
Auditee :	Chorka Textile Ltd.
Audit Date From :	04/10/2020
Audit Date To :	05/10/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV Rheinland
Auditor's Name(s) :	Ikbāl Hossain, A.S.M. Al Kausar(Lead), Mohammad Mozibul Haque Masum
Auditing Branch (if applicable) :	TUV Rheinl. Bangladesh



This is an extract of the on line Audit Report. The complete report is available in the amfori BSCI Platform.
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Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence																																							
A Very Good	• 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	• 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	• 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	• 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	• 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 :	Chorka Textile Ltd.		
DBID number :	337850		
Audit ID :	194249		
Address :	Kajirchor, Danga Bazar, Polash, Narshingdi		
Province :	Dhaka	Country :	Bangladesh
Management Representative :	Mr. Md. Jabed Hossain-Compliance Manager		
Contact person:	Mr. Md. Ismail Hossain	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	Knitted garments (Lingerie)		

Audit Details


Audit Range :	☒ Full Audit	☐ Follow-up Audit
Audit Scope :	☒ Main Auditee	☐ Main Auditee & Farms
Audit Environment :	☒ Industrial	☐ Agricultural ☐ Small Producer
Audit Announcement :	☐ Fully-Announced	☐ Fully-Unannounced ☒ Semi-Announced
Random Unannounced Check (RUC) :	No	
Audit extent (if applicable) :	none	
Audit interferences or contingencies (if applicable) :	none	
Overall rating :	C	
Need of follow-up :	Yes	If YES, by : 05/10/2021

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
D	A	A	A	A	D	A	A	A	A	A	A	A

Executive summary of audit report

A team of three auditors in day-1 (4th October 2020) and 2 auditor in day-2 (5th October 2020) has done a semi announced amfori BSCI full audit at Chorka Textile Ltd. The company is located at Kajirchor, Danga Bazar, Polash, Narshingdi, Dhaka, Bangladesh. Company incorporated in 2008 and started operation in 2013 as private limited company. The company engaged in the manufacturing of all types of lingerie garments and have production capacity of 6500000 pieces per month. The company has the production process of Cutting >Embroidery>Printing>Moulding>Sewing >Finishing (Pressing to packing). Company engaged 4889 employees including 2249 male and 2640 female. There are no temporary or third party employees. All workers received salary after end of the months. Company has system to calculate months from 26th to 25th day of the following English calendar month. Around 70% workers received their salary through bank and 30% worker still received salary in cash. Facility management is working to arrange 100% salary disbursement through bank. Facility's daily standard working time is 8 hours which start from 8 am and ends at 5 pm including 1 hour break. All employees working time are recorded through face detection system. Facility has arranged different social facilities for their employees like separate wash facility, dining, canteen and dormitory for women workers. Based on hazard identification facility arranged firefighting equipment throughout the premises which included different fire extinguisher, hydrant, fire blanket, respiratory mask and breathing apparatus. Facility also installed fire early warning devices which included smoke & heat detector, sprinkler. Facility employed fire safety officer monitor fire safety of the premises. Facility has got necessary building approval form concern authority. Inside the premises facility has 2 buildings and 15 sheds. Description found on audit date like bellow-

Building 01 (02-storied building):

Ground floor: Fabrics store, accessories store, yarn store, finished goods store, fabrics inspection room, warehouse office, printing section.
1st floor: Bra unit sewing section, cutting section, finishing section, sample section
Rooftop: Fully vacant.

Building-02 (04-storied building):

Ground floor: Fabrics store, finished goods store, Moulding section, Embroidery section.
Mezzanine Floor: Lab and office area.
1st floor: Sewing section, spot removing room, office
2nd floor: Cutting section & finishing section
3rd floor: Sewing section
Rooftop: Vacant area.

Shed-1: Sewing section, ironing section, finishing section, finishing quality section, packing section, metal free room and spot removing room, excess material store, and locker room.

Shed-2:

Ground floor: Sewing section, spot removing room, office, inspection room, and conference room.
Mezzanine floor: Office, display room, office.

Shed-3: Cutting section, sewing section, idle machine room, maintenance section, CAD, male prayer room, female prayer room.

