
Auditee :	Azim & Son (Pvt.) Ltd.
Audit Date From :	16/04/2018
Audit Date To :	16/04/2018
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(Lead), Tahera Aktar Banu, Amatullah Nur A Marzan
Auditing Branch (if applicable) :	



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>
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>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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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>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>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 :	Azim & Son (Pvt.) Ltd.		
DBID number :	285		
Audit ID :	121201		
Address :	36/A, Indira Road Dhaka-1215		
Province :	Dhaka	Country :	Bangladesh
Management Representative :	Mohammad Nasir Ahmed - (Manager Compliance)		
Contact person:	Mr. Mohammad Nasir Ahmed	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	Woven (Bottoms) Garments		

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 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 :	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	A	A	A	A	C	A	A	A	A	A	A	A

Executive summary of audit report

The initial audit against amfori BSCI code 2014 was conducted at Azim & Son (PVT) Ltd. on dated April 16, 2018 as announced with window basis. The audit is conducted with 3.5 mandays in one day where 3 man-day was onsite and 0.5 man-day for report writing.

Upon arrival at the factory on morning of April 16, the audit team is greeted by Mr. Mohammad Nasir Ahmed – Manager (Compliance) and his team and escorted to the meeting room. An opening meeting was conducted in that meeting room with participation committee member and management representative who are responsible to implement the BSCI code at this factory. Below persons were present at opening meeting- Mohammad Nasir Ahmed – Manager (Compliance); M.A. Mazed – GM (Production); Md. Nasir Udding – Factory Manager; Md. Azizul Islam – Compliance Officer; Ms. Kakoli – Sewing Machine Operator and Participation committee Member.

The auditor describe the purpose and scope of the audit as per the amfori guideline. The auditor describe the audit process which includes a detailed document review, workers interview and health and safety walk through. The management give permission and also granted to take photo. The UL statement of integrity was signed by Mohammad Nasir Ahmed – Manager (Compliance)

The factory is located 36/A, Indira Road, Dhaka. This location is at the center of the city and surrounding area is residential area. . The factory is under the umbrella of Azim & Sons which was established in the year of 1984.

Legal document information
 The factory Certificate of incorporation: Established in 27-March-1984
 Trade license: 27/474/1/8/2013, license is valid up to 30-Jun-18
 Factory license: 7307/Dhaka, category "H", license is valid up to 30-Jun-18
 Fire license: DD/Dhaka/5403/1991, license is valid up to 30-Jun-18, approval given for 18,530 square feet.
 Group insurance: Factory registration no 549 under Bangladesh Garments Manufacturers and Exporters Association (BGMEA), insurance is valid up to 6-May-18
 Boiler license: BB#7426, license is valid up to 11-Dec-18;
 Drinking water test report: Last test conducted on 27-Mar-18 and parameters are within the limit reported.
 Boiler operator: 1 boiler operator.
 Building description as below:
 Ground floor-Cutting section, wastage room, childcare room, 1 Boiler room, generator room, fire pump room, maintenance room, mini accessories store, Bonded warehouse(fabric), leftover room.
 1st floor- Sewing section, Doctor room.
 2nd floor- Sewing section
 3rd floor- Finishing section, Ironing section.
 4th floor-Finishing section , Inspection.
 5th floor- Dining and Canteen.
 Roof top approximate 80% free and two water tank 1 is for drinking and 1 is for fire reservoir tank.
 Building Approval plan: 4060/80/4296, dated on 27-May -1980 building approval for commercial building; Total area -17921 square feet.
 Layout plan: SL no-1951, Approved dated on 5-May-2016 by chief factory inspector.

Other information:
 Doctor: Dr. Afrana Sarmin, Medical Officer
 Medical Assistant: Snigdha Mree
 Hospital agreement: Samorita Hospital Limited, 89/1, Panthopath, Dhaka
 Injury register: last minor injury reported on 22-Mar-18 and treatment given by doctor. Injury record submitted to labor office on dated 15-Jan-18.
 Working hour approval: Approved from chief factory inspector. Working hour start form 8:00 am to 5:00 pm
 Fire Training: total fire fighter is reported 109 trained from BGMEA. Latest training provided internally on March 24, 2018.
 Training on Amfori BSCI COC for mid level management: March 28, 2018 and for worker level on March 20, 2018
 New workers orientation training: Last training conducted on dated 22-March-18 and total 18 employee re given training on that day.
 Fire drill: Last fire drill conducted on 14-Dec-17 for day time. Total participant is reported 382 and evacuation time is reported 1:50 minutes.
 Workers participation committee: Election done on March 15, 2018. Last meeting of Workers participation committee was conducted on 18-Mar-18, this

