
Auditee :	Salman Adnan (Pvt.) Ltd.
Audit Date From :	22/08/2017
Audit Date To :	22/08/2017
Expiry Date of the Audit :	Please refer to the producer profile in the BSCI platform
Auditing Company :	UL-RS
Auditor's Name(s) :	Tahera Aktar Banu(Lead)
Auditing Branch (if applicable) :	



This is an extract of the on line Audit Report. The complete report is available in the 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 FTA's consent.

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>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>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	A	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	A	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>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></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></td></tr> </table>	A	A	A	A	A	A	B	B	B	B	B	B	B	B	B	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		<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	B	B	B	B	B	B	B	B	C																																		
B	B	B	B	B	B	B	B	B	B	B	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></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></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		A	A	A	A	A	B	B	B	B	C	C	C	C	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																																		
A	A	A	A	A	B	B	B	B	C	C	C	C	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></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><td></td><td></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		A	A	A	B	B	B	C	C	C	D	D	D	E			D	D	D	D	D	D	D	D	E	E	E	E	E	E	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																																		
A	A	A	B	B	B	C	C	C	D	D	D	E																																			
D	D	D	D	D	D	D	D	E	E	E	E	E	E	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>																																													

Main Auditee Information

Name of producer :	Salman Adnan (Pvt.) Ltd.		
DBID number :	27248		
Audit ID :	106674		
Address :	35-B/1, Indira Road,Dhaka 1215,Bangladesh Dhaka		
Province :	Dhaka	Country :	Bangladesh
Management Representative :	Md.Azizur Rahman Mollick		
Contact person:	Md. Azizur Rahman Mallick	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	All kinds of woven bottoms		

Audit Details



Audit Range :	<input type="checkbox"/> Full Audit	<input checked="" 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) :	Limited extent (follow-up on a few Performance Areas only)		
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
B	A	A	A	A	C	A	A	A	A	A	A	A

Executive summary of audit report

The follow-up audit at the factory was conducted on August 22, 2017. The auditor arrived at the factory around 09:00AM and conducted an opening meeting. The opening meeting included the management team and worker's participation committee member. Below responsible personnel were present in the opening meeting:

Mohammad Nasir Ahmed, Manager Compliance,
Md. Abul Kashem, Vice President Participation Committee,
Md. Azizul Islam, Compliance Officer,
Md. Azizur Rahman GM Administration, HR & Compliance,
Md. Mofizur Rahman, GM Production

Below documents checked:

Certificate of incorporation: dated on 27 September 1992, No- C-22815(1222)/92
Trade license: NO- 05-01475, License is valid up 30 June 2018,
Factory license: Reg. No- 9162, category- "G", valid till 30 June 2018
Generator permission: Certificate no. LWC-1085/1542/4328, valid up to: 16 December 2019
Boiler license: BABO# 7741. License valid till 06 October 2017
Electrician license: Md. AL- Amin Islam, result published he has passed the exam but certificate not in hand yet.
Construction approval: Approved layout plan not matched the current floor layout. They have applied on 24 July 2017 for corrected layout plan to chief factory inspector which is not approved yet.
Group Insurance Records: Insurance certificate taken from: Bangladesh Garment Manufacturers & Exporters Association, certificate is valid up to 06 May 2018.
Latest Drinking Water Test Report: Last drinking water test conducted on 21/03/2017 valid up to 20/03/2018 and parameters are within the limit.
Fire License: DD/Dhaka/9774/1997, valid up to: June 2018 and approval given for 37,575 square feet.
Competency certificate for boiler operator: Mr. Rasel Ahmed
Fire drill internal on 24 October 2016, Attendants -426 and 2 minutes 30 minutes.
Internal audit on 1 June 2017 (Quarterly)
External Fire drill from Fire Service Civil Defense on 8-May-17, Attendants- 412, Time duration 2 minutes 30 second.
Fire extinguisher – ABC- 24, C02-24, Foam type-1, Hose box-9, Smoke-94 head central control point system. Water reservoir underground- 1,00,000& overhead tank-6,000gallon.
New employees Orientation on 16 August 2017,
Fire training internal on 7 August 2017,
Personnel protective equipment related training on 9 August 2017,
Water use & control training on 21 August 2017,
Participation Committee election held on 30 March 2017
Last Participation Committee meeting held on 5 August 2017, Total member- 12 Workers 8 & management-4.
Total production area-33719 square feet.
Total land area-37575 square feet
ACCORD-Building certification is "Green"
Safety committee meetings held on 14 April 2017 (total person 6 = 3 workers +3 management staff)
Total fire fighter- Fire trained person trained from BGMEA- 102, No Fire service trained person.
Total toilet- 37, Male-20 & female-17,
First aid box-8 & aider-16
Accident injury: Reviewed.
Eid bonus: Checked 5 sample employees record which is as per law.
Annual leave encashment: Checked 5 sample employees' record which is as per law.
Maternity leave: Checked 2 sample employees record.
Resign benefit: Checked 2 sample employees record.
Reviewed policy and production record.
Last Machine Safety training was dated on 9 August 2017.

