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Auditee :	<b>Robintex Bangladesh Limited</b>
Audit Date From :	<b>15/03/2016</b>
Audit Date To :	<b>16/03/2016</b>
Expiry Date of the Audit :	<b>15/03/2017</b>
Auditing Company :	<b>TUEV Rheinland</b>
Auditor's Name(s) :	<b>Md. Sadiqul Amin Rased(Lead), Mohammad Al-Amin Howlader, Sajib Sarker, Jahangir Alam</b>
Auditing Branch (if applicable) :	<b>TUV Rheini. Bangladesh</b>

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# **BSCI Audit Summary Report**

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

**Rating Definitions**



Rating	A combination of ratings per performance area where:	Consequence																																													
<p><b>A</b> <b>OUTSTANDING</b></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>
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<p><b>B</b> <b>GOOD</b></p>	<p>o Maximum 3 performance area rated C o No performance area rated D or E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr> <tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> </table>	A	A	A	A	A	A	B	B	B	B	B	B	B	B	B	A	A	A	A	A	A	B	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	B	C	C	C	C	<p>The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.</p>
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<p><b>C</b> <b>ACCEPTABLE</b></p>	<p>o Maximum 2 performance areas rated D o No performance area rated E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr> <tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	C	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	C	D	D	C	C	C	C	C	C	C	C	C	C	C	C	C	D	D	<p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p>
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<p><b>D</b> <b>INSUFFICIENT</b></p>	<p>o Maximum 6 performance area rated E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td><td>D</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td></tr> <tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	A	D	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	D	E	E	D	D	D	D	D	D	D	D	E	E	E	E	E	E	E	<p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p>
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<p><b>E</b> <b>UNACCEPTABLE</b></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																																	
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<p><b>Zero Tolerance</b></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 :	<b>Robintex Bangladesh Limited</b>		
DBID number :	<b>3676</b>		
Audit ID :	<b>45039</b>		
Address :	<b>Vulta, Rupgonj, Narayangonj Narayangonj</b>		
Province :	<b>Dhaka</b>	Country :	<b>Bangladesh</b>
Management Representative :	<b>Mr. Sikdar Mazedur Rahman- Vice President &amp; Head of Compliance</b>		
Contact person:	<b>Mr. Sikdar Mazedur Rahman</b>	Sector :	<b>Non-Food</b>
Industry Type :	<b>Textiles, clothing, leather</b>	Product group :	<b>Apparel</b>
Product Type :	<b>All types of Knit garments</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 checked="" type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced <input type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No	
Audit extent (if applicable) :	none	
Audit interferences or contingencies (if applicable) :	none	
Overall rating :	C	
Need of follow-up :	Yes	If YES, by : 16/03/2017

**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
D	B	A	B	B	C	D	A	A	A	A	B	A

**Executive summary of audit report**

**Overall Findings:**

Findings were noted in the performance area of "Social Management System and Cascade Effect", "Workers Involvement and Protection", "No Discrimination", "Fair Remuneration", "Decent working Hours" & "Occupational Health and Safety", "Protection of the environment" and "Ethical Business Behavior" details of the findings are listed in respective performance area. For other performance areas, no findings were noted.

**In general Scenario:**

**Overall Scenario:**

"Robintex Bangladesh Limited" is a legally registered private company which started its operations in January 1996 in the location Post: Bhulta, Upazila, Ruggonj, District: Narayanganj, Bangladesh. The company engaged in the manufacturing of Knit garments. Currently total 3379 employees are working in this factory, Out of 3379, Male employees-2076 and Female employees- 1303. Through interview with workers, it was noted that all workers are satisfied with the factory. The relation between management and the workers are appeared to be cordial. Workers are satisfied with general housekeeping of the factory in the production area. It was also noted through interview with workers that factory management is very co-operative in solving their work place related issues in time. Workers are satisfied with factory's grievance handling procedures. Further, auditors were also informed by the workers that factory does not discriminate between workers in any manner while pay or promotion or training. Factory treats all of them equally and with respect and dignity, no corporal punishment, threats of violence or other forms of physical, mental, sexual, verbal harassment and abuse. Factory has given equal opportunity to work overtime. Overtime is voluntary. Workers state that there are several channels of communication with management in this factory. The factory management was receptive, positive and extended their full co-operation throughout the audit. During closing meeting the factory management was very positive to close all the findings as soon as possible. Through documents review, workers and management interview that no child and young labor found in this factory.

