
Auditee :	MONDOL INTIMATES LTD.
Audit Date From :	15/01/2020
Audit Date To :	16/01/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	Intertek
Auditor's Name(s) :	Mamonur Rahman Khan, Mohammad Abul Kashem, Md. Salah Uddin(Lead)
Auditing Branch (if applicable) :	Intertek Bangladesh



This is an extract of the on line Audit Report. The complete report is available in the amfori BSCI Platform.
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Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence																																							
<p>A Very Good</p>	<ul style="list-style-type: none"> • Minimum 7 Performance Areas rated A • No Performance Areas rated C, D or E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	B	B	B	A	A	A	A	A	A	A	B	B	B	B	B	B	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
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A	A	A	A	A	A	A	A	A	A	B	B	B																													
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<p>B Good</p>	<ul style="list-style-type: none"> • Maximum 3 Performance Areas rated C • No Performance Areas rated D or E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr> <tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td></tr> </table>	A	A	A	A	A	A	B	B	B	B	B	B	B	A	A	A	A	A	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	C	C	C	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
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A	A	A	A	A	B	B	B	B	B	B	B	C																													
B	B	B	B	B	B	B	B	B	B	C	C	C																													
<p>C Acceptable</p>	<ul style="list-style-type: none"> • Maximum 2 Performance Areas rated D • No Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td></tr> <tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr> </table>	A	A	A	A	A	A	A	A	A	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	D	C	C	C	C	C	C	C	C	C	C	C	D	D	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
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A	A	A	A	A	B	B	B	B	C	C	C	D																													
C	C	C	C	C	C	C	C	C	C	C	D	D																													
<p>D Insufficient</p>	<ul style="list-style-type: none"> • Maximum 6 Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>E</td></tr> <tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	E	D	D	D	D	D	D	D	E	E	E	E	E	E	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
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D	D	D	D	D	D	D	E	E	E	E	E	E																													
<p>E Unacceptable</p>	<ul style="list-style-type: none"> • Minimum 7 Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	E	E	E	E	E	E	E	A	A	B	B	C	D	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	<p>amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.</p>
A	A	A	A	A	A	E	E	E	E	E	E	E																													
A	A	B	B	C	D	E	E	E	E	E	E	E																													
E	E	E	E	E	E	E	E	E	E	E	E	E																													
<p>Zero Tolerance</p>	<p>A Zero Tolerance issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)</p>	<p>Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.</p>																																							

Main Auditee Information

Name of producer :	MONDOL INTIMATES LTD.		
DBID number :	339692		
Audit ID :	173358		
Address :	Shirirchala, Bagher Bazar, Mahona, Bhabanipur, Gazipur Sadar, Gazipur		
Province :	Dhaka	Country :	Bangladesh
Management Representative :	Md. Shamsul Haque		
Contact person:	Md. Shamsul Haque	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	Knit garments (Lingerie items)		

Audit Details



Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural <input type="checkbox"/> Small Producer
Audit Announcement :	<input type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced <input checked="" type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No	
Audit extent (if applicable) :	none	
Audit interferences or contingencies (if applicable) :	none	
Overall rating :	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	B	A	A	A	A	A	A	A	A	A

Executive summary of audit report

Mondol Intimates Ltd. is a 100% export oriented ready-made garments manufacturer located at Shirirchala, Bagher Bazar, Mahona, Bhabanipur, Gazipur Sadar, Gazipur, Bangladesh. Total land area was approximate 40000 square feet, production area was approximate 137990.24 square feet and warehouse area was approximate 8500 square feet.

This is a full initial audit conducted by ITS Labtest Bangladesh Ltd. Three auditors (Md. Salah Uddin-APSCA-RA 21703297, Mamonur Rahman Khan-APSCA-RA 21700982 & Mohammad Abul Kashem-APSCA-RA 21702386) in day one (15th January 2020) and Two auditors (Md. Salah Uddin-APSCA-RA 21703297 & Mamonur Rahman Khan-APSCA-RA 21700982) in second day (16th January 2020) assessed and verified the facility's operations against the BSCI Code of Conduct and local legislation. Facility management was positive towards this audit and provided full access to the auditors.