Chemical list: reviewed
Supply chain record- reviewed.
Fair remuneration scan survey record-Not available.
Capacity building and lost time injury record-Reviewed.
Long term goal setup record reviewed.
Payroll record reviewed-Month of May 2017, June 2017 and July 2017.
Increment record-Reviewed 5 sample employees' record.
Festival Holiday list: 11 days
Checked 10 sample employees personal file.
Accident and injury and root cause analysis record reviewed.
Production process: Cutting, Sewing, finishing & packing.
Three own buildings and building descriptions are below:
Building-01 (05 storied): Ground floor: Medical room, childcare room, boiler room, pump room, transformer room, meter room, guard room, ATM booth, pressing section & generator room. 1st floor: Office room, sewing section, inspection room, sample section & finished goods area. 2nd floor: Office, Kitchen, Bonded ware house & sewing section, 3rd floor: Office & Accessories store. 4th floor: Workers dining, canteen and office. Roof top: Open.
Building-02 (03 storied): Ground floor: Finishing section; 1st floor: Sewing section; 2nd floor: Sewing section
Building-03 (02 storied): Ground floor: Cutting section; 1st floor: Sewing section
The auditors described all the audit observation in an educational manner and gave proper insight with Law reference and BSCI standards explanation. The management agreed with all the observation made and gave corrective action implementation date. Finally, auditors, facility management and workers association members sign the findings report. The audit ended around 18:00 of August 22, 2017.
Special Notes:
1) Facility did not update their identity card as per law. This issue is not cited due to it under PA 10 e.g. Precarious Employment limited scope for follow-up audit that's reason it is not cited in the findings report give as special notes for client's and BSCI reference.
2). Building layout does not match with current floor layout plan e.g. kitchen and ATM booth not included the layout plan.
3). During facility tour checked 1 first aid box found first aid kits missing e.g bandage, Instruments of stopping bleeding such as Turnicate & 12 slices of bamboo or wood, which is used in case of bone fracture etc.
4). 1 stair width observed less 43 inches instead of 45 inches in sewing section 2nd floor located at building#2.
5). Inside the facility premises observed "NIRIBILI APARTMENT" this apartment exit and entrance are with the facility.

Ratings Summary



Auditee's background information			
Auditee's name :	Salman Adnan (Pvt.) Ltd.	Legal status :	Private Limited Company
Local Name :	সালমান আদনান (প্রাঃ) লিঃ	Year in which the auditee was founded :	1992
Address :	35-B/1, Indira Road,Dhaka 1215,Bangladesh	Contact person (please select) :	Md. Azizur Rahman Mallick
Province :	Dhaka	Contact's Email :	compliance@azimandson.com
City :	Dhaka	Auditee's official language(s) for written communications :	Bangali
Region :	South Asia	Other relevant languages for the auditee :	English
Country :	Bangladesh	Website of auditee (if applicable) :	www.azimandson.com
GPS coordinates :	Latitude: 40.7127837; Longitude: -74.00594130000002;	Total turnover (in Euros) :	4300000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :		Production volume :	50000 pieces per month
Product Group :	Apparel	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	All kinds of woven bottoms		

Auditee's employment structure at the time of the audit			
Total number of workers :	407	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	154	253	
Temporary workers	0	0	
In management positions	28	3	
Apprentices	0	0	
On probation	8	4	
With disabilities	0	0	
Migrants (national citizens)	0	0	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	154	253	
Production based workers	0	0	
With shifts at night	5	0	
Unionised	0	0	
Pregnant	-	2	
On maternity leave	-	3	

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

1- Followup Audit [Audit Id - 106674] Audit Date: 22/08/2017 PA Score: B

Deadline date:21/08/2018

GOOD PRACTICES:

No good practice observed under this performance area.

AREAS OF IMPROVEMENT:

The facility has adopted a comprehensive social compliance policy and set up an effective management system to implement the BSCI Code of Conduct by appointed a senior management personnel for the implementation of BSCI system. The factory is familiar with the requirement of BSCI code of conduct. The auditee has a good overview of the significant business partners and their level of alignment with BSCI Code of conduct. The facility has done supply chain and stake holder mapping and makes them sign Terms of Implementation and BSCI Code of Conduct. The facility maintains the production records and production capacity planning for review and verification. Based on the evidence, during the follow-up audit on August 22, 2017, the corrections on 1.1 , 1.3 were made and 1.4 is not corrected. Now the auditee maintains the proper supply chain mapping and stakeholder mapping in line with BSCI code of conduct which is adequately maintained by senior management personnel for the implementation of BSCI system in this facility. However gaps have been identified:

"The auditor has offered onsite report in local language, however the management informed its not required as they are fluent in English"

- 1.4 - Based on satisfactory evidence, the main auditee partially respects this principle because-There is lack of management system in development of internal procedure to integrate the BSCI Code of Conduct into day to day production practice Regarding capacity planning. Sample employee reported general duty adjusted with EID holiday and last holiday work done by them on 5 May 2017, 28 July 2017 and 18 August 2017. However management provided only the adjusted notice for 5 May 2017 for review. But during the audit day, the facility management informed factory was closed during those two days (28 July 2017 and 18 August 2017), but recorded wrongly by their sewing supervisor.[In accordance with BSCI question 1.4]

