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Auditee :	<b>Pioneer Knitwears (BD) Ltd.</b>
Audit Date From :	<b>08/05/2018</b>
Audit Date To :	<b>08/05/2018</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the amfori BSCI platform</b>
Auditing Company :	<b>Intertek</b>
Auditor's Name(s) :	<b>Soharab Hossain, Ruhi Tamanna(Lead), Md. Abdullah Al Mamun, Tamal Kumar Saha, Mamonur Rahman Khan</b>
Auditing Branch (if applicable) :	<b>Intertek Bangladesh &amp; Pakistan</b>

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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																																							
<b>A</b> <b>Very Good</b>	<ul style="list-style-type: none"><li>• Minimum 7 Performance Areas rated A</li><li>• No Performance Areas rated C, D or E</li></ul> These are three examples: <table><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	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
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																													
<b>B</b> <b>Good</b>	<ul style="list-style-type: none"><li>• Maximum 3 Performance Areas rated C</li><li>• No Performance Areas rated D or E</li></ul> These are three examples: <table><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	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
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																													
<b>C</b> <b>Acceptable</b>	<ul style="list-style-type: none"><li>• Maximum 2 Performance Areas rated D</li><li>• No Performance Areas rated E</li></ul> These are three examples: <table><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	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
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																													
<b>D</b> <b>Insufficient</b>	<ul style="list-style-type: none"><li>• Maximum 6 Performance Areas rated E</li></ul> These are three examples: <table><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>D</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	D	E	E	E	E	E	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
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																													
<b>E</b> <b>Unacceptable</b>	<ul style="list-style-type: none"><li>• Minimum 7 Performance Areas rated E</li></ul> These are three examples: <table><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	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
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																													
<b>Zero Tolerance</b>	A Zero Tolerance issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)	Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.																																							

**Main Auditee Information**

Name of producer :	<b>Pioneer Knitwears (BD) Ltd.</b>		
DBID number :	<b>340921</b>		
Audit ID :	<b>123155</b>		
Address :	<b>Jamirdia, Habirbari, Valuka Mymensingh</b>		
Province :	<b>Dhaka</b>	Country :	<b>Bangladesh</b>
Management Representative :	<b>Samar Shen Saha</b>		
Contact person:	<b>Samar Shen Saha</b>	Sector :	<b>Non-Food</b>
Industry Type :	<b>Textiles, clothing, leather</b>	Product group :	<b>Apparel</b>
Product Type :	<b>Sweater</b>		

**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	B	A	A	A	A	A	A	A	A	A	A	A

**Executive summary of audit report**

Pioneer Knitwears (BD) Ltd. is located at Jamirdia, Habirbari, Valuka, Mymensingh, Bangladesh. The total land area of the facility is about 9,246,40 square feet and production area is about 4,73,878 square feet.

The facility has started its operation at this existing location since 2011. The main product manufactured by the facility is all sweaters. The main production processes are Winding, Knitting, Jacquard, Linking, Trimming, Mending, Attachment, Washing, Embroidery, Printing and Finishing. Production capacity of the audited facility is 1300,000 pieces per month.

The facility consists of 09 RCC buildings & Eight sheds are mentioned in below:

Facility descriptions (Nine RCC buildings & Eight sheds) are mentioned in below: Building 01 (five storied): Ground floor to 1st floor: Workers' dining hall. 2nd floor to 4th: Management staff rest room. Roof top is 100% free Building 02 (two storied): Ground floor to 1st floor: workers' dining hall. Building 03 (six storied): Ground floor to 2nd floor: Office. 3rd floor to 5th: Management rest room. Roof top is 100% free. Building 04 (two storied): Ground floor: Substation and maintenance room. 1st floor: Electrical equipments storage. Building 05: ETP Building 06 (two storied): Ground floor: Security guard post. 1st Floor: Security rest room. Building 07 (two storied): Ground Floor: Security guard post. 1st floor: Security rest room. Building 08 (two storied): Ground floor: Medical room. 1st floor: Training Center Building 09 (two storied): Ground floor: Car parking area. 1st floor: IT Room, Chemical Lab, Audit Room & Civil Office. Shed 01: Washing section and attachment floor. Shed 02: Ironing section. Shed 03: Sewing section, light check section, PQC, finishing section and packing section. Shed 04: Finished goods go-down Shed 05: R&D section Shed 06: Embroidery section. Shed 07: Child care room and bonded warehouse. Shed 08: Winding section and yarn store.

