
Auditee :	N.T. Apparels Ltd.
Audit Date From :	16/02/2016
Audit Date To :	16/02/2016
Expiry Date of the Audit :	16/02/2017
Auditing Company :	TUEV SUD
Auditor's Name(s) :	Md Asifur Rahman, Rakhesh Deshmukhya, Prince ASM Hassan Imam(Lead)
Auditing Branch (if applicable) :	TUV SUD Bangladesh (Pvt.) Ltd.



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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Rating Definitions



Rating	A combination of ratings per performance area where:	Consequence																																													
<p>A OUTSTANDING</p>	<ul style="list-style-type: none"> o Minimum 7 performance area rated A o No Performance area rated C, D or E <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>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>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	B	B	B	B	A	A	A	A	A	A	A	A	B	B	B	B	B	B	B	<p>The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.</p>
A	A	A	A	A	A	A	A	A	A	A	A	A	A	A																																	
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<p>B GOOD</p>	<ul style="list-style-type: none"> o Maximum 3 performance area rated C o No performance area rated D or E <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>
A	A	A	A	A	A	B	B	B	B	B	B	B	B	B																																	
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<p>C ACCEPTABLE</p>	<ul style="list-style-type: none"> o Maximum 2 performance areas rated D o No performance area rated E <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>
A	A	A	A	A	A	A	A	A	A	C	C	C	C	C																																	
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<p>D INSUFFICIENT</p>	<ul style="list-style-type: none"> o Maximum 6 performance area rated E <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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D	D	D	D	D	D	D	D	E	E	E	E	E	E	E																																	
<p>E UNACCEPTABLE</p>	<ul style="list-style-type: none"> o Minimum 7 performance areas rated E <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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E	E	E	E	E	E	E	E	E	E	E	E	E	E	E																																	
<p>Zero Tolerance</p>	<p>A Zero Tolerance issue was identified (see Annex 5)</p>	<p>Immediate actions are required. The BSCI Zero Tolerance Protocol is to be followed.</p>																																													

Main Auditee Information

Name of producer :	N.T. Apparels Ltd.		
DBID number :	347153		
Audit ID :	43966		
Address :	Nandalalpur Road, Pilkuni, Fatullah, Narayanganj-1421 Narayanganj		
Province :	Dhaka	Country :	Bangladesh
Management Representative :	Mr. Gopal Suresh- General Manager		
Contact person:	Gopal Suresh	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	Knit Garments (Top & Bottom)		

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 : 16/02/2017

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

Executive summary of audit report

In the factory premises there is only 01 factory named N.T. Apparels Ltd.

N.T. Apparels Ltd. is located at Nandalalpur Road, Pilkuni, Fatullah, 1421, Narayangonj, Bangladesh. The factory started its operation in 2004 in their own building at Dhaka Munshigonj Road (Near Samrat Cinema Hall), Kashipur, Fatullah, Narayangonj-1421 (another location) and in September 2014 the factory management has shifted all of its operation in current rented building.

Total land area of the factory is about 20866.66 square feet and the production area of the factory is about 36000 square feet. The main product processed by the factory is Knit Garments (Top-Bottom). The production capacity of the factory is approximately 500000 pieces per month.

Factory management is using 02 buildings and 01 shed in the factories premises.

The current floor layout of buildings and sheds are as below:

Building 01 is 05 storied where ground floor is used as cutting section, finishing section, medical room, child care room and sub-station. 1st floor is used as sewing section and maintenance room. 2nd floor is used as cutting section, sample section, cut fabrics store, ware house and workers dining hall. Current set up of 3rd floor is for sewing section but yet to start production. 4th floor to roof top is under construction.

Building 02 is 02 storied where ground floor is used as fire hydrant room, boiler room, fabrics store and canteen area. 1st floor is used as office area. Roof top is fully vacant.

Shed 01 is single storied which is used as generator room.

Additional Note:

01. During the audit day, it was noted that based on the "ACCORD" Structural Assessment, the facility management is going through the massive Retrofitting work at entire facility premises. Additionally through plant tour auditor observed that some construction work are going on from 4th floor to roof top and installation work of smoke alarm at respective area but situation is not very risky. During the audit day, facility management has conveyed that it will take four to five months more to complete the overall construction work.