Shed-4: Dining Room 01, merchandising office, childcare room, and doctor room and accounts section.

Shed-5: Electrical powerhouse and generator room.

Shed-6: Compressor room.

Shed-7: Water treatment plant.

Shed-8: Mechanical store, stationery store, and canteen.

Shed-9: Boiler room.

Shed-10: Fire control room and pump room.

Shed-11: Security post gate 01.

Shed-12: Security post gate 02.

Shed-13: Administrative office, conference room, training room, dining room 02

Shed-14: Female dormitory

Shed-15:

Ground floor: Fabric and Accessories warehouse, Office room

Mezzanine floor: Sample room

On first day of the audit, audit team has introduced themselves with the facility representative and performed a short site tour. The purpose, process and criteria of the audit has shared with the company representative in opening meeting. Facility representative has introduced his team with the auditors and allocate personnel as per audit activities. Audit scope has covered documentation from October 2019 to September 2020. Sample basis 3 months wages and working hour for selected workers has been reviewed and found some workers worked more than 60 hours in a week. No inconsistency was observed in provided documents and information. Address and facility name found same in legal documents and other provided documents.

Facility representative was found aware of the amfori BSCI requirements. Facility management team was fully cooperative throughout the audit. Facility was transparent and granted for visiting all required areas.

Workers interview was performed maintaining confidentiality. Workers comfortably shared their views about facility practices. Workers demonstrated their understanding on company rules, regulation and legal rights.

Facility was agreed with all identified findings and signed onsite findings report.

Remarks:

#COVID19: This audited factory remain closed since 28 March 2020 to 27 April 2020 due to spread through community transmission of COVID-19 virus.

Owner of the audited facility is facing losses due to the current crisis. This situation hampered overall production and business consequences. In such situation, in order to protect the interests of both the parties, government, owners and workers have taken a common decision that management will provide 65% salary for the non-working days instead of full amount for the month of April 2020. Workers got 100% salary for the working days of April 2020.

Below documents & photos are not applicable for this factory.

1. Agency labor contract
2. Inconsistencies between time and production records
3. Collective bargaining agreements
4. High-risk health and safety areas

Auditor APSCA Registration Number:

Lead Auditor: A.S.M. Al Kausar (RA 21701669)

Member Auditor: Ikbāl Hossain (RA 21701992)

Member Auditor: Mohammad Mozibul Haque Masum (RA 21701561)

Ratings Summary


Auditee's background information			
Auditee's name :	Chorka Textile Ltd.	Legal status :	Private Limited Company
Local Name :	চরকা টেক্সটাইল লিঃ	Year in which the auditee was founded :	2008
Address :	Kajirchor, Danga Bazar, Polash,	Contact person (please select) :	Mr. Md. Ismail Hossain
Province :	Dhaka	Contact's Email :	pran64@prangroup.com
City :	Narshingdi	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) :	http://www.chorkatextile.com/
GPS coordinates :	23°53'51.3"N 90°34'26.5"E	Total turnover (in Euros) :	55410550.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :	NA	Production volume :	6500000 pieces per month
Product Group :	Apparel	Production cost calculation :	Yes
If other, please specify :	NA	Lost time injury calculation cost :	No
Product Type :	Knitted garments (Lingerie)		

Auditee's employment structure at the time of the audit		
Total number of workers :	4889	Total number of workers in the production unit to be monitored (if applicable) : 0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	2249	2640
Temporary workers	0	0
In management positions	61	1
Apprentices	0	0
On probation	601	358
With disabilities	2	4
Migrants (national citizens)	0	0
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	2249	2640
Production based workers	0	0
With shifts at night	16	0
Unionised	0	0
Pregnant	-	50
On maternity leave	-	40

Finding Report

Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 194249] Audit Date: 04/10/2020 PA Score: D

Deadline date:30/09/2021

GOOD PRACTICES:

i)Food & necessary item has been provided to 5000 poor people during COVID-19 lockdown.