The facility located in the premises under Robintex group. In this factory premises another sister concern factory (Comptex Bangladesh Ltd.) located. The mentioned factory runs its production process in different production building and sheds. Building and sheds description are as below-

**Building -01: 03 storied Textile Building**

Ground floor: Dyeing section, Dyeing finishing, WTP, chemical store, Grey fabric store.

1st floor: Office, Knitting section.

2nd floor: Knitting section.

Roof top: Vacant.

**Building-02: 8 storied garments building for Robintex Bangladesh Ltd.**

Basement: Yarn store.

Ground floor: Printing section.

1st and 3rd floor: Sewing section.

2nd floor: Finishing section (Pressing to packing).

4th, 5th and 6th floor: Sewing section and finishing section.

7th floor: Temporary workers dining.

Roof top: Fully vacant.

**Building-03: 1 storied utility building**

Basement: Thai materials store.

Ground floor: 2 diesel generator, 1 boiler (unused).

**Shed-01: Printing section**

Shed-02: Common Canteen & Child care room

Shed-03: Common General store.

Shed-04: Wastage storage area (Commonly used with another sister concern factory).

Shed-05: Common workers dining

Cutting section located at 2nd floor of 05 storied building of "Comptex Bangladesh Ltd."

Medical room located at ground floor of 05 storied building of "Comptex Bangladesh Ltd." ETP area (Commonly used with another sister concern factory).

Auditors covered the working hour and payroll records in audit scope last one year from Auditors covered the working hours and payroll records in audit scope last twelve months from March 2015 to February 2016 and reviewed the working hours & payroll records randomly selected three (3) months i.e. February-2016, November-2015 and March-2015. Current month job cards also verified during audit. Auditors randomly selected 36 samples from different areas of the facility and reviewed their payroll records and working hours including overtime hours respectively. Through attendance records review it was noted that working hours found consistent which comply with legal requirement. Through the samples maximum working hours found 10 hours (including 02 hours overtime) per day, working hours found 60 hours (including 12 hours overtime) per week, maximum consecutive working days found 6 days and workers can get one (1) day off after six consecutive working days.

Facility runs in one general shift from 8:30 am to 5:30 pm including one hour personal break but knitting section, dyeing and dyeing finishing section run in 3 shifts from 6:00 am to 2:00 pm, 2:00 pm to 10:00 pm and 10:00 pm to 6:00 am. Workers in general shifts are taking their personal break from 01:00 pm to 2:00 pm. Worker who works in shifts can take personal break by rotation. Facility keeps the workers time record by manual time keeping system.

Production process: The main production process is Knitting> Dyeing> Dyeing finishing> Cutting> Printing> Sewing> Finishing (Quality check to packing)

Audit Process:

The audit was conducted in two day. On the first day 4 auditors arrived in the factory at 09:00 am on 15 March 2016 and an opening meeting was held immediately after the auditors' arrival with the factory management. During opening meeting auditors explained about the audit scope & process and a short presentation about the BSCI and its system up gradation. Immediately after the opening meeting a floor visit was conducted with factory management. Document list was provided and supplied documents were reviewed. For worker's interview, the auditors selected workers from different production processes and different age groups. The workers were comfortable with the management and with the working environment reported as good. At the 2nd day 1 auditor has been present and conduct the audit as per audit plan. The total audit procedure was completed in two days as per audit plan.

Closing meeting:

At the end of the audit process, a closing meeting was held at the 2nd day (16 March 2016) to discuss all the findings raised in the audit report with the factory management and Mr. Sikdar Mazedur Rahman - Vice President and Head of Compliance was responsible for the CAP. Factory management is very much familiar with English language & Onsite CAP issued in Local & English language. During the closing, they agreed with all the findings and signed the onsite CAP.

