

ASSESSMENT INFORMATION	
Assessment ID	PRJ404490
Initiated	September 26, 2023 10:17 AM
Status last updated	February 10, 2024 6:00 PM
Status	VRF - Verification Finalized
Facility Name	IRIS Fabrics Limited
Facility ID	FA593512
Facility Geolocation	23.99916015652761,, 90.25120654755153
Accredited Host / Platform	N/A - Data shared by Better Work Better Work is sharing compliance assessment data under Step 1. Better Work does not assess steps 2 and 3. For further information please visit <a href="https://www.betterwork.org/factory-engagement/">https://www.betterwork.org/factory-engagement/</a> .
Verifier Body	N/A - Better Work Bangladesh (not a Verifier Body) <a href="http://www.slconvergence.org/BW-FAQ">www.slconvergence.org/BW-FAQ</a>
Verifiers	<b>Name</b> Enterprise Advisor DAC-53-UB-81 <b>Date Assigned</b> January 23, 2024 3:01 AM <b>Gender</b> M
	<b>Name</b> Enterprise Advisor DAC-53-SJ-81 <b>Date Assigned</b> January 23, 2024 3:01 AM <b>Gender</b> F
Tool Version	1.5.0

**VERIFICATION SUMMARY (OVERVIEW OF "INACCURATE" AND "NON-COMPLIANCE" SELECTIONS)**

Facility Name		IRIS Fabrics Limited					Completion		100.0%	
Verification Start Date		2024-01-22					Accuracy Index		93.5%	
Section	Sub-Section	Category	Number	Question	Facility Response	Verification Selection	Verification Data	Final Verified Response	Non-Compliance	Legal Reference
RECRUITMENT & HIRING	Child Labor	Age Documentation	RH-CHI-11	If yes, please describe what legal documentation or other proof of age are reviewed to verify minimum age requirements and whether copies are maintained:	Birth certificate, National ID Card, Educational Certificate, Passport (if required)	Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.	Management required workers to provide at least one original document to verify their ages prior to hiring such as a national identification card, birth registration certificate, school certificate, or certificate from a registered physician certifying the age of the person concerned. Interviewed worker, management related with the age verification process confirmed the mentioned age verification process is being practiced in this enterprise. Document checked: HR records for 15 workers.		
RECRUITMENT & HIRING	Recruitment Practices	Recruitment Fees	RH-REC-8	Are recruitment fees and related costs paid by workers in line with legal requirements?	Not Applicable	Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.	No applicable legal requirements		

RECRUITMENT & HIRING	Employment Practices	Record-keeping	RH-EMP-7	Bangladesh: Do all workers (other than apprentices, substitute/badli or casual workers) have a service book as legally required?	Yes	Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22. The employer provided service books to the workers. However, 2 out of 4 reviewed service books did not include updated records on disciplinary procedure. Moreover, the employer did not provide any service book to the medical assistant as required by the law. Document checked: Personnel files and service books of 10 workers.	No	X	Sections 6-8, BLA; Rules 20-22, BLR
RECRUITMENT & HIRING	Employment Practices	Contracts / T&Cs	RH-EMP-12	Do workers understand the terms and conditions included within their written employment contracts?	Yes	Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22. Document review and interviews with the workers and management indicated that the terms and conditions of employment such as service benefit, overtime calculation, entitlement to leave and benefits were not clear to approximately 50% of the randomly interviewed workers. However, the enterprise provided induction training to the newly recruited workers and arranged refresher training on conditions of employment for the existing workers. Management posted the working hour approval on the notice board.	No	X	Sections 5, 111 BLA; Rule 19, BLR

RECRUITMENT & HIRING	Employment Practices	Other Legal Requirements	RH-EMP-28	Is the facility in non-compliance with any legal requirements for Contracts and Hiring Practices pertaining to non-production workers and/or sub-contracted workers?	No	Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22. Assessors noted a condition in the reviewed appointment letter of the medical assistant, which did not comply with the legal requirements. In the provided appointment letter of the medical assistant included a condition that "either of the parties may abrogate the appointment with advance notice period of two months" instead of the employee can resign from employment with 60 days' notice in advance or wages in lieu of notice period and the employer can terminate the employment with 120 notices in advance or wages in lieu of notice period as per law.	Yes	X	Sections 2 (Lxv), 3a, 5, 121, BLA; Rules 7(1), 8, 16, 17, BLR
WORKING HOURS	Working Hours	Overtime Hours	WH-WOR-10	Are the reasons for overtime in line with legal requirements?	Yes	Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.	No applicable legal requirements		