meeting minutes was sent to the labor office for acknowledgement.
First aid Training: Total 10 first aider got six months training on first aiding by internal doctor from July to December 2017.
Total first aid box is reported 5.
Fire hose point: 11; CO2: 23; ABC: 26, Foam: 1
After end of the audit a detailed closing meeting conducted with management team and workers association member with below listed person-
Mohammad Nasir Ahmed – Manager (Compliance); Mr. Md. Azizur Rahman Mallick, General Manager (Admin, HR & Compliance); M.A. Mazed – GM (Production); Md. Nasir Udding – Factory Manager; Md. Azizul Islam – Compliance Officer; Ms. Kakoli – Sewing Machine Operator and Participation committee Member.
Finally the management agree with all the observation made and sign the onsite findings report. The auditor and workers association also sign the onsite findings report.

Ratings Summary



Auditee's background information			
Auditee's name :	Azim & Son (Pvt.) Ltd.	Legal status :	Private Limited Company
Local Name :	আজিম এন্ড সন (প্ৰ:) লি.	Year in which the auditee was founded :	1984
Address :	36/A, Indira Road	Contact person (please select) :	Mr. Mohammad Nasir Ahmed
Province :	Dhaka	Contact's Email :	compliance@azimandson.com
City :	Dhaka-1215	Auditee's official language(s) for written communications :	Bangla (local language)
Region :	South Asia	Other relevant languages for the auditee :	English
Country :	Bangladesh	Website of auditee (if applicable) :	None
GPS coordinates :	Latitude: 23.7581301, Longitude: 90.3852965999995	Total turnover (in Euros) :	2432593.77
Sector :	Non-Food	Of which exports % :	1.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :		Production volume :	50000 pcs per month
Product Group :	Apparel	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Woven (Bottoms) Garments		

Auditee's employment structure at the time of the audit		
Total number of workers :	408	Total number of workers in the production unit to be monitored (if applicable) :
	MALE WORKERS	FEMALE WORKERS
Permanent workers	150	258
Temporary workers	0	0
In management positions	6	0
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	150	258
Production based workers	0	0
With shifts at night	3	0
Unionised	0	0
Pregnant	-	3
On maternity leave	-	4

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 121201] Audit Date: 16/04/2018 PA Score: C

Deadline date:16/07/2018

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The factory has established a management system guided by BSCI code of conduct. The management is very familiar with the BSCI code of conduct requirement and its implementation. It is noted that the management system is nearly effective to achieve the BSCI expectations. The senior management team lead by Mr. Md. Azizur Rahman Mallick, General Manager (Admin, HR & Compliance) and his team member. The management implemented the BSCI values and principles with satisfactory manner and now doing to sustain on this core value. The auditee's workforce capacity is properly organized to meet the expectations of the delivery order. There is satisfactory written policy and plan of action that the auditee monitors how its business partners observe the BSCI Code of Conduct. The management due diligently mapped the supply chain and evaluate their performance to doing business. The auditee has a good overview to select the significant business partners and evaluate their level of alignment with BSCI Code of conduct and established there policies to prevent and address any adverse human rights impacts that may be detected in its supply chain. The auditee manages its business relations in a responsible manner. However gap has been identified in implementation-

- 1.1 - Based on the satisfactory evidence it was noted that auditee partially respect this principle. Facility has their own internal monitoring system however, some gaps have been identified in internal monitoring 0.75 meter gap was not provided at ironing section located at 3rd floor and numbering table located at ground floor, No wash basin observed inside the child care room located at ground floor, There is only one door and it is observed inward opening door in the medical room located at 1st floor. Exit light sign observed English instead of local language in the sewing section, boiler room, & medical room, no exit light sign observed in the bonded ware house. All those issues were corrected on the audit date onsite and verified with satisfactory evidence. These issues should be identified in the day to day management practice. Moreover, security guards substitute leave record payments are not maintained properly. [In accordance with BSCI requirement.]
- 1.2 - Based on the satisfactory evidence it was noted that auditee partially respect this principal. There is no effective management system for maintaining the payment for security guards who work in festival holidays. For security guards who worked on festival holidays facility provided only payment for those working days as per their salary. However, no document is maintained for those days payment. During interview security guards confirmed that they got payment accordingly for those festival holidays. [In accordance with BSCI requirement]

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 121201] Audit Date: 16/04/2018 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The factory has an effective mechanism for workers involvement and protection. The auditee has established good management practices to involve workers and their representatives in sound information exchange on workplace issues. Regular meeting, awareness program are documented properly. The auditee has long term goals in written to protect workers according to the BSCI Code of Conduct and they has taken specific steps to make workers aware of their rights and responsibilities. The auditee has established, or participated in an effective operational-level grievance mechanism for individuals and communities. These are also documented accordingly.

