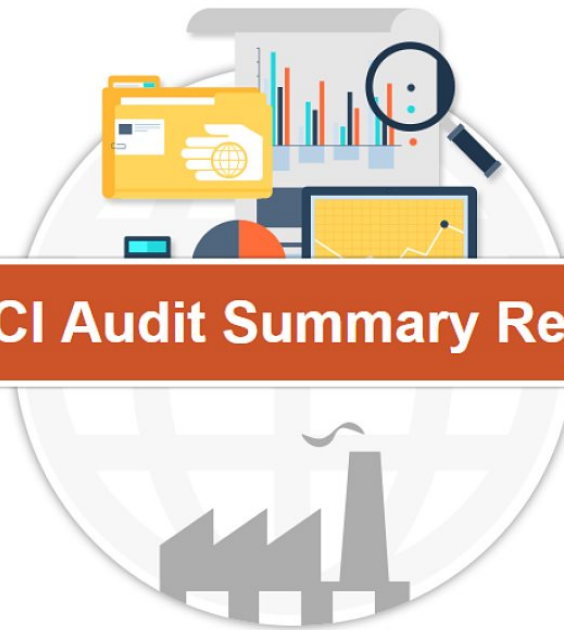

Auditee :	Meditex Industries Ltd.
Audit Date From :	27/09/2016
Audit Date To :	28/09/2016
Expiry Date of the Audit :	27/09/2018
Auditing Company :	ALGI
Auditor's Name(s) :	Mehadi Hassan(Lead), Mohammad Shanjid Rahman Shaheen, Asraful Alam Miraz
Auditing Branch (if applicable) :	ALGI Bangladesh



BSCI Audit Summary Report

This is an extract of the on line Audit Report. The complete report is available in the BSCI Platform.
Access www.bsplatform.org, for entitled users only.

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This is an extract of the BSCI Audit Report, which is available in the BSCI Platform. © Foreign Trade Association (FTA), 2013 - The English version is the legally binding One.

Rating Definitions



Rating	A combination of ratings per performance area where:	Consequence																																													
<p>A OUTSTANDING</p>	<p>o Minimum 7 performance area rated A o No Performance area rated C, D or E</p> <p><i>These are three examples:</i></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><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>A</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>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> </table>	A	A	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	B	A	A	A	A	A	A	A	A	B	B	B	B	B	B	B	<p>The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.</p>
A	A	A	A	A	A	A	A	A	A	A	A	A	A	A																																	
A	A	A	A	A	A	A	A	A	A	A	B	B	B	B																																	
A	A	A	A	A	A	A	A	B	B	B	B	B	B	B																																	
<p>B GOOD</p>	<p>o Maximum 3 performance area rated C o No performance area rated D or E</p> <p><i>These are three examples:</i></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><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>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></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>B</td><td>C</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	B	B	A	A	A	A	A	A	B	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	B	C	C	C	C	<p>The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.</p>
A	A	A	A	A	A	B	B	B	B	B	B	B	B	B																																	
A	A	A	A	A	A	B	B	B	B	B	B	B	B	C																																	
B	B	B	B	B	B	B	B	B	B	B	C	C	C	C																																	
<p>C ACCEPTABLE</p>	<p>o Maximum 2 performance areas rated D o No performance area rated E</p> <p><i>These are three examples:</i></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>C</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>C</td><td>D</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>C</td><td>C</td><td>D</td><td>D</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	C	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	C	D	D	C	C	C	C	C	C	C	C	C	C	C	C	C	D	D	<p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p>
A	A	A	A	A	A	A	A	A	A	C	C	C	C	C																																	
A	A	A	A	A	B	B	B	B	C	C	C	C	D	D																																	
C	C	C	C	C	C	C	C	C	C	C	C	C	D	D																																	
<p>D INSUFFICIENT</p>	<p>o Maximum 6 performance area rated E</p> <p><i>These are three examples:</i></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>D</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>D</td><td>E</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><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	A	D	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	D	E	E	D	D	D	D	D	D	D	D	E	E	E	E	E	E	E	<p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p>
A	A	A	A	A	A	A	A	A	A	A	D	D	D	D																																	
A	A	A	B	B	B	C	C	C	D	D	D	D	E	E																																	
D	D	D	D	D	D	D	D	E	E	E	E	E	E	E																																	
<p>E UNACCEPTABLE</p>	<p>o Minimum 7 performance areas rated E</p> <p><i>These are three examples:</i></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><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><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><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	E	E	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	E	E	E	E	<p>BSCI participants shall closely oversee the auditee's progress as it may represent a higher risk than other business partners</p>
A	A	A	A	A	A	E	E	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	E	E	E	E																																	
<p>Zero Tolerance</p>	<p>A Zero Tolerance issue was identified (see Annex 5)</p>	<p>Immediate actions are required. The BSCI Zero Tolerance Protocol is to be followed.</p>																																													