**Ratings Summary**



Auditee's background information			
Auditee's name :	<b>Robintex Bangladesh Limited</b>	Legal status :	<b>Private Limited Company</b>
Local Name :	<b>রবিনটেক্স বাংলাদেশ লিমিটেড</b>	Year in which the auditee was founded :	<b>1996</b>
Address :	<b>Vulta, Rupgonj, Narayangonj</b>	Contact person (please select) :	<b>Mr. Sikdar Mazedur Rahman</b>
Province :	<b>Dhaka</b>	Contact's Email :	<b>compliance@robintexbd.com</b>
City :	<b>Narayangonj</b>	Auditee's official language(s) for written communications :	<b>Bengali (Local Language)</b>
Region :	<b>South Asia</b>	Other relevant languages for the auditee :	<b>English</b>
Country :	<b>Bangladesh</b>	Website of auditee (if applicable) :	<b>www.robintexbd.com</b>
GPS coordinates :	<b>Latitude: 23.751114   Longitude: 90.393446</b>	Total turnover (in Euros) :	<b>14249597.31</b>
Sector :	<b>Non-Food</b>	Of which exports % :	<b>100.00</b>
Industry :	<b>Textiles, clothing, leather</b>	Of which domestic market % :	<b>0.00</b>
If other, please specify :	<b>Not Applicable</b>	Production volume :	<b>800000 pieces per month</b>
Product Group :	<b>Apparel</b>	Production cost calculation :	<b>Yes</b>
If other, please specify :	<b>Not Applicable</b>	Lost time injury calculation cost :	<b>Yes</b>
Product Type :	<b>All types of Knit garments</b>		

Auditee's employment structure at the time of the audit			
Total number of workers :	<b>3379</b>	Total number of workers in the production unit to be monitored (if applicable) :	<b>0</b>
	<b>MALE WORKERS</b>	<b>FEMALE WORKERS</b>	
Permanent workers	<b>2076</b>	<b>1303</b>	
Temporary workers	<b>0</b>	<b>0</b>	
In management positions	<b>170</b>	<b>12</b>	
Apprentices	<b>0</b>	<b>0</b>	
On probation	<b>0</b>	<b>0</b>	
With disabilities	<b>0</b>	<b>0</b>	
Migrants (national citizens)	<b>0</b>	<b>0</b>	
Migrants (foreign citizens)	<b>0</b>	<b>0</b>	
Workers on the permanent payroll	<b>2076</b>	<b>1303</b>	
Production based workers	<b>0</b>	<b>0</b>	
With shifts at night	<b>465</b>	<b>0</b>	
Unionised	<b>0</b>	<b>0</b>	
Pregnant	<b>-</b>	<b>28</b>	
On maternity leave	<b>-</b>	<b>14</b>	

**Finding Report**



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

GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [45039] Audit Date: 15/03/2016 PA Score: D		
	Based on satisfactory evidence, the main auditee respects this principle, However, 1.3: Facility did not distribute BSCI code of conduct and TOI to its significant business partners. Moreover factory has no system to monitor its supplier regarding BSCI code of conduct. / কারখানা কর্তৃপক্ষ ব্যবসায়িক অংশিদারদের সাথে বিএসসিআই নীতিমালা বিষয়ে অবগত করেনা। 1.4: Facility has not developed reliable methodology to plan production including delivery time. So that factory has to request the workers to do overtime in regular basis. / কারখানার উপাদান ক্ষমতা সঠিক ভাবে করা হয়নি, যার কারণে কারখানা কর্তৃপক্ষ প্রায় প্রতিদিনই শ্রমিকদের অতিরিক্ত কর্মঘণ্টার জন্য অনুরোধ করে থাকে।	31/12/2016
Remarks from Auditee:		

**Performance Area 2 : Workers Involvement and Protection**

GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [45039] Audit Date: 15/03/2016 PA Score: B		
	Based on satisfactory evidence, the main auditee respects this principle, However, 2.4: Factory management (i.e. managers, directors), workers representative and other decision- makers have not been received any training on human resource, OHS, and grievance mechanism and informative sessions on BSCI code of conducts. / কারখানা ম্যানেজমেন্ট এর বি এস সি আই এর কোড এর উপর কোন প্রশিক্ষণ দেয়া হয়নি।	30/09/2016
Remarks from Auditee:		

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

GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [45039] Audit Date: 15/03/2016 PA Score: A		
Remarks from Auditee:		

**Performance Area 4 : No Discrimination**

GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [45039] Audit Date: 15/03/2016 PA Score: B		
	Based on satisfactory evidence, the main auditee respects this principle, However, 4.2: Factory did not conduct satisfaction survey on the grievance mechanism. No training has been provided to management on measure to avoid discipline, dismissal or discrimination. / কারখানা কর্তৃপক্ষ দ্বারা অভিযোগ পদ্ধতির উপর কোন জরিপ করা হয়নি।	30/11/2016
Remarks from Auditee:		

