
Auditee :	Oasis Fashion Limited Unit-2
Audit Date From :	24/01/2021
Audit Date To :	25/01/2021
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	UL-RS
Auditor's Name(s) :	Prince ASM Hassan Imam, Tofael Hossain, Raunak Parvin(Lead)
Auditing Branch (if applicable) :	



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

All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent.

This is an extract of the amfori BSCI Audit Report, which is available in the amfori BSCI Platform. © amfori, 2018 - The English version is the legally binding One.

Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence																																							
<p style="text-align: center;">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>
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 style="text-align: center;">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>
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 style="text-align: center;">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>
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 style="text-align: center;">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>
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 style="text-align: center;">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 style="text-align: center;">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 :	Oasis Fashion Limited Unit-2		
DBID number :	335488		
Audit ID :	203893		
Address :	Kashem Complex, Gacha Road, Gacha Union, Gazipur		
Province :	Dhaka	Country :	Bangladesh
Management Representative :	Md. Mahmudul Hasan		
Contact person:	Md. Obaidur Rahman	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	Sweater		

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 :	A		
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
B	A	A	A	A	A	A	A	A	A	A	A	A

Executive summary of audit report

Full audit for Oasis Fashion Limited Unit-2. was conducted on 24 & 25 January 2021. It was semi announced audit scheduled for 3 auditors in day 1 and 2 auditors in day 2. This was 5 man-day audit (4.5 man-day onsite and 0.5 for report writing).

The factory is located at Kashem Complex, Gacha Road, Gacha Union, Gazipur, Dhaka - Bangladesh. It's a sweater manufacturing company. The Production process includes Winding, Jacquard, Linking, Trimming, Mending, Wash, Finishing. Piece rated workers work in Linking, Trimming, Mending, Iron. Auditee don't have any dedicated peak season. Due to #covid-19 auditee has revised their working hour, so that they can avoid gathering. Finishing section from 8:00 am to 5:00 pm, Linking and Winding section 7:30 am to 4:30 pm, Trimming & Mending 8:30 am to 5:30 pm, Jacquard 8:30 am to 5:30 pm and 8:30 pm to 5:30 am. All the shifts have meal break for 1 hour. Security section runs in 3 shifts 6:00 am to 2:00 pm, 2:00 pm to 10:00 pm, 10:00 pm to 6:00 am.

On the audit day, 3 auditors reached at the facility at around 9:45 am and conducted an opening meeting with management and workers association as below-

1. Md. Obaidur Rahman- GM
2. Md. Mahmudul Hassan- Manager (HR & Compliance)
3. Raihan Sarker- Manager (Compliance)
4. Md. Delowar Hossain- Compliance Officer
5. Shishir Hawladar- HR & Compliance Officer
6. Md. M*n*d*n- Vice president of participation committee
7. Sharmin- Compliance Officer
8. Afroza- Welfare Officer.

Auditor-

Raunak Parvin RA 21702831- Lead auditor
 Hasan Imam Prince RA 21702599- Team auditor
 Tofael Hossain RA 21702701- Team auditor

Auditor described the scope and criteria of the assessment and described the audit plan and shared. As per the plan, it was informed to them that, this full audit will be done in 2 days including health and safety walkthrough, complete document review and workers' interview. Management permitted all the audit process and gave permission to take photo.

After end of the audit, a closing meeting was conducted with management and workers association member (same present in opening meeting). Auditor described all the audit observation to management, and they agreed and gave necessary deadline date. Finally, audit team, management Md. Mahmudul Hasan- Manager (HR & Compliance) and workers association member signed the onsite report. Audit team gave thanks for transparency and showing the actual working hour records and their effort and support to audit team. Finally, audit ended around 4 pm.

BSCI management representative: Md. Mahmudul Hasan- Manager (HR & Compliance)

BSCI COC TOI signed by: M. A Kamal- Managing Director

UL Integrity statement signed by: Md. Obaidur Rahman- GM

Building Description-

Ground Floor:- Transformer Room, Generator Room, Sub-station, Security & Time Section, Jacquard Section, Jacquard Inspection & Distribution.

1st Floor: Finishing (PQC, Iron, Sewing, Packing,) Washing Section , Spot Removing Room, PM Room.

2nd Floor: Office, Trimming & Mending Section, Burteck Machine, Medical Room.

