
Auditee :	Pretty Sweaters Ltd.
Audit Date From :	22/01/2018
Audit Date To :	22/01/2018
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV SUD
Auditor's Name(s) :	Mamonur Rahman Khan(Lead)
Auditing Branch (if applicable) :	TUV SUD Bangladesh (Pvt.) Ltd.



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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: A 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	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
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: 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.
C Acceptable	<ul style="list-style-type: none"> Maximum 2 Performance Areas rated D No Performance Areas rated E These are three examples: 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 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.
D Insufficient	<ul style="list-style-type: none"> Maximum 6 Performance Areas rated E These are three examples: A A A A A A A A A A D D D A A A B B B C C C D D D E D D D D D D D E E E E E E	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
E Unacceptable	<ul style="list-style-type: none"> Minimum 7 Performance Areas rated E These are three examples: A A A A A A E E E E E E E A A B B C D E E E E E E E E E E E E E E E E E E E	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
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.

Producer : Pretty Sweaters Ltd.

DBID : 344663 and Audit Id : 116777

Audit Date : 22/01/2018

Audit Type : Follow-up Audit

Main Auditee Information

Name of producer :	Pretty Sweaters Ltd.		
DBID number :	344663		
Audit ID :	116777		
Address :	Holding # 222, Chaydana, National University, Gazipur Sadar Gazipur - 1704		
Province :	Dhaka	Country :	Bangladesh
Management Representative :	Md. Ali Hossain - General Manager		
Contact person:	Mr. Ali Hossain	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	Sweater items		

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		
Audit Announcement :	<input type="checkbox"/> Fully-Announced <input checked="" type="checkbox"/> Fully-Unannounced <input 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 :	A		
Need of follow-up :	<table border="1" style="width: 100%;"> <tr> <td style="width: 50%;"></td> <td style="width: 50%;">If YES, by :</td> </tr> </table>		If YES, by :
	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
B	A	A	A	A	A	A	A	A	A	A	A	A

Executive summary of audit report

As per request from BSCI Member, TUV SUD Bangladesh (Pvt.) Ltd. has conducted this limited extent follow-up audit only (PA- 7). In fact, before this limited extent follow-up audit, a full audit was done on December 10 - 11, 2017 and overall result of that audit was C but performance area 7 came as D. Hence, this follow-up is arranged only for performance area 7.

Upon reach to the factory, Lead Auditor, Mamonur Rahman Khan did opening meeting with factory management. During that time, Mr. Ali Hossain – General Manager, Mr. Md. Arif Hasan Jony – Assistant Manager – Compliance were present in the opening meeting. After opening meeting, some basic information about the factory are gathered by the auditor which are given bellow. The factory Pretty Sweaters Ltd. has started their operation since 2014. There is no other entity in the facility premises.

Factory buildings description, working hour and common practices remain same like last full audit conducted on December 10 - 11, 2017.

After opening meeting, auditor went for site visit, select employees randomly for interview and verified the Performance Area 7 related documents.

Auditor conducted the closing meeting after completion of entire audit process site tour, interview with the workers and management and document review. The same persons of mention factory those who are attended in opening meeting, as well as Ms. Moushumi Khatun – Vice President of Participation Committee were attended in the closing meeting. Finally, Mr. Md. Nahid Akter Nirob - Assistant General Manager-Human Resource and Compliance and Ms. Moushumi Khatun – Vice President of Participation Committee have signed the CAP after the end of closing meeting.

Attitude of factory management: The factory management was receptive, positive and extended their full cooperation throughout the audit. They showed positive attitude towards the compliance requirements. Factory management was very much positive to provide the document which was needed to verify during the audit. Further, they have agreed with the non-compliance issues identified during this follow up audit and given time scale for correction. The factory management has certain that they would correct those issues within the planned time frame that was mentioned in the corrective action plan.