Performance Area 5 : Fair Remuneration		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [45039] Audit Date: 15/03/2016 PA Score: B		
<p>The main auditee exceeds expectations with respect to this principle because 1. It was noted through documents review, workers &amp; management interview that factory management has provided BDT. 300 for all workers (garments unit) as attendance bonus (Compliance bonus) if workers are present full working days of each calendar month (pay period). 2. It was noted through documents review, workers &amp; management interview that factory management has provided BDT. 500 to BDT. 1000 for all workers (textile unit) as production bonus if workers meet their target production in a calendar month (pay period). 3. Factory has ensured to the textile unit workers at least minimum wages BDT. 5300 which is minimum wages for garments industries workers. Note that now minimum wages applicable for textiles gazette workers is lower than garments gazette workers.</p>	<p>Based on satisfactory evidence, the main auditee respects this principle, However, 5.2: (a) Facility has not paid the workers' salary within seventh working days as per law. According to Bangladesh Labour Law 2006, section-123. / কারখানার শ্রমিকদের মজুরী আইনানুযায়ী ৭ কর্ম দিবসের মধ্যে নিশ্চিত করা হচ্ছেনা। (b) Facility has not issued a notice at least 10 (ten) days ago, detailing about on which dates the wage of the workers would be paid and facility would hang the notice in the entrance or nearby open place. According to Bangladesh Labor Rules- 2015, rule- 112 (2). / মজুরী পরিশোধের নোটিশ দেয়া হচ্ছে না। 5.4: Provided remuneration by the factory to the workers is not sufficient to meet a decent living standard. Noted that approx. 45% workers of the factory are not able to meet a decent living wage. In this area, decent living wage is around BDT. 7597, but 48% workers of the factory earned between BDT. 5300 to BDT. 7597 / কারখানা কর্তৃপক্ষ প্রায় ৪৫% শ্রমিকদের মান সম্মত বেতন নিশ্চিত হচ্ছেনা। 5.5: Facility has policy to pay the compensation of service benefit to resigned workers. But no service benefit has been ensured for 12 resigned workers who continued service for more than five years. According to Bangladesh Labour Law 2016, section- 27. / কারখানার ইস্যুফা দেয়া শ্রমিকদের আইনানুযায়ী সার্ভিস বেনিফিট পায়নি।</p>	15/03/2017
Remarks from Auditee:		
Performance Area 6 : Decent Working Hours		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [45039] Audit Date: 15/03/2016 PA Score: C		
	<p>Based on satisfactory evidence, the main auditee respects this principle, however, 6.2: Through the document review and management interview that, facility has not developed reliable methodology to plan production including delivery time. So that factory have to request the workers to do overtime in regular basis. Note that maximum overtime hours found 02 hours per day and 12 hours per week. / কারখানার উৎপাদন ক্ষমতা সঠিক ভাবে করা হয়নি, যার কারণে কারখানা কর্তৃপক্ষ প্রায় প্রতিদিনই শ্রমিকদের অতিরিক্ত কর্মঘণ্টার জন্য অনুরোধ করে থাকে।</p>	31/12/2016
Remarks from Auditee:		



Performance Area 7 : Occupational Health and Safety		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [45039] Audit Date: 15/03/2016 PA Score: D		
The main auditee exceeds expectations with respect to this principle because 1. Factory management has ensured transportation to the workers who live around 08 kilometer or more distance from workplace.	Based on satisfactory evidence, the main auditee respects this principle, however, 7.5: During audit it was noted that no regular basis health training ensured to the workers and fire safety training ensured to the fire fighters. / কারখানার শ্রমিকদের স্বাস্থ্য এবং অগ্নিনির্বাপনকারি দলের সদস্যদের অগ্নি নির্বাপন ও নিগমন সম্পর্কে নিয়মিত প্রশিক্ষণ দেয়া হয়নি। 7.11: (1) It was noted through plant tour, management interview and documents review that factory's current approved floor layout plan found partially mismatch with existing layout plan. (Note that cutting section found at 2nd floor instead of finishing section and printing section found at 3rd floor instead of sewing section in approved layout plan of 08 storied garments building). According to The Section 326 (1 a) of Bangladesh labour law- 2006. / কারখানার বর্তমান অনুমোদিত লে আউট প্লানের আংশিক মিল নেই। (2) It was noted through plant tour, management interview and documents review that factory has 02 generators (total capacity 200 + 200 = 400 KW) but factory management has not taken waiver certificate from Bangladesh Energy Regulatory. According to Energy Regulatory Commission Rules 2006, Rule 9 (b) / কারখানার বর্তমানে ০২ টি জেনারেটরের মধ্যে ০২ টির জন্য অসেভার সার্টিফিকেট পাওয়া যায়নি। 7.18: It was noted through documents review, employees and management interview that factory has no trained first aider who has completed six month primary health training as per law. According to section 89 (3) of Bangladesh labor Law-2006 (Amendment-2013, section 35 (a)). / কারখানায় আইন অনুযায়ী ০৬ মাসের প্রশিক্ষণ প্রাপ্ত কোন প্রাথমিক চিকিৎসক পাওয়া যায়নি। Remark: 7.24: Marked as N/A because no social facility (workers dormitory) ensure for the workers by the factory management.	31/12/2016
Remarks from Auditee:		
Performance Area 8 : No Child Labour		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [45039] Audit Date: 15/03/2016 PA Score: A		
Remarks from Auditee:		
Performance Area 9 : Special protection for young workers		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [45039] Audit Date: 15/03/2016 PA Score: A		
Remarks from Auditee:		
Performance Area 10 : No Precarious Employment		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [45039] Audit Date: 15/03/2016 PA Score: A		
Remarks from Auditee:		