Facility's working hours are as follows:

- There is 01 general shift for office management and staff which is from 08:00 am to 05:00 pm including 01-hour Interval for rest or meal from (12:40 pm to 01:40 pm, 01.00 pm to 02.00 pm and 01.20 pm to 02.20 pm)
- Facility has 03 shifts (06:00 am to 02:00 pm, 02:00 pm to 10:00 pm and 10:00 pm to 06:00 am) in security section with including 01-hour Interval for rest or meal in each shift by rotation.
- In general, the employee work for 06 days in a week (Saturday to Thursday) and Friday is weekly holiday. Weekly holiday for shifting sections are provided as rotation basis. All employees were recruited permanently and receive wages by monthly basis in local currency within 7th working day of the following month. The factory uses electronic time recording system to record daily attendance.

Auditors conducted opening meeting, site observation, workers, worker representatives, management interview, document review and closing meeting. Md. Shamsul Haque – Manager of Human Resource and Compliance was responsible for implementation of social compliance system in the facility. Main production processes were Cutting, Molding, Sewing, Finishing and Packing. Based on management interview, their major clients were from Europe and North America. On the audit day, total workforce strength was 2123 in the facility.

Site Description:
The audited facility is occupied 01 building. Detail description is given below:

Ground floor: Warehouse, child care, medical room, sub-station room and security room
1st floor: Finished goods store and packing section
2nd floor: Cutting section, sewing section and packing section
3rd floor: Cutting section, sewing section and packing section
4th floor: Cutting section, sewing section and packing section
5th floor: Cutting section, sewing section and packing section
6th floor: Office
7th floor: Sample section and training center
8th floor: Dining room and prayer room
9th floor: Rooftop (Vacant)

In opening and closing meeting Md. Shamsul Haque - Manager – Human Resource and Compliance, Md. Shymal Das – Engineer, Md. Rejwan Hossain – Payroll Officer, Md. Awal – Officer of Human Resource and Compliance, Ms. Sopna - Vice President of Participation Committee were present in the opening meeting from factory side. In a brief auditor described the whole audit process, standards, scope, and explained the amfori BSCI code of conduct and local laws to what extent these are related to this audit. Meanwhile, management assured the auditors to help throughout the audit process. Required documents were provided in time, photocopy of the required documents was also given in time. Facility management provided a separate room for conducting employee's interview. Besides, at the time of facility visit attitude of the facility management was good.

Health and safety visit:
Main activity of the facility is 100% export-oriented ready-made garments manufacture and production capacity was 18,00,000 pieces per month. During site tour all areas of the facility such as Cutting, Molding, Sewing, Finishing and Packing were covered during the audit.

All employees are permanent. 40 permanent employees were selected for interviews from different production processes. Among them 30 were female and 10 were male. On sample basis, payroll records and time cards for the month of December 2019 (current paid month), June 2019 (random paid month) and January 2019 (random paid month) were reviewed. Moreover, attendance register, production records, garments inspection report, broken needle register and many other documents relevant to this audit were reviewed by the auditors.

Improvement areas were identified in Social Management System and Cascade Effect (PA 1), Workers Involvement and Protection (PA 2), No Discrimination (PA 4), Fair Remuneration (PA 5), Occupational Health and Safety (PA 7), Protection of the Environment (PA 12) and Ethical Business Behaviour (PA 13).

Details of the findings are listed in respective section and for other areas, no non-conformity was noted.

