
Auditee :	Jericho Imex Ltd.
Audit Date From :	17/06/2020
Audit Date To :	18/06/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV Rheinland
Auditor's Name(s) :	A.S.M. Al Kausar(Lead), Ikbal Hossain
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																																							
<p>A Very Good</p>	<ul style="list-style-type: none"> • Minimum 7 Performance Areas rated A • No Performance Areas rated C, D or E <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>
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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 Good</p>	<ul style="list-style-type: none"> • Maximum 3 Performance Areas rated C • No Performance Areas rated D or E <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>
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B	B	B	B	B	B	B	B	B	B	C	C	C																													
<p>C Acceptable</p>	<ul style="list-style-type: none"> • Maximum 2 Performance Areas rated D • No Performance Areas rated E <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>
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C	C	C	C	C	C	C	C	C	C	C	D	D																													
<p>D Insufficient</p>	<ul style="list-style-type: none"> • Maximum 6 Performance Areas rated E <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>
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D	D	D	D	D	D	D	E	E	E	E	E	E																													
<p>E Unacceptable</p>	<ul style="list-style-type: none"> • Minimum 7 Performance Areas rated E <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>Zero Tolerance</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 :	Jericho Imex Ltd.		
DBID number :	349083		
Audit ID :	183807		
Address :	Montree Bari Road, South Shalna, Shalna Bazar, Gazipur		
Province :	Dhaka	Country :	Bangladesh
Management Representative :	Mr. Md. Shafiqul Islam - Sr. Officer (HR & Compliance)		
Contact person:	Mr. Md. Shafiqul Islam	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	All kinds of woven bottom items		

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 :	C		
Need of follow-up :	Yes	If YES, by : 18/06/2021	

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
C	D	A	B	B	A	A	A	A	A	A	A	B

Executive summary of audit report

The audit was conducted at "Jericho Imex Ltd." which is located Montree Bari Road, South Shalna, Shalna Bazar, Gazipur, Dhaka, Bangladesh since the beginning only the auditee is located in the factory premises. There is no other factory in the same complex and same building. At present, the factory has 634 workforces including all (i.e process workers, senior management members, mid-level management staff, administrative staff, and owned security guards). No piece rated employee was working at the factory. The factory has paid in hand cash to the workers and bank transfer to other staff/officers. The pay period was an English calendar month. All employees working time have been recorded by an electronic timekeeping system (except May 2020). The facility remains open from Saturday to Thursday while Friday is a weekly day off. General working hours start from 8:00 AM to 5:00 PM including 01-hour personal break. There is the high season from September to December as reported by the Management.

The factory has manufactured all kinds of woven bottom items. The main production processes are listed as follows: Cutting> Sewing > Finishing (Pressing to Packing)
 During the audit, all the business licenses found accurate and found updated. The name and address of the factory found the same in all areas. Legally 02 hours overtime is allowed per day. The audit plan slightly modified during the course of the audit and the revised audit plan (As Audited Plan) uploaded into the amfori BSCI platform.

Site Descriptions: The factory consists of 04 sheds and 01 building. Total boundary land area is 73,008.34 ft² and total floor area (including production, warehouse, office, medical, child care, utility, dining, etc.) is 36800 ft².

Description of the building is furnished below:

- Shed-01:
Ground Floor-(Main production shed) Sewing, Finishing, Office, Male & Female Toilet, Accessories store, Canteen, Bonded warehouse, security office.
Rooftop: fully vacant
- Shed-02: Cutting, Dining, Childcare, Doctor
- Shed-03: Wastage house.
- Shed-04: Waste Incineration Boiler
- Building-01: Utility, Generator

Audit Process: The Audit team has conducted the audit in 02 days. 02 auditors were present on both days. No other member was present during the audit along with the audit team. A quick tour was conducted upon arrival of the audit team on day-01. After that, an opening meeting was held with the factory management and workers' representative, immediately after the quick tour. In the opening meetings, auditors explained the purpose, scope, and process of the audit, brief of amfori BSCI auditing protocol. An onsite visit was conducted with a factory representative. Subsequently, the supplied documents as per audit requirements had been thoroughly reviewed. The time scope applicable for this audit begins from June 2019 to till the audit date (last 12 months). For worker's interviews, the auditors selected workers from different production processes and different age groups. The confidentiality and comfort of the interviewees were ensured.