02. During the audit day, it was noted through documents review and management interview that from 2014 the factory management getting less production orders from client as well as some renovation works is going as per "ACCORD" structural assessment and expansion of another floor. Due to above reason overtime hour is quite less in last couple of months. Currently 01 sewing floor is running and another sewing floor is in under construction. However the machine setup of respective floor has completed. The factory management shared that within very short they will start that floor for operation.

Audit Process: 03 Auditors ASM Hassan Imam Prince (Lead Auditor), Md. Asifur Rahman & Rakesh Deshmukhya on February 16, 2016 assessed / verified the factory's operations against the BSCI code of conduct (BSCI Version 2.0) and local legislations on a sampling basis during audit. Auditors entered the factory and opening meeting was conducted with the management. Factory management Mr. Gopal Suresh- General Manager- Production, Mr. Masud Ahmed- Commercial Officer, Mr. Mohabbat Jan-Executive Admin and Compliance and Ms. Helena Begum-Welfare Officer was present in the opening meeting.

After opening meeting, auditors went for site visit. The auditors selected 23 employees randomly for interview. Further 23 attendance/time records and salary sheets of the selected employees from the month period of January 2016 (current month), May 2015 (Peak month) and August 2015 (Off peak month). Auditor conducted the closing meeting after completion of entire audit process site tour, interview with the workers and management and document review. The same person of mention factory was attended in the closing meeting. Mr. Gopal Suresh- General Manager- Production has signed the CAP after the end of closing meeting.

Attitude of workers: 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 and some workers are not aware about the activities of factory's grievance committee. 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 evidence of corporal punishment, threats of violence or other forms of physical, mental, sexual, verbal harassment and abuse was found. Factory pays their wages in time. Factory has given equal opportunity to work overtime. Overtime is voluntary. Workers stated that there are several channels of communication with management in this factory.

Attitude of factory management: The factory management was receptive, positive and extended their full cooperation throughout the audit. They showed positive attitude towards the compliance requirements. Factory management was very much positive to provide the document which was needed to verify during the audit. Further, they have agreed with the non compliance issues identified during this full audit and given time scale for correction. The factory management has certain that they would correct those issues within the planned time frame that was mentioned in the corrective action plan.

Ratings Summary



Auditee's background information			
Auditee's name :	N.T. Apparels Ltd.	Legal status :	Private Limited Company
Local Name :	N.T. Apparels Ltd.	Year in which the auditee was founded :	2004
Address :	Nandalalpur Road, Pilkuni, Fatullah, Narayanganj-1421	Contact person (please select) :	Gopal Suresh
Province :	Dhaka	Contact's Email :	suresh@ntappl.com
City :	Narayanganj	Auditee's official language(s) for written communications :	English
Region :	South Asia	Other relevant languages for the auditee :	Bangla
Country :	Bangladesh	Website of auditee (if applicable) :	www.ntappl.com
GPS coordinates :	Not Known	Total turnover (in Euros) :	4031038.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :	N/A	Production volume :	500,000 pieces per month
Product Group :	Apparel	Production cost calculation :	Yes
If other, please specify :	N/A	Lost time injury calculation cost :	Yes
Product Type :	Knit Garments (Top & Bottom)		

Auditee's employment structure at the time of the audit			
Total number of workers :	411	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	205	206	
Temporary workers	0	0	
In management positions	5	0	
Apprentices	0	0	
On probation	22	5	
With disabilities	0	0	
Migrants (national citizens)	0	0	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	205	206	
Production based workers	0	0	
With shifts at night	2	0	
Unionised	0	0	
Pregnant	-	0	
On maternity leave	-	2	