AREAS OF IMPROVEMENT:

The factory has an management system to ensure the amfroi BSCI social performance. The factory higher management has understand the good social performance importance, benefits and committed to integrating the amfori BSCI Code in their business culture. Also, the management understand the long-lasting solution, Terms of implementation for business partners monitoring process, development internal procedures and stakeholders mapping. The higher management has been appointed Mr. Md. Javed Hossain-Compliance Manager as amfori BSCI Management Representative to implement and ensure the amfori BSCI values. However, gaps have been identified in implementation:

- 1.1 -** Factory is in progress to integrate the amfori BSCI code of conduct in day-to-day business. Still some gaps were identified on implementation in some performance areas including management system, fair remuneration, working hour, Occupational health and safety, protection of the environment etc.
- 1.4 -** Refer to amfori BSCI Memo (Acs 2016/01 1), findings in 6.2 copied here- Based on working hour record review, workers and management interview it was observed that, 30 out of 40 sampled workers from different sections worked 11 to 12 hours per day and 28 out of 40 sampled workers 61 to 72 hours per week in the month of August 2020 (current month). 34 out of 40 sampled workers from different sections worked 11 to 12 hours per day and 33 out of 40 sampled workers 61 to 72 hours per week in the month of February (random month). 24 out of 40 sampled workers from different sections worked 11 to 12 hours per day and 24 out of 40 sampled workers 61 to 72 hours per week in the month of November 2019 (random month). Considering overall scenario, Daily and weekly overtime hours found exceed the legal requirement in randomly selected 03 sampled months (August-2020, February-2020 and November-2019) in the audit scope of the audited factory.[Reference: Bangladesh Labor Law-2006, Section-102]

Remarks from Auditee:

None

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 194249] Audit Date: 04/10/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

Overall observation shows that the facility has set up policies and procedure related to workers participation with the management for development of workplace condition. The facility has set up the company's mission and vision with specific long term goals or objectives. 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. Last meeting was held in 18.08.2020. 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.

Remarks from Auditee:

None

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining

Full Audit [Audit Id - 194249] Audit Date: 04/10/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

Overall observation shows that the auditee has fulfilled the requirement of this performance area. The facility respects the requirement for freedom of association. The 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 arrange participation committee as per law. Through an election process, workers elected their representatives. Meeting of PC was held on regular basis. Last meeting was held in 18.08.2020. No evidence was identified and reported that workers representatives are discriminated.

Remarks from Auditee:

None

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 194249] Audit Date: 04/10/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: 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.	
Remarks from Auditee: None	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 194249] Audit Date: 04/10/2020 PA Score: A	Deadline date:30/09/2021
GOOD PRACTICES: i) Facility has a fare price shop inside the factory and worker can buy PRAN-RFL product up to 30% discount. ii) Facility provides subsidized lunch for 15 Taka to all employees.	
AREAS OF IMPROVEMENT: The overall observation shows that the auditee pays the minimum wages as per the local minimum wages declared by the government for the garment industry. Auditors covered the payroll records in audit scope in previous 1 year. Auditors randomly selected 03 months sample (i.e. August 2020; February 2020 and November 2019) from audit scope. Auditors selected 40 samples from different areas of the facility and reviewed their payroll records and overtime payment. Factory has calculate workers wages fixed rated for all employees in monthly basis. Payment period is 26th date to 25th date every month. Monthly wages ensured by the factory to all the workers within 07 working days after completed wages period as per law. Factory has ensured monthly wages directly to the workers by bank & cash and to the staffs by bank transfer. No evidence identified that the factory has made payment less than local minimum wages for all employees. Pay slip provided to the workers in Bengali. All the employees are working as permanent. No sub-contract and/or temporary labor found in this factory for production work. Factory has ensured different bonuses to the employees. No illegal deduction has been identified through document review and nothing reported by the interview workers. However, gaps have been identified in implementation.	
5.4 - Facility management is not well aware about collection and calculation of fair remuneration. In addition, facility does not take any initiative to identify the possible gaps between actual remuneration and fair remuneration figure.	
Remarks from Auditee: None	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 194249] Audit Date: 04/10/2020 PA Score: D	Deadline date:30/09/2021
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: The overall observation shows that the auditee has a policy to follow the working hours as per law. Auditors covered the working hour's records last one year in the audit scope. Auditors randomly selected 03 months sample (i.e. August 2020; February 2020 and November 2019) from audit scope. Current month job cards also verified during audit. Auditors selected 40 samples from different areas of the facility and reviewed their standard working hours and overtime hours. Standard working hours and overtime hours found as per law. General working hours' time 08:00 am to 05:00 pm including one hour personal break except security guards. Facility keeps the workers time record by electronic time keeping system. Maximum overtime found 04 hours per day and 24 hours per week. Factory has given equal opportunity to work overtime. Overtime is voluntary. Friday is weekly off day. Weekly off day always ensured by the factory. However, gaps have been identified in implementation.	
6.1 - Through documents review, workers and management interview it has been noted that factory has practiced one day weekend work before festival leave as a general work day which has already adjusted with festival leave. As a result workers has worked more than 48 hours (excluding OT hours) per week for general day duty (weekend worked). Note that in audit scope, factory has opened as general work on 31 January 2020 and the day already adjusted with Eid-ul-Adha festival leave. [Reference: Bangladesh Labor Law 2006 section 102]	
6.2 - Based on working hour record review, workers and management interview it was observed that, 30 out of 40 sampled workers from different sections worked 11 to 12 hours per day and 28 out of 40 sampled workers 61 to 72 hours per week in the month of August 2020 (current month). 34 out of 40 sampled workers from different sections worked 11 to 12 hours per day and 33 out of 40 sampled workers 61 to 72 hours per week in the month of February (random month). 24 out of 40 sampled workers from different sections worked 11 to 12 hours per day and 24 out of 40 sampled workers 61 to 72 hours per week in the month of November 2019 (random month). Considering overall scenario, Daily and weekly overtime hours found exceed the legal requirement in randomly selected 03 sampled months (August-2020, February-2020 and November-2019) in the audit scope of the audited factory.[Reference: Bangladesh Labor Law-2006, Section-102]	
Remarks from Auditee: None	

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 194249] Audit Date: 04/10/2020 PA Score: A

Deadline date:31/12/2020

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

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. Factory has no documented emergency preparedness procedure for handling of accident and emergency. 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 as there are total 206 toilets (Male=95, Female=212). Adequate number of firefighting equipment (Fire extinguisher=448, Fire hose pipe=79, Fire alarm=120, Fire resistance door=30, Smoke detector: Heat=37, Multi=929 and addressable=642, Emergency light=723) and first aid box (Total=73); kits were available in the factory. The facility has certified 07 electrician and 01 boiler operator. 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.

- 7.1 - Facility is in progress of complying health & safety rules and regulations. During audit gaps were noted related to risk assessment, floor layout, machine safety, toilet areas etc.
- 7.3 - i) Facility has identified the risks of hot iron in contact with fabric cover placed on ironing machine table but the control measure has not effectively followed because there no arrangement was found to keep hot ironing machine out of contact of fabrics made table cover. ii) Factory has few disabled workers who work in different section but factory did not conduct any risk assessment associated with their work, which could result any potential danger for workers. [Reference: Bangladesh Labor Law 2006, amendment -2018 (44).]
- 7.8 - During plan tour it was noted that 60% fire fighters and rescuer in each floor has not been identified with dress. [Reference: Bangladesh Labour Rules 2015, Rule 55(11)].
- 7.11 - Current floor layout plan found mismatch with approved floor layout plan at ground floor and mezzanine floor of Shed-15. [Reference: Bangladesh Labour Rules 2015, Rule 353(1)]
- 7.16 - 1(one) evacuation plan found not visible due to obstruction by rack at sewing section of Shed-3.[Reference: Bangladesh Labor Rule-2015, Rule-55(8)]
- 7.17 - During facility tour, around 50% eye guard of over lock machines and 60% eye guard of flat lock machines are found displaced. [Reference: Labour Law 2006, section 63(1) D (3)]
- 7.22 - During plant tour toilets area found tired and dirty floor was observed at randomly checked 02 toilet areas. [Reference: Bangladesh Labor Law-2006, section-59 (4)]

Remarks from Auditee:

None

Performance Area 8 : No Child Labour

Full Audit [Audit Id - 194249] Audit Date: 04/10/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

The overall observation shows that the auditee fulfills the requirements of this performance area. Factory has established a written policy not to engage underage workers; Moreover, 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 and cross-checks by the registered graduate doctor. Management maintains age-related documents (i.e, birth certificate, national ID card, school certificate etc.) in the workers' personnel files. Management does not engage in any apprenticeship program.