Producer : Meditex Industries Ltd.

DBID : 13558 and Audit Id : 67361

Audit Date : 27/09/2016

Audit Type : Full Audit

Main Auditee Information

Name of producer :	Meditex Industries Ltd.		
DBID number :	13558		
Audit ID :	67361		
Address :	Plot No. 912, Konabari, Kashimpur Road, Joydebpur, Gazipur		
Province :	Dhaka	Country :	Bangladesh
Management Representative :	S.M. Salahuddin, AGM (Admin, HR & Compliance)		
Contact person:	S.M. Salahuddin	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	Sweater 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	
Audit Announcement :	<input checked="" type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced	<input type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No		
Audit extent (if applicable) :	none		
Audit interferences or contingencies (if applicable) :	none		
Overall rating :	B		
Need of follow-up :		If YES, by :	

Rating per Performance Area (PA)

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

Executive summary of audit report

Meditex Industries Ltd. is located at Plot No. 912, Konabari, Kashimpur Road, Gazipur, Dhaka, Bangladesh. The facility is of concrete structure with a total land area of about 30,000 square feet where production areas are about 134,000 square feet and warehouse areas are about 7,500 square feet.

The factory was established in 1994 and specialized in manufacture of Sweater items. Main production processes include knitting, jacquard, linking, trimming, mending, washing, sewing, finishing and packing. Based on management interview, their major clients are from Europe and North America. On the audit day, there were total 2,145 employees in the factory of which about 1,899 employees were production workers. Facility's production capacity is 260,000 pcs per month.

The facility comprises of one building & four sheds. Building & sheds description are given below:

Building-01 (06 storied):

Ground floor is occupied by jacquard section, finished goods store, yarn store, accessories store, child care room, medical center & washing section.

1st floor is occupied by ironing section, PQC, finishing section, packing section & office.

2nd is occupied by trimming section, mending section, linking section and office.

3rd & 4th floor are occupied by knitting section & sample section.

5th floor is occupied by linking section, dining hall & canteen.

Shed 01: Generator

Shed 02: Chemical store, fire command room & security post.

Shed 03: Maintenance room.

Shed 04: Boiler.

Based on documents review and management interview and worker interview, wages are paid monthly in cash within 7th working days. The regular working hours are from 8:00 AM to 5:00 PM with 1 hour lunch break. There are three shifts for security guard: : Shift A: 6:00 AM to 2:00 PM, Shift B: 2:00 PM to 10:00 PM & Shift C: 10:00 PM to 6:00 AM. Normal working days are from Saturday to Thursday.

During the current audit, payroll records from September-2015 to August-2016 and attendance records from September-2015 to August-2016 were provided for review. The auditor randomly selected 40 samples from August-2016 (recent month), 40 samples from December-2015 (off peak month) & 20 samples from September-2015 (peak & initial month).

S.M. Salahuddin, AGM (Admin, HR & Compliance) has agreed and signed the CAP.