The employees worked from Saturday to Thursday. The facility's normal working hour starts at 8:00 hours to 17:00 hours including 01 hour lunch break which is from 13:00 hours to 14:00 hours. There are 02 shifts for Knitting section, Auto collar, Winding, Embroidery section where shift 01 is starts at 8:00 hours to 17:00 hours including 01 hour lunch break from 13:00 hours to 14:00 hours and shift 02 starts from 20:00 hours to 5:00 hours including 01 hour lunch break from 24:00 hours to 1:00 hour. There are three shifts for security guards.

**Audit Process:**

This audit was conducted by Intertek Bangladesh. A team of 05 auditors in 01 day assessed and verified the facility's operations against the BSCI Code of Conduct and local legislation.

**Opening Meeting:**

Mr. Samar Shen Saha - Manager-Admin, HR & Compliance, Mr. Lutful Kabir – Head of compliance, Mr. Khairul Alam Rabbi – Officer(HR & Compliance), Md. Mosharof Hosen – Sr. Officer HR & Compliance), Mr. Babul Islam -Vice President (Participation Committee) of the facility were present in the opening meeting. In a brief description auditor told them the audit process, standard, scope, and also explain the BSCI code of conduct. Management assured the auditors to help throughout the audit process and provided documents, given photocopy of required documents, attend with auditor at the facility tour and provide separate room for employees' interview.

**Health and Safety Tour:**

All areas of the facility were visited during the audit. Auditors noted findings about health and safety related issues.

One-year payroll records were reviewed. 40 employees, including 26 male and 14 female, were randomly selected from different production section for private interview. 40 payroll records and time cards from the month of August 2017 (Peak month), December 2017 (Off peak month) and March 2018 (current month) were reviewed on sampling basis. Moreover, attendance register, production records were reviewed by the auditors.

Nonconformity was found in these performance area: Social Management System and Cascade Effect, Workers Involvement and Protection, Fair

Remuneration, Occupational Health and Safety, Protection of the Environment.

For other areas, no non-conformity was noted and description is as below:

3 (The rights of Freedom of Association and Collective Bargaining):

There was no trade union in the facility as it is not mandatory by local law. The facility respects workers' rights to form unions and join workers organizations as facility has form Workers Participation Committee and Ms.Marzina is vice president of Participation committee is the employee's representative of Workers Participation Committee.

4 (No Discrimination):

No Discrimination Based on employee interviews, they are treated equally in accordance with each employee's qualification and performance. They are not treated differently based on personal characteristics, gender, disability, sexual orientation, racial characteristics, cultural or religious beliefs of similar factors. The facility provides equal support to all employees in training and promotions to higher positions.

6 (Decent Working Hours):

The employees work for 6 days a week. Their Regular working hour is 8 hours. Employees are allowed for one hour meal breaks. They maintain attendance records through electronic systems. Friday is their weekly holiday.

8 (No Child Labour):

All employees are above the age required by local law. During the facility tour, there is no observation that any employee looks like a child employee. Based on the employee interviews, they confirmed that there is no employee whose age is less than 18 years old working in the facility. The copies of age documents such as national ID card and age verification certificate are kept in each personnel file.