Management Cooperation:
 Factory management was highly cooperative with the audit team throughout the audit. Auditors were allowed to access all areas (including performed workers interview in the separate confidential area without any interfere, taken photos, collected all required information and documents on time.

Closing meeting:
 A final closing meeting was held at the end of the audit on 2nd day. Findings discussed with all who were attended in the closing meeting. Onsite findings report was issued in the English language. Management representative Mr. Md. Shafiqul Islam – Sr. Officer (HR & Compliance) and Mr. Rezaul - Vice President of the participation committee has signed the Findings Report after the end of the closing of the meeting.

Audit Team and their status in APSCA:
 Lead Auditor: A.S.M. Al Kausar - (RA 21701669)
 Member Auditor: Ikbal Hossain - (RA 21701992)

Remarks: i) Below documents & photos are not applicable for this factory.

1. Contractor license/permit
2. Agency labor contract
3. Collective bargaining agreements
4. Dormitories
5. High-risk health and safety areas
6. Inconsistencies between time and production records

ii) The audited factory remained closed from 28 March 2020 to 30 April 2020 due to the spread of COVID-19 virus through community transmission. The owner of the audited facility is facing losses due to the current crisis. This situation hampered overall production and business consequences. In such a situation, in order to protect the interests of both the parties, the government, owners, and workers have taken a common decision that management will provide 65% salary for the non-working days instead of the full amount for the month of April 2020. Workers will get 100% salary for the working days of April 2020. Audited facility opened its production for workers from 30 April 2020. 60% of gross wage for 01 to 30 April 2020 was paid to the workers. Management has paid the rest of 5% salary with the salary of May 2020 s per government declaration.

Ratings Summary



Auditee's background information			
Auditee's name :	Jericho Imex Ltd.	Legal status :	Private Limited Company
Local Name :	জেরিকো ইমেক্স লিঃ	Year in which the auditee was founded :	2008
Address :	Montree Bari Road, South Shalna, Shalna Bazar,	Contact person (please select) :	Mr. Md. Shafiquel Islam
Province :	Dhaka	Contact's Email :	shafiquel@jerichoimex.com
City :	Gazipur	Auditee's official language(s) for written communications :	Bangla
Region :	South Asia	Other relevant languages for the auditee :	English
Country :	Bangladesh	Website of auditee (if applicable) :	www.jerichoimex.com
GPS coordinates :	24°01'52.9"N 90°23'25.0"E	Total turnover (in Euros) :	8864400.00
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 :	150000 pieces per month
Product Group :	Apparel	Production cost calculation :	Yes
If other, please specify :	NA	Lost time injury calculation cost :	No
Product Type :	All kinds of woven bottom items		

Auditee's employment structure at the time of the audit		
Total number of workers :	634	Total number of workers in the production unit to be monitored (if applicable) :
		0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	286	348
Temporary workers	0	0
In management positions	9	3
Apprentices	0	0
On probation	5	14
With disabilities	0	0
Migrants (national citizens)	0	0
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	286	348
Production based workers	0	0
With shifts at night	6	0
Unionised	0	0
Pregnant	-	0
On maternity leave	-	1

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 183807] Audit Date: 17/06/2020 PA Score: C

