1: We wil correct as early as possible.	

**Summary**



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	08/06/2020	182758	C	B	A	B	A	A	A	A	A	A	A	B	A	B

Producer Photos



External photo(s) of the production unit(s)  
amfori BSCI poster posted.JPG



External photo(s) of the production unit(s)  
Assembly area.JPG



External photo(s) of the production unit(s)  
Childcare room.JPG



External photo(s) of the production unit(s)  
Cutting section.JPG



External photo(s) of the production unit(s)  
Danger sign.JPG



External photo(s) of the production unit(s)  
Designated and trained firefighter wear their uniform.JPG



External photo(s) of the production unit(s)  
Doctors room.JPG



External photo(s) of the production unit(s)  
Drinking water facility.JPG



External photo(s) of the production unit(s)  
Emergency light checked.JPG



External photo(s) of the production unit(s)  
Emergency light.JPG



External photo(s) of the production unit(s)  
Emergency phone number.JPG



External photo(s) of the production unit(s)  
Evacuation plan.JPG



External photo(s) of the production unit(s)  
Exit sign with light in the fire rated door.JPG



External photo(s) of the production unit(s)  
Fabric and accessories store.JPG



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



External photo(s) of the production unit(s)  
Factory main gate.JPG



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



External photo(s) of the production unit(s)  
Finished goods store.JPG



External photo(s) of the production unit(s)  
Finishing section.JPG



External photo(s) of the production unit(s)  
Fire alarm bell.JPG



External photo(s) of the production unit(s)  
Fire alarm check.JPG



External photo(s) of the production unit(s)  
Fire alarm switch.JPG



External photo(s) of the production unit(s)  
Fire extinguisher.JPG



External photo(s) of the production unit(s)  
Fire hose checked.JPG



External photo(s) of the production unit(s)  
Fire hose pipe.JPG



External photo(s) of the production unit(s)  
Firefighting equipment.JPG



External photo(s) of the production unit(s)  
First aid box.JPG



External photo(s) of the production unit(s)  
Hand wash facility for worker during factory access.JPG



External photo(s) of the production unit(s)  
IMG\_1839.JPG



External photo(s) of the production unit(s)  
Inside toilet.JPG



External photo(s) of the production unit(s)  
Manual fire alarm bell.JPG



External photo(s) of the production unit(s)  
NC Image 7.17- Sewing machine line in the sample room was very close to wall...JPG



External photo(s) of the production unit(s)  
NC Image 7.17-Feed of the arm sewing machines in the sewing section did not have needle guards...JPG



External photo(s) of the production unit(s)  
NC Image 7.6-Overlock sewing machine operators in the sewing section were not using mask.JPG



External photo(s) of the production unit(s)  
NC Image-7.6-Fusing machine operators in the fusing room were not using hand gloves...JPG



External photo(s) of the production unit(s)  
PA System.JPG



External photo(s) of the production unit(s)  
Packing section.JPG



External photo(s) of the production unit(s)  
Pressing section.JPG



External photo(s) of the production unit(s)  
Risk assessment posted in the cutting section.JPG



External photo(s) of the production unit(s)  
Sewing section.JPG



External photo(s) of the production unit(s)  
Smoke detection system.JPG



External photo(s) of the production unit(s)  
Sprinkler system.JPG



External photo(s) of the production unit(s)  
Suggestion box.JPG



External photo(s) of the production unit(s)  
Time keeping system.JPG



External photo(s) of the production unit(s)  
Workers dining room.JPG