



> CAP online

This document confirms that factory IRIS FABRICS LTD has been audited against the ICS social audit framework on 26/07/2023 by Elevate on behalf of Carrefour.

The total rating of this audit is E 87%.

IRIS FABRICS LTD



Notification alert

Factory ID: 31593

Country: Bangladesh

Factory address (updated from audit if so): Zirani Bazar, Kashimpur, Gazipur, Bangladesh

Factory city: Gazipur

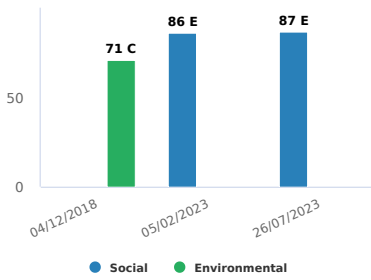
Factory state/province: Bangladesh

Retailer: Carrefour GLOBAL SOURCING BANGLADESH

Audit type: Re audit

Audit category: Social

RATING %



Visit date: 26/07/2023

Overall rating: E 87%

Last CAP target date: 27/10/2023

> Last audit date: 26/07/2023

AN	Chapter	Letter and % rating
0	Management System, Transparency and Traceability	B 96%
1	Minimum age, Child labour and Young workers	A 100%
2	Forced labour	A 100%
3	Discrimination	A 100%
4	Disciplinary Practices, Harassment and Abuse	A 100%
5	Freedom of association and Grievance Mechanisms	A 100%
⚠	6 Working hours and Overtime	E 8%
7	Remuneration and Benefits	A 100%
8	Health and Safety	B 80%

C 0.4 Have requested documents been found valid?
 Re-Audit On 26 & 27 July 2023. New Findings Legal Law: 1) In accordance with City Corporation Taxation Rules, 1983, Section: 44 (1); No person shall carry on or maintain within the local limits of the City Corporation, either by himself or by agent, any such profession, trade or calling as specified in the Model Tax Schedules, without taking out a license from the City Corporation which shall be renewable annually. 2) In accordance with Bangladesh Labor Law 2006, Section- 326 (1b); Require registration and licensing of establishments or any class or description of factories and payment of fees for such registration and licensing or for the renewal of licenses, in the prescribed manner. 3) In accordance with Bangladesh Environment Conservation Rules 1997 Section 7(1). For the purpose of issuance of Environmental Clearance Certificate, the industrial units and projects shall, in consideration of their site and impact on the environment, be classified into the following four categories:- (a) Green; (b) Orange - A; (c) Orange - B; and (d) Red. During current assessment it was noted that facility's. 1) Trade license of the facility was found expired on 30 June 2023. However, facility management has applied for the license renewal on 16 July 2023 but not yet get the update one. 2) EPB (Export Promotion Bureau) of the facility was found expired on 30 June 2023. However, facility management has applied for the license renewal on 20 July 2023 but not yet get the update one. 3) Environmental clearance certificate for process which expired on 15 July 2023. However, facility management has applied for the license renewal on 19 July 2023 but not yet get the update one. Objective Evidence: Document Review & Management interview.

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Target date	Status	Factory - 01/08/2023 12:50:26	
27/10/2023	Waiting evidences		