Ratings Summary



Auditee's background information			
Auditee's name :	Pretty Sweaters Ltd.	Legal status :	Private Limited Company
Local Name :	প্রিটি সুয়েটার্স লি:	Year in which the auditee was founded :	2014
Address :	Holding # 222, Chaydana, National University, Gazipur Sadar	Contact person (please select) :	Mr. Ali Hossain
Province :	Dhaka	Contact's Email :	alihossain_pls@prettygroupbd.com
City :	Gazipur - 1704	Auditee's official language(s) for written communications :	Bengali (Local Language)
Region :	South Asia	Other relevant languages for the auditee :	English
Country :	Bangladesh	Website of auditee (if applicable) :	www.prettygroupbd.com
GPS coordinates :	N23.95755409 E90.38084705	Total turnover (in Euros) :	42105263.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :	Not Applicable	Production volume :	1,000,000 pieces per month
Product Group :	Apparel	Production cost calculation :	Yes
If other, please specify :	Not Applicable	Lost time injury calculation cost :	Yes
Product Type :	Sweater items		

Auditee's employment structure at the time of the audit			
Total number of workers :	4926	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	2558	1480	
Temporary workers	0	0	
In management positions	32	5	
Apprentices	0	0	
On probation	551	300	
With disabilities	8	2	
Migrants (national citizens)	0	0	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	2607	1106	
Production based workers	534	679	
With shifts at night	302	105	
Unionised	0	0	
Pregnant	-	26	
On maternity leave	-	8	

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

1- Followup Audit [Audit Id - 116777] Audit Date: 22/01/2018 PA Score: B Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

As per BSCI Member's instruction, only PA 7 is audited in this follow-up audit. So, kept the answer of questions same as previous.

Remarks from Auditee:

As per BSCI member instruction, only PA 7 is audited in this follow up audit, so kept the answer of questions same as previous.

Full Audit [Audit Id - 113843] Audit Date: 10/12/2017 PA Score: B Deadline date:31/10/2018

Good practices

(1) 10 disable workers are recruited by the facility. (2) Yearly donation is given to the Madrasa and Orphanage. (3) Cloth distribution program is arranged for the poor community. (4) Annual picnic is arranged by the facility. (5) Annual sports program for workers is arranged.

Areas of improvement

Overall observation shows that the auditee has set up a management system to implement the BSCI Code of Conduct. Mr. Md. Nahid Akter Nirob - AGM (HR & Compliance) has been appointed as MR to implement and ensure the BSCI values. However, gaps have been identified in implementation:

সার্বিক বিবেচনায় এটা প্রতীয়মান হয় যে, কারখানা কর্তৃপক্ষ বি এস সি আই নীতিমালা মেনে চলার ক্ষেত্রে ব্যবস্থাপনা পদ্ধতি গ্রহণ করেছে। তবে, বাস্তবায়নে কিছু ঘাটতি সনাক্ত করা হয়েছে:

1.1 - Factory did not implement appropriate management system to integrate the BSCI code of conduct in day-to-day business. Still gap has been identified on implementation of few performance areas including fair remuneration, health and safety.

কারখানা কর্তৃপক্ষ কর্তৃক বিএসসিআই নীতিমালা বাস্তবায়নের জন্য ব্যবস্থাপনা পদ্ধতি আছে। তবে, বাস্তবায়নে কিছু ঘাটতি রয়েছে।

Remarks from Auditee

Performance Area 2 : Workers Involvement and Protection

1- Followup Audit [Audit Id - 116777] Audit Date: 22/01/2018 PA Score: A Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

As per BSCI Member's instruction, only PA 7 is audited in this follow-up audit. So, kept the answer of questions same as previous.

Remarks from Auditee:

As per BSCI member instruction, only PA 7 is audited in this follow up audit, so kept the answer of questions same as previous.

Full Audit [Audit Id - 113843] Audit Date: 10/12/2017 PA Score: A Deadline date:

Good practices

Areas of improvement

Overall observation shows that the auditee has fulfilled the requirement of this performance area. Facility has set up policies and procedure related to workers participation with the management for development of workplace condition. The facility has formed participation committee (PC) through election process. Workers representatives were elected by the workers. The facility has system to meet periodically with workers representative to discuss different issues. Facility management has established grievance handling procedure and workers were aware about the procedure. Factory management has installed complain box inside the toilet areas to ventilate workers grievance in a confidential manner. Verbal grievance was also recorded.

সার্বিক বিবেচনায় এটা প্রতীয়মান হয় যে, কারখানা কর্তৃপক্ষ এই কার্যক্ষেত্র এরিয়ার প্রয়োজনীয় বিষয়গুলি মেনে চলছে। কর্মক্ষেত্রের কর্মকর্তা উন্নয়নের লক্ষে শ্রমিক ও ব্যবস্থাপনা কর্তৃপক্ষ

একসাথে কাজ করার প্রয়োজনীয় পদ্ধতি ঠিক করেছে। শ্রমিক প্রতিনিধিরা শ্রমিক কর্তৃক নির্বাচিত। বিভিন্ন ইস্যুতে শ্রমিকদের মতামত নেয়ার জন্য ব্যবস্থাপনা কর্তৃপক্ষ সময় সময় মিটিং এ মিলিত