Ratings Summary



Auditee's background information			
Auditee's name :	MONDOL INTIMATES LTD.	Legal status :	Private Limited Company
Local Name :	মন্ডল ইন্টিমেটস লি:	Year in which the auditee was founded :	2013
Address :	Shirirchala, Bagher Bazar, Mahona, Bhabanipur, Gazipur Sadar,	Contact person (please select) :	Md. Shamsul Haque
Province :	Dhaka	Contact's Email :	palash.hr@mondolintimates.com
City :	Gazipur	Auditee's official language(s) for written communications :	Bengali & English
Region :	South Asia	Other relevant languages for the auditee :	English
Country :	Bangladesh	Website of auditee (if applicable) :	www.mondolintimates.com
GPS coordinates :	24.1651663,90.42864729999997	Total turnover (in Euros) :	21116955.30
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :		Production volume :	1800000 pieces per month
Product Group :	Apparel	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Knit garments (Lingerie items)		

Auditee's employment structure at the time of the audit		
Total number of workers :	2123	Total number of workers in the production unit to be monitored (if applicable) :
		0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	425	1698
Temporary workers	0	0
In management positions	25	1
Apprentices	0	0
On probation	140	560
With disabilities	0	0
Migrants (national citizens)	0	0
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	425	1698
Production based workers	0	0
With shifts at night	7	0
Unionised	0	0
Pregnant	-	11
On maternity leave	-	7

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 173358] Audit Date: 15/01/2020 PA Score: C

Deadline date:31/03/2020

GOOD PRACTICES:

None Observed.

AREAS OF IMPROVEMENT:

During audit it was observed that, the auditee partially fulfills the requirements of this performance area. Factory management has engaged a Senior Level Management person to look after and the implement the code in the factory. Factory management has developed a capacity plan to meet the expectations of the delivery in times. Factory management has completed management system to include their all suppliers and subcontractor.

- 1.1 - In accordance with BSCI Performance Area (Social Management System) No. 1.1 (Is there satisfactory evidence that the auditee has set up an effective management system to implement the BSCI Code of Conduct): It was noted that, (1) Facility did not have proper identification of stake holder concerning with business operation including all parties influenced by the facility activity like neighbor business enterprise, government authority, business partners with whom facility have business relation etc. Besides, facility did not consult and engage customers and stakeholders to adhere to a continuous improvement approach in day-to-day business practices. (2) The established management system of the facility needs some improvement in implementing BSCI Code of Conduct in their business practice in few performance areas. Note: The facility has other effective system, policy and procedure in place to implement the BSCI COC in their business practice and supply chain and facility has partially updated the stakeholder platform so partial rating is given in this section.
- 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?): Finding: It was noted that; (a) Facility management has not been prepared supply chain mapping for all sub-suppliers and sub-contractors so auditor could not identify factories in listed all sub-suppliers and sub-contractors. (b): Facility management has not updated all the suppliers in the amfori BSCI platform as per supplier mapping. (c): There is no proper procedure to handle the complaint raised by the business partners. (d): BSCI Code of Conduct and Terms of Implementation has not communicated with all the sub-suppliers. 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.

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 173358] Audit Date: 15/01/2020 PA Score: B

Deadline date:31/03/2020

GOOD PRACTICES:

None Observed.

AREAS OF IMPROVEMENT:

During audit it was observed that, the auditee partially fulfills the requirements of this performance area. Factory management has formed PC (Participation Committee) through election basis on 2019. PC (Participation Committee) members and workers of the factory were aware about the activities of PC. Factory management has health & safety committee in combination of worker and management and the meeting has conducted in regular basis. Factory management is providing the training on company's rules, legal rights and other safety issues during orientation program. Factory management has posted amfori BSCI New Version Code inside the production floor. Factory management has grievance policy & procedure for the entire employee, but it was not correctly done. Workers and mid-level management of the factory was well-aware about the requirements of BSCI Code of Conduct. However randomly checked sampled interviewed workers were well-aware on legal rights and obligation.

- 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?): Finding 01: Facility management has developed vision, mission and objectives of the company but it was not in line with the BSCI Code. Finding 02: There is a long-term goal of the factory, but they did not set the step by step approach toward sustainable improvement. Note: The facility has other practice in place to follow long term goal comprising BSCI, so partial rating is given in this section.
- 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?): Finding: It was noted that, factory management yet not developed grievance handling procedure for local community and there is no proper policy or procedure stating to overcome potential conflict of interest if a grievance is against the person who administer the grievance mechanism. Note: As the company has established suggestion/complains boxes inside the factory, so partial rating is given in this section.