Deadline date:31/05/2021

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

Facility set up a management system to implement the amfori BSCI Code of Conduct within the organization. Mr. Md. Shafiqul Islam - Sr. Officer (HR & Compliance) has been appointed as the MR to implement amfori BSCI values. An approved organogram with job responsibilities found available. Facility has developed supplier selection and monitoring policy for the business partners. Monthly capacity planning and production planning has been done to meet the delivery date. Overtime is done to meet the delivery date. The auditee has calculated the cost of production realistically by including delivery time, labor cost, etc. Moreover facility has developed a contingency plan in order to avoid any unanticipated delays or production interrupts. 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, Workers involvement and protection, the rights of freedom of association and collective bargaining, no discrimination, fair remuneration, occupational health and safety, no precarious employment and ethical business behavior etc.
- 1.3 - Factory management did not communicate "amfori BSCI CoC and ToI" to its 02 out of 22 significant business partners. Also, factory did not monitor the social performance of their 08 out of 22 significant business partners and no monitoring plan was available.

Remarks from Auditee:

None

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 183807] Audit Date: 17/06/2020 PA Score: D

Deadline date:31/12/2020

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

It was revealed through observation that, the auditee partially complies with the requirements of amfori BSCI Performance Area 2. Management of the company had adapted a process of bringing the workers and management into sync. Participation committee has been formed through selection by management and the members meet periodically to discuss workplace issues. A complaint box had been installed in all toilet areas to enable the workers to report their problems and receive respective solutions in confidentiality. Facility also arranges training on regular interval to increase the competency among manager, workers and workers representatives to successfully anticipate their responsibilities in business operation. However, gaps have been identified in implementation.

- 2.1 - Facility management has developed policy on freedom of association for exchanging information on workplace related issues with workers and their representatives. However, during document review, management and workers interview it was noted that, facility management yet not form any communication structures (e.g: trade union or participation committee) to genuinely involve workers and their representatives to workplace issues in a democratic manner. [Reference: Bangladesh Labour Law- 2006 (Amendment-2013), section-183 and 205.]
- 2.3 - Most of the interviewed workers not aware of overtime rate, increment, minimum wages, salary deduction, leave application and appeal procedure.
- 2.5 - i) Factory did not have written grievance handling procedure to address verbal complaint from workers and outsider stakeholders. However they only kept records which came from complain box. ii) Factory did not conduct satisfaction survey on the grievance mechanism.

Remarks from Auditee:

None

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

Full Audit [Audit Id - 183807] Audit Date: 17/06/2020 PA Score: A

Deadline date:31/12/2020

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

It appeared from overall observation, that the company management partially fulfilled all the mandatory conditions of this performance area. The management had not put up any barrier or obligation for the workers to join any trade-union, yet no trade-union had been formed by the workers. According to the company policy, no restrictions are set on interactions between workers or on their movement. Facility has formed their own workers committee through selection by management. However, gaps have been identified in implementation.

- 3.1 - During document review, management interview and workers interview it was noted that, facility yet not took any measure to establish workers organization by their own choosing or form any workers committee in a democratic manner. [Reference: Bangladesh Labor Rule-2015, Rule-187; Bangladesh Labor Law-2006, Section-205]

Remarks from Auditee:

None

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 183807] Audit Date: 17/06/2020 PA Score: B	Deadline date:30/09/2020
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: Overall observation proved that that company management partially fulfilled most of the general terms and conditions of the performance area. Internal company policies and procedures have been set up in a manner which meets the fundamental conditions of this area. It can be concluded that the facility does not practice discrimination in hiring, promoting or offering the training opportunities to the workers as per the company's internal policy. Written procedure on disciplinary action has been set to preclude any misconduct which may take place amongst employees of different grade. Facility provides training to the mid-level management on disciplinary actions, discrimination, anti-harassment, anti-corruption and grievances on regular basis. However, gaps were identified in implementation. 4.2 - Factory did not conduct satisfaction survey on the grievance mechanism.	
Remarks from Auditee: None	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 183807] Audit Date: 17/06/2020 PA Score: B	Deadline date:31/05/2021
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: The overall observation indicates that auditee meets most expectations of this performance area. Due to the outbreak of the novel Coronavirus in Bangladesh, the Government declared general holiday (lockdown) throughout the country. Subsequently, the facility remained closed from March 28, 2020 to April 30, 2020. The auditee reopened their factory and decided to continue operations from May 01, 2020 regardless of the risks of Coronavirus. As per management interview and documentation review it was noted that all employees were paid 65% of gross salary for those non-working days for the month of April 2020 in accordance to the collaborative decision of Bangladesh Government and Factory Owners. 60% of gross wage for April 2020 paid with the salary of April 2020. Remaining 5% of gross salary of April 2020 has been paid to the workers with the salary of May 2020. Auditors covered the wage records in audit scope from June 2019 to May 2020. Three months wage records of randomly selected workers for May 2020, December 2019 & August 2019 were reviewed by the Auditors. The sample comprised of 26 records of permanent workers from different areas of the facility. The facility has assigned a dedicated personnel for handling workers payroll and other benefits. Festival Bonus has been provided half amount as per government declaration and the rest of half will be adjusted in next six month. Workers receive attendance bonus if they were punctual in their attendance in work. The auditee pays off full encashment against unspent earned leave to all workers annually. Despite all, few gaps were identified in implementation. 5.2 - i) Factory did not ensure to the workers monthly salary within 07 working days after completion of monthly wages period for the month of May 2020. Note that, facility has already paid 65% of gross salary and the rest of 35% were paying during audit day. [Reference: Bangladesh Labour Law 2006, Section 123]. ii) Pay slip was not provided to the workers for the month of May 2020. [Reference: Bangladesh Labour Rules 2015, rule 111.] 5.4 - Facility management is not well aware about data assortment and count of fair remuneration. In addition, facility does not take any initiative to identify the potential holes between current remuneration and fair remuneration figure. So that still gap has been identified to ensure fair remuneration to the employees.	
Remarks from Auditee: None	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 183807] Audit Date: 17/06/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: Overall observation proved that company management had fulfilled all the general terms and conditions of the performance area. It was noted that the auditee has established a working hour policy in accordance to local law. Facility runs in one general shift from 8:00 AM to 5:00 PM inclusive of one hour (1:00 PM to 2:00 PM) personal break. The auditee obtained their working hour approval from the labour department. Friday is the weekly holiday for all sections. The facility maintains workers time records by electronic swipe card time keeping system (except May 2020). Auditors covered the workers working hour records from June 2019 till audit date. Auditors selected working-hour records of 26 workers as samples, which have been selected from different areas/departments of the facility. Scrutinizing the working hour records have revealed no overtime work-hours that exceeded the legal limit. Overtime work in the factory is voluntary. Overtime is paid at a premium rate (200% of usual wage). Auditors reviewed the time records of randomly selected three (3) months; May 2020, December 2019 & August 2019.	
Remarks from Auditee: None	

Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 183807] Audit Date: 17/06/2020 PA Score: A	Deadline date:31/12/2020
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: <p>It appeared from overall observation that the company management is in progress for fulfilling most essential conditions of this performance area to an extent. Factory Management follows set a certain set of protocols for tackling the spread of COVID-19. All of the premises are disinfected on routine basis using factory grade disinfectants. All required kinds of safety in-house training had been provided to workers. Interviewed workers confirmed that they had received training on health & safety including Covid-19 on regular basis and that the same had been provided to all other existing and new workers. Number of trained firefighters from FSCD are 100. Unannounced fire drills are also conducted by facility's fire safety office at regular intervals. Personal Protective Equipment (PPE) had been provided to the employees of all sections. Factory had documented emergency preparedness procedure for handling of accidents and emergency situations. Workers accidental insurance is ensured. Factory took building approval from LGED on 23/10/2011. No visible defect found at the factory buildings and sheds. During site-tour, it was noted that working environment with respect to ventilation and lighting of the factory were acceptable. All exit doors were clearly marked with emergency light (106). There were aisles marking and evacuation plot plan. Adequate number of firefighting equipment (Fire extinguisher=ABC-44, CO2-22, Foam-01; Fire hose pipe=05, Fire resistant door=03, Fire alarm=15, Smoke detector=72) and first aid box (Total=5) were available in the factory. Facility had established an agreement with regarding provision of emergency healthcare facilities to workers. The facility has dining areas for the workers with combined seating capacity of 260 in one batch. Also, facility maintained regular internal and external monitoring of equipment including firefighting equipment, machineries, generator, etc. Question-7.23 & 7.24 are rated as 'N/A' as factory did not provide housing and transport facility to the workers. However gaps have been identified in implementation.</p> <p>7.1 - The facility is in progress of implementing health & safety related legal requirements. Gaps found related to risk assessment, safety committee, secondary containment, needle guard, canteen and toilet areas.</p> <p>7.3 - i) Facility management did not conducted mapping of disproportionate risks facing different groups of workers (women workers, men workers, pregnant workers, etc.) of #COVID19 and did not establish a monitoring and evaluation mechanism of the #COVID19 prevention strategies and plans. ii) Factory did not identify ergonomic risks also. Beside this, sewing operators were provided siting table without back support.</p> <p>7.4 - Facility management did not established safety committee as per law. [Reference: Section 81 of Bangladesh Labor Rules 2015.]</p> <p>7.7 - During the plant tour, the secondary containment of diesel dram has found insufficient in front of Generator room.</p> <p>7.17 - Approximately 10% needle guard of sewing machines were found displaced in sewing section [Reference Bangladesh Labour Law 2006, section 63(1) D (3)]</p> <p>7.21 - During audit, canteen facility was found inactive and the factory did not arrange 10% seating arrangement in the canteen area. Note that facility has dining area with 15% seating arrangement. [Reference: section 87(1) of Bangladesh Labor Rules- 2015.]</p> <p>7.22 - During the plant tour, it was observed that male and female toilet areas were found unhygienic due to ongoing renovation work. [Reference: Bangladesh Labor Law- 2006, section-59 (4)]</p>	
Remarks from Auditee: None	
Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 183807] Audit Date: 17/06/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: <p>It appeared from overall observation, that the company management had fulfilled all the mandatory conditions of this performance area. Facility has established written policy stating not to engage underage workers. Also facility has developed child labor remediation policy if in case of child labor found in this facility. No child labor was identified during the audit dates. 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>	
Remarks from Auditee: None	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 183807] Audit Date: 17/06/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: <p>Overall observation proved that company management had fulfilled the general terms and conditions of the performance area. Facility has established young workers policy as per law. Young worker has not been recruited by the facility management. Also no young worker was identified during the audit. Question-9.6 is rated as N/A; as no young worker was available in the factory.</p>	
Remarks from Auditee: None	

Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 183807] Audit Date: 17/06/2020 PA Score: A	Deadline date:25/06/2020
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: Overall observation proved that company management partially fulfilled the general terms and conditions of the performance area. The auditee had recruited all of its process and service workers on permanent basis. Workers information is maintained in the workers; personal files which had been regularly updated. Nominee forms and Workers; Job-Contracts included description of duties and responsibilities which were maintained in their personal files. All the information of Appointment Terms and Conditions complied with the law. No unlawful apprenticeship scheme, seasonal workers or contractual process workers had been identified in the factory during audit. However, gaps were observed in implementation. 10.2 - 02 out 02 newly recruited employee has not received appointment letter yet. [Reference: Section 5 of Bangladesh labor law 2006]	
Remarks from Auditee: None	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 183807] Audit Date: 17/06/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: Overall observation shows that the auditee has fulfilled 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 been identified during audit regarding forced labor and interviewed workers were happy to work in the factory. Management does not keep any original documents from the workers that 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.	
Remarks from Auditee: None	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 183807] Audit Date: 17/06/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: It appeared from overall observation, that the company management had fulfilled all the general requirements of this performance area. Environmental risks are assessed by the auditee which clearly addresses the risk factors, severity, etc. Facility obtained an Environmental Impact Assessment Report. Facility has tested stack air emission for all of its generators and boiler and monitors overall air quality, noise level, through a third party. Report shows that the results within legal limit. Facility has agreement with a valid contractor for wastage disposal.	
Remarks from Auditee: None	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 183807] Audit Date: 17/06/2020 PA Score: B	Deadline date:31/07/2020
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: The overall observation shows that the auditee partially in progress for fulfilling all requirements of this performance area. The facility has established in-depth policies and procedures covering the ethical behavior. Moreover, they have policies and procedures on anti-corruption practices, bribery, grievance, handling misconduct etc. Auditee keeps accurate information regarding its own activities, structure, and performance. Facility management has identify possible areas of corruption in supply chain and it's business activities. No falsifying information was provided by the facility. The management follows internal procedure. 13.2 - Time keeping system of the factory for May 2020 was found manual (attendance register and paper time card). The IN-TIME and OUT-TIME was found same every day. So, accurate data of workers entry and exit has not been maintained. Also no fraction of in time and out has been maintained. 13.4 - Facility has kept the employees file in confidential way but did not have any policy or procedure for workers personal data protection, exchange, handling etc.	
Remarks from Auditee: None	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	17/06/2020	183807	C	D	A	B	B	A	A	A	A	A	A	A	B	C