9 (Special protection for young workers):

All employees are above the age required by local law. The hiring age policy of the facility is 18 years old and above. During the facility tour, there is no observation that any employee looks like a young employee. Based on the employee interviews, they confirmed that there is no employee whose age is less than 18 years old working in the facility. The youngest employee found was 18 years old. The copies of age documents such as national Identity Card, age verification certificate is kept in each personnel file. However, the facility has established young worker policy to ensure that if young worker is being hired in the facility they will take action as the laws required accordingly.

10 (No Precarious Employment):

Based on employee interview and personal files review, the employees are informed regarding general work rules: working hour, break hours, wages and benefits during the new employees' orientation training. There is no home working and apprenticeship employed at the facility and no temporary employees are employed in the facility. The employment application including copies of ID card, age verification certificate are kept and maintained on the employees' personnel file. Based on employee interview, all employees are hired permanently and they are trained on the facility work rules.

11 (No Bonded Labour):

All employees are working in the facility on their own will. There was no forced work noted during the audit. All employees have freedom to leave the facility during the workday such as access to drinking water, having a meal break or end of work without any restriction. Based on employee interview, they were not required lodging their official identity documents with the facility, withholding salary, or deposit. Only copies of the national ID card, age verification and transcript are required to be kept in their personnel files. They can resign from their employment by giving written notice in advance to the management as per law.

13 (Ethical Business Behavior):

The auditee identifies the situations and activities where acts of corruption, extortion or bribery are most likely to occur in its context. The auditee develops policies and procedures against any act of corruption and takes active measures to prevent and remediate them.

Closing meeting:

Mr. Samar Shen Saha - Manager-Admin, HR & Compliance, Mr. Lutful Kabir – Head of compliance, Mr. Khairul Alam Rabbi – Officer(HR & Compliance), Md. Mosharof Hosen – Sr. Officer HR & Compliance), Mr. Babul Islam -Vice President (Participation Committee) of the facility were present in the closing meeting. Auditors communicated all the finding in detail to them and allowed them to ask question and make any clarification. After closing meeting auditee agreed to sign the onsite report. The auditor thanked them for their cooperation and left the facility. The onsite report was provided in English rather than in

local language because facility informed they will prefer English CAP and there is no problem on understanding.

**Ratings Summary**


Auditee's background information			
Auditee's name :	Pioneer Knitwears (BD) Ltd.	Legal status :	Private Limited Company
Local Name :	পাইওনিয়ার্স নীট ওয়্যারস (বিডি) লিমিটেড	Year in which the auditee was founded :	2011
Address :	Jamirdia, Habirbari, Valuka	Contact person (please select) :	Samar Shen Saha
Province :	Dhaka	Contact's Email :	admin@pkdbi.com
City :	Mymensingh	Auditee's official language(s) for written communications :	Bangla and English
Region :	South Asia	Other relevant languages for the auditee :	Bangla
Country :	Bangladesh	Website of auditee (if applicable) :	www.pkdbi.com
GPS coordinates :	Latitude: 24.407929   Longitude: 90.386607	Total turnover (in Euros) :	67092537.90
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :	None	Production volume :	1300,000 pieces per month
Product Group :	Apparel	Production cost calculation :	Yes
If other, please specify :	None	Lost time injury calculation cost :	No
Product Type :	Sweater		

Auditee's employment structure at the time of the audit		
Total number of workers :	7773	Total number of workers in the production unit to be monitored (if applicable) : 0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	3250	2908
Temporary workers	0	0
In management positions	648	39
Apprentices	0	0
On probation	611	317
With disabilities	0	0
Migrants (national citizens)	0	0
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	4509	3264
Production based workers	611	317
With shifts at night	393	93
Unionised	0	0
Pregnant	-	6
On maternity leave	-	8



## Finding Report



### Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 123155] Audit Date: 08/05/2018 PA Score: C

Deadline date:31/07/2018

#### GOOD PRACTICES:

None Observed

#### AREAS OF IMPROVEMENT:

Based on satisfactory evidence it was noted that the main auditee partially respects this principle as-