Remarks from Auditee:

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
Full Audit [Audit Id - 173358] Audit Date: 15/01/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None Observed.	
AREAS OF IMPROVEMENT: During audit it was observed that, the auditee fulfills the requirements of this performance area. During audit it was noted through interaction with factory management, interview with workers and documents review that, the factory does not have labor union/collective bargaining agreements, but they formed a PC (Participation Committee) through election basis. Interviewed workers were aware about the activities of the PC. Factory management has an open policy for form or joins union independently. Pc members are not discriminated and all PC members have right to raise their voice. Factory management conducts Participation Committee meeting in regular basis. Workers are free to raise and inform their grievance to the management directly or through the members of PC (Participation Committee). Members of PC (Participation Committee) also informed that they are not discriminated from any benefits or free movements in workplace. According to local legal requirements any union or collective bargaining is not mandatory to form. No trade union or workers association is available in the factory and there is no restriction imposed by the factory management.	
Remarks from Auditee:	
Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 173358] Audit Date: 15/01/2020 PA Score: B	Deadline date:31/03/2020
GOOD PRACTICES: None Observed.	
AREAS OF IMPROVEMENT: During audit it was observed that, the auditee partially fulfills the requirements of this performance area. During close door interview no complaint on discrimination revealed from workers. No discrimination on hiring which was evident by reviewing the documentation. Also interviewed workers informed that they are not discriminated in terms of race, caste, religion, age, gender or marital status. Workers are equally treated in the factory in case of promotion, benefits etc. Overtime opportunity for all workers is equal. Factory management has separate policy on discrimination. Factory has posted that policy in different prominent places i.e. notice board and inside the production floor. 4.2 - In accordance with BSCI Performance Area (No Discrimination) No. 4.2 (Is there satisfactory evidence that the auditee takes the necessary preventative and/or remedial measures to ensure workers are not disciplined, dismissed or otherwise discriminated against because of their complaints against infringements of their rights?): Findings: Facility management has not conducted any periodic survey to identify worker's satisfaction regarding the grievance mechanism. Note: The facility management has developed non-discrimination policy and it is complying with legal requirements. Factory has posted that policy in different prominent places i.e. notice board and inside the production floor. So partial rating is given in this section.	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 173358] Audit Date: 15/01/2020 PA Score: A	Deadline date:16/01/2021
GOOD PRACTICES: None Observed.	
AREAS OF IMPROVEMENT: During audit it was observed that, the auditee partially fulfills the requirements of this performance area. Casual, annual and sick leave are provided to all the workers. Factory management has provision to provide Maternity leave and benefits. No illegal deduction was observed from the audit process. Factory management has group insurance policy and group insurance certificate for the workers. Besides workers are also getting increment as per local law. Facility has calculated decent living wage in this region but has not provided to all the employees as it was not related to the local law. 5.4 - 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?): Finding: It was noted that the factory management did not take initiative to achieve living wages and no action plan is in place to fill up gap between present local minimum wage and living wage. Though they are ensuring minimum wage as per law. Note: As only few of the workforces meet their decent standard of living, so partial rating is given in this section.	
Remarks from Auditee:	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 173358] Audit Date: 15/01/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None Observed.	
AREAS OF IMPROVEMENT: During audit it was observed that, the auditee fulfills the requirements of this performance area. The factory has displayed notice regarding the working hours, overtime hours, lunch breaks, weekly and festival holidays on notice boards. Regular working hour of the factory is 08 hours. During randomly checked sample months working hour analysis it was observed that overtime hours within the legal limit. Friday is declared as weekly holiday for all employees. Overtime work is volunteer in the factory. Factory management has policy on working hour.	
Remarks from Auditee:	

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 173358] Audit Date: 15/01/2020 PA Score: A

Deadline date:30/06/2020

GOOD PRACTICES:

None Observed.