3rd Floor: Linking Machine, Auto Linking Machine, Linking Inspection, Overlock Machine, Linking Distribution,

4th Floor: Jacquard Section, Jacquard Inspection & Distribution, Auto Placket Machine & Rewinding Machine, Programmer Room.

5th Floor: Jacquard Section, Jacquard Inspection & Distribution, Needle Distribution Room.

Roof Top: Dining Hall, Prayer Room, Canteen, Open Area

Tin Shed 1: Boiler Room, Inspection Room, Finished Goods Area, Trimming, Winding, Needle Distribution Room, Store, Yarn Controller room, Yarn Store .

Tin Shed 2: Boiler Room, Finishing (PQC, Iron, Sewing, Packing,) Washing Section, Metal Free Zone, Zipper, Sample, QC Room, H&M Inspection Room, Linking Section, Jacquard Section.

Tin Shed 3: Jhut Boiler, Child Care Room, Jhut Room, ETP Plant, Fire Hydrant, Finished Goods Area, Lab, Chemical Room, Transformer & Generator Room.

Statutory document-

Incorporation: C- 121839/ 15, incorporated on 16 March 2015.

Trade license: 000801, valid till 30 June 2021.

Factory license address: 16311/ Gazipur, valid till 30 June 2021, category I

Fire license: DD/ Dhaka/ 24111/ 2013, valid till 30 June 2021

Group insurance: registration number 5873, valid till 31 December 2021.

Boiler license: BaBo 8578, valid till 29 May 2021, BaBo 8629, valid till 29 May 2021, BaBo 9764, valid till 9 November 2021, BaBo 7471, valid till 6 January 2021.

Environment Clearance Certificate: Not applicable

Drinking water test report: Latest report received on 22 November 2020, all the tested parameters were within acceptable limit.

Competency certificate for boiler operator: Checked.

Generator: 680 KW, valid till 31 March 2022.

Electrician's license: Checked.

Non statutory document-

Policy: Checked as per amfori BSCI PA.

Orientation: Last training conducted on 16 January 2021, participant 7.

First aid: Last training conducted on 7 January 2021, participant 51. There are total 25 first aid boxes, and 93 first aiders for those boxes.

PPE: Last training conducted on 22 October 2020, participant 40.

Number of fire fighter & rescuer: 197. Certified from fire fighter 256. Rest of the persons are internally trained.

H&S: Last training conducted on 4 December 2020, participant 35.

Awareness on Covid-19: Last training conducted 4 January 2021, participant 17.

Fire drill: Last fire drill conducted on 4 January 2021, participant 1072, Evacuation time 1 minute 50 seconds. Drill taken place at 6:20 pm. Day fire drill for security section on 27 November 2021, participants 23.

Fire safety: Last training conducted on 13 January 2021, participants 8.

Amfori BSCI COC: Last training conducted on 3 January 2021, participants 74. for workers, 9 December 2020, participants 221.

Machine safety: Last training on 24 November 2020, participant 65.

Grievance mechanism: Last training on 10 November 2020, participants 40.

Anti-corruption: Last training conducted on 17 December 2020, participant 45.

Water waste reduction: Last training conducted on 13 September 2020, participants 50.

Accident & Injury: Checked.

Participation Committee: Election conducted on 18 July 2019, Total members 14, management 4, workers 10. Last meeting on 30 November 2020.

Safety Committee: Total members 10, management 5, worker 5. Last meeting on 5 January 2021.

Resign benefit: Checked

Maternity benefit: Checked.

Festival holiday list: Checked.

Working hour approval: Checked

Payroll sheets & Overtime payment records: Reviewed

Copy of pay slips/ Copy of overtime slips: Reviewed

Festival Bonuses records: not available to review.

Earned leave: Checked.

Medical room attendant's personal file: Madhabi Halder- Medical Assistant

Doctor's personal file: Ismaot Jerin- Medical Officer

Agreement with the Hospital/ clinic: Dhaka Imperial Hospital Ltd. Hossain market, Tongi, Gazipur. 2 km distance from audited factory.

Workers Service book: Reviewed

Personal file/ ID cards/ Appointment/ Age proof records/ Employment Contract Agreement: reviewed

Supplier & Stake holders: Reviewed

Production capacity planning: Checked.