Remarks from Auditee:

None

Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 194249] Audit Date: 04/10/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: The overall observation shows that the auditee fulfills the requirements of this performance area. No young worker has been identified during the audit. Moreover no young worker found in this factory. [Note: Questionnaire point 9.6 marked as N/A because factory management does not engage any young worker till now].	
Remarks from Auditee: None	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 194249] Audit Date: 04/10/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: The overall observation shows that all the workers were found recruited on the permanent basis. No contractual or seasonal workers have been identified in the factory. All the information on the appointment condition has been communicated to the workers through training. No unlawful apprenticeship scheme, seasonal workers or contractual workers has been identified in the factory.	
Remarks from Auditee: None	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 194249] Audit Date: 04/10/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: The overall observation shows that the auditee fulfils the requirements of this performance area. The factory does not engage any forced or bonded labor. In Bangladesh no prison labor is allowed out-side the prison according to the law. No negative evidence has identified during audit regarding forced labor and interviewed workers are very much happy to work in this 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. Moreover no migrant worker found in this factory. [Note: Questionnaire point 11.2 Marked as N/A because factory management does not engaged any migrant worker till now].	
Remarks from Auditee: None	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 194249] Audit Date: 04/10/2020 PA Score: A	Deadline date:31/01/2021
GOOD PRACTICES: i)35 Pieces of Automated Solar Street light of 50W has installed. ii)20 Automated Sensor based LED has been also installed in fresh room. iii)Recycling used polythene.	
AREAS OF IMPROVEMENT: Overall observation shows that the auditee partially fulfills the requirements of this performance area. Auditee has written environmental policy. There is no hazardous process in the factory. No significant environment risk has found from production processes. However, facility has done Environmental Impact Assessment (EIA). Mr. Abdur Rahman-Sub-Asst. Manager (EHS) is responsible for continuous improvements of environmental performance. However, gaps have been identified in implementation:	
12.3 - Facility does not have Environmental Clearance Certificate though factory has printing process. Note that, facility is currently using waste water treatment plant of another sister concern factory named as Chorka Textile Ltd.-Unit 03. But the factory yet not collected environmental clearance certificate too. However, they have applied to concerned authority on 24 March 2020. [Reference: Environment Conservation Act, 1995, section-12]	
Remarks from Auditee: None	

Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 194249] Audit Date: 04/10/2020 PA Score: A	Deadline date:
<u>GOOD PRACTICES:</u> None observed	
<u>AREAS OF IMPROVEMENT:</u> The overall observation shows that the auditee fulfills the requirements of this performance area. Auditee keeps accurate information regarding its own activities, structure, and performance. No falsifying information was provided by the facility. The facility did identify the possible area of corruption in the supply chain or business activities and did train to the relevant employees regarding the anti-corruption and anti-bribery policy. The overall observation shows that the auditee keeps accurate information regarding its own activities, structure, and performance. No falsifying information was provided by the facility management.	
<u>Remarks from Auditee:</u> None	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	04/10/2020	194249	D	A	A	A	A	D	A	A	A	A	A	A	A	C