- 1.1 -** In accordance with BSCI Performance Area (Social Management System and Cascade Effect) No. 1.1 (Is there satisfactory evidence that the auditee has set up an effective management system to implement the BSCI Code of Conduct?): The established management system of the facility needs some improvement in implementing BSCI Code of Conduct in their business practice in few performance areas. Facility needs to implement the BSCI system manual for producers properly where improvement areas are identified as they did not share Terms of Implementation for business partner to the all suppliers. Also, facility management has not prepared stakeholder mapping including internal and external stakeholder of the factory. More over facility did not update their suppliers and stake holders in the platform. Note: The facility has other effective system, policies and procedures in place to implement the BSCI COC in their business practice, so partial rating is given in this section.
- কয়েকটি পারফরম্যান্স এলাকায় সুনির্দিষ্ট ব্যবস্থাপনার পদ্ধতি তাদের ব্যবসা অনুশীলনে বিএসসিআই কোড অফ কন্ডাক্ট বাস্তবায়নের কিছু উন্নতি প্রয়োজন। বিএসসিআই সিস্টেমে ম্যানুয়াল আরো ভালভাবে বাস্তবায়নের প্রয়োজন রয়েছে কিছু পারফরম্যান্স এরিয়ায়। কারখানার কর্তৃপক্ষ সব স্টেকহোল্ডার দের কে উক্ত ম্যাপিং এর আওতায় আনা হয় নি।

- 1.3 -** In accordance with BSCI Performance Area (Social Management System and Cascade Effect) No. 1.3 (Is there satisfactory evidence that the auditee has a good overview of the significant business partners and their level of alignment with the BSCI Code of Conduct?): Amfori BSCI Code of Conduct and Terms of Implementation has not communicated with all the sub-suppliers/sub-contractors. Note: Facility has documented partial information for business partners and has a policy and procedure for supplier selection, so partial rating is given in this section.
- কারখানার কর্তৃপক্ষ সব সাপ্লাইয়ারদের কে উক্ত ম্যাপিং এর আওতায় আনা হয় নি। বিএস সি আই কোড অফ কন্ডাক্ট ও এর চাহিদা সমূহ কারখানার ঠিকাদার দের সাথে যোগাযোগ করা হয়না। বিএস সি আই কোড অফ কন্ডাক্ট ও এর চাহিদা সমূহ কারখানার ঠিকাদার দের সাথে যোগাযোগ করা হয়না। কারখানা কর্তৃপক্ষ সব সাপ্লাইয়ারদের উপর তদারকি করা হয় নি।

#### Remarks from Auditee:

None

### Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 123155] Audit Date: 08/05/2018 PA Score: B

Deadline date:31/07/2018

#### GOOD PRACTICES:

None Observed

#### AREAS OF IMPROVEMENT:

Based on satisfactory evidence it was noted that the main auditee partially respects this principle as-

- 2.2 -** In accordance with BSCI Performance Area (Workers Involvement and Protection) No. 2.2: (Is there satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the BSCI Code of Conduct?): The facility has written vision, mission and objectives but it was noted in line with the BSCI values and principles. Extract of amfori BSCI code was not reflected in the set written vision, mission and objectives. Thus facility hasn't been able to develop a strategic plan to achieve those objective and goals gradually. Besides, workers and workers representatives were not involved in defining vision, mission & objective. Note that The facility has written vision, mission and objective in its own standard and facility has other effective system, policy and procedure complying this checklist point thats why marking given the question as partially.