Finding Report



Performance Area 1 : Social Management System and Cascade Effect		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [43966] Audit Date: 16/02/2016 PA Score: A		
No good practice observed under this head.	1. In accordance with BSCI questionnaire point 1.3: Is there satisfactory evidence that the auditee has set up an effective management system to implement the BSCI Code of Conduct? Finding: Based on the satisfactory evidence it was noted that factory management is partially complying with the BSCI requirement as per the questionnaire point 1.3 as: a. there is no system to handle the complain raised by the business partners. কারখানার কর্তৃপক্ষের তার বিসনেস পার্টনার দের অভিযোগ সমাধানের জন্য কোনো পদ্ধতি নাই। b. factory management conducted internal audit to 01 out of 09 suppliers. কারখানা কর্তৃপক্ষ তার সাপ্লায়ারদের Internal অডিট করে নাই। c. BSCI Code of Conduct and its requirements are not communicated with the sub-contractors & sub suppliers (04 out of 09). However factory management has taken the acknowledgement through a letter from those four suppliers instead of on the BSCI Code of Conduct. BSCI কোড অফ কন্ডাক্ট ও এর চাহিদা সমূহ কারখানার ঠিকাদার দের সাথে যোগাযোগ করা হয়না। d. during the facility walk through BSCI code of conduct is not updated. The posted code of conduct is 2009 version. কারখানায় প্রদর্শিত BSCI কোড অফ কন্ডাক্ট আপডেটেড নয়.	16/04/2016
Remarks from Auditee:		
Performance Area 2 : Workers Involvement and Protection		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [43966] Audit Date: 16/02/2016 PA Score: D		
No good practice observed under this head.	1. In accordance with the BSCI Audit Questionnaire Point 2.3. Is there satisfactory evidence that the auditee takes specific steps to make workers aware of their rights and responsibilities? Finding: Based on the satisfactory evidence it was noted through workers interview and documents review that the workers are not well aware about their rights & obligations. কারখানার শ্রমিকগণ তাদের আইনত অধিকার সম্পর্কে সচেতন নয়। 2. In accordance with BSCI questionnaire point 2.4. Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation? Finding: Based on the satisfactory evidence it was noted that factory management is partially complying with the BSCI requirement as per the questionnaire point 2.4 as the randomly checked workers and mid level management of the factory was not aware about the new requirements of BSCI Code of Conduct. কারখানার সাধারণ কর্মীরা এবং মধ্য স্তরের বেসব্বাসনা কর্মীরা নতুন বিএসসি আই কোড অফ কন্ডাক্ট সম্পর্কে সচেতন নয়. 3. In accordance with the BSCI Questionnaire Point 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: Based on the satisfactory evidence it was noted that there is no functional grievance committee in the factory as no meeting conducted yet on this regards. কারখানা মধ্যে অভিযোগ কমিটির কার্যকলাপ সঠিক ভাবে পরিলক্ষিত হয় নাই, কারণ অত্র কমিটি এখন পর্যন্ত কোনো মিটিং করে নাই।	16/05/2016
Remarks from Auditee:		

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [43966] Audit Date: 16/02/2016 PA Score: A		
No good practice observed under this head.	No non-compliance identified under this head. 3.3 & 3.4 is marked as N/A due to below reason. 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. Factory management is open to form trade union. Currently factory has formed a Participation Committee (PC) through election process and the member of the committee has equal access to their function in the workplace as well as workers' representatives were not discriminated.	
Remarks from Auditee:		
Performance Area 4 : No Discrimination		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [43966] Audit Date: 16/02/2016 PA Score: A		
No good practice observed under this head.	No non-compliance identified under this head.	
Remarks from Auditee:		
Performance Area 5 : Fair Remuneration		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [43966] Audit Date: 16/02/2016 PA Score: B		
No good practice observed under this head.	In accordance with BSCI Questionnaire point 5.4: Finding: Based on the satisfactory evidence it was noted that factory management is not complying with the requirements of BSCI as per questionnaire point 5.4 as no decent living wage calculation has been made by the factory management yet. কারখানা কর্তৃক এখনো জীবনধারণের পক্ষে ন্যূনতম মজুরি নির্ধারণ করেনি।	16/05/2016
Remarks from Auditee:		
Performance Area 6 : Decent Working Hours		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [43966] Audit Date: 16/02/2016 PA Score: A		
No good practice was observed under this head.	No non-compliance identified under this head.	
Remarks from Auditee:		