হয়। টয়লেট এলাকার ভিতরে অভিযোগ বক্স স্থাপন করেছে যাতে একটি গোপনীয় পদ্ধতিতে শ্রমিক অভিযোগ সমাধান করা যায়।

Remarks from Auditee

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
1- Followup Audit [Audit Id - 116777] Audit Date: 22/01/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: As per BSCI Member's instruction, only PA 7 is audited in this follow-up audit. So, kept the answer of questions same as previous.	
Remarks from Auditee: As per BSCI member instruction, only PA 7 is audited in this follow up audit, so kept the answer of questions same as previous.	
Full Audit [Audit Id - 113843] Audit Date: 10/12/2017 PA Score: A	Deadline date:31/03/2018
<u>Good practices</u>	
<u>Areas of improvement</u>	
<p>Overall observation shows that the facility respects the requirement for freedom of association. Facility has policy and procedures on freedom of association and collective bargaining. Workers are free to form and join in the trade union. No restriction was noticed from document review and workers interview. No trade union was found in the facility. In absence of trade union, facility has formed participation committee as per law. Through an election process, workers elected their representatives. Meeting of PC was held on regular basis to discuss different issues. No evidence was identified and reported that workers representatives are discriminated. v However, gaps have been identified in implementation: সার্বিক বিবেচনায় এটা প্রতীয়মান হয় যে, কারখানা কর্তৃপক্ষ ডেড ইউনিয়ন ও সংঘ করার স্বাধীনতার মূল্য দেয়। এ লক্ষে আইন অনুযায়ী পলিসি করা হয়েছে। শ্রমিকরা চাইলে ডেড ইউনিয়ন ও সংঘ করার পদক্ষেপ নিতে পারবে। ডেড ইউনিয়ন করার ব্যাপারে কারখানা কর্তৃপক্ষের হস্তক্ষেপের কোন আলাদা ইন্টারভিউ এর মাধ্যমে পাওয়া যায় নাই। ডেড ইউনিয়ন না থাকায় কারখানায় কর্তৃপক্ষ আইন অনুযায়ী একটি অংশগ্রহণকারী কমিটির ব্যবস্থা করেছে। শ্রমিক প্রতিনিধিরা শ্রমিক কর্তৃক নির্বাচিত। তবে, বাস্তবায়নে কিছু ঘাটতি সনাক্ত করা হয়েছে:</p> <p>3.4 - During audit, 04 out of 05 interviewed workers were not aware about the participation committee (PC) and their activities in the factory. [Law Reference: Bangladesh Labor Law-2006, Section-206] কারখানায় কিছু শ্রমিকরা অংশগ্রহণকারী কমিটি এবং কমিটির দায়িত্ব সম্পর্কে অবগত নয়।</p>	
Remarks from Auditee	
Performance Area 4 : No Discrimination	
1- Followup Audit [Audit Id - 116777] Audit Date: 22/01/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: As per BSCI Member's instruction, only PA 7 is audited in this follow-up audit. So, kept the answer of questions same as previous.	
Remarks from Auditee: As per BSCI member instruction, only PA 7 is audited in this follow up audit, so kept the answer of questions same as previous.	
Full Audit [Audit Id - 113843] Audit Date: 10/12/2017 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<p>Overall observation shows that the auditee has fulfilled the requirement of this performance area. Facility has set up policy & procedures to the requirements of this performance area. Facility does not discriminate in hiring, promotion or offering the training opportunity. Auditee does not use health conditions for discrimination. Facility has policy to discourage the any kinds of discrimination. সার্বিক বিবেচনায় এটা প্রতীয়মান হয় যে, কারখানা কর্তৃপক্ষ এই কার্যক্ষেত্র এরিয়ার প্রয়োজনীয় বিষয়গুলি মেলে চলেছে। কারখানা কর্তৃপক্ষ এই কর্মক্ষমতা এলাকার আর্থিক শর্তাবলি যথাযথ ভাবে পালন করার নিমিত্তে নিতিমালা গ্রহন করেছে। কারখানা নিয়োগের প্রচার, সুবিধা বা প্রশিক্ষণের সুযোগ প্রদানের ক্ষেত্রে বৈষম্য করে না। যে কোন ধরণের বৈষম্যে বিরুদ্ধসাহিত করার জন্য কারখানায় নিতিমালা প্রনয়ন করা হয়েছে।</p>	
Remarks from Auditee	