Remarks from Auditee:

None

Full Audit [Audit Id - 81233] Audit Date: 04/06/2017 PA Score: D

Deadline date:03/06/2018

Good practices

Areas of improvement

The overall observation shows that the auditee has set up an effective management system to implement the BSCI Code of Conduct, Mr. Md. Azizur Rahman - General Manager (Admin, HR & Compliance) has been appointed to ensure that the BSCI values. However, gaps have been identified in implementation:

সাবিক বিবেচনায় এটা প্রক্রিয়ায় হয় যে কারখানা কর্তৃপক্ষ বি এস সি আই নীতিমালা মেনে চলার ক্ষেত্রে যথামত ব্যবস্থাপনা পদ্ধতি গ্রহণ করছে। তবে , বাস্তবায়নে কিছু অসামঞ্জস্যতা সনাক্ত করা হয়েছে:

- 1.1 - Facility did not implement appropriate management system to integrate the BSCI codes in day-to-day business. Still some gap has been found on implementation. Factory management did not communicate "BSCI CoC" and "BSCI ToI" to its business partners and has no system to monitor its supplier regarding BSCI code of conduct.
কারখানা কর্তৃপক্ষ কর্তৃক বিএসসিআই নীতিমালা বাস্তবায়নের জন্য ব্যবস্থাপনা পদ্ধতি আছে। তবে বাস্তবায়নে কিছু অসামঞ্জস্যতা সনাক্ত করা হয়েছে।
- 1.3 - 1) Factory management did not communicate "BSCI CoC" and "BSCI ToI" to its business partners. Furthermore, factory management did not performed internal audits to their sub-suppliers based on "BSCI CoC" and social requirements. 2) Facility has not system to select current and future significant business partner.
১) কারখানা কর্তৃপক্ষ ব্যবসায়িক অংশিদারদের সাথে বিএসসিআই নীতিমালা বিষয়ে অবগত করেনা। ২) কারখানা কর্তৃপক্ষ কর্তৃক ব্যবসায়িক অংশিদারদের সিলেকশন পদ্ধতি নেই।
- 1.4 - Facility has not developed reliable methodology to reduce the unnecessary overtime. Moreover management has no contingency plan in case something slow down or interrupt production. Management also not aware of how much overtime premium would be added to cost in case it needed to match a delivery time. So that factory has to request the workers to do overtime in regular basis.
কারখানার উৎপাদন ক্ষমতা সঠিক তাবে করা হয়নি। কোন কারণে উৎপাদন ধীর গতিতে হলে কিংবা ব্যাহত হলে কি করণীয় তা উল্লেখ নেই। যার কারণে কারখানা কর্তৃপক্ষ প্রায় প্রতিনিয়ত শ্রমিকদের অতিরিক্ত কর্মঘণ্টার জন্য অনুরোধ করে থাকে।

Remarks from Auditee

Performance Area 2 : Workers Involvement and Protection	
1- Followup Audit [Audit Id - 106674] Audit Date: 22/08/2017 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: During Follow-up audit dated on August 22, 2017, it is observed that the auditee fulfils the requirements of this performance area. The auditee has adopted a comprehensive social compliance policy. The facility maintains the grievance records and provided training records for review and verification. The factory has established management practices that involve workers, supervisor, responsible managers and workers representatives. There is information exchange on workplace issues by conducting regular meeting with workers representative and management. The auditee provided training to make competence for the mid-level managers and workers to successfully implement the BSCI code of conduct. In addition, the facility has defined a long-term goal comprising vision, mission and objectives of the company in line with the BSCI values and principles to protect workers and provided for review. The long-term goals has reflected a step-by-step approach toward sustainable improvements as provided policy and training record. Strategic plan to achieve those goals is found in writing and approved by the competent person. Sampled workers and midlevel management was well aware about BSCI Code of Conduct and they provided supervisor, in-charge and other management staff BSCI code of conduct leaflet. Furthermore, the factory management has provided the training to the workers & mid-level management employee on 26 May 2017 & 14 August 2017 for workers and for staff on 25 May 2017 and 15 July 2017. Facility management have started effective grievance mechanism system for their employees and supplier also as per BSCI code of conduct and policy & procedure and appeal system also developed.	
Remarks from Auditee: None	
Full Audit [Audit Id - 81233] Audit Date: 04/06/2017 PA Score: C	Deadline date:30/09/2017
Good practices	
Areas of improvement	
<p>The auditee has established grievance mechanism and a person has been appointed for its administration. Factory management has installed the complaint box inside the toilet area to ventilate workers grievance in a confidential manner. However, gaps have been identified in implementation:</p> <p>যে কারখানা অভিযোগ প্রক্রিয়া প্রতিষ্ঠা করেছেন এবং একটি ব্যক্তি তার প্রশাসনের জন্য নিয়োগ দেওয়া হয়েছে। টয়লেট এলাকার ভিতরে অভিযোগ বক্স স্থাপন করেছে যাতে একটি গোপনীয় পদ্ধতিতে শ্রমিক অভিযোগ সমাধান করা যায়। তবে, বাস্তবায়নে কিছু অসামঞ্জস্যতা সনাক্ত করা হয়েছে:</p> <p>2.2 - a. The facility did not define a long-term goal comprising vision, mission and objectives of the company in line with the BSCI values and principles to protect workers. b. long-term goals do not reflect a step-by-step approach toward sustainable improvements. c. Strategic plan to achieve those goals is not in writing and not approved by the competent person. কারখানা কর্তৃপক্ষ বিএসসিআই নীতিমালা অনুযায়ী কর্মীদের সুরক্ষার ক্ষেত্রে সূচরপ্রসারী পরিকল্পনা গ্রহণ করেনি।</p> <p>2.4 - Sampled workers and midlevel management was not well aware about BSCI Code of Conduct. However factory management has provided the training to the workers & mid-level management employee. কারখানার সাধারণ কর্মীরা এবং মধ্য স্তরের বেসহাঙ্গনা কর্মীরা বিএসসি আই কোড অফ কন্ডাক্ট সম্পর্কে সচেতন নয়।</p> <p>2.5 - 1) Randomly checked approximately 45% sampled workers are not aware about the grievance procedure of the factory. 2) Factory management yet not establishes grievance handling procedure for local community. 3) They did not introduce any grievance handling procedure for business partners. 4) Factory management yet not started satisfactory survey on the grievance procedure. ১) ৪৫% শ্রমিক কারখানার নালিশের পদ্ধতি সম্পর্কে সচেতন নয়। ২) স্থানীয় এলাকার অভিযোগ সমাধানের কোনো পদ্ধতি নাই। ৩) কারখানার কর্তৃপক্ষের তার বিসনেস পার্টনার দের অভিযোগ সমাধানের জন্য কোনো পদ্ধতি নাই। ৪) অভিযোগ গুলো সময়ে সময়ে জরিপ করা হয় না।</p>	
Remarks from Auditee	