Producer Photos



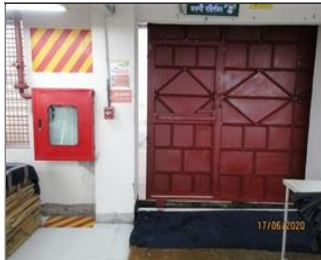
External photo(s) of the production unit(s)
Factory gate.JPG



Photo of fire safety equipment
Fire Alarm Switch.JPG



Photo of the inside of the main production hall
Risk assessment posted.JPG



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



Photo of fire safety equipment
Fire Alarm.JPG



Photo first aid facilities
First Aid Box.JPG



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



Photo of fire safety equipment
Fire Control Panel.JPG



Photo first aid facilities
First Aid Medicine.JPG



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



Photo of fire safety equipment
Fire Extinguisher.JPG



Photo first aid facilities
Medicine store.JPG



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



Photo of fire safety equipment
Fire Fighting Equipment.JPG



Photo first aid facilities
Patient bed.JPG



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



Photo of fire safety equipment
Fire hose pipe box.JPG



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



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



Photo of fire safety equipment
Fire Pump.JPG



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



Photo of the inside of the main production hall
Button attach section.JPG



Photo of fire safety equipment
Fire Resistance Door.JPG

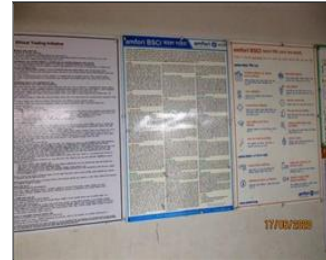


Photo of the code of conduct on display
Display of amfori BSCI CoC.JPG



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



Photo of fire safety equipment
Gong bell.JPG



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



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



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



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



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



Photo of fire safety equipment
Thread Cutting Section.JPG



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



Photo of the inside of the main production hall
Getup Side Check area.JPG



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



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



Photo of the inside of the main production hall
In Side Check area.JPG



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



Photo of the sanitary facilities
Washing facility at toilet.JPG



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



Photo of the inside of the main production hall
Drinking water facility.JPG



Photo of the sanitary facilities
Workers toilet.JPG



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



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



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



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



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



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



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



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



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



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



Photo of the inside of the main production hall
Fire Equipment Inspection record.JPG



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



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



Photo of the inside of the main production hall
Firefighter on the production floor.JPG



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

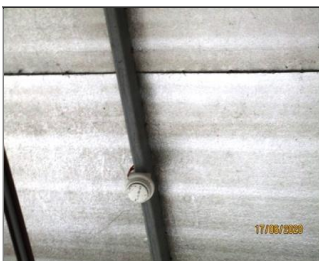


Photo of fire safety equipment
Addressable Smoke Detector.JPG



Photo of the inside of the main production hall
Idol machine keeping area.JPG