Contingency planning: Checked.

Long term mission vision and goal: Checked.

Grievance policy: Checked.

Disciplinary action policy: Checked.

Complain box register: Checked.

Living wages survey: not done yet.

Health & Safety Risk assessment: Checked

Light test, Temperature test, Humidity test, & Noise test: Checked.

EIA: Checked.

Timecards/ records: Manual timecard system is in place for recording the in and out time. Auditor checked 3 months' salary and timecard record, December 2020 (Current), November 2020, October 2020.

There was some overtime work found in the current audit which was accepted by local law and auditee done this overtime under their contingency plan.

Total of 36 workers were selected as sample. All of them are permanent workers and hired directly by the factory. No contracted employee onsite. Samples

also covered firefighting, first aid team, workers association and safety committee member. All employees are monthly salary basis and paid through cash

All of them are local Bangladeshi citizens.

Note: Below photos are not available-

Dormitories- No dormitory for onsite;

Contractor license/permit- No contractor onsite;

Agency labor contract- No agency;

Government waivers- No waiver;

Environmental licenses- not applicable;

Collective bargaining agreements- No CBA;

Inconsistencies between time and production records- No such inconsistency noted.

Ratings Summary



Auditee's background information			
Auditee's name :	Oasis Fashion Limited Unit-2	Legal status :	Private Limited Company
Local Name :	ওয়েসিস ফ্যাশন লিমিটেড (ইউনিট-২)	Year in which the auditee was founded :	2015
Address :	Kashem Complex, Gacha Road, Gacha Union,	Contact person (please select) :	Md. Obaidur Rahman
Province :	Dhaka	Contact's Email :	obaidur@oasisbd.net
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.oasisbd.net
GPS coordinates :	23° 56' 11.54015" N, 90° 22' 18.45405" E	Total turnover (in Euros) :	13138400.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :		Production volume :	200000 pieces per month
Product Group :	Apparel	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Sweater		

Auditee's employment structure at the time of the audit			
Total number of workers :	1222	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	776	446	
Temporary workers	0	0	
In management positions	14	4	
Apprentices	0	0	
On probation	140	140	
With disabilities	0	0	
Migrants (national citizens)	0	0	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	776	446	
Production based workers	195	183	
With shifts at night	104	0	
Unionised	0	0	
Pregnant	-	0	
On maternity leave	-	0	

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 203893] Audit Date: 24/01/2021 PA Score: B

Deadline date:31/07/2021

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The facility is a 100% export-oriented industry. Production item is knit. Management has set up a management system guided by local law and amfori code of conduct. There is written social compliance policy and appointed a senior management to implement amfori BSCI Code of Conduct. Mr. Md. Mahmudul Hasan- Manager (HR & Compliance) is appointed to implement amfori BSCI system for this factory. Facility has done supply chain and stake holder mapping as per expectation. TOI and code of conduct and corruption policy are already signed, Workforce capacity is properly organized to meet the expectations of the delivery order and/or contracts. Below gaps have been identified in implementation-

- 1.1 - Though the facility tried to implement BSCI COC in their day to day activities, still few gaps identified in Workers involvement and protection and Health & safety. [amfori BSCI code 1.1]

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 203893] Audit Date: 24/01/2021 PA Score: A

Deadline date:28/02/2021

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The factory has established a management practices that tried to involve both workers and their representatives. There is different type of training conducted among workers, their representative, management. Factory has approved elected workers association member. Management has set their long-term goals for business as well to protection for workers. There is grievance mechanism system in place. Below gaps have been identified in implementation-

- 2.2 - Factory management did not include the worker representative while setting up the long-term mission and vision goal of the company. [amfori BSCI Code 2.2]

Remarks from Auditee:

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

Full Audit [Audit Id - 203893] Audit Date: 24/01/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The auditee was able to show satisfactory evidence that they respect the right of workers to form or to join unions in a free and democratic way. They do not have trade union but as a parallel means they have elected participation committee. The factory conducts regular meeting with management and elected workers representative. The management respects workers' right to bargain collectively which come from workers meeting and the auditee does not discriminate against workers because of their participation committee membership. It is also reported that the auditee does not prevent worker's representatives from having access to or interacting with workers in the workplace. As they do not have trade union so 3.3 rated as N/A.