Ratings Summary



Auditee's background information			
Auditee's name :	Meditex Industries Ltd.	Legal status :	Private Limited Company
Local Name :	None	Year in which the auditee was founded :	1994
Address :	Plot No. 912, Konabari, Kashimpur Road, Joydebpur,	Contact person (please select) :	S.M. Salahuddin
Province :	Dhaka	Contact's Email :	salahuddin@meditexbd.com
City :	Gazipur	Auditee's official language(s) for written communications :	Bengali
Region :	South Asia	Other relevant languages for the auditee :	English
Country :	Bangladesh	Website of auditee (if applicable) :	www.zaastex.com
GPS coordinates :	None	Total turnover (in Euros) :	2223210.35
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :	None	Production volume :	260,000 pcs per month
Product Group :	Apparel	Production cost calculation :	Yes
If other, please specify :	None	Lost time injury calculation cost :	No
Product Type :	Sweater Items		

Auditee's employment structure at the time of the audit			
Total number of workers :	2145	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	1538	607	
Temporary workers	0	0	
In management positions	15	3	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	0	0	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	1538	607	
Production based workers	1077	182	
With shifts at night	13	0	
Unionised	0	0	
Pregnant	-	0	
On maternity leave	-	2	

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 67361] Audit Date: 27/09/2016 PA Score: C

Deadline date:31/08/2017

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The overall observation shows that the factory has set a partial system to implement & monitor the social management system, appointed a Senior Management Representative to implement and maintain company's Social Management system. Factory also has a system to select business partners as per their company policy. However, some problem identified in 1.1 & 1.3

সামগ্রিক পর্যালোচনা দেখা যায় যে, কারখানায় সামাজিক কক্ষমতা নিরীক্ষণ একটি আংশিক সিস্টেম আছে, BSCI নিয়ম ও প্রবিধান অনুযায়ী কোম্পানির সামাজিক ম্যানেজমেন্ট সিস্টেম বজায় রাখার জন্য একজন সিনিয়র ব্যবস্থাপনা প্রতিনিধি নিযুক্ত করেছেন। কারখানার প্রকৃতি ও ব্যবসায়িক অংশীদার নির্বাচন করার সিস্টেম আছে।

- 1.1 -** Though the factory tried to adopt new requirement of BSCI COC, still they have lacking commitment towards integrating the BSCI Code into the auditee business culture, understand the content of the BSCI Code and Terms of Implementation for business partners to be involved in the BSCI monitoring process, understand the need to develop the internal procedures to integrate the BSCI Code into day-to-day business practices.

কারখানার ব্যবসায়িক সংস্কৃতির মধ্যে BSCI কোড এর প্রতি পূর্ণ অঙ্গীকার প্রদর্শন করা হয়নি।

- 1.3 -** The factory did not have any structured system to select its subcontractor & Suppliers, did not train related staff those who will enforce BSCI requirements to suppliers and subcontractors and did not monitor their social performance as per BSCI requirements.

বি এস সি আই এর চাহিদা অনুযায়ী সাব কন্ট্রাকটরের ও সরবরাহকারীর সামাজিক কর্মকাণ্ডগুলো নিরীক্ষণ করে না।

Remarks from Auditee:

None

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 67361] Audit Date: 27/09/2016 PA Score: C

Deadline date:31/08/2017

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The overall observation shows that the factory has formed different committees among the workers representatives and management staff including Participation Committee, Welfare Committee, Safety Committee and Grievance Handling Committee. Management system shows that they are trying to make a bridge between workers and management on labor practices, monitoring factory work place conditions, grievance mechanism etc. However, lacking identified in this section are described in points below: 2.3 & 2.5

সামগ্রিক পর্যালোচনা দেখায় যে, কারখানা শ্রমিক প্রতিনিধি, অংশগ্রহণ কমিটি, কল্যাণ কমিটি, নিরাপত্তা কমিটি ও শ্রমিক অংশগ্রহণকারী কমিটি সহ ব্যবস্থাপনা কর্মীদের মধ্যে বিভিন্ন কমিটি গঠন করা হয়েছে।

- 2.3 -** Workers are not well aware regarding their legal rights, responsibilities. Moreover, Workers also does not have any idea about their entitlement of leave in a year, gratuity/service benefit, annual leave settlement during completion of job.