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
1- Followup Audit [Audit Id - 106674] Audit Date: 22/08/2017 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Not rated	
Remarks from Auditee: None	
Full Audit [Audit Id - 81233] Audit Date: 04/06/2017 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<p>The overall observation shows that the auditee fulfills the requirements of this performance area. The overall observation shows that no trade union has been formed by the workers of the factory. Workers are free to join or form the trade union, no restriction has been imposed to the workers from the management. Moreover, factory has formed a Workers Participation Committee as parallel means where members are elected through the workers. সার্বিক বিবেচনায় এটা প্রতীয়মান হয় যে কারখানা কর্তৃপক্ষ এই কর্মক্ষমতা এলাকার সকল আবশ্যিক শর্তাবলি যথাযথ ভাবে পালন করছে। কোন ট্রেড ইউনিয়ন কারখানার শ্রমিকদের দ্বারা গঠন করা হয়নি। কারখানা শ্রমিকদের ট্রেড ইউনিয়নে যোগদানের ক্ষেত্রে কোন সীমাবদ্ধতা আরোপিত করা হয়নি। কারখানায় ইলেকশনের এর মাধ্যমে একটি শ্রমিক অংশগ্রহণকারী কমিটি গঠন করা হয়েছে।</p>	
Remarks from Auditee	
Performance Area 4 : No Discrimination	
1- Followup Audit [Audit Id - 106674] Audit Date: 22/08/2017 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Not rated	
Remarks from Auditee: None	
Full Audit [Audit Id - 81233] Audit Date: 04/06/2017 PA Score: B	Deadline date:31/07/2017
<u>Good practices</u>	
<u>Areas of improvement</u>	
<p>The overall observation shows that the auditee does not discriminate in hiring, promoting or offering the training opportunity. Auditee does not use health conditions for discrimination. Facility has policy to discourage the any kinds of discrimination. However, gaps have been identified in implementation: সার্বিক বিবেচনায় এটা প্রতীয়মান হয় যে কারখানা কর্তৃপক্ষ বৈষম্য করে না নিয়োগের প্রচার, সুবিধা বা প্রশিক্ষণের সুযোগ প্রদানের ক্ষেত্রে। যে কোন ধরনের বৈষম্যে নিরুৎসাহিত করার জন্য কারখানায় শীর্ষমালা প্রদান করা হয়েছে। তবে , বাস্তবতায় কিছু অসামঞ্জস্যতা সনাক্ত করা হয়েছে:</p> <p>4.2 - Factory did not conduct satisfaction survey on the grievance mechanism. কারখানা কর্তৃপক্ষ দ্বারা অভিযোগ পদ্ধতির উপর কোন জরিপ করা হয়নি।</p>	
Remarks from Auditee	