Remarks from Auditee:

Performance Area 4 : No Discrimination

Full Audit [Audit Id - 203893] Audit Date: 24/01/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The satisfactory evidence has showed that the auditee takes the necessary steps and measures to avoid and eradicate discrimination in the workplace. This evidence is collected from documents review, management, and workers' interview. The auditee has taken necessary preventative measures to ensure workers are not disciplined, dismissed, or discriminated against because of their complaints against infringements of their rights. This is confirmed by worker's representative interview. There is reported preventative and remedial measures, so workers are not harassed or disciplined on any grounds of discrimination. Based on satisfactory evidence it was noted that the main auditee entirely respects this Performance Area.

Remarks from Auditee:

Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 203893] Audit Date: 24/01/2021 PA Score: A	Deadline date:
GOOD PRACTICES: Auditee has done the Living wage calculation for their worker. Auditee providing attendance bonus 350 BDT each month to the worker who are present for all days in a month. Auditee provide community benefit to local educational institutions, mosque etc.	
AREAS OF IMPROVEMENT: The factory has implemented the legal minimum wage set by the Bangladesh government minimum wage board 2018. Factory follow this minimum wage notification accordingly. The lowest wage is reported 8000 BDT per month for a grade level helper and this is acceptable. Employees basic wage is settled as per the grade of the employee showing in minimum wage gazette. manual time keeping system implemented to record the In and Out time. Due to #covid-19 auditee has revised their working hour, so that they can avoid gathering. Finishing section from 8:00 am to 5:00 pm, Linking and Winding section 7:30 am to 4:30 pm, Trimming & Mending 8:30 am to 5:30 pm, Jacquard 8:30 am to 5:30 pm and 8:30 pm to 5:30 am. All the shifts having meal break for 1 hour. Security section runs in 3 shifts 6:00 am to 2:00 pm, 2:00 pm to 10:00 pm, 10:00 pm to 6:00 am. Auditor checked 3 months' salary and timecard record, December 2020 (Current), November 2020, October 2020. Wage is paid monthly basis through cash. Overtime payment is 200% of basic, Salary and overtime payment paid within 7 working days of following month. There is satisfactory evidence showing that the level of wages reflects the skills and education of workers. The auditee has partially done their living wage calculation. The auditee ensures that deductions are only taken under the conditions and to the extent prescribed by the law.	
Remarks from Auditee:	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 203893] Audit Date: 24/01/2021 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The factory has implemented the legal minimum wage set by the Bangladesh government minimum wage board 2018. Factory follow this minimum wage notification accordingly. The lowest wage is reported 8000 BDT per month for a grade level helper and this is acceptable. Employees basic wage is settled as per the grade of the employee showing in minimum wage gazette. manual time keeping system is in place to record the In and Out time. Auditee has working hour approval from concern authority, Due to #covid-19 auditee has revised their working hour, so that they can avoid gathering. Finishing section from 8:00 am to 5:00 pm, Linking and Winding section 7:30 am to 4:30 pm, Trimming & Mending 8:30 am to 5:30 pm, Jacquard 8:30 am to 5:30 pm and 8:30 pm to 5:30 am. All the shifts having meal break for 1 hour. Security section runs in 3 shifts 6:00 am to 2:00 pm, 2:00 pm to 10:00 pm, 10:00 pm to 6:00 am. Auditee doesn't have any dedicated peak season. Auditor checked 3 months' salary and timecard record, December 2020 (Current), November 2020, October 2020. Piece rated workers work in Linking, Trimming, Mending, Iron. Wage is paid through cash. Overtime payment is 200% of basic, General working hour is found 48 hours per week, There is no violation of overtime, no violation of rest break and no violation of 7th day rest found. The factory set production capacity plan based on 8 hours and considering the lost time and injury time as well. They also develop emergency contingency plan to carry out the production to meet the on-time shipment. Sometimes they need to perform 02 hour legally accepted overtime work for some days in month due to some practical reason arise through Covid-19 situation.	
Remarks from Auditee:	
Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 203893] Audit Date: 24/01/2021 PA Score: A	Deadline date:31/07/2021
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The factory has a comprehensive policy on health and safety. The factory is a listed participant of ACCORD/ALLIANCE. The auditee seeks to improve workers' protection in case of accident, including through mandatory group insurance schemes. The factory conducts regular risk assessments for safe, healthy, and hygienic working conditions and provide different training for management, workers and their representatives however, gaps have been identified in risk assessment. There is also discussion take place among these parties when developing and implementing systems. The factory enforces use of Personal Protective Equipment and implemented engineering and administrative control to improve the OHS standards. There is recording system for accidents reported and installed signs and warnings to avoid such incident. The equipment and buildings used for production are reportedly sound and approved. There are competent personnel who periodically checks the electrical installations and equipment. There is adequate amount of and properly working firefighting equipment and auditee ensures emergency evacuation effectively. There is safety measurement taken for production machineries. There is first aid personnel and hospital agreement onsite. The factory provides potable water and ensure clean and effective rest room facility for workers. The factory does not provide any transportation and dormitory. There is reported assessment on noise, emissions or dust, temperature, humidity etc. and found acceptable as per the. However, gaps have been identified in implementation- 7.5 - Auditee didn't hire trained officer to look after the fire equipment and train the fire fighter team. However, auditee has hired a fire safety officer who is about to take the training to be more competent. [As per Bangladesh Labor Rules 2015, 55 (12)].	
Remarks from Auditee:	

Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 203893] Audit Date: 24/01/2021 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: No child labor engagement is reported. The factory does not engage in any form of child labor. The sample personal files are maintained with age proof document which includes Medical Certificate, National Identity cards or Birth Certificate. No historical child labor reported.	
Remarks from Auditee:	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 203893] Audit Date: 24/01/2021 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: N/A. No young workers were reported by the facility management and by the workers as well. The auditor noted that no young workers engagement onsite by the factory in any production process. (9.1 - 9.6 are not applicable)	
Remarks from Auditee:	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 203893] Audit Date: 24/01/2021 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The factory does not engage with short/part-time/ seasonal workers. There is no temporary worker reported on the day of the audit. The facility ensures the employment relationship do not cause insecurity and social or economic vulnerability of workers.	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 203893] Audit Date: 24/01/2021 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The factory does not engage in any form of Prison, servitude, forced, bonded, indentured, trafficked or non-voluntary labor. No migrant workers are hired (11.2 is graded N/A). Based on satisfactory evidence it was noted that the main auditee entirely respects this Performance Area.	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 203893] Audit Date: 24/01/2021 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Based on the satisfactory evidence the main auditee partially respects this Performance Area. They have policy on environmental protection, the main wastes of this facility are fabric, plastic, threads, and general household wastes which are sold to local vendor and management informed vendors recycle the wastage. The auditee has a system to arrange training program on a regular basis for increasing the awareness among the workers to reduce the water use. Below gaps identified:	
Remarks from Auditee:	

Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 203893] Audit Date: 24/01/2021 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The factory has written policy on anti-corruption and bribery and ethical business behavior. During the opening meeting the management informed they always maintain transparency and provide accurate information to all parties. The working hour, compensation there is not hidden document. Based upon the satisfactory evidence, the main auditee entirely respects this performance area.	
Remarks from Auditee:	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	24/01/2021	203893	B	A	A	A	A	A	A	A	A	A	A	A	A	A

Producer Photos



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



External photo(s) of the production unit(s)
Facility name at main entrance.JPG



Photo first aid facilities
First aid.JPG



Photo of chemical storage room (if applicable)
High risk area-chemical store.JPG



Photo of fire safety equipment
Fire safety to confirm the sustenance-Fire alarm.JPG



Photo of fire safety equipment
Fire safety to confirm the sustenance-Fire hydrant pump.JPG



Photo of fire safety equipment
Fire safety to confirm the sustenance-Fire rated door Exit sign Fog light.JPG



Photo of fire safety equipment
Fire safety to confirm the sustenance-Firefighting equipment.JPG



Photo of non-conformity
2.2.Long term goal setup not included the workers representative.JPG



Photo of the canteen (if applicable)
Hygiene sensitive area-Canteen.JPG



Photo of the code of conduct on display
amfori BSCI COde posted.JPG



Photo of the inside of the main production hall
Production area-trimming.JPG



Photo of the inside of the main production hall
Storage area-finished goods.JPG



Photo of the sanitary facilities
Hygiene sensitive area-Toilet.JPG



Photo of the sanitary facilities
Drinking water.JPG