BSCI কোড এর প্রতি পূর্ণ অঙ্গীকার প্রদর্শন করে মিশন, ভিশন ও অবজেক্টিভ ঠিক করা হয়নি।

- 2.5 -** In accordance with BSCI Performance Area (Workers Involvement and Protection) No. 2.5 (Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?): Facility has a policy and procedure on grievance handling. However, facility didn't develop any form for lodging written grievances. Moreover, in grievance lodged register didn't include the following: • Hearing of the parties • Further investigation needed or not • Conclusion reached and accepted by both parties • Involvement of worker's representative Note: As the facility has a written policy and procedure and provided training to workers on grievance handling, so partial rating is given in this section.

অভিযোগ সংক্রান্ত হাণ্ডলিং নীতি এবং পদ্ধতি আছে। তবে, অভিযোগ দাখিল করার জন্য কোনও ফর্ম তৈরী করা হয়নি। তাছাড়া, অভিযোগ নিবন্ধন দায়ের করা অভিযোগে নিম্নলিখিত অন্তর্ভুক্ত ছিল না: • দলগুলোর শুনানি • আরও তদন্ত প্রয়োজন বা না • উপসংহার পৌঁছেছেন এবং উভয় পক্ষের দ্বারা গৃহীত • শ্রমিক প্রতিনিধি এর যোগদান

#### Remarks from Auditee:

None



Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
Full Audit [Audit Id - 123155] Audit Date: 08/05/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None Observed	
<b>AREAS OF IMPROVEMENT:</b> None Observed	
<b>Remarks from Auditee:</b>	
Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 123155] Audit Date: 08/05/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None Observed	
<b>AREAS OF IMPROVEMENT:</b> None Observed	
<b>Remarks from Auditee:</b>	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 123155] Audit Date: 08/05/2018 PA Score: A	Deadline date:30/04/2019
<b>GOOD PRACTICES:</b> None Observed	
<b>AREAS OF IMPROVEMENT:</b> <p>Based on satisfactory evidence it was noted that the main auditee partially respects this principle as-</p> <p><b>5.4 -</b> In accordance with BSCI Performance Area (Fair Remuneration) No. 5.4: (Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?): Facility took initiative to calculate living wage but they could not complete it for lack of understanding, though they are ensuring minimum wage as per legal requirement. Calculated living wage is 11220 BDT. Approximately 85% workers were meeting living wage. Note: As the facility was providing minimum wage, so partial rating is given in this section. 11220 টাকা 85% শ্রমিক শালীন জীবন যাত্রার ম্যান হিসেবে পাচ্ছেনা , যদিও তারা তাদের নির্ধারিত স্কেল অনুযায়ী ন্যূনতম মজুরি নিশ্চিত করছে।</p>	
<b>Remarks from Auditee:</b> None	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 123155] Audit Date: 08/05/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None Observed	
<b>AREAS OF IMPROVEMENT:</b> None Observed	
<b>Remarks from Auditee:</b>	

## Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 123155] Audit Date: 08/05/2018 PA Score: A

Deadline date:31/07/2018

### GOOD PRACTICES:

None Observed

### AREAS OF IMPROVEMENT:

Based on satisfactory evidence it was noted that the main auditee partially respects this principle as-