Performance Area 5 : Fair Remuneration	
1- Followup Audit [Audit Id - 116777] Audit Date: 22/01/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: As per BSCI Member's instruction, only PA 7 is audited in this follow-up audit. So, kept the answer of questions same as previous.	
Remarks from Auditee: As per BSCI member instruction, only PA 7 is audited in this follow up audit, so kept the answer of questions same as previous.	
Full Audit [Audit Id - 113843] Audit Date: 10/12/2017 PA Score: A	Deadline date:31/10/2018
<u>Good practices</u>	
<u>Areas of improvement</u>	
<p>Overall observation shows that the facility has set up policy & procedures in line with the performance areas requirements as well as local laws & regulations. Auditors covered the wage records in audit scope from December-2016 to November-2017. Auditors reviewed the wage records of randomly selected three (3) months; November 2017, August 2017 and January 2017. Auditors selected 36 samples from different areas of the facility. The facility has dedicated personnel for handling workers' payroll and other benefits. Compliance team is responsible for monitoring the overall requirements of this performance area. However, gaps have been identified in implementation:</p> <p>সার্বিক বিবেচনায় এটা প্রতীয়মান হয় যে, কারখানা কর্তৃপক্ষ এই কর্মক্ষমতা এলাকার আবশ্যিক শর্তাবলি যথাযথ ভাবে পালন করার নিমিত্তে নিতিমালা গ্রহন করেছে। কারখানা কর্তৃপক্ষ শ্রমিকের সকল সুযোগ সুবিধা দেখাশুনা করার জন্য লোক নিয়োগ করেছে। কমপ্লায়েন্স টিম এই কর্মক্ষমতা এলাকার আবশ্যিক শর্তাবলি যথাযথ ভাবে পালন হচ্ছে কিনা তা দেখাশুনা করেছে। তবে, বাস্তবায়নে কিছু ঘাটতি সনাক্ত করা হয়েছে:</p> <p>5.4 - The facility did calculate fair remuneration, but did not identify possible gaps between the actual remuneration and the fair remuneration figure. Currently no potential action has taken by the factory management to implement the fair living wage. কারখানা কর্তৃপক্ষ শ্রমিকদের মান সম্মত বেতন নিশ্চিত করতে কোন পদক্ষেপ নেয়নি।</p>	
<u>Remarks from Auditee</u>	
Performance Area 6 : Decent Working Hours	
1- Followup Audit [Audit Id - 116777] Audit Date: 22/01/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: As per BSCI Member's instruction, only PA 7 is audited in this follow-up audit. So, kept the answer of questions same as previous.	
Remarks from Auditee: As per BSCI member instruction, only PA 7 is audited in this follow up audit, so kept the answer of questions same as previous.	
Full Audit [Audit Id - 113843] Audit Date: 10/12/2017 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<p>Overall observation shows that the auditee has fulfilled the requirement of this performance area. Facility has established working hour policy as per local law. General working hours of the factory is from 8:00 am to 5:00 pm including 1 hour personal break. Winding and Knitting (Jacquard) section runs in 02 shifts per day; Shift-1: 08:30 am to 05:30 pm and Shift-2: 08:30 pm to 05:30 am. Friday is weekly off day for general shift workers. Shifting workers get weekly off by rotation basis. Weekly off is ensured to the workers. Facility maintains workers time record by electronic time keeping system. Auditors covered the working hour records in audit scope from December-2016 to till audit date. Auditors reviewed the working hour records of randomly selected three (3) months; November 2017, August 2017 and January 2017. Auditors selected 36 samples from different areas of the facility. Highest daily and weekly working hours were noted 10 hours and 60 hours respectively in the samples.</p> <p>সার্বিক বিবেচনায় এটা প্রতীয়মান হয় যে, কারখানা কর্তৃপক্ষ এই কার্যক্ষেত্র এরিয়ার প্রয়োজনীয় বিষয়গুলি মেলে চলছে। কারখানা কর্তৃপক্ষ এই কর্মক্ষমতা এলাকার সকল আবশ্যিক শর্তাবলি যথাযথ ভাবে পালন নিমিত্তে নিতিমালা গ্রহন করেছে। প্রতিদিনের বিশ্রামের সময় আইনানুযায়ী নিশ্চিত করা হচ্ছে। সাপ্তাহিক ছুটি নিশ্চিত করা হচ্ছে। কর্মঘন্টা ইলেক্ট্রনিক সিস্টেমের মাধ্যমে সংরক্ষণ করা হয়।</p>	
<u>Remarks from Auditee</u>	

Performance Area 7 : Occupational Health and Safety

1- Followup Audit [Audit Id - 116777] Audit Date: 22/01/2018 PA Score: A

Deadline date:31/12/2018

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

During audit it was observed that still the auditee is partially fulfilling the requirements of this performance area. Factory management has corrected some of the previous non-conformities identified. However, still some defect have identified in 7.1, 7.6 & 7.11.