AREAS OF IMPROVEMENT:

During audit it was observed that, the auditee partially fulfills the requirements of this performance area. During audit it was observed that, factory management is trying to develop their health and safety condition. Factory management has a policy on health and safety. Factory management has done risk assessment for production process related including transmittable and non-transmittable disease and new mother in the work environment. Workers of factory are free to move during any evacuation without seeking any permission. Factory management has providing the training on different types of topics i.e. health and safety, use of PPE, fire-fighting, first aid and fire drill. Factory management is conducting fire drill in regular basis. Factory management is recording all injury history in the injury register and but they have been sent a copy of the entries in the injury register to chief inspector as per law. Also, factory management has developed Accident procedure and there is a regular Medical Officer available in the factory. Factory management has qualified electrician to look after the electrical system. Factory management has arranged trained fire fighters form concern authority. During audit no exit door were found blockade condition. Evacuation plan found updated. The width of all exit doors was found in acceptable limit. Factory has trained first aider to provide first aide treatment issue.

7.2 - In accordance with BSCI Performance Area (Occupational Health and Safety) No. 7.2: (Is there satisfactory evidence that the auditee seeks to improve workers' protection in case of accident, including through compulsory insurance schemes?) Finding: It was noted that, a) The facility management did not involve workers and workers' representatives to identify better ways to protect workers from accidents. b) The facility management did not provide training for workers and management on how to avoid accidents and minimize their impacts. Note: As facility regularly analysis the accident records to gather lessons learned and adjust the protocols accordingly so partial rating has been given in this section.

7.3 - In accordance with BSCI Performance Area (Occupational Health & Safety) No. 7.3 (Is there satisfactory evidence that the auditee regularly carries out risk assessments for safe, healthy and hygienic working conditions?): Finding: It was noted through documents review and management interview that facility management has conducted risk assessment for all sections. But the conducted risk assessment document lacks the following areas: a) Follow-up on the effectiveness of the control determined was not conducted b) Safety committee members were not involved during conducting risk assessment Note: As facility management has conducted risk assessment for all sections and vulnerable workers, so partial rating is given in this section.

7.8 - In accordance with BSCI Performance Area (Occupational Health & Safety) No. 7.8 (Is there satisfactory evidence that the auditee has developed and implemented accident and emergency procedures?) Finding: It was noted that, facility has visually displayed the accident and emergency procedures, but the facility has no procedures in place to immediately stop any operation where imminent and serious danger threatens workers' safety and health. Note: As facility has accident and emergency procedure, so partial rating is given in this section.

7.13 - In accordance with BSCI Performance Area (Occupational Health & Safety) No.7.13: (Is there satisfactory evidence that the auditee makes sure a competent person periodically checks the electrical installations and equipment?) and Bangladesh Labor Rules 2015, 58 (9) (The duty of electric wiring and keeping the same cannot be given any other persons except the person certified from the government or the company approved by the government.)

Finding: It was noted that, 02 out of 06 electricians of the facility did not have any competency certificate (ABC certificate) from the concern authority which is the approval authority by the government for the industrial electric operators. Note: As other electricians have competency certificate, so partial rating is given in this section.

7.19 - In accordance with BSCI Performance Area (Occupational Health & Safety) No. 7.19 (Is there satisfactory evidence that the auditee has emergency procedures, in writing, to deal with cases of trauma or serious illness?): Finding: It was noted that factory management has made an emergency procedure to deal with trauma and serious illness but factory did not provide any training to the workers on the emergency procedure of trauma and serious illness. Note: As facility management has made an emergency procedure to deal with trauma and serious illness, so partial rating is given in this section.

Remarks from Auditee:

Performance Area 8 : No Child Labour

Full Audit [Audit Id - 173358] Audit Date: 15/01/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None Observed.