Producer Photos



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



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



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



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



External photo(s) of the production unit(s)
Rooftop.JPG



External photo(s) of the production unit(s)
Security Post.JPG



Photo of the inside of the main production hall
Accessories store.JPG



Photo of the inside of the main production hall
Bra Moulding section.JPG



Photo of the inside of the main production hall
Cutting Section.JPG



Photo of the inside of the main production hall
Embroidery Section.JPG



Photo of the inside of the main production hall
Fabrics store.JPG



Photo of the inside of the main production hall
Finished goods store-2.JPG



Photo of the inside of the main production hall
Finished goods store.JPG



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



Photo of the inside of the main production hall
Packing Section.JPG



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



Photo of the inside of the main production hall
Pressing Section.JPG



Photo of the inside of the main production hall
Printing Section.JPG



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



Photo of the inside of the main production hall
Sample room.JPG



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



Photo of fire safety equipment
Fire alarm switch.JPG



Photo of fire safety equipment
Fire alarm.JPG



Photo of fire safety equipment
Fire control panel.JPG



Photo of fire safety equipment
Fire Extinguisher.JPG



Photo of fire safety equipment
Fire Fighting Equipment.JPG



Photo of fire safety equipment
Fire hose pipe.JPG



Photo of fire safety equipment
Fire Hydrant point.JPG



Photo of fire safety equipment
Fire Hydrant Pump.JPG



Photo of fire safety equipment
Fire Resistance Door.JPG



Photo of fire safety equipment
Gong bell.JPG



Photo of fire safety equipment
Industrial battery backup fog light.JPG



Photo of the inside of the main production hall
Compliant and suggestion Box.JPG



Photo of the inside of the main production hall
Danger Sign.JPG



Photo of the inside of the main production hall
Electronic time keeping system.JPG



Photo of the inside of the main production hall
Emergency Evacuation plan.JPG



Photo of the inside of the main production hall
Emergency evacuation window.JPG



Photo of the inside of the main production hall
Emergency light.JPG



Photo of the inside of the main production hall
Emergency telephone number.JPG



Photo of the inside of the main production hall
Exhaust fan.JPG



Photo of the inside of the main production hall
Exit sign.JPG



Photo of the inside of the main production hall
Fire alarm demonstration.JPG



Photo of the inside of the main production hall
Fire fighter wear prescribed dress.JPG



Photo of the inside of the main production hall
Main staircase.JPG



Photo of the inside of the main production hall
Public Addressing system.JPG



Photo of the inside of the main production hall
Worker training room.JPG



Photo first aid facilities
First Aid Box.JPG



Photo first aid facilities
First Aid Medicine.JPG



Photo first aid facilities
First aider.JPG



Photo first aid facilities
Medical Room.JPG



Photo first aid facilities
Patient bed.JPG



Photo of chemical storage room (if applicable)
Printing Chemical store.JPG



Photo of the canteen (if applicable)
Canteen.JPG



Photo of the canteen (if applicable)
Wash facility at workers dining.JPG



Photo of the canteen (if applicable)
Workers Dining.JPG



Photo of the code of conduct on display
Display of amfori BSCI CoC.JPG



Photo of the nursery (if applicable)
Childcare room.JPG



Photo of the personal protection equipments (if applicable)
PPE use at working time.JPG



Photo of the personal protection equipments (if applicable)
PPE use sign post.JPG



Photo of the sanitary facilities
Washing facility at toilet.JPG



Photo of the sanitary facilities
Workers toilet.JPG



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



External photo(s) of the production unit(s)
Boiler.JPG



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



External photo(s) of the production unit(s)
Discounted grocery shop.JPG



External photo(s) of the production unit(s)
Electrical sub-station.JPG



External photo(s) of the production unit(s)
Generator.JPG



External photo(s) of the production unit(s)
Handwashing system at the factory gate.JPG



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



External photo(s) of the production unit(s)
Notice board.JPG



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



External photo(s) of the production unit(s)
Water pressure of fire hose pipe.JPG



External photo(s) of the production unit(s)
Worker bicycle keeping area.JPG



External photo(s) of the production unit(s)
Worker personal locker.JPG



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



Photo of the dormitories (if applicable)
Dormitories bed.JPG



Photo of the dormitories (if applicable)
Dormitories dining.JPG



Photo of the dormitories (if applicable)
Dormitories Shed.JPG



Photo of the dormitories (if applicable)
Dormitories toilet.JPG



Photo of the dormitories (if applicable)
Worker dormitories.JPG



Photo of non-conformity
Finding 7.17 Eye Guard displaced.JPG



Photo of non-conformity
Finding 7.22 Workers toilets were not clean and tidy.JPG