শ্রমিকরা তাদের আইনগত অধিকার, দায়িত্ব এবং সুবিধা ইত্যাদি সম্পর্কে ভাল অবগত না।

- 2.5 -** Although the factory has a grievance handling policy and written procedures in place, complain boxes available in the relevant areas, factory has formed different committees among the workers and management staff, but there is lack of an effective and functioning grievance mechanism in place towards how the workers can drop their grievances, can give suggestions through the suggestion boxes, any alternative channel exist or an open door policy is in place or not and grievance recording system etc. Further, management staff responsible for grievance handling were not well aware about the grievance regulation, recording procedures & investigation processes etc. the workers were also not aware about the grievance resolution process & the process of appealing against any disciplinary action.

কারখানায় একটি কার্যকর এবং কার্যকরী অভিযোগ প্রক্রিয়া ছিল না; তদ্ব্যতীত অভিযোগ সমাধান প্রক্রিয়া এবং কোনো শাস্তিমূলক ব্যবস্থার বিরুদ্ধে আবেদন প্রক্রিয়া সম্পর্কে শ্রমিকেরা ভাল সচেতন নয়। এমনকি ব্যবস্থাপনা প্রতিনিধি যারা অভিযোগ সমাধান প্রক্রিয়ার সাথে জড়িত তারা এটা সম্পর্কে ভালোভাবে অবগত ছিল না।

Remarks from Auditee:

None

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
Full Audit [Audit Id - 67361] Audit Date: 27/09/2016 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: The overall observations shows that the factory has established a complete 'Freedom of Association and Collective Bargaining' policy and procedures in place to ensure workers right to associate & organize collectively. Though there is no formal collective bargaining system in place but the factory has formed a 'Participation Committee; parallel means of workers union among the workers and management staff. 3.3 was marked as N/A since no worker was found who is directly involved with any trade union. সামগ্রিক পর্যবেক্ষণ দেখা যায় যে, কারখানায় শ্রমিকদের মেলােশা ও সম্মিলিতভাবে সংগঠিত করার জন্য একটি সম্পূর্ণ FOA নীতি ও পদ্ধতি প্রতিষ্ঠিত হয়েছে। এক্ষাও জানা যায় যে, কারখানার 'ওয়ার্কার্স কমিটি' নিয়মমামাফিক গঠন করা হয়েছে।	
Remarks from Auditee: None	
Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 67361] Audit Date: 27/09/2016 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: The overall observation shows that the factory has formed and practices a non-discrimination policy and procedures in place. During closed door interview, none of the workers complained of any form of discrimination. All worker are equal as per factory policy and practices. সামগ্রিক পর্যবেক্ষণ দেখায় যে কারখানায় বৈষম্যহীনতা নীতি ও পদ্ধতি আছে। রুদ্ধহার সাক্ষাত্কারে শ্রমিকদের কেউ বৈষম্যের কোনো অভিযোগ করেনি। সকল শ্রমিকদের কারখানায় সমানভাবে গণ্য করা হয়।	
Remarks from Auditee: None	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 67361] Audit Date: 27/09/2016 PA Score: B	Deadline date:31/08/2017
GOOD PRACTICES: 1. Factory provides monthly attendance bonus to all workers. 2. The facility calculate remuneration quick scan prior to the audit.	
AREAS OF IMPROVEMENT: The overall observations shows that the factory has ensure and pay all kinds remuneration to the workers as per law. All workers were provided with written and understandable information about their employment conditions with respect to wages before they enter employment and about the particulars of their wages for each pay period. The factory pays the wages within 7 working days of the following month. Moreover, the overall compliance level of the factory was found complete and consistent except one deviation was noted on living wages issue in 5.4 সামগ্রিক পর্যবেক্ষণ দেখা যে, কারখানা আইন অনুযায়ী শ্রমিকদের পারিশ্রমিক পরিশোধ করেছে। সকল শ্রমিকদের তাদের কর্মসংস্থানের অবস্থা সম্পর্কে লিখিত ও বোমগম্য তথ্য প্রদান করা হয়েছে। কারখানা নিম্নলিখিত মাসের 7 কাশদিবসের মধ্যে মজুরি প্রদান করে। কারখানা জীবন ধারনের মজুরী প্রদানের কোন উদ্যোগ নেয় নাই। 5.4 - The factory management did not take initiative to achieve living wages through they are ensuring minimum wage as per law. Noted that living wages of the region is BDT 11,220 (approx) and minimum wages for the industry is BDT 5300. কারখানার অঞ্চলের জন্য জীবন ধারনের মজুরি কারখানা ব্যবস্থাপক দ্বারা নির্ধারিত না এবং নূনতম মজুরি ও জীবন ধারনের মজুরির মধ্যে পার্থক্য কমানো নিয়ে কোন উদ্যোগ নেই।	
Remarks from Auditee: None	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 67361] Audit Date: 27/09/2016 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: As per records provided by the factory, the factory uses manual time keeping system to track the workers daily in and out time. The highest working hours was noted to be 10 hours/day and 60 hours/week and maximum overtime hours in a day was noted to be 2, which is within the legal limit of working hours. The maximum continuous working days was noted to be 6. সামগ্রিক পর্যবেক্ষণ দেখায় যে, একটি কাজের ঘন্টা নীতি কারখানা চয়রের সব স্থানে পোষ্ট করা হয়েছে। কারখানা ইন এবং অউট সময় নির্ধারণের জন্য ম্যানুয়াল গপনার সিস্টেম ব্যবহার করে। প্রদত্ত রেকর্ড অনুযায়ী, সর্বোচ্চ কর্মঘন্টা ১০ ঘন্টা / দিন এবং ৬০ ঘন্টা / সপ্তাহ এবং একদিনে সর্বাধিক ২ ঘন্টা অতিরিক্ত কাজ হয়েছে যা কাজ করার একদিনের আইনি সীমার মধ্যে আছে। সর্বাধিক একটানা কাজের দিন ৬ দিন উল্লেখ করা হয়েছে।	
Remarks from Auditee: None	