The overall observation shows that the factory has established a complete 'Health & Safety' policy and procedures. The production floor was quite clean. Evacuation maps were available in all areas. Sufficient drinking water was available in the production floors. Fire extinguishers were also properly charged and ready for use. The overall health & safety condition of the factory was found to be good. Related training and risk assessment were done and workers were aware about those trainings. Only few workers were not using PPE.

7.23 and 7.24 are marked as Not Rated since factory management do not have provision for transport and housing facility and it is not mandatory by law.

7.1 - Not fully corrected: During this audit, it was found that still gaps was identified related to construction building approval.

কারখানার পেশাগত আইন ও কারখানার কার্যক্রমের জন্য কিছু ঘাটতি রয়েছে।

7.6 - New Findings: In accordance with BSCI Questionnaire Point 7.6 and Bangladesh labor law 2013 (Correction), Section 78(Kha) (1): In an applicable case, an employer shall not engage any workers in work without providing and ensuring use of personal safety equipment, and in doing so, a record book shall be maintained as designated by the owner.

Finding: During this audit it was found that approximately 8% over lock machine operators were not using face mask at the time of working of sewing section.

কিছু ওভারলক মেশিন অপারেটররা মুখে মাস্ক পড়ছিলো না।

7.11 - Not corrected: During this audit, it was found that still no construction approval has taken for 02 storied ETP (Effluent Treatment Plant) building. However, facility management has applied to the concern authority on July 19, 2017.

কারখানার ই.টি.পি ভবন নির্মাণের সঠিক অনুমোদন নেই, যদিও কারখানা কর্তৃপক্ষ যথাযথ কর্তৃপক্ষের কাছে আবেদন করেছেন।

7.17 - Corrected: During this audit, it was found that Facility management has given metallic number plate to both boilers.

7.18 - Corrected: During this audit, it was found that currently facility management has recruited two registered doctors and three medical assistants for responsible workers health and safety issues. Facility has established a medical centre at the ground floor of the factory where has separate patient bad for male and female also has room for both doctors and three medical assistants.

Remarks from Auditee:

Full Audit [Audit Id - 113843] Audit Date: 10/12/2017 PA Score: D

Deadline date:30/06/2018

Good practices

Areas of improvement

Overall observation shows that the auditee is in progress of complying health & safety rules and regulations. Risk assessment was done for the entire processes of the factory. Records of all kinds of in-house training found available. Interviewed workers confirmed that training on PPE, health & safety, firefighting, chemical handling is provided regularly. Relevant Personal Protective Equipment (PPE) is provided to the employees at free of cost. Chemical list is provided for review. MSDS found available. Factory has documented emergency preparedness procedure for handling of accident and emergency. Factory had lay-out plan approval and building construction approval from concern authority. During site visit, no visible defect was identified to the facility buildings. During site tour, it was noted that working environment with respect to ventilation and lighting of the factory is acceptable. Existing toilets are sufficient in number and are hygienic. All exit doors are clearly marked with emergency light. However, gaps have been identified in implementation: Question-7.23 is rated as 'N/A' as factory did not provide transportation service to the workers.

সার্বিক বিবেচনায় এটা প্রতীয়মান হয় যে কারখানা কর্তৃপক্ষ এই কর্মক্ষমতা এলাকার শর্তাবলি আংশিকভাবে পালন করেছে। কারখানা কর্তৃপক্ষ সকল ধরনের ঝুঁকি নিরূপন করেছে। শ্রমিকদের সব ধরনের আন্তর্জাতিক প্রশিক্ষণ প্রদানের রেকর্ডস নিশ্চিত করে যে, স্বাস্থ্য ও নিরাপত্তা প্রশিক্ষণ কর্মীদের প্রদান করা হয়। যথাযথ আলোক ও বায়ু চলাচলের ব্যবস্থা লক্ষ করা গেছে। তবে, বাস্তবায়নে কিছু ঘাটতি সনাক্ত করা হয়েছে:

7.1 - Facility is in progress of complying health & safety rules and regulations. During audit few gaps were noted related to building approval, machine safety, medical facility etc.