Performance Area 7 : Occupational Health and Safety		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [43966] Audit Date: 16/02/2016 PA Score: A		
No good practice observed under this head.	<p>1. In accordance with the BSCI Audit Questionnaire Point 7.11, Finding: Based on the satisfactory evidence during facility walkthrough no railing provided at the roof top of building #2 and building # 1 as well. However, rooftop of building #1 found under construction. বিল্ডিং এর সাদে রেলিং নাই। 2. In accordance with the BSCI Audit Questionnaire Point 7.17, Finding: Based on the satisfactory evidence below issues were identified: a. during walkthrough it was noted that about 70% helper at each sewing machine in the sewing floor (1st floor) are working opposite to the sewing operator which is very close to the lower pulley. Apparently this seating arrangement is vulnerable to the helper due immediate location to the rotating part of the sewing machine which was uncovered condition. কারখানার ৭০% সেলাই মেশিন সহযোগী মেশিন এ পুলি এর খুব নিকটে কাজ করছে যেটা সঠিকভাবে ঢাকা অবস্থায় ছিলনা। b. based on the satisfactory evidence it was noted that the Generator License of the factory is not accepted to the audit team as there was so many mismatch in the certificate which is not look like the actual certificate format. For example: logo position is not in correct position, spelling mistake, letter format & alignment is not okay etc. So audit could not verified the License is actual one or not. কারখানার ব্যবহৃত ৪৮০ KVA ক্ষমতা সম্পন্ন জেনারেটর সনদপত্রের সত্যতা যাচাই করা যাচ্ছেনা। 3. In Accordance with BSCI Audit Questionnaire 7.19: Finding: It was noted through management interview that there is no emergency procedure deal with trauma & serious illness and as per worker interview, factory did not provided any training to the workers on the emergency procedure of trauma & serious illness. কারখানার কর্তৃপক্ষ ট্রমা ও সিরিয়াস ইলনেস জরুরি ব্যবস্থার সময় করণীয় বিষয়ের উপর শ্রমিকদের প্রশিক্ষণ দেয় নাই। 4. In accordance with the BSCI Audit Questionnaire Point 7.21: Based on the satisfactory evidence during facility walkthrough it was noted that no hand wash station provided at the dining area. Inside the dining facility only one drinking water station is provided which is used as both drinking and hand wash station. খানার কক্ষে হাত ধোয়ার ব্যবস্থা নাই। Questionnaire 7.23 & 7.24 has been marked as Not applicable as facility management did not provides housing and transportation.</p>	16/08/2016
Remarks from Auditee:		
Performance Area 8 : No Child Labour		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [43966] Audit Date: 16/02/2016 PA Score: A		
No good practice observed under this head.	In Accordance with BSCI Audit Questionnaire 8.4: Finding: It was noted through management interview that, there is no remediation policy & procedure to provide for further protection in case children are found to be working. Note that, as per service rules of the factory, child labour is prohibited in any work of the factory.	16/03/2016
Remarks from Auditee:		
Performance Area 9 : Special protection for young workers		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [43966] Audit Date: 16/02/2016 PA Score: A		
No good practice was observed under this head.	No non-compliance was identified under this head. No young worker is working in the factory. So, 9.6 is marked as NA.	
Remarks from Auditee:		

Performance Area 10 : No Precarious Employment		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [43966] Audit Date: 16/02/2016 PA Score: A		
No good practice was observed under this head.	No non-compliance was identified under this head.	
Remarks from Auditee:		
Performance Area 11 : No Bonded Labour		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [43966] Audit Date: 16/02/2016 PA Score: A		
No good practice was observed under this head.	There is no migrant workers in the factory. So, 11.2 is marked as NA. In Accordance with BSCI Audit Questionnaire 11.4: Finding: It was noted through workers interview that, they are not aware about the disciplinary procedure of the factory. কারখানার শাস্তিমূলক পদ্ধতি সম্পর্কে শ্রমিকরা সচেতন নয়।	16/05/2016
Remarks from Auditee:		
Performance Area 12 : Protection of the Environment		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [43966] Audit Date: 16/02/2016 PA Score: C		
No good practice was observed under this head.	1. In accordance with BSCI Questionnaire Point 12.3: Finding: Based on the satisfactory evidence it was noted through management interview that facility management has not monitored the Co2 emission from the factory as factory management is using diesel generator and steam boiler for factory operation. Besides factory management is not monitoring the noise emission in the factory. কারখানা কর্তৃপক্ষ কারখানা থেকে নির্গত সিও২ পর্যবেক্ষণ করেনা যদিও কারখানায় জেনারেটর এবং স্টিম বয়লার ব্যবহার করা হয়। কারখানার কর্তৃপক্ষ শব্দ দূষণ পর্যবেক্ষণ করছেন। 2. In accordance with the BSCI Audit Questionnaire Point 12.4, Finding: Based on the satisfactory evidence during the walkthrough facility is not storing the wastages in a environmentally safe condition. Currently facility is storing the carton wastages under open sky beside the generator room. কারখানার বর্জ্য সঠিক ভাবে সংরক্ষণ করা হচ্ছে না। 3. In accordance with BSCI Questionnaire Point 12.5: Finding: Based on the satisfactory evidence it was noted that factory management is not complying with BSCI requirement as – a) No risk assessment conducted to justify management decisions on water use. কারখানা কর্তৃপক্ষ পানির অপচয় হ্রাস নিয়ন্ত্রণের জন্য এখন পর্যন্ত ঝুঁকি মূল্যায়ন করে নয়। b) No awareness training conducted to the employees for water waste reduction. কারখানা কর্তৃপক্ষ শ্রমিকদের পানি ব্যবহার এবং এর অপচয় রোধের জন্য কোনো প্রশিক্ষণ দেয়না। c) there is no water consumption record maintain by the factory. পানির ব্যবহার এর কোনো তথ্য কারখানার কর্তৃপক্ষ লিপিবদ্ধ করছেন।	16/08/2016
Remarks from Auditee:		