Performance Area 5 : Fair Remuneration	
1- Followup Audit [Audit Id - 106674] Audit Date: 22/08/2017 PA Score: A	Deadline date:
GOOD PRACTICES: Attendance bonus is reported 400 BDT.	
AREAS OF IMPROVEMENT: The factory has implemented the legal minimum wage set by the government. There is satisfactory evidence that the level of wages reflects the skills and education of workers. The auditee has a good overview of workers decent living wage. The fair remuneration quick scan data is filled by the management during audit day. All the social benefits are granted as per the law. The factory has a good understanding about the living wage. The factory has filled the data of Fair remuneration quick scan data. The auditee has a good understanding about Living costs of the workforce in the region and identified the Possible gaps existing between the actual remuneration and the fair remuneration figure. The factory annually increase the salary level by given increment of minimum 5%. Based on satisfactory evidence the auditee has corrected the previous issue and the auditee fully respects the performance area.	
Remarks from Auditee: None	
Full Audit [Audit Id - 81233] Audit Date: 04/06/2017 PA Score: A	Deadline date:03/06/2018
<u>Good practices.</u>	
<u>Areas of improvement</u>	
<p>The overall observation shows that the auditee pays the minimum wages as per the local minimum wages declared by the government for the garment industry. Auditors covered the payroll records from May, 2016 to April 2017 in the audit scope. Auditors randomly selected 03 months sample (i.e. April 2017; December 2016 and May 2016) from audit scope. Auditors selected 24 samples (fixed salary employees) from different areas of the facility and reviewed their payroll records and overtime payment. Factory has calculated workers' wages by fixed rated in monthly basis. Payment period is English calendar month for fixed rated employees. Monthly wages ensured by the factory to all the workers within 07 days after completed wages period as per law. Factory has ensured monthly wages directly to the workers by cash. No evidence identified that the factory has made payment less than local minimum wages for fixed employees. No illegal deduction has been identified through document review and nothing reported by the interview workers. However, gaps have been identified in implementation:</p> <p>সার্বিক বিবেচনায় এটা প্রতীয়মান হয় যে কারখানা কর্তৃপক্ষ স্থানীয় সর্বনিম্ন মজুরি অনুযায়ী ন্যূনতম মজুরি কর্মীদের প্রদান করা হচ্ছে। কোন অবৈধ কর্তন চিহ্নিত করা যায়নি। তবে, বাস্তবায়নে কিছু অসামঞ্জস্যতা সনাক্ত করা হয়েছে:</p>	
<p>5.4 - As per payroll documents verification and worker interview, factory is providing salary based on legal minimum wages as per grade to the workers. According to living wages verification it is noted that 40% of their workers were getting living wages which is around BDT. 9099.2 for this area. However, approx. 60% workers of the factory are not able to meet a decent living wage.</p> <p>কারখানা কর্তৃপক্ষ প্রায় ৬০% শ্রমিকদের মান সম্মত জীবন যাপনের জন্য বেতন নিশ্চিত করে না। যদিও কারখানা কর্তৃপক্ষ সকল শ্রমিকদেরকে স্থানীয় সর্বনিম্ন বেতন নিশ্চিত করে থাকে।</p>	
<u>Remarks from Auditee</u>	

Performance Area 6 : Decent Working Hours	
1- Followup Audit [Audit Id - 106674] Audit Date: 22/08/2017 PA Score: C	Deadline date:21/08/2018
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: There is satisfactory evidence that the auditee does not require more than 48 regular working hours per week. The auditee request of overtime which is in line with the requirements of the local law. The auditee grants workers the right to resting breaks of 1 hour in every working day as per the local law. It is also found auditee grants workers the right to at least one day off in every seven days. However gaps have been identified- 6.2 - Based on satisfactory evidence auditee partially respects the principle because-There is lack of management system in development of internal procedure to integrate the BSCI Code of Conduct into day to day production practice, due to the fact that actual working hour and overtime hour were not accurately maintained- 5 out of 5 sample employees in the month of May 2017 reported general duty adjusted with EID holiday, 5 out of 5 sample employees in the month of June 2017 reported general duty adjusted with EID holiday, and 10 out of 10 sample employees reported general duty adjusted with EID holiday, and last holiday work done by them on 5 May 2017, 28 July 2017 & 18 August 2017. The auditor reviewed only their normal working hours e.g 48 regular hour+12 overtime weekly =60 hours only. However management provided the adjusted notice for 5 May 2017 for review. But during the audit day, the facility management informed that the factory was closed during those two days (28 July 2017 & 18 August 2017), but recorded wrongly by their sewing supervisor. In addition, this is the common industrial practice of the Bangladesh industries. [In accordance with BSCI question 6.2]	
Remarks from Auditee: None	
Full Audit [Audit Id - 81233] Audit Date: 04/06/2017 PA Score: C	Deadline date:30/09/2017
<u>Good practices</u>	
<u>Areas of improvement</u> The overall observation shows that the auditee has a policy to follow the working hours as per law. Auditors covered the working hour's records last one year in the audit scope. Auditors randomly selected 03 months sample (i.e. April 2017, December 2016 and May 2016) from audit scope. Current month job cards also verified during audit. Standard working hours and overtime hours found as per law. Facility runs in one general shift from 8:00 am to 5:00 pm including one hour personal break. Workers are taking their personal break from 01:00 pm to 2:00 pm. Facility keeps the workers time record by electronic time keeping system. Maximum overtime found 02 hours per day and 12 hours per week. Factory has given equal opportunity to work overtime. Overtime is voluntary. Friday is weekly off day. Weekly off day always ensured by the factory. However, gaps have been identified in implementation: সার্বিক বিবেচনায় এটা প্রতীয়মান হয় যে কারখানা কর্তৃপক্ষ সঠিক কর্মঘন্টা নিশ্চিত করার জন্য কারখানায় নীতিমালা প্রনয়ন করা হয়েছে। কর্মঘন্টা ইলেক্ট্রনিক সময় পালন সিস্টেমের মাধ্যমে সংরক্ষণ করা হয়। তবে, বাস্তবায়নে কিছু অসামঞ্জস্যতা সনাক্ত করা হয়েছে: 6.2 - Facility has not developed workforce capacity to meet the expectations of the delivery order and/or contracts. No reliable methodology has developed to reduce the unnecessary overtime. Moreover management has no contingency plan in case something slow down or interrupt production. So that factory has to request the workers to do overtime in regular basis. Following points are not considered by the factory for doing proper production capacity planning 1. Management has no contingency plan in case something slow down or interrupt production. 2. Production cost calculation & lost time injury calculation was not done by the factory. 3. No workforce planning has done by the factory. কারখানার উৎপাদন ক্ষমতা করা হয়নি, যার কারণে কারখানা কর্তৃপক্ষ প্রায় প্রতিনিয়ত শ্রমিকদের অতিরিক্ত কর্মঘন্টার জন্য অনুরোধ করে থাকে।	
<u>Remarks from Auditee</u>	