6.6 Are workers working overtime hours (daily, weekly, monthly, yearly, other) in accordance with local law?

There is a local law. Re-Audit On 26 & 27 July 2023. Status: Not Corrected. During the current assessment, it was noted that the factory has exceeded the legal weekly working hour limit of 72 hours. The average working hours from 96 sample workers in a week found to be 71.56 hours. - 27 out of 32 workers (Selected from Knitting, dyeing, cutting, printing, embroidery, sewing & finishing section) had worked maximum of 57 hours of overtime in a week, ranging from 72 to maximum 105 total working hours in a week in the month of June 2023. Note that, highest working hour 105 in a week found from finishing section. - 25 out of 32 workers (Selected from Knitting, dyeing, cutting, printing, embroidery, sewing & finishing section) had worked maximum of 53 hours of overtime in a week, ranging from 72 to maximum 101 total working hours in a week in the month of April 2023. Note that, highest working hour 101 in a week found from finishing section. Note that no weekly excessive working hour found in the month of January 2023. Further, factory has exceeded the legal daily working hour limit of 10 hours. - 27 out of 32 workers (Selected from Knitting, dyeing, cutting, printing, embroidery, sewing & finishing section) had worked maximum of 13 hours of overtime in a day, ranging from 13 to maximum 21 total working hours in a day in the month of June 2023. - 25 out of 32 workers (Selected from Knitting, dyeing, cutting, printing, embroidery, sewing & finishing section) had worked maximum of 12 hours of overtime in a day, ranging from 13 to maximum 20 total working hours in a day in the month of April 2023. Note that no daily excessive working hour found in the month of January 2023. Objective Evidence: Pay roll & attendance records. Initial audit conducted on 05 & 06 February 2023 Legal Law: Section-100- No adult worker shall ordinarily be required or allowed to work in an establishment for more than eight hours in any day. Section-102- No adult worker shall ordinarily be required or allowed to work in an establishment for more than forty-eight hours in any week. During the current assessment, it was noted that the factory has exceeded the legal weekly working hour limit of 60 hours. The average working hours from 192 sample workers in a week found to be 63.11 hours. - 23 out of 32 workers (Selected from Knitting, dyeing, cutting, printing, embroidery, sewing & finishing section) had worked maximum of 23 hours of overtime in a week, ranging from 61 to maximum 71 total working hours in a week in the month of December 2022. - 10 out of 32 workers (Selected from Knitting, dyeing, cutting, printing, embroidery, sewing & finishing section) had worked maximum of 23.5 hours of overtime in a week, ranging from 61 to maximum 71.5 total working hours in a week in the month of November 2022. - 14 out of 32 workers (Selected from Knitting, dyeing, cutting, printing, embroidery, sewing & finishing section) had worked maximum of 30.8 hours of overtime in a week, ranging from 61 to maximum 78.8 total working hours in a week in the month of October 2022. - 13 out of 32 workers (Selected from Knitting, dyeing, cutting, printing, embroidery, sewing & finishing section) had worked maximum of 31 hours of overtime in a week, ranging from 61 to maximum 79 total working hours in a week in the month of September 2022. - 32 out of 32 workers (Selected from Knitting, dyeing, cutting, printing, embroidery, sewing & finishing section) had worked maximum of 49 hours of overtime in a week, ranging from 66 to maximum 97 total working hours in a week in the month of August 2022. - 32 out of 32 workers (Selected from Knitting, dyeing, cutting, printing, embroidery, sewing & finishing section) had worked maximum of 42 hours of overtime in a week, ranging from 62 to maximum 90 total working hours in a week in the month of July 2022. Further, factory has exceeded the legal daily working hour limit of 10 hours. - 23 out of 32 workers (Selected from Knitting, dyeing, cutting, printing, embroidery, sewing & finishing section) had worked maximum of 4 hours of overtime in a day, ranging from 11 to maximum 12 total working hours in a day in the month of December 2022. - 10 out of 32 workers (Selected from Knitting, dyeing, cutting, printing, embroidery, sewing & finishing section) had worked maximum of 4 hours of overtime in a day, ranging from 11 to maximum 12 total working hours in a day in the month of November 2022. - 14 out of 32 workers (Selected from Knitting, dyeing, cutting, printing, embroidery, sewing & finishing section) had worked maximum of 06 hours of overtime in a day, ranging from 11 to maximum 14 total working hours in a day in the month of October 2022. - 13 out of 32 workers (Selected from Knitting, dyeing, cutting, printing, embroidery, sewing & finishing section) had worked maximum of 04 hours of overtime in a day, ranging from 11 to maximum 12 total working hours in a day in the month of September 2022. - 32 out of 32 workers (Selected from Knitting, dyeing, cutting, printing, embroidery, sewing & finishing section) had worked maximum of 13 hours of overtime in a day, ranging from 11 to maximum 21 total working hours in a day in the month of August 2022. - 32 out of 32 workers (Selected from Knitting, dyeing, cutting, printing, embroidery, sewing & finishing section) had worked maximum of 10 hours of overtime in a day, ranging from 11 to maximum 18 total working hours in a day in the month of July 2022. Objective Evidence: Pay roll & attendance records.

Overdue

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6.7 Are workers working overtime in compliance with ILO standards?

Re-Audit On 26 & 27 July 2023. Status: Not Corrected. In accordance with ILO Standard: Overtime hours must not exceed 56 hours per week on average over three consecutive weeks. During current assessment, it was noted through facility's job card review that employee has worked highest 105 hours over three consecutive weeks (Regular working hour +OT) in the month of June 2023, April 2023 & January 2023 which do not comply with ILO standards. Objective Evidence: Pay roll & attendance records. Initial audit conducted on 05 & 06 February 2023. In accordance with ILO Standard: Overtime hours must not exceed 56 hours per week on average over three consecutive weeks. During current assessment, it was noted through facility's job card review that employee has worked highest 97 hours over three consecutive weeks (Regular working hour +OT) in the month of July 2022, August 2022, September 2022, October 2022, November 2022 & December 2022 which do not comply with ILO standards. Objective Evidence: Pay roll & attendance records.

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6.10 Does the facility maintain the overtime hours within the limits of the overtime waiver (if any)?

Re-Audit On 26 & 27 July 2023. Status: Not Corrected. During the current assessment, it was noted that the factory has exceeded the legal weekly working hour limit of 72 hours. The average working hours from 96 sample workers in a week found to be 71.56 hours. - 27 out of 32 workers (Selected from Knitting, dyeing, cutting, printing, embroidery, sewing & finishing section) had worked maximum of 57 hours of overtime in a week, ranging from 72 to maximum 105 total working hours in a week in the month of June 2023. Note that, highest working hour 105 in a week found from finishing section. - 25 out of 32 workers (Selected from Knitting, dyeing, cutting, printing, embroidery, sewing & finishing section) had worked maximum of 53 hours of overtime in a week, ranging from 72 to maximum 101 total working hours in a week in the month of April 2023. Note that, highest working hour 101 in a week found from finishing section. Note that no weekly excessive working hour found in the month of January 2023. Further, factory has exceeded the legal daily working hour limit of 10 hours. - 27 out of 32 workers (Selected from Knitting, dyeing, cutting, printing, embroidery, sewing & finishing section) had worked maximum of 13 hours of overtime in a day, ranging from 13 to maximum 21 total working hours in a day in the month of June 2023. - 25 out of 32 workers (Selected from Knitting, dyeing, cutting, printing, embroidery, sewing & finishing section) had worked maximum of 12 hours of overtime in a day, ranging from 13 to maximum 20 total working hours in a day in the month of April 2023. Note that no daily excessive working hour found in the month of January 2023. Objective Evidence: Pay roll & attendance records. Initial audit conducted on 05 & 06 February 2023 Legal Law: Section-100- No adult worker shall ordinarily be required or allowed to work in an establishment for more than eight hours in any day. Section-102- No adult worker shall ordinarily be required or allowed to work in an establishment for more than forty-eight hours in any week. During the current assessment, it was noted that the factory has exceeded the legal weekly working hour limit of 60 hours. The average working hours from 192 sample workers in a week found to be 63.11 hours. - 23 out of 32 workers (Selected from Knitting, dyeing, cutting, printing, embroidery, sewing & finishing section) had worked maximum of 23 hours of overtime in a week, ranging from 61 to maximum 71 total working hours in a week in the month of December 2022. - 10 out of 32 workers (Selected from Knitting, dyeing, cutting, printing, embroidery, sewing & finishing section) had worked maximum of 23.5 hours of overtime in a week, ranging from 61 to maximum 71.5 total working hours in a week in the month of November 2022. - 14 out of 32 workers (Selected from Knitting, dyeing, cutting, printing, embroidery, sewing & finishing section) had worked maximum of 30.8 hours of overtime in a week, ranging from 61 to maximum 78.8 total working hours in a week in the month of October 2022. - 13 out of 32 workers (Selected from Knitting, dyeing, cutting, printing, embroidery, sewing & finishing section) had worked maximum of 31 hours of overtime in a week, ranging from 61 to maximum 79 total working hours in a week in the month of September 2022. - 32 out of 32 workers (Selected from Knitting, dyeing, cutting, printing, embroidery, sewing & finishing section) had worked maximum of 49 hours of overtime in a week, ranging from 66 to maximum 97 total working hours in a week in the month of August 2022. - 32 out of 32 workers (Selected from Knitting, dyeing, cutting, printing, embroidery, sewing & finishing section) had worked maximum of 42 hours of overtime in a week, ranging from 62 to maximum 90 total working hours in a week in the month of July 2022. Further, factory has exceeded the legal daily working hour limit of 10 hours. - 23 out of 32 workers (Selected from Knitting, dyeing, cutting, printing, embroidery, sewing & finishing section) had worked maximum of 4 hours of overtime in a day, ranging from 11 to maximum 12 total working hours in a day in the month of December 2022. - 10 out of 32 workers (Selected from Knitting, dyeing, cutting, printing, embroidery, sewing & finishing section) had worked maximum of 4 hours of overtime in a day, ranging from 11 to maximum 14 total working hours in a day in the month of October 2022. - 13 out of 32 workers (Selected from Knitting, dyeing, cutting, printing, embroidery, sewing & finishing section) had worked maximum of 04 hours of overtime in a day, ranging from 11 to maximum 12 total working hours in a day in the month of September 2022. - 32 out of 32 workers (Selected from Knitting, dyeing, cutting, printing, embroidery, sewing & finishing section) had worked maximum of 13 hours of overtime in a day, ranging from 11 to maximum 21 total working hours in a day in the month of August 2022. - 32 out of 32 workers (Selected from Knitting, dyeing, cutting, printing, embroidery, sewing & finishing section) had worked maximum of 10 hours of overtime in a day, ranging from 11 to maximum 18 total working hours in a day in the month of July 2022. Objective Evidence: Pay roll & attendance records.

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6.13 Do workers receive at least 1 day off (24 consecutive hours) within 7 days period according to the ILO convention ?

Re-Audit On 26 & 27 July 2023. Status: Not Corrected. Legal Law: In accordance with Bangladesh Labor Law 2006 Section 103, (1) Every worker working in any establishment shall, (a) in case of shop, commercial or industrial establishment, get one and half days, and in case of factories and other establishments one day as weekly holiday; (b) in the case of road transport establishment, get one day of twenty four consecutive hours of weekly holiday and no deduction from wages is allowed for such leave. During this current assessment, it was noted that 54% sampled worker of the factory had worked a minimum of 01 to maximum of 04 weekly off days (in a month) in the months of June 2023, April 2023 (out of 3 sampled months). It resulted in maximum continuous days of work of 33 days (26 May 2023 to 27 June 2023) without a break. Further, work on weekly off day (4, 11, & 18 April 2023 & 09 June 2023) is considered as overtime and sometime work on weekly off day work (2, 16, 23 June 2023) is adjusted with the festival holiday (for long holiday). 27 (Selected from Knitting, dyeing, cutting, printing, embroidery, sewing & finishing section) out of 32 sample workers did not have 1 rest day in a week in June 2023. Sampled workers worked on weekly off days - 2, 9, 16 & 23 June 2023 (Selected from Knitting, dyeing, cutting, printing, embroidery, sewing & finishing section) out of 32 sample workers did not have 1 rest day in a week in April 2023. Sampled workers worked on weekly off days - 4, 11 & 18 April 2023 Note that no holiday work found in the month of January 2023 Objective Evidence: Pay roll & attendance records. Initial audit conducted on 05 & 06 February 2023. During this current assessment, it was noted that 39% sampled worker of the factory had worked a minimum of 01 to maximum of 04 weekly off days in the months of July 2022, August 2022, September 2022 & October 2022 (out of 6 sampled months). It resulted in maximum continuous days of work of 55 days (17 August 2022 to 10 October 2022) without a break. Further, work on weekly off day is considered as overtime. 32 (Selected from Knitting, dyeing, cutting, printing, embroidery, sewing & finishing section) out of 32 sample workers did not have 1 rest day in a week in July 2022. Sampled workers worked on weekly off days - 1, 22 & 29 July 2022 32 (Selected from Knitting, dyeing, cutting, printing, embroidery, sewing & finishing section) out of 32 sample workers did not have 1 rest day in a week in August 2022. Sampled workers worked on weekly off days - 05, 12, 19 & 26th August 2022 07 (Selected from Knitting, dyeing, cutting, printing, embroidery, sewing & finishing section) out of 32 sample workers did not have 1 rest day in a week in September 2022. Sampled workers worked on weekly off days - 6, 13, 20 & 27 September 2022 05 (Selected from Knitting, dyeing, cutting, printing, embroidery, sewing & finishing section) out of 32 sample workers did not have 1 rest day in a week in October 2022. Sampled workers worked on weekly off days - 04 October 2022. Note that no holiday work found in the month of November 2022 & December 2022 Objective Evidence: Pay roll & attendance records.

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C 8.19 Is emergency response personnel trained, at minimum, on: notification of workers in event of fire or emergency, reporting fire or emergency to local authority, use of fire extinguishers, evacuation procedures, and first aid?
 Re-Audit On 26 & 27 July 2023. Status: Not Corrected. During the current assessment it was noted that still facility didn't provide refreshment training to all certified / trained fire fighters once in every six months. 534 certified fire fighters have received refreshment fire-fighting training out of 1126 certified fire fighter in last six months. Objective Evidence: Document review and management interview. Initial audit conducted on 05 & 06 February 2023 Legal Law: In accordance with Bangladesh Labor Rule 2015, Rule-55: (10) If possible, all workers or at least 18% of the workers employed in each department have to be trained on fire-fighting, emergency rescue operation, first aid and the usage of portable fire-repellant instruments. And the security has to be ensured by dividing the trained workers into fire-fighting team, rescue team and first aid team (6% members in each team) and the records related herewith have to be preserved in accordance with Form- 22. (12) A trained officer shall be recruited in the factory/institute where at least 500 workers are employed. The duties of the officer shall be ensuring the preservation and maintenance of all fire-fighting equipments and keeping them fit and arranging trainings for the three teams mentioned in Sub-section 10 after every six-month period. During the current assessment it was noted that facility didn't provide refreshment training to all certified / trained fire fighters once in every six months. 169 certified fire fighters have received refreshment fire-fighting training out of 928 certified fire fighter in last six months. Objective Evidence: Document review and management interview.

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D 8.33 Are emergency exit paths accessible and unobstructed?
 Re-Audit On 26 & 27 July 2023. Status: Not Corrected. During the current assessment, it was noted that around 10% aisles were partially blocked by standing workers, paper roll, idle machine, trolley etc. in cutting, sewing & finishing sections on the 2nd, 3rd, 6th and 7th floor of the production building 01. Still 01 out of 03 aisles was partially blocked by standing workers in printing section. This partial blockage can hinder safe and rapid evacuation in case of emergency. Objective Evidence: Factory visit. Initial audit conducted on 05 & 06 February 2023 Legal Law: In accordance with Bangladesh Labor Law 2006, Chapter- 6, Section - 62, a free passage-way giving access to each means of escape in case of fire shall be maintained for the use of all workers in every room of the factory. During the current assessment, it was noted that around 10% aisles were partially blocked by standing workers, semi-finished goods, idle machine, trolley etc. in cutting and sewing sections on the 2nd, 3rd, 5th and 6th floor of the production building 01. Moreover 01 out of 03 aisles was partially blocked by standing workers in printing section. This partial blockage can hinder safe and rapid evacuation in case of emergency. Objective Evidence: Factory visit

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C 8.39 Are emergency exit windows in compliance with local law?
 Re-Audit On 26 & 27 July 2023. Status: Partially Corrected. During the current assessment, it was noted that the facility management did not provide sufficient equipment (ladder, safety net etc.) with the barred windows in every floor of the 9-storied production building. Note that facility provide manila rope in barred window. Objective Evidence: Factory visit. Initial audit conducted on 05 & 06 February 2023 Legal Law: In accordance with Bangladesh Labor Rules 2015, Section 54 (10): There will be at least one window without grill that will be hinged so that one can come down with ladder or rope after opening the hinge in emergency and there will be a net of strong rope on the ground floor so that one can land on the net through rope in an emergency situation during the fire incident. During the current assessment, it was noted that the facility management did not provide sufficient equipment (ladder, manila rope, safety net etc.) with the barred windows in every floor of the 9-storied production building. Objective Evidence: Factory visit.

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D 8.44 Is the assembly point or public way unobstructed and located away from the facility?
 Re-Audit On 26 & 27 July 2023. Status: Not Corrected. During current assessment it was noted through plant tour that still assembly point is not adequate to accommodate all employees for safety purpose. Note that total manpower present in audit day is 4641. (Total manpower 4806). Moreover, existing assembly point partially using for car parking. Objective Evidence: Factory visit. Initial audit conducted on 05 & 06 February 2023 Legal Law: In accordance with BNBC 2020, Part-4, Appendix-A, Section A10 (a): Assemble on the ground floor at the location indicated on the following plan. For clarification, contact the fire fighter or Deputy Safety Director. Plan of assembly point in ground floor to be provided here. During current assessment it was noted through plant tour that present assembly point is not adequate to accommodate all employees for safety purpose. Note that total manpower present in audit day is 4618. (Total manpower 4766). Moreover, existing assembly point partially using for car parking. Objective Evidence: Factory visit.

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D 8.49 If there is a fire alarm, is it audible and different from lunch/ break bell?
 Re-Audit On 26 & 27 July 2023. New Findings Legal Law: In accordance with Bangladesh National Building Code (BNBC) 2006 Part 4, Chapter 5, Section 5.8, (1) Occupancy G1: Low Hazard Industries: Manually operated electric fire alarm system shall be installed along with portable fire extinguishers. (2) Occupancy G2: Moderate Hazard Industries: a) Area up to 750m2 shall be installed with automatic fire alarms along with with portable fire extinguishers; b) Area above 750m2 shall be installed with automatic sprinklers and/or fire alarm along with portable fire extinguishers. During current assessment it was noted that facility had an automatic fire detection and alarm system. But fire alarm is not audible in printing section at 1st floor of building 4 & shed 02 (Chemical store). As per facility management modification work is going on in fire alarm system in this area. Objective Evidence: Factory visit.

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C 8.66 Are production equipment and machinery safe to use ?
 Re-Audit On 26 & 27 July 2023. Status: Not Corrected. During this current assessment, it was noted that 20% Needle guard & 15% eye guards of overlock machines were found in displaced condition from actual position. Thus, the existing displaced eye guards and needle guards will not protect workers during the event needle breaking. Objective Evidence: Factory visit Initial audit conducted on 05 & 06 February 2023 Legal Law: In accordance with Bangladesh Labor Rules 2015, Chapter 6, Section 64 (2) [Effective machine guard or eye safety goggles must be installed/used in all cases where the possibility of having injuries in the eye is high]. During the current assessment, it was noted that around 15% needle and 10% eye safety guards of sewing machines were in displaced condition from actual position during operation which can cause workers finger and eye injury from needle break. Objective Evidence: Factory visit

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D 8.72 Are all the chemical containers labelled with the name in local language and the corresponding hazard symbol (for hazardous chemicals)?
 Re-Audit On 26 & 27 July 2023. New Findings Legal Law: In accordance with Client CoC During plant tour it was noted that some chemical containers found without labelling by local language. Objective Evidence: Factory visit.

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C 8.76 According to the local regulation for waste (including sludge) handling, storage, treatment or disposal, is a waste management procedure in place for waste collection and temporary storage ?
 Re-Audit On 26 & 27 July 2023. Status: Not Corrected. During current assessment it was noted through plant tour that general wastes were found kept at open place instead of waste room. Note that facility keeping wastage at waste keeping area. Objective Evidence: Factory visit. Initial audit conducted on 05 & 06 February 2023 Legal Law: In accordance with Bangladesh Labor Law 2006, Section-54 [Effective arrangements shall be made in every establishment for the disposal of wastes and effluents due to the manufacturing process carried on therein.] During current assessment it was noted through plant tour that general wastes were found kept at open place instead of waste room. Note that presently facility kept rejected yarn bags at waste keeping room. Objective Evidence: Factory visit.

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D 8.81 Is use of personal protective equipment (PPE) required and enforced by facility management?
Re-Audit On 26 & 27 July 2023. Status: Partially Corrected. During the current assessment, it was noted that around 15% workers across all sections throughout the facility were not using face mask, around 5% workers in cutting and sewing sections were not using head scarf, around 5% long-standing workers in finishing and packing sections were not using anti-fatigue mat, 02 out of 06 knitting operators (checked randomly) were not using earplug and 01 out of 01 canteen employee was not using face mask and hand gloves while selling the unpackaged food, around 15% dyeing section employees were not using appropriate PPE (respiratory mask, hand gloves and gumboot etc.) and all printing section employees were using face mask instead of respiratory mask. Objective Evidence: Factory visit. Corrected findings: 02 out of 02 embroidery operators were using earplug while working. Initial audit conducted on 05 & 06 February 2023 Legal Law: In accordance with Bangladesh Labor Rules 2015, Section 67 (2) [In addition to the arrangement of safety and health protection measures mentioned in Sub-section (1), the concerned manufacturing institute must provide necessary equipment, including safety shoes, helmets, goggles, masks, hand gloves, earmuffs, ear plugs, waist belts, aprons etc. and arrange training programs for the workers in using these materials and ensure their usage]. During the current assessment, it was noted that around 15% workers across all sections throughout the facility were not using face mask, around 10% workers in cutting and sewing sections were not using head scarf, around 10% long-standing workers in sewing, finishing and packing sections were not using anti-fatigue mat, 02 out of 03 embroidery operators (checked randomly) were not using earplug, 05 out of 08 knitting operators (checked randomly) were not using earplug and 01 out of 01 canteen employee was not using face mask and hand gloves while selling the unpackaged food, around 20% dyeing section employees were not using appropriate PPE (respiratory mask, hand gloves and gumboot etc.) and all printing section employees were using face mask instead of respiratory mask. Objective Evidence: Factory visit.

Overdue	Factory - 01/08/2023 12:50:26
Target date 27/10/2023	Status Waiting evidences
	Factory - 01/08/2023 12:50:26