AREAS OF IMPROVEMENT:

During audit it was observed that, the auditee fulfills the requirements of this performance area. During the plant tour, no child workers were observed in the factory premises. All workers are hired by the Human Resource Department. The factory has a policy on prohibition of child labour which stated that the factory does not permit child labour. The factory management preserves copy of Birth Certificates, Educational Certificates and National ID Card in each worker's personal file for better verification of age of them.

Remarks from Auditee:

Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 173358] Audit Date: 15/01/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None Observed.	
AREAS OF IMPROVEMENT: During audit it was observed that, the auditee fulfills the requirements of this performance area. During the plant tour, no young-looking workers were observed in the factory premises. Factory management has verified the age of the workers during recruitment. Youngest worker was found in the facility 19 years.	
Remarks from Auditee:	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 173358] Audit Date: 15/01/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None Observed.	
AREAS OF IMPROVEMENT: During audit it was observed that, the auditee fulfills the requirements of this performance area. During audit it was found that the factory management recruits the workers through advertisement or internal reference. Workers are selected based on the result of the examination taken on working skill of workers during the recruitment process. Factory management has not recruited any worker on temporary or contract basis. Factory management issues appointment letter to all the employees of the factory. The personal files of workers are well maintained by the factory in connection with employment contract & all required papers. Factory management has provided workers' handbook and leave book to its worker.	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 173358] Audit Date: 15/01/2020 PA Score: A	Deadline date:
GOOD PRACTICES: None Observed.	
AREAS OF IMPROVEMENT: During audit it was observed that, the auditee fulfills the requirements of this performance area. Employees are free to leave factory and no restriction on workers to free movement in the premises. No pressure from security guards to hold workers once they get authorized leave from management. During interview, workers confirmed that all of their dues correctly paid in case they want to leave factory for better opportunity. During documents review no evidence of any punishment were found.	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 173358] Audit Date: 15/01/2020 PA Score: A	Deadline date:16/01/2021
GOOD PRACTICES: None Observed.	
AREAS OF IMPROVEMENT: During audit it was observed that, the auditee partially fulfills the requirements of this performance area. Factory management has assessed sources of (generator & boiler) air emission and sound level. The factory management has ensured separate designated area for storing wastage by type. As per product & production process nature, Environment Clearance certificate is not required. There is a monitoring system to the use of water quantity and has given awareness training to the employees for water waste reduction. 12.5 - In accordance with BSCI Questionnaire Point 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?): Finding: It was noted that facility management has given awareness training on water consumption, however, they did not have any procedure to prevent water lose and have a system to preserve natural water resource (recycling practices, preserve rain water etc.) to ensure better environment in the premises but facility management has plan to do so. Note: As the facility management gives awareness training to all employees on water use, so partial rating is given in this section.	
Remarks from Auditee:	

Performance Area 13 : Ethical Business Behaviour

Full Audit [Audit Id - 173358] Audit Date: 15/01/2020 PA Score: A Deadline date:27/02/2020

GOOD PRACTICES:

None Observed.

AREAS OF IMPROVEMENT:

During audit it was observed that, the auditee partially fulfills the requirements of this performance area. Factory management has developed an Anti-Bribery Policy. During audit no corruption or bribery related issues were noticed from the interviewed workers. Factory management has included all the business partners in the anti-bribery policy of the factory to ensure the non-involvement in any type of bribery. Facility has no reward system to maintain ethical behavior.

- 13.1 -** In accordance with BSCI questionnaire 13.1: (Is there satisfactory evidence that the auditee actively opposes any act of corruption, extortion or embezzlement, or in any form of bribery in its activities as a business enterprise?) Finding: It was noted that, a) Facility has procedure to protect corruption, extortion or bribery but they do not provide training on ethics and integrity to the workers & managers. b) The factory management did not identify the potential areas of corruption and possible solution of mitigate anti-corruption issue. Note: As facility has reward system to maintain ethical behavior, so partial rating has been given in this section.

Remarks from Auditee:

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	15/01/2020	173358	C	B	A	B	A	A	A	A	A	A	A	A	A	B