Performance Area 7 : Occupational Health and Safety	
1- Followup Audit [Audit Id - 106674] Audit Date: 22/08/2017 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Not rated	
Remarks from Auditee: None	
Full Audit [Audit Id - 81233] Audit Date: 04/06/2017 PA Score: A	Deadline date:30/09/2017
<u>Good practices</u>	
<u>Areas of improvement</u>	
<p>The overall observation shows that the auditee did risk assessment for the maximum areas of the factory. Records of maximum in-house training provided and interviewed workers confirmed that training on health and safety provided to the new and existing workers. Relevant Personal Protective Equipment were provided to the employees of maximum areas. During site visit no visible defect identified to the facility building. During site tour it was noted that working environment with respect to ventilation and lighting of the factory is acceptable. Factory's health and safety condition is favorable. It is well-lightened and well ventilated. Existing toilets are sufficient in number and are hygienic. All exit doors are clearly marked with emergency light and are easily accessible. There is floor mark and aisles are found unobstructed along with posted evacuation plot plan. Machinery is found well maintained with safety devices. However, gaps have been identified in implementation:</p> <p>সার্বিক বিবেচনায় এটা প্রতীয়মান হয় যে কারখানা কর্তৃপক্ষ বিভিন্ন ধরনের ঝুঁকি নিরূপন যথাযথ ভাবে করা হয়েছে। শ্রমিকদের প্রায় সব ধরনের আন্তঃরীপ প্রশিক্ষণ প্রদানের রেকর্ডস নিশ্চিত করে যে স্বাস্থ্য ও নিরাপত্তা প্রশিক্ষণ নতুন এবং বিদ্যমান কর্মীদের প্রদান করা হয়। কারখানায় যথাযথ আলক ও বায়ু চলাচলের ব্যবস্থা লক্ষ্য করা গেছে। আইন অনুযায়ী পর্যাপ্ত প্রক্ষালন কক্ষ নিশ্চিত করা হয়েছে। প্রায় শ্রমিকদের যথাযথ ব্যক্তিগত সুরক্ষা সরঞ্জামাদি (পিপিই) ব্যবহার করতে পাওয়া গেছে। তবে, বাস্তবায়নে কিছু অসামঞ্জস্যতা সনাক্ত করা হয়েছে:</p> <p>7.1 - The facility is in progress of complying health & safety regulations. During audit few gaps was found related to floor lay out mismatch, machine safety gurad, fire fighter lack of knowledge. কারখানার পেশাগত আইন ও কারখানার কার্যক্রমের জন্য এর জন্য নিরাপত্তা পুরোপুরি নিশ্চিত করছেন।</p> <p>7.5 - Randomly interview 04 out of 06 fire team were not well aware about firefighting. Law reference: Bangladesh Labour Rules- 2015, rule-55(10) কারখানায় অগ্নিনির্বাপনকারি দলের কিছু সদস্যদের অগ্নি নির্বাপন সম্পর্কে পর্যাপ্ত জ্ঞান কম।</p> <p>7.11 - Approved floor layout plan of 1st floor & 4th floor in building 01 of the factory is not matching with the current floor layout plan. কারখানার উত্পাদন ভবনের নিচতলা ও পঞ্চম তলার অনুমোদিত ফ্লোর নকশার সাথে বর্তমান হাতবা নকশার অমিল রয়েছে।</p> <p>7.17 - Compressor found inside production area with iron fence which is not proper safety guard. উৎপাদন শাখার ভেতর অয়রনের বেড়া দিয়ে কম্প্রেসার মেশিন পাওয়া গেছে যা সঠিক নিরাপত্তা বন্ধনী না।</p> <p>7.19 - Randomly selected 50% workers were not aware about the emergency procedure of trauma & serious illness. ট্রমা ও সিরিয়াস ইলনেস জনিত জরুরি ব্যবস্থার সময় করণীয় পদ্ধতির উপর শ্রমিকদের ধারণা কম।</p> <p>7.23 - Marked as N/A as facility does not provide transport facility to the workers. প্রযোজ্য নয়। কারণ, কারখানা শ্রমিকদের যাতায়াতের জন্য যানবাহন সরবরাহ করেন।</p>	
Remarks from Auditee	
Performance Area 8 : No Child Labour	
1- Followup Audit [Audit Id - 106674] Audit Date: 22/08/2017 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Not rated	
Remarks from Auditee: None	
Full Audit [Audit Id - 81233] Audit Date: 04/06/2017 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<p>The overall observation shows that the auditee fulfills the requirements of this performance area. The auditee has established a written policy not to engage underage workers; Moreover facility management has developed child labor remediation policy if in case of child labor found in this facility. No child labor has been identified during audit. Nothing reported about historical child labor by the interviewed workers. Management has maintained age related documents (i.e, birth certificate, national ID card, school certificate etc.) in the workers' personnel files. Management does not engage any apprenticeship program.</p> <p>সার্বিক বিবেচনায় এটা প্রতীয়মান হয় যে কারখানা কর্তৃপক্ষ এই কর্মসূচীমা এলাকার সকল আর্থনিক শর্তাবলি যথাযথ ভাবে পালন করছে। কারখানায় কোন পিত শ্রমিক দৃশ্যমান হয় নি। শিশু শ্রমিক উৎসর্গের জন্য পীড়নমালা প্রদান করা হয়েছে।</p>	
Remarks from Auditee	