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 67361] Audit Date: 27/09/2016 PA Score: B

Deadline date:31/08/2017

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The overall observation shows that the factory has established a complete 'health & safety' policy & 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. However, the overall health & safety condition of the factory was found to be good. However, some problems identified which are given below:

সামগ্রিক পর্যবেক্ষণ দেখায় যে কারখানা একটি সম্পূর্ণ স্বাস্থ্য ও নিরাপত্তা নীতি ও পদ্ধতি প্রতিষ্ঠা করেছে। উৎপাদন স্থান বেশ পরিষ্কার ছিল। উদ্ভাসন পরিকল্পনা সব অঞ্চলে পাওয়া যায়। পানীয় জল উৎপাদন মেঝেতে ছিল। অগ্নি নির্বাপক যন্ত্র সঠিকভাবে চার্জ এবং ব্যবহারের জন্য প্রস্তুত করা ছিল। কারখানার সামগ্রিক স্বাস্থ্য ও নিরাপত্তা শর্ত ভাল পাওয়া গেছে।

7.1 - Child care room of the factory was found not well equipped, also there were no separate & screen covered area for the breastfeeding mothers.

শিশু যত্ন রুম ভালোভাবে সজ্জিত না।

7.3 - Company has kept sickness related record in register but risk assessment on transmittable and non-transmittable diseases was found not proper.

কোম্পানির অসুস্থতা সম্পর্কিত রেকর্ড রেজিস্টার এ রাখা হয়েছে কিন্তু ছোঁয়াচে এবং অ-ছোঁয়াচে রোগ এর ঝুঁকি মূল্যায়ন সঠিক পাওয়া যায়নি।

7.4 - The facility formed a OHS committee but members of the committee were found not aware about their responsibility.

স্বাস্থ্য ও নিরাপত্তা কমিটি তাদের দায়িত্ব সম্পর্কে সচেতন নয়।

7.6 - 80% workers were found not using face mask in knitting section and linking section.

৮০ ভাগ শ্রমিক পিপিই ব্যবহার করেনা।

7.9 - Potential hazards of the factory are not identified and no initiative has taken to identify.