Performance Area 11 : No Bonded Labour		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [45039] Audit Date: 15/03/2016 PA Score: A		
	Remarks: 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.	
Remarks from Auditee:		
Performance Area 12 : Protection of the Environment		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [45039] Audit Date: 15/03/2016 PA Score: B		
	Based on satisfactory evidence, the main auditee respects this principle, however, 12.3: Environment clearance certificate of the factory has been expired on 04 August 2015. However, facility management already applied on 03 August 2015 but yet not got the updated copy. According to Bangladesh Environment Conservation Act 1995, section-12 /কারখানার পরিবেশ ছাড়পত্র পাওয়া মেসাদ উত্তীর্ণ পাওয়া যায়। 12.4: Wastage of the factory was not found segregated by their types to avoid dumping wastage into natural environment. Note that factory has ETP in the complex for their dyeing project as per law. According to Bangladesh Labour Law 2006, section- 54. / কারখানার বস্ত্র ব্যবস্থাপনা সঠিক ভাবে হচ্ছেনা।	31/08/2016
Remarks from Auditee:		
Performance Area 13 : Ethical Business Behaviour		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [45039] Audit Date: 15/03/2016 PA Score: A		
	Based on satisfactory evidence, the main auditee respects this principle, however, 13.1: The facility did not identify possible area of corruption in the supply chain or business activities and did not train to the relevant employees regarding the anti-corruption and anti-bribery policy. / কারখানার দুর্নীতি চিহ্নিত করার কোন ব্যবস্থা নেই।	31/08/2016
Remarks from Auditee:		

**Summary**



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating

**Producer Photos**



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



Photo of fire safety equipment  
Fire proof exit.JPG



Photo of the inside of the main production hall  
Dyeing finishing section.JPG



External photo(s) of the production unit(s)  
Entrance of the factory.JPG



Photo of the canteen (if applicable)  
Functional canteen found for snacks (Light foods).JPG



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



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



Photo of the canteen (if applicable)  
Workers dining.JPG



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



Photo first aid facilities  
First aid medicine.JPG



Photo of the inside of the main production hall  
Aisles mark at production floor.JPG



Photo of fire safety equipment  
PA system.JPG



Photo first aid facilities  
First aid box.JPG



External photo(s) of the production unit(s)  
ETP area.JPG



Photo of the inside of the main production hall  
No smoking sign posted.JPG



Photo first aid facilities  
First aider.JPG



External photo(s) of the production unit(s)  
Emergency telephone number.JPG



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



Photo first aid facilities  
Medical room.JPG



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



Photo of the inside of the main production hall  
Pure drinking water facility.JPG



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



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



Photo of the nursery (if applicable)  
Child care centre found functional.JPG



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



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



Photo of the code of conduct on display  
BSCI CoC found posted in the factory.JPG



Photo of fire safety equipment  
ABC and CO2 Type fire extinguisher.JPG



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



Photo of the sanitary facilities  
Segregated workers toilet.JPG



Photo of fire safety equipment  
Fire alarm switch.JPG



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



External photo(s) of the production unit(s)  
Fire assembly point.JPG



Photo of fire safety equipment  
Fire alarm.JPG



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



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



Photo of fire safety equipment  
Fire hydrant sytem.JPG



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



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