Performance Area 9 : Special protection for young workers	
1- Followup Audit [Audit Id - 106674] Audit Date: 22/08/2017 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Not rated	
Remarks from Auditee: None	
Full Audit [Audit Id - 81233] Audit Date: 04/06/2017 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<p>The overall observation shows that the auditee fulfills the requirements of this performance area. Not applicable as there is no young worker engaged by the factory. No young worker was identified during the audit.</p> <p>সার্বিক বিবেচনায় এটা প্রতীয়মান হয় যে কারখানা কর্তৃপক্ষ এই কর্মক্ষমতা এলাকার সকল আবশ্যিক শর্তাবলি যথাযথ ভাবে পালন করেছে। নিরীক্ষার সময় কোন তরুণ কর্মী চিহ্নিত করা যায় নি। কারখানায় কোন তরুণ কর্মী নিযুক্ত করা হয়নি।</p> <p>9.6 - Marked as N/A because factory management does not engaged any young worker till now. Moreover no young worker found in this factory. প্রযোজ্য নয়, কারণ কারখানায় বর্তমানে কোন কিশোর শ্রমিক নেই।</p>	
<u>Remarks from Auditee</u>	
Performance Area 10 : No Precarious Employment	
1- Followup Audit [Audit Id - 106674] Audit Date: 22/08/2017 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Not rated	
Remarks from Auditee: None	
Full Audit [Audit Id - 81233] Audit Date: 04/06/2017 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<p>The overall observation shows that the auditee fulfills the requirements of this performance area. All the workers were found recruited on permanent basis. No contractual or seasonal workers have been identified in the factory. Workers are ensured appointment letter before hiring. All the information of appointment condition has been communicated to the workers through training. No unlawful apprenticeship scheme, seasonal workers or contractual workers has been identified in the factory.</p> <p>সার্বিক বিবেচনায় এটা প্রতীয়মান হয় যে কারখানা কর্তৃপক্ষ এই কর্মক্ষমতা এলাকার সকল আবশ্যিক শর্তাবলি যথাযথ ভাবে পালন করেছে। যে কারখানা কর্তৃপক্ষ সকল শ্রমিকদের স্থায়ী ভিত্তিতে নিয়োগ পাওয়া গেছে। কোন চুক্তিভিত্তিক বা মৌসুমী কর্মী কারখানায় শনাক্ত করা যায় নি। কর্মী নিয়োগের আগে নিয়োগপত্র নিশ্চিত করা হয়েছে। নিয়োগের সমস্ত তথ্য প্রশিক্ষণের মাধ্যমে শ্রমিকদের প্রদান করা হয়েছে।</p>	
<u>Remarks from Auditee</u>	