কারখানা সম্ভাব্য হাজার্ড চিহ্নিত করেনা।

7.10 - Factory is keeping record of injury but no effective system in place to analyze the injury & taken corrective action by identifying root cause which will improve the occupational health and safety.

আঘাতের মূল কারণ কার্যকরী তদন্ত হয়না যা পেশাগত স্বাস্থ্য ও নিরাপত্তা উন্নত করবে।

7.11 - 1 out of 2 generators of the factory did have permission from concern authority. Noted that factory has applied to the concern authority.

কারখানা যথাযথ কর্তৃপক্ষ কর্তৃক অনুমোদন ছাড়া 2 এর মধ্যে 1 জেনারেটর ব্যবহার করে।

7.13 - 4 out of 6 electricians of the factory did not have any competency certificate (ABC certificate) from the concern authority which is the approval by the government for the industrial electric operators.

উপস্থিত কর্তৃপক্ষ থেকে 6 এর মধ্যে 4 ইলেক্ট্রিশিয়ান এর কোন সম্মত সার্টিফিকেট নাই।

7.16 - Posted emergency evacuation plan was found partially mismatching with current floor arrangement on ground floor.

উদ্ভাসন পরিকল্পনা উৎপাদন মেঝের প্রকৃত বিন্যাস এর সঙ্গে মিলে না।

7.19 - The factory did not have an effective and functioning procedure or system, in writing, to deal with cases of trauma or serious illness.

ট্রমা বা গুরুতর অসুস্থতার ক্ষেত্রে কারখানায় লিখিত আকারে একটি কার্যকর এবং কার্যকরী পদ্ধতি বা ব্যবস্থা ছিল না।

7.25 - The factory did not assessed properly the levels of temperature, light and humidity for any sections of the production floor.

কারখানার বিভিন্ন সেকশন এর তাপমাত্রা, আলো ও আর্দ্রতা পরীক্ষা যথাযথভাবে পরিচালিত করেনা।

Remarks from Auditee:

None

Performance Area 8 : No Child Labour

Full Audit [Audit Id - 67361] Audit Date: 27/09/2016 PA Score: A

Deadline date:

GOOD PRACTICES:

Nil

AREAS OF IMPROVEMENT:

The overall observations shows that the factory has established a complete 'Child Labor Policy' and as per this 'no child labor' notice is posted inside the factory in prominent places. In addition, age verification certificate, national ID card, birth registration certificate or academic certificate (if any) are well maintained in the respective personnel files.

সামগ্রিক পর্যবেক্ষণ দেখা যায় যে, কারখানা একটি সম্পূর্ণ শিশু শ্রম নীতি প্রতিষ্ঠা করেছে এবং কারখানায় কোন শিশুশ্রম নিয়োগ হয় না এই নোটিশ বিভিন্ন স্থানে পোস্ট করা হয়।

Remarks from Auditee:

None

Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 67361] Audit Date: 27/09/2016 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: The overall observations shows that the factory has a policy and procedures on young workers which posted in all prominent places in the premises and communicated to the workers through training and awareness program. During the factory tour, no suspected young workers observed and none was noticed by the factory workers. However, as per policy the factory has written a standard procedures for special protection of the young workers as per local law and ILO standards. 9.1, 9.2, 9.3, 9.4, 9.5 & 9.6 are marked as N/A since the factory did not use any young workers in the premises. সামগ্রিক পর্যবেক্ষণ দেখা যায় যে, কারখানায় তরুণ কর্মীদের উপর একটি নীতি এবং পদ্ধতি আছে। কারখানা সফরে কোন সন্দেহভাজন তরুণ কর্মী পাওয়া যায়নি।	
Remarks from Auditee: None	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 67361] Audit Date: 27/09/2016 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: The overall observation shows that the facility follows all the requirement of local law related to employment. Copy of appointment letter, ID card and service book is given to all the regular workers immediately upon joining. During the employees' interview, all interviewed employees stated that they sign labor contracts with the facility and they have obtained the copies of their labor contracts prior joining. These labor contracts were in the local language. সামগ্রিক পর্যবেক্ষণ যে কারখানা চাকুরির ক্ষেত্রে লোকাল আইন প্রয়োগ করে। নিয়োগপত্র, আইডি কার্ড ও সেবা বইয়ের কপি অবিলম্বে যোগদান উপর সব নিয়মিত শ্রমিকদের দেওয়া হয়। কর্মীদের সাক্ষাতকারে সব সাক্ষাৎকার কর্মীদের বলল যে তারা সুবিধা সঙ্গে শ্রম চুক্তি স্বাক্ষর এবং তারা যোগদান পূর্বে তাদের শ্রম চুক্তি কপি লাভ করেছেন। দুস্বাক্ষর এই শ্রম চুক্তি স্বাক্ষর ভাষায় লেখা ছিল।	
Remarks from Auditee: None	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 67361] Audit Date: 27/09/2016 PA Score: A	Deadline date:
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: The overall observation shows that the employees are free to leave the factory when they resign from the services, with payment. There is no restriction on workers' movement within the premises. The workers are not forced to stay back once they get authorized leave from the management. 11.2 is marked is N/A since the factory did not recruit any migrant in the premises. সামগ্রিক পর্যবেক্ষণ দেখায় যে, কর্মচারীদের নিজের ইচ্ছায় চাকুরি থেকে পদত্যাগ করার অনুমতি আছে। প্রাপ্তনের মধ্যে শ্রমিক চলাফেরার উপর কোনো বাধানিষেধ নেই। শ্রমিকদের ছুটির প্রাপ্যতার বিষয়েও কোনো বাধাবাধকতা নেই।	
Remarks from Auditee: None	

Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 67361] Audit Date: 27/09/2016 PA Score: C	Deadline date:31/08/2017
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: The overall observation shows that the factory has developed a precise policy and procedure on environment management system. The waste collection and disposal record is properly maintained. However, problem identified in 12.4 & 12.5 সামগ্রিক পর্যবেক্ষণ দেখা যায় যে, কারখানায় পরিবেশ ব্যবস্থাপনার জন্য একটি সুনির্দিষ্ট নীতিমালা ও পদ্ধতি আছে। বর্জ্য সংগ্রহ ও বিক্রয় রেকর্ড যথাযথভাবে রক্ষণাবেক্ষণ করা হয়। 12.4 - Waste management system in the factory was not proper, waste was kept in the production floors which was not segregated by its type & hazard. কারখানার বর্জ্য ম্যানেজমেন্ট সিস্টেম সঠিক পাওয়া যায়নি। 12.5 - The facility did not implement any program yet to promote water conservation and water waste reduction in the premises. কারখানার পানি অঞ্চলে রোধের অথবা প্রাকৃতিক পানি সরঞ্জামের কোনো পদ্ধতি বা ব্যবস্থা ছিল না।	
Remarks from Auditee: None	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 67361] Audit Date: 27/09/2016 PA Score: B	Deadline date:31/08/2017
GOOD PRACTICES: Nil	
AREAS OF IMPROVEMENT: The overall observations shows that the factory has maintained a proper record keeping system and was provided all necessary documents to the audit team for review. Factory has all legal licenses and permits to operate facility approved by the concerned authority. Management was transparent during the entire period of audit and they showed a positive attitude and was very supportive to the auditor during the site visit. They were very keen to maintain a good business relations with all their business partners and were committed to fulfill their expectations. Currently the management has a policy on 'business ethics and anti-corruptions' which is posted in all prominent places in the premises and was communicated to the employees through awareness program and notice boards. However, problem identified in 13.1 and 13.2 সামগ্রিক পর্যবেক্ষণ দেখায় যে কারখানায় একটি সঠিক রেকর্ড পালন সিস্টেম বজায় রাখা হয়েছে এবং পর্যালোচনার জন্য অডিট টিমকে সব প্রয়োজনীয় কাগজপত্র সরবরাহ করা হয়েছিল। তারপরও, একটি সমস্যা চিহ্নিত হয়েছে। 13.1 - Though the factory have an anti-corruption and bribery policy in place but there is no training organized/provided the management staff regarding the anti-corruption/bribery issues. Even though, no agreement was signed by their suppliers on the issues as well. যদিও কারখানায় একটি দুর্নীতি ও ঘুষবিরোধী নীতি আছে, কিন্তু সেখানে শ্রমিক হিসেবে দুর্নীতিবিরোধী/ঘুষ বিষয় সংক্রান্ত ব্যবস্থাপনা কর্মচারীদের প্রদত্ত কোন প্রশিক্ষণের আয়োজন হয়নি। কোন ঘুষ বিরোধী চুক্তি তাদের সরবরাহকারীদের সাথে স্বাক্ষরিত হয়নি। 13.2 - Time keeping system in the factory was found manual. It has been maintained by time keeper. The IN-TIME and OUT-TIME of workers was found same everyday. So accurate data of their workers entry and exit has not been maintained. For example, Every day, IN-TIME of workers are 08:00 am and OUT-TIME is 17:00 or 19:00. No fraction of time is being maintained. কারখানায় কাজের সময় গণনার সিস্টেম ম্যানুয়াল। এটা সময় রক্ষক দ্বারা পরিচালিত হয়েছে। IN-TIME এবং শ্রমিকদের OUT-TIME প্রতিদিন একই। তাই তাদের কর্মীদের প্রবেশ এবং প্রস্থান সঠিক তথ্য বজায় নাই।	
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	27/09/2016	67361	C	C	A	A	B	A	B	A	A	A	A	C	B	B