কারখানার পেশাগত আইন ও কারখানার কার্যক্রমের জন্য নিরাপত্তা ব্যবস্থার কিছু ঘাটতি রয়েছে।

7.11 - No construction approval was available for 02 storied ETP building. However, facility management has applied to the concern authority on 19 July

<p>2017, but did not get yet. [Law Reference: Building Construction Act 1952, Section-3] কারখানার ই.টি.পি ভবন নির্মাণের সঠিক অনুমোদন নেই, যদিও কারখানা কর্তৃপক্ষ যথাযথ কর্তৃপক্ষের কাছে আবেদন করেছেন।</p> <p>7.17 - Metallic number plate was not found with 02 out of 02 boilers. [Law Reference: Boiler Act 1923, Section-7(6)] কারখানার ২টির মধ্যে ২টি বয়লারের মেটাল নাম্বার পাওয়া যায়নি।</p> <p>7.18 - During 1st day (10 December 2017) of audit, it was noted that factory has been recruited 01 registered doctor instead of 02 registered doctors for responsible medical room and worker's health and safety issues as per law. However, factory has recruited another 01 registered doctor dated on 11 December 2017 who was available during 2nd day of audit. [Law Reference: Rule 77(1) of Bangladesh Labor Rules-2015] কারখানায় ১০ ডিসেম্বর ২০১৭ তারিখ পর্যন্ত আইন অনুযায়ী ০২ জন রেজিস্টার্ড চিকিৎসক ছিল না।</p>
<p>Remarks from Auditee</p>
<p>Performance Area 8 : No Child Labour</p>
<p>1- Followup Audit [Audit Id - 116777] Audit Date: 22/01/2018 PA Score: A Deadline date:</p>
<p>GOOD PRACTICES:</p>
<p>AREAS OF IMPROVEMENT: As per BSCI Member's instruction, only PA 7 is audited in this follow-up audit. So, kept the answer of questions same as previous.</p>
<p>Remarks from Auditee: As per BSCI member instruction, only PA 7 is audited in this follow up audit, so kept the answer of questions same as previous.</p>
<p>Full Audit [Audit Id - 113843] Audit Date: 10/12/2017 PA Score: A Deadline date:</p>
<p>Good practices</p>
<p>Areas of improvement</p> <p>Overall observation shows that the auditee fulfills all the requirements of this performance area. Facility has established written policy stating not to engage underage workers. Also, facility management has developed child labor remediation policy if in case of child labor found in this facility. No child labor has been identified during audit. Nothing reported about historical child labor by the interviewed workers. Factory checks the age of the potential worker before recruitment through the age proof records. Management maintains age related documents (i.e, birth certificate, national ID card, school certificate etc.) in the workers' personnel file. Management does not engage any apprenticeship program.</p> <p>সার্বিক বিবেচনায় এটা প্রতীয়মান হয় যে, কারখানা কর্তৃপক্ষ এই কর্মক্ষমতা এলাকার সকল আবশ্যিক শর্তাবলি যথাযথ ভাবে পালন করেছে। কারখানায় কোন শিশু শ্রমিক দৃশ্যমান হয় নি। শিশু শ্রমিক উপসমের জন্য নীতিমালা প্রনয়ন করা হয়েছে। নিয়োগের পূর্বে যথাযথ বয়স যাচাই করার ব্যবস্থা পাওয়া গেছে।</p>
<p>Remarks from Auditee</p>
<p>Performance Area 9 : Special protection for young workers</p>
<p>1- Followup Audit [Audit Id - 116777] Audit Date: 22/01/2018 PA Score: A Deadline date:</p>
<p>GOOD PRACTICES:</p>
<p>AREAS OF IMPROVEMENT: As per BSCI Member's instruction, only PA 7 is audited in this follow-up audit. So, kept the answer of questions same as previous.</p>
<p>Remarks from Auditee: As per BSCI member instruction, only PA 7 is audited in this follow up audit, so kept the answer of questions same as previous.</p>
<p>Full Audit [Audit Id - 113843] Audit Date: 10/12/2017 PA Score: A Deadline date:</p>
<p>Good practices</p>
<p>Areas of improvement</p> <p>Overall observation shows that the auditee fulfills the requirements of this performance area. Facility has established young workers policy as per law. Young worker was not recruited by the factory. Also, no young worker was identified during the audit. Question-9.6 is rated as 'N/A' as no young worker was found in the factory.</p> <p>সার্বিক বিবেচনায় এটা প্রতীয়মান হয় যে, কারখানা কর্তৃপক্ষ এই কর্মক্ষমতা এলাকার সকল আবশ্যিক শর্তাবলি যথাযথ ভাবে পালন করেছে। শিশুর শ্রমিক উপসমের জন্য নীতিমালা প্রনয়ন করা হয়েছে। কারখানায় কোন শিশুর শ্রমিক দৃশ্যমান হয় নি।</p>
<p>Remarks from Auditee</p>