Performance Area 13 : Ethical Business Behaviour		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [43966] Audit Date: 16/02/2016 PA Score: A		
No good practice was observed under this head.	In accordance with the BSCI Questionnaire Point 13.1: Finding: Based on the satisfactory evidence it was noted that factory management – a) Has not included all the business partners in the anti bribery policy of the factory to ensure the non-involvement in any type of bribery. সমস্ত ব্যবসা সহযোগীদের ঘুষ দেওয়ার কোনো ধরনের অসম্পূর্ণতা নিশ্চিত করার জন্য কারখানার ঘুষ বিরোধী নীতির মধ্যে অন্তর্ভুক্ত করা হয় না। b) Anti-bribery policy is not communicated with the business partners. ঘুষ বিরোধী নীতি ব্যবসায়িক পার্টনারদের সাথে যোগাযোগ করা হয় না। c) Has not provided any training to the persons related to ethical behavior. কারখানার ব্যবস্থাপনা নৈতিক আচরণ এর সাথে সম্পর্কিত ব্যক্তিকে কোন প্রশিক্ষণ প্রদান করেননি।	16/05/2016
Remarks from Auditee:		

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	16/02/2016	43966	A	D	A	A	B	A	A	A	A	A	A	C	A	C

Producer Photos



Photo first aid facilities
First aid box.JPG



Photo of fire safety equipment
Fire addressable panel.JPG



Photo of the inside of the main production hall
Complaint or suggestion box.JPG



External photo(s) of the production unit(s)
Construction work is going on (2).JPG



Photo of fire safety equipment
Fire alarm switch.JPG



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



External photo(s) of the production unit(s)
Construction work is going on.JPG



Photo of fire safety equipment
Fire extinguisher.JPG



Photo of the inside of the main production hall
Drinking water point.JPG



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



Photo of fire safety equipment
Fire hydrant pillar and fire hose bucket.JPG



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



External photo(s) of the production unit(s)
Generator.JPG

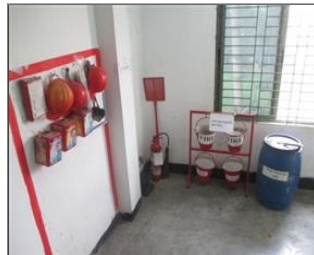


Photo of fire safety equipment
Firefighting equipments.JPG



Photo of the inside of the main production hall
Gray fabrics storage area.JPG



External photo(s) of the production unit(s)
Retrofitting work is going on as per ACCORD guidance
JPG



Photo of non-conformity
Sewing operator was seating very close to pulley cover
which may arise vulnerable risk.JPG



Photo of the inside of the main production hall
Risk assessment of spot removing room is displayed.JPG



External photo(s) of the production unit(s)
Worker dining hall.JPG



Photo of non-conformity
Wastage are kept in at open place.JPG



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



Photo of fire safety equipment
Evacuation Plan.JPG



Photo of the inside of the main production hall
Child care room.JPG