Performance Area 11 : No Bonded Labour	
1- Followup Audit [Audit Id - 106674] Audit Date: 22/08/2017 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Not rated	
Remarks from Auditee: None	
Full Audit [Audit Id - 81233] Audit Date: 04/06/2017 PA Score: A	Deadline date:30/09/2017
<u>Good practices</u>	
<u>Areas of improvement</u>	
<p>The overall observation shows that the auditee does not engage any forced or bonded labor. In Bangladesh no prison labor is allowed out-side the prison according to the law. No negative evidence has identified during audit regarding forced labor and interviewed workers are very much happy to work in this factory. Management does not keep any original documents from the workers, confirmed by the interviewed workers. Workers are free to leave their employer at any time giving required notices. However, gaps have been identified in implementation:</p> <p>সার্বিক বিবেচনায় এটা প্রতীয়মান হয় যে কারখানা কর্তৃপক্ষ কোন জোরসূর্যক বা চুক্তিবদ্ধ শ্রমিক নিয়োজিত নেই। বাংলাদেশে শ্রম আইন অনুযায়ী কোন কারাবন্দি কারাগারের বাইরে কাজ করার জন্য অনুমোদিত নয়। শ্রমিকরা এই কারখানায় কাজ করতে পেরে খুব আনন্দিত। শ্রমিকদের কোনো মূল নথি কারখানা কর্তৃপক্ষ কর্তৃক জমা রাখা হয় না। পর্যাপ্ত লিখিত প্রদানের মাধ্যমে কর্মীরা যে কোন সময়ে চাকুরি অবসান নিতে পারে। তবে, বাস্তবায়নে কিছু অসামঞ্জস্যতা সনাক্ত করা হয়েছে:</p> <p>11.2 - Marked as N/A because factory management does not engaged any migrant worker till now. Moreover no migrant worker found in this factory. প্রযোজ্য নয়, কারণ কারখানায় বর্তমানে কোন মাইগ্রেন্ট শ্রমিক নেই।</p> <p>11.4 - 70% sampled workers are not aware about the disciplinary procedure of the factory. কারখানার শাস্তিমূলক পদ্ধতি সম্পর্কে শ্রমিকরা সচেতন নয়।</p>	
Remarks from Auditee	
Performance Area 12 : Protection of the Environment	
1- Followup Audit [Audit Id - 106674] Audit Date: 22/08/2017 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Not rated	
Remarks from Auditee: None	
Full Audit [Audit Id - 81233] Audit Date: 04/06/2017 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<p>The overall observation shows that the auditee fulfills the requirements of this performance area. The auditee has written environmental policy. Compliance manager is responsible for continuous improvements in their environmental performance. Factory wastage found segregated and controlled in a way which could not lead to environmental pollution. Facility has assessed the environment aspect and impact for their factory.</p> <p>সার্বিক বিবেচনায় এটা প্রতীয়মান হয় যে কারখানা কর্তৃপক্ষ এই কর্মক্ষমতা এলাকার সকল আবশ্যিক শর্তাবলি যথাযথ ভাবে পালন করছে। যে কারখানা কর্তৃপক্ষ কারখানায় পরিবেশগত সুব্যবস্থা নিশ্চিত করার জন্য নীতিমালা প্রণয়ন করা হয়েছে। কমপ্লাইন্স নিশ্চিত করার দায়িত্বপ্রাপ্ত ব্যক্তি পরিবেশ কর্মক্ষমতার ক্রমাগত উন্নতি পর্যবেক্ষণ করার জন্য দায়িত্বপ্রাপ্ত।</p>	
Remarks from Auditee	

Performance Area 13 : Ethical Business Behaviour	
1- Followup Audit [Audit Id - 106674] Audit Date: 22/08/2017 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Not rated	
Remarks from Auditee: None	
Full Audit [Audit Id - 81233] Audit Date: 04/06/2017 PA Score: A	Deadline date:30/09/2017
<u>Good practices</u>	
<u>Areas of improvement</u>	
<p>The auditee keeps accurate information regarding its own activities, structure and performance. No falsifying information was provided by the facility. However, gaps have been identified in implementation:</p> <p>কারখানা কর্তৃপক্ষ নিজস্ব কার্যক্রম, গঠন এবং কার্যকারিতা সংক্রান্ত সঠিক তথ্য প্রদান করেছে। কারখানা কর্তৃপক্ষ কর্তৃক কোন মিথ্যা তথ্য প্রদান করা হয় নি। তবে, বাস্তবায়নে কিছু অসামঞ্জস্যতা সনাক্ত করা হয়েছে:</p>	
<p>13.1 - Facility did not train to the relevant employees regarding the anti-corruption and anti-bribery policy. However facility identify possible area of corruption in the supply chain or business activities.</p> <p>কারখানার দুর্নীতি রোধকরণে সম্ভাব্য কর্মীদের কোন প্রশিক্ষণ প্রদান করেনি।</p>	
<u>Remarks from Auditee</u>	

Summary 

Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Follow-up Audit	22/08/2017	106674	B	A	A	A	A	C	A	A	A	A	A	A	A	B
Full Audit	04/06/2017	81233	D	C	A	B	A	C	A	A	A	A	A	A	A	C

Producer Photos



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



Photo first aid facilities
Onsite infirmary.JPG



Photo of the canteen (if applicable)
Canteen.jpg



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



Photo of the inside of the main production hall
Inside view of the production building cutting section.jpg



Photo of the canteen (if applicable)
Eating place for employees.jpg



Photo first aid facilities
First aid kit.JPG



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



Photo of the personal protection equipments (if applicable)
Personal protection equipment being used.JPG



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



Photo of the inside of the main production hall
Inside view of the production building sewing section.jpg