Performance Area 10 : No Precarious Employment	
1- Followup Audit [Audit Id - 116777] Audit Date: 22/01/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: As per BSCI Member's instruction, only PA 7 is audited in this follow-up audit. So, kept the answer of questions same as previous.	
Remarks from Auditee: As per BSCI member instruction, only PA 7 is audited in this follow up audit, so kept the answer of questions same as previous.	
Full Audit [Audit Id - 113843] Audit Date: 10/12/2017 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u> Overall observation shows that the auditee fulfills the requirements of this performance area. All the process and service workers were found recruited on permanent basis. Workers are ensured appointment letter before joining in work. All the information of appointment condition has been communicated to the workers through induction training. No unlawful apprenticeship scheme, seasonal workers or contractual process workers has been identified in the factory during audit. সার্বিক বিবেচনায় এটা প্রতীয়মান হয় যে, কারখানা কর্তৃপক্ষ এই কর্মক্ষমতা এলাকার সকল আবশ্যিক শর্তাবলি যথাযথ ভাবে পালন করছে। কারখানার সকল শ্রমিকদের স্থায়ী ভিত্তিতে নিয়োগ পাওয়া গেছে। কোন চুক্তিভিত্তিক বা মৌসুমী কর্মী কারখানায় শনাক্ত করা যায় নি। নিয়োগের সমস্ত তথ্য প্রশিক্ষণের মাধ্যমে শ্রমিকদের প্রদান করা হয়েছে।	
<u>Remarks from Auditee</u>	
Performance Area 11 : No Bonded Labour	
1- Followup Audit [Audit Id - 116777] Audit Date: 22/01/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: As per BSCI Member's instruction, only PA 7 is audited in this follow-up audit. So, kept the answer of questions same as previous.	
Remarks from Auditee: As per BSCI member instruction, only PA 7 is audited in this follow up audit, so kept the answer of questions same as previous.	
Full Audit [Audit Id - 113843] Audit Date: 10/12/2017 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u> Overall observation shows that the auditee fulfills the requirements of this performance area. Facility does not engage any forced or bonded labor. In Bangladesh no prison labor is allowed to work out-side the prison according to the law. No negative evidence has identified during audit regarding forced labor and interviewed workers were very much happy to work in the factory. Management does not keep any original documents from the workers, confirmed by the interviewed workers. Workers are free to leave their employer at any time giving required notices. Question-11.2 is rated as 'N/A' as factory did not engage or recruit any migrant worker. সার্বিক বিবেচনায় এটা প্রতীয়মান হয় যে, কারখানা কর্তৃপক্ষ এই কর্মক্ষমতা এলাকার সকল আবশ্যিক শর্তাবলি যথাযথ ভাবে পালন করছে। কারখানা কোন জোরসূর্বক বা চুক্তিভুক্ত শ্রমিক নিয়োজিত নেই। বাংলাদেশে শ্রম আইন অনুযায়ী কোন কারাবন্দি কারাগারের বাইরে কাজ করার জন্য অনুমোদিত নয়। শ্রমিকরা এই কারখানায় কাজ করতে পেরে খুব আনন্দিত। শ্রমিকদের কোনো মূল নথি কারখানা কর্তৃপক্ষ কর্তৃক জমা রাখা হয় না। পর্যাপ্ত নটিশ প্রদানের মাধ্যমে কর্মীরা যে কোন সময়ে চাকুরি অবসান নিতে পারে।	
<u>Remarks from Auditee</u>	