- 7.3 -** In accordance with BSCI Performance Area (Regulations) No.7.3 : Is there satisfactory evidence that the auditee regularly carries out risk assessments for safe, healthy and hygienic working conditions? And Bangladesh labor rules 2015, Schedule 4: Identifying risky areas (like parts of building, stairs, premises, electric lines, machinery, etc) ; Nature of risk (like crack, gate locked during working hours, dangerous electric connection, etc), Risk level (like high/medium/general/not satisfactory), Assessment of immediate duties (like prohibition of use, immediate repair, reforms, closure); Assessment of necessary protection system in different nature and levels of risk; Assessment of technical and administrative liability. It was noted that risk assessment for the area of generator and boiler was not done with including information of 'Assessment of technical and administrative liability & Risk level (like high/medium/general/not satisfactory) versus severity'. Besides, training was not given on the area of risk related to new and pregnant mothers and transmittable and non-transmittable disease. As facility is conducting risk assessment that's why partial rating has been chosen for this checklist  
ঝুঁকি মূল্যায়ন সঠিকভাবে সম্পন্ন করা হয়নি কয়েকটি বিষয় এ। ঝুঁকি মূল্যায়ন প্রশিক্ষণ দেওয়া হয়নি ট্রান্সমিটিবল এবং ননট্রান্সমিটিবল বিষয় এ
- 7.8 -** In accordance with BSCI Performance Area (Occupational Health and Safety) No. No.7.8 : Is there satisfactory evidence that the auditee has developed and implemented accident and emergency procedures? And Bangladesh Labor Rules 2015, Schedule 4 (Fire related management) It was noted that randomly interviewed 6 out of 8 fire fighters couldn't clearly explain the usage of different kinds of fire extinguisher and few of them also couldn't give clear idea about the usage of different fire fighting equipment (e.g. fire beater, belcha, hook, gas mask etc) kept in the fire equipment cabinet. Facility did not have program to verify standard/skill of fire fighters regarding their vested work in fire accident or emergency situation. As facility has ongoing training program that's why marking was chosen partial in this checklist point  
জরুরী টীম এর সদস্য তাদের দায়িত্ব সম্পর্কে সচেতন ছিল না
- 7.10 -** In accordance with BSCI Performance Area (Occupational Health and Safety) No. 7.10 (Is there satisfactory evidence that the auditee has and properly uses procedures and systems for reporting and recording occupational accidents and injuries?): Facility has a practice to record minor and major injuries but to prevent the recurrence of the injuries no corrective and preventive action were not taken into consideration. Note: As the facility has a practice to record minor and major injuries, so partial rating is given in this section.  
ছোট এবং বড় আঘাত রেকর্ড একটি পদ্ধতি আছে কিন্তু আঘাতের পুনরাবৃত্তি প্রতিরোধে কোন সংশোধনী এবং প্রতিরোধমূলক কর্ম বিবেচনা করা হয় নি।
- 7.17 -** Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers? And Boiler attendant rules 1953 , Section 8: First class certificate holder can attend any sorts of boiler of any capacity. 2nd class boiler operator can attend the boiler whose boiler rating/heating capacity is less than 1000 square feet. It was noted that 1 out of 3 boilers rating of the facility was found 1750 square feet but facility did not have first class qualified boiler operator. Note that facility has second class operator attending the boiler with required documentation that's why marking given in this question as partial.  
কারখানাটিতে প্রথম শ্রেণীর বয়লার অপারেটর নেই

### Remarks from Auditee:

None

## Performance Area 8 : No Child Labour

Full Audit [Audit Id - 123155] Audit Date: 08/05/2018 PA Score: A

Deadline date:

### GOOD PRACTICES:

None Observed

### AREAS OF IMPROVEMENT:

None Observed

### Remarks from Auditee:

## Performance Area 9 : Special protection for young workers

Full Audit [Audit Id - 123155] Audit Date: 08/05/2018 PA Score: A

Deadline date:

### GOOD PRACTICES:

None Observed

### AREAS OF IMPROVEMENT:

None Observed

### Remarks from Auditee:

<b>Performance Area 10 : No Precarious Employment</b>	
Full Audit [Audit Id - 123155] Audit Date: 08/05/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None Observed	
<b>AREAS OF IMPROVEMENT:</b> None Observed	
<b>Remarks from Auditee:</b>	
<b>Performance Area 11 : No Bonded Labour</b>	
Full Audit [Audit Id - 123155] Audit Date: 08/05/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None Observed	
<b>AREAS OF IMPROVEMENT:</b> None Observed	
<b>Remarks from Auditee:</b>	
<b>Performance Area 12 : Protection of the Environment</b>	
Full Audit [Audit Id - 123155] Audit Date: 08/05/2018 PA Score: A	Deadline date:31/12/2018
<b>GOOD PRACTICES:</b> None Observed	
<b>AREAS OF IMPROVEMENT:</b> Based on satisfactory evidence it was noted that the main auditee partially respects this principle as- <b>12.5 -</b> In accordance with BSCI Performance Area (Protection of the Environment) No. 12.5: Is there satisfactory evidence that water is managed in a way that respects the environment, particularly but not limited to preserving local water sources?: "Factory did not have any procedure to prevent water loss, re-use of water and have a system to preserve natural water resource (recycling practices, preserve rain water etc.) to ensure better environment in the premises." Note: As the facility management fulfills all other requirements under this question therefore this question has been answered as partially. কারখানায় পানি অপচয় প্রতিরোধের কোনো পদ্ধতি ছিল না।	
<b>Remarks from Auditee:</b> None	
<b>Performance Area 13 : Ethical Business Behaviour</b>	
Full Audit [Audit Id - 123155] Audit Date: 08/05/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None Observed	
<b>AREAS OF IMPROVEMENT:</b> None Observed	
<b>Remarks from Auditee:</b>	

## Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	08/05/2018	123155	C	B	A	A	A	A	A	A	A	A	A	A	A	B

**Producer Photos**



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



Photo of the code of conduct on display  
amfori BSCI Posted.JPG



Photo of fire safety equipment  
Assembly Area.JPG



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



Photo of the nursery (if applicable)  
Child Care Room.JPG



Photo of fire safety equipment  
Central Fire Alarm board.JPG



External photo(s) of the production unit(s)  
Production Main Shades.JPG



Photo of the sanitary facilities  
Complaint Box.JPG



Photo of fire safety equipment  
Emergency Exit Sign.JPG



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



Photo of the sanitary facilities  
Toilet Facility.JPG



Photo of fire safety equipment  
Evacuation Plan.JPG



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



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



Photo of fire safety equipment  
Fire Alarm Siren.JPG





Photo of the inside of the main production hall  
Auto Jacquard Section.JPG



Photo of the inside of the main production hall  
Car Parking Area.JPG



Photo of fire safety equipment  
Fire Alarm Switch.JPG



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



Photo of the inside of the main production hall  
Chemical Storage Area.JPG



Photo of fire safety equipment  
Fire Extinguisher Check Record.JPG



Photo of the inside of the main production hall  
Iron Area.JPG



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



Photo of fire safety equipment  
Fire Extinguisher.JPG



Photo of the inside of the main production hall  
Light Check.JPG



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



Photo of fire safety equipment  
Fire Fighting Equipment.JPG



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



Photo of the inside of the main production hall  
Drinking Water Facility.JPG



Photo of fire safety equipment  
Fire Hydrant Point.JPG



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



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



Photo of fire safety equipment  
Fire Hydrant Pump.JPG



Photo of the inside of the main production hall  
Winding Store.JPG



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



Photo of fire safety equipment  
Fire Rated Door.JPG



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



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



Photo of fire safety equipment  
Fog Light.JPG



Photo first aid facilities  
First Aid Box.JPG



Photo of the inside of the main production hall  
Risk Assessment Poster.JPG



Photo of fire safety equipment  
Gong Bell.JPG



Photo first aid facilities  
First Aid.JPG



Photo of the inside of the main production hall  
Segregated Waste Area.JPG



Photo of fire safety equipment  
Hose Pipe Demonstration.JPG





Photo first aid facilities  
Medical Center.JPG



Photo of the inside of the main production hall  
Time Keeping System.JPG



Photo of fire safety equipment  
PA System.JPG



Photo first aid facilities  
Medical Equipment.JPG



Photo of the inside of the main production hall  
Workers ID card.JPG



Photo of fire safety equipment  
PA.JPG



Photo of the canteen (if applicable)  
Canteen.JPG



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



Photo of fire safety equipment  
Smoke Detector.JPG



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



Photo of fire safety equipment  
Aisle Marking.JPG