Producer Photos



External photo(s) of the production unit(s)
Building overview.JPG



Photo of fire safety equipment
Water hose reel.JPG



Photo of the inside of the main production hall
PA system.JPG



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



Photo of the canteen (if applicable)
Canteen.JPG



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



External photo(s) of the production unit(s)
Lightning arrester.JPG



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



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



External photo(s) of the production unit(s)
Roof top.JPG



Photo of the code of conduct on display
BSCI CoC poster.JPG



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



Photo first aid facilities
First aid box.JPG



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



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



Photo first aid facilities
Medical room.JPG



Photo of the inside of the main production hall
Boiler.JPG



Photo of the inside of the main production hall
Transformer.JPG



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



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



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



Photo of fire safety equipment
Auto DCP.JPG



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



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



Photo of fire safety equipment
Fire alarm bell.JPG



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



Photo of the inside of the main production hall
Workers personal lockers.JPG



Photo of fire safety equipment
Fire alarm switch.JPG

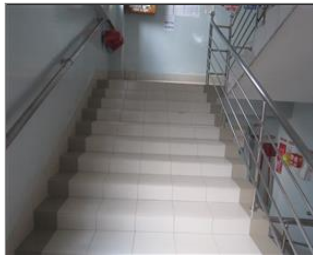


Photo of the inside of the main production hall
Facility staircase.JPG



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



Photo of fire safety equipment
Fire extinguishers.JPG



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



Photo of the nursery (if applicable)
Child care room.JPG



Photo of fire safety equipment
Fire fighting equipments.JPG



Photo of the inside of the main production hall
Generator.JPG



Photo of the sanitary facilities
Drinking water facility.JPG



Photo of fire safety equipment
Fire hydrant point.JPG



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



Photo of the sanitary facilities
Hand wash point.JPG



Photo of fire safety equipment
Fire hydrant pump.JPG



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



Photo of the sanitary facilities
Toilet for female.JPG



Photo of fire safety equipment
Fire rated door.JPG



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



Photo of the sanitary facilities
Toilet for male.JPG



Photo of fire safety equipment
Fog light.JPG



Photo of the inside of the main production hall
Light check section.JPG



Photo of non-conformity
Wastage not segregated.JPG



Photo of fire safety equipment
Gong bell.JPG



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



Photo of non-conformity
Workers not using face mask at knitting section.JPG



Photo of fire safety equipment
Smoke detector.JPG



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



Photo of non-conformity
Workers not using face mask at linking section.JPG



Photo of fire safety equipment
Visual fire alarm.JPG



Photo of the inside of the main production hall
Notice board.JPG