Performance Area 12 : Protection of the Environment	
1- Followup Audit [Audit Id - 116777] Audit Date: 22/01/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: As per BSCI Member's instruction, only PA 7 is audited in this follow-up audit. So, kept the answer of questions same as previous.	
Remarks from Auditee: As per BSCI member instruction, only PA 7 is audited in this follow up audit, so kept the answer of questions same as previous.	
Full Audit [Audit Id - 113843] Audit Date: 10/12/2017 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u> Overall observation shows that the auditee fulfills the requirements of this performance area. Facility has established written environmental policy. Valid environmental clearance certificate was found available. Facility has done environmental risk assessment. Facility has separate wastage store to control solid waste properly. Environmental awareness training was provided to the workers. Mr. Md. Nahid Akter Nirob - AGM (HR & Compliance) is responsible for continuous improvements of environmental performance. সার্বিক বিবেচনায় এটা প্রতীয়মান হয় যে, কারখানা কর্তৃপক্ষ এই কর্মক্ষমতা এলাকার সকল আবশ্যিক শর্তাবলি যথাযথ ভাবে পালন করেছে। কারখানা কর্তৃপক্ষ কারখানায় পরিবেশগত সুব্যবস্থা নিশ্চিত করার জন্য নীতিমালা প্রনয়ন করা হয়েছে। কমপ্লাইন্স নিশ্চিত করার জন্য দায়িত্বপ্রাপ্ত ব্যক্তি পরিবেশ কর্মক্ষমতার ক্রমাগত উন্নতি পর্যালোচনা করে।	
<u>Remarks from Auditee</u>	
Performance Area 13 : Ethical Business Behaviour	
1- Followup Audit [Audit Id - 116777] Audit Date: 22/01/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: As per BSCI Member's instruction, only PA 7 is audited in this follow-up audit. So, kept the answer of questions same as previous.	
Remarks from Auditee: As per BSCI member instruction, only PA 7 is audited in this follow up audit, so kept the answer of questions same as previous.	
Full Audit [Audit Id - 113843] Audit Date: 10/12/2017 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u> Overall observation shows that the auditee fulfills the requirements of this performance area. Facility has established anti-corruption and anti-bribery policy. Also, facility had identified possible area of corruption in the supply chain and business activities and had provided training on anti-corruption and bribery policy to the relevant employee. No falsifying information was provided by the facility management. সার্বিক বিবেচনায় এটা প্রতীয়মান হয় যে, কারখানা কর্তৃপক্ষ এই কর্মক্ষমতা এলাকার সকল আবশ্যিক শর্তাবলি যথাযথ ভাবে পালন করেছে। কারখানা কর্তৃপক্ষ এই কর্মক্ষমতা এলাকার নীতিমালা মেনে চলার ক্ষেত্রে ব্যবস্থাপনা পদ্ধতি গ্রহণ করেছে। কারখানা কর্তৃপক্ষ নিজস্ব কার্যক্রম, গঠন এবং কার্যকারিতা সংক্রান্ত সঠিক তথ্য প্রদান করেছে। কারখানা কর্তৃপক্ষ কর্তৃক কোন মিথ্যা তথ্য প্রদান করা হয় নি।	
<u>Remarks from Auditee</u>	

Summary 

Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Follow-up Audit	22/01/2018	116777	B	A	A	A	A	A	A	A	A	A	A	A	A	A
Full Audit	10/12/2017	113843	B	A	A	A	A	A	D	A	A	A	A	A	A	C

Producer Photos



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



Photo of fire safety equipment
Fire hose pipe.JPG



Photo of the inside of the main production hall
Sewing section.JPG



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



Photo of the canteen (if applicable)
Canteen.JPG



Photo of the inside of the main production hall
Trimming and Mending section.JPG



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



Photo of the canteen (if applicable)
Workers dining hall.JPG

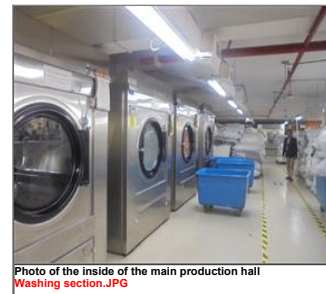


Photo of the inside of the main production hall
Washing section.JPG



Photo first aid facilities
Medical room.JPG



Photo of the code of conduct on display
BSCI COC posted.JPG



Photo of the inside of the main production hall
Finished goods storage area.JPG



Photo first aid facilities
Patient bed.JPG



Photo of the inside of the main production hall
Folding section.JPG



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

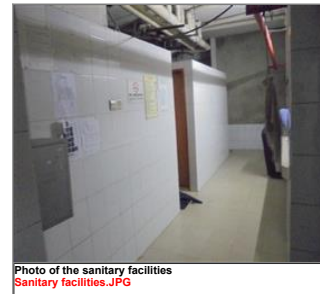




Photo of fire safety equipment
Fire fighting equipments.JPG