Remarks from Auditee:

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

Full Audit [Audit Id - 121201] Audit Date: 16/04/2018 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

This Workers participation committee formed in the year of 2017 by the election of workers. There are satisfactory evidence observed that the auditee respects workers' right to bargain collectively. No discrimination reported against workers because of their trade union membership. The auditee does not prevent workers representatives from having access to or interacting with workers in the workplace. Based on satisfactory evidence the main auditee fully respect this performance area. 3.3 marked as N/A as there is no trade union observed in the facility.

Remarks from Auditee:

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 121201] Audit Date: 16/04/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The auditee has a written policy on No Discrimination and the factory has implemented sufficient management steps to eradicate the discrimination. The auditee takes necessary measures to avoid or eradicate discrimination in the workplace. Awareness training program on discrimination was found conducted. The auditee takes the necessary preventative and remedial measures to ensure workers are not disciplined, dismissed or otherwise discriminated against because of their complaints against infringements of their rights. The auditee takes the necessary preventative measures so workers are not harassed or disciplined on any grounds of discrimination listed in the BSCI Code. Based on satisfactory evidence the main auditee fully respect this performance area.	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 121201] Audit Date: 16/04/2018 PA Score: A	Deadline date:
GOOD PRACTICES: Auditee have done living wage calculation for their worker.	
AREAS OF IMPROVEMENT: There is government minimum wage notification for the export oriented garments manufacturing units in Bangladesh. The minimum wage is 5300 BDT per month for a grade seven helper. The factory follow this minimum wage notification. There is no collective bargaining agreement as there is minimum wage notice agreed by all parties. The factory has around 408 number of employee onsite and wage is reportedly paid on seven working days after end of each pay period. The employees are paid in by mobile banking by namely "bcash" regularly. This is acceptable as per law and regulations. The workers are categorized from grade one to grade seven as per the minimum wage notification which reflects workers skill level in different production area. The factory has a good understanding about the living wage on this region. The auditee provide the legal mandated social benefits like group insurance as per law. The payroll are reviewed for the month of January, February and March 2018. Note that there is no peak and off peak season reported by the management. Based on satisfactory evident the auditee fully respect this performance area.	
Remarks from Auditee:	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 121201] Audit Date: 16/04/2018 PA Score: C	Deadline date:16/07/2018
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The factory has a policy on working hour. The core value of the policy states they will follow the working hour as per the law. The maximum general working hour is reported in the sample is found 48 hours per week and overtime is 12 hours per week. This is acceptable as per law. This is confirmed with the sample employees automated attendance records for January, February and March 2018. The factory has an capacity planning to achieve the target and meet the deadline. The employees having break of 1 hour in each shift which is as per law. The maximum consecutive working days is found 6 days in a week. Friday is weekly off day of the factory. Based on satisfactory evidence gaps have been identified in implementation - 6.3 - Based on the satisfactory evidence it was noted that auditee partially respect this principle. For security guards who worked on festival holidays facility provided financial payment for those working days. However, as per law, a worker may be asked to work on a festival holiday but in that case he shall be entitled to two days leave with full wages: and another alternative holiday. No leave is provided for those days worked on festival holidays. [Bangladesh Labour Code (2006), Sec.118]	
Remarks from Auditee:	

Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 121201] Audit Date: 16/04/2018 PA Score: A	Deadline date:15/04/2019
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The factory has an comprehensive policy on health and safety. The factory is a listed participant of ACCORD. The factory conducts regular risk assessments for safe, healthy and hygienic working conditions and provide different training for management, workers and their representatives. 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 is adequate amount of and properly working firefighting equipment and auditee ensures emergency evacuation effectively. 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 do not provide any transportation and dormitory. There is reported assessment on noise, emissions or dust, temperature, humidity etc. and found acceptable. However gaps has been identified in implementation- Note: During palnt tour it was noted that there is no sufficient assembly area observed total employee in the facility. However, there is no specific law requirement for assembly area and the worker can easily evacuated from the building to open area this issue was not cited as a findings.</p> <p>7.11 - Based on the satisfactory evidence it was noted that auditee partially respect this principal. During review of floor layout plan it was noted that current floor layout of production floor not matching with the approved layout plan. Leftover room not included on the ground floor & there is no store on the 3rd floor whereas layout plan shows there is a store. [Bangladesh Labor Rules 2015-Chapter Nineteen-353] b. In addition facility buildings is approved as commercial purpose instead of industrial purpose. [Building Construction Act 1952]</p> <p>7.13 - Based on the satisfactory evidence it was noted that auditee partially respect this principal. Electrician's competency certificate was found expired for two out of three electrician on dated April 08, 2018. However those electricians have deposited renewal fee on the audit dated. Law reference: Bangladesh Labour Rules 2015, Rule- 58 (9).</p>	
Remarks from Auditee:	
Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 121201] Audit Date: 16/04/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The factory has a policy on child labor and child labor remediation. The auditee does not engage in illegal child labor directly or indirectly. The auditee has established robust age-verification mechanisms as part of the recruitment process. There is reported screening system which is found effective to detect child labor. There is medical physician who check the workers age during recruitment. Beside this the management request to prove age proof document such as national identity cards, birth certificate during recruitment. The auditee has adequate policies and procedures in writing toward protecting children from any kind of exploitation and remedial policies and procedures to provide for further protection in case children are found to be working. Based on satisfactory evidence the main auditee fully respect this performance area.</p>	
Remarks from Auditee:	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 121201] Audit Date: 16/04/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>N/A. No young workers were reported. The auditor noted that no young workers engagement onsite (9.1 - 9.6 are not applicable) Except 9.3</p>	
Remarks from Auditee:	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 121201] Audit Date: 16/04/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>All employee are full time and fixed term employee. No contracted or temporary employee reported onsite. No piece or short time employee also reported. The auditees employment relationships are reportedly not precarious for the workers. The factory maintain the employment document as aligned by the government rules and regulations. The auditee provides workers a company hand books with sufficient information before entering into employment. The contract agreement is reviewed for the sample employee and found respect the law. Based on satisfactory evidence it was noted that the main auditee entirely respects this Performance Area.</p>	
Remarks from Auditee:	

Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 121201] Audit Date: 16/04/2018 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 - 121201] Audit Date: 16/04/2018 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The factory is a garments manufacturing unit with cut to pack operation. The auditor observed waste is managed in a way that does not lead to the pollution of the environment. There is program for water, energy conservation among the workers auditor observed. Based on satisfactory evident the main auditee fully respect this performance area.	
Remarks from Auditee:	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 121201] Audit Date: 16/04/2018 PA Score: A	Deadline date:16/07/2018
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 no hidden document. However the auditor found some systematic lacking on document keeping for security guards festival holiday work. The processes personal information is maintained and recorded with reasonable care. Based upon the satisfactory evidence, the main auditee partially respects this performance area. 13.2 - Based on the satisfactory evidence it was noted that auditee partially respect this principal. For security guards who worked on festival holidays facility provided financial payment for those working days. However, no document is maintained for those days payment. Interviewed security guards confirmed that they got those payment. [In accordance with BSCI requirement]	
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	16/04/2018	121201	C	A	A	A	A	C	A	A	A	A	A	A	A	B

Producer Photos



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



Photo of the canteen (if applicable)
Canteen.JPG



Photo of the inside of the main production hall
Inside view of the production building finishing.JPG



Photo first aid facilities
First aid kit.JPG



Photo of the code of conduct on display
BSCI Code of Conduct was in local language.JPG



Photo of the inside of the main production hall
Inside view of the production building Sewing section.JPG



Photo first aid facilities
Medicines and medical items inside the infirmary.JPG



Photo of the personal protection equipments (if applicable)
PPE was provided to the boiler operator.JPG



Photo of the inside of the main production hall
Medicines and medical items inside the infirmary.JPG



Photo first aid facilities
Onsite infirmary.JPG



Photo of the sanitary facilities
Toilets for employees.JPG

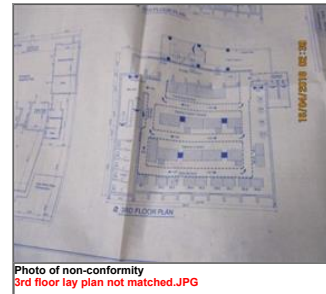


Photo of non-conformity
3rd floor lay plan not matched.JPG



Photo first aid facilities
Sick bed inside the infirmary - Copy.JPG



Photo of the inside of the main production hall
Complain box for outside stakeholder.JPG

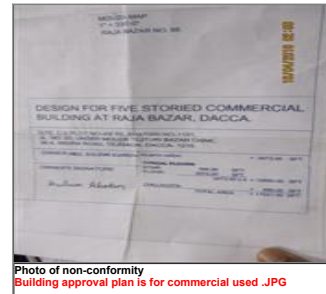


Photo of non-conformity
Building approval plan is for commercial use .JPG



Photo of fire safety equipment
Evacuation Plan.JPG



Photo of the inside of the main production hall
Inside view of the production building Cutting.JPG



Photo of non-conformity
Ground floor lay out plan not matched.JPG