WORKING HOURS	Working Hours	Overtime Hours	WH-WOR-12-1	Daily limits on overtime hours worked		Inaccurate - Incorrect	<p>Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22. Document review, and interview with workers and management indicated that the employer did not comply with limits on overtime hours. The following overtime hours were noted to be more than the legal limit of daily 12 hours (8 regular hours, 4 OT hours) as mentioned in the circular no. 40.00.0000.016.30.008.17.111, 40.00.0000.016.30.008.17.118 and 40.00.0000.016.30.008.17.198 issued by the Wage Board Branch, Ministry of Labour and Employment on 6 November 2022, 17 May 2023 and 8 October 2023 respectively: In December 2023: In the Cutting Section: maximum 08 OT hours (total 16 hours) in a day; In the Sewing Section: maximum 07 OT hours (total 15 hours) in a day; In the Finishing Section: maximum 08 OT hours (total 16 hours) in a day; In the Dyeing Section: maximum 04 OT hours (total 12 hours) in a day; In the Knitting Section: maximum 04 OT hours (total 12 hours) in a day; In the Printing Section: maximum 07 OT hours (total 15 hours) in a day; In August 2023: In the Cutting Section: maximum 07 OT hours (total 15 hours) in a day; In the Sewing Section: maximum 07 OT hours (total 15 hours) in a day; In the Finishing Section: maximum 08 OT hours (total 16 hours) in a day; In the Dyeing Section: maximum 04 OT hours (total 12 hours) in a day; In the Knitting Section: maximum 03 OT hours (total 11 hours) in a day; In the Printing Section: maximum 07 OT hours (total 15 hours) in a day; In September 2022: In the Cutting Section: maximum 04 OT hours (total 12 hours) in a day; In the Sewing Section: maximum 04 OT hours (total 12 hours) in a day; In the Finishing Section: maximum 04 OT hours (total 12 hours) in a day; In the Dyeing Section: maximum 04 OT hours (total 12 hours) in a day;</p>	X	Sections 2(66), 100, 102, BLA; Rule 99(1), BLR
---------------	---------------	----------------	-------------	---------------------------------------	--	------------------------	--	---	--

						<p>In the Knitting Section: maximum 03 OT hours (total 11 hours) in a day; I n the Printing Section: maximum 04 OT hours (total 12 hours) in a day; Document checked: Pa yroll and job cards for D ecember, August, and J anuary 2023.</p>		
--	--	--	--	--	--	--	--	--

WORKING HOURS	Working Hours	Overtime Hours	WH-WOR-12-2	Weekly limits on overtime hours worked		Inaccurate - Incorrect	<p>Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22. Document review, and interview with workers and management indicated that the employer did not comply with limits on overtime hours. The following overtime hours were noted to be more than the legal limit of weekly 72 hours (48 regular hours, 24 OT hours) as mentioned in the circular no. 40.00.0000.016.30.008.17.111, 40.00.0000.016.30.008.17.118 and 40.00.0000.016.30.008.17.198 issued by the Wage Board Branch, Ministry of Labour and Employment on 6 November 2022, 17 May 2023 and 8 October 2023 respectively:</p> <p>In December 2023: In the Cutting section: maximum 34 OT hours (total 82 hours) in a week; In the Sewing section: maximum 29 OT hours (total 77 hours) in a week; In the Finishing section: maximum 24 OT hours (total 72 hours) in a week; In the Dyeing section: maximum 08 OT hours (total 56 hours) in a week; In the Knitting section: maximum 12 OT hours (total 60 hours) in a week; In the Printing section: maximum 25 OT hours (total 72 hours) in a week; In August 2023: In the Cutting section: maximum 31 OT hours (total 79 hours) in a week; In the Sewing section: maximum 36 OT hours (total 84 hours) in a week; In the Finishing section: maximum 40 OT hours (total 88 hours) in a week; In the Dyeing section: maximum 08 OT hours (total 56 hours) in a week; In the Knitting section: maximum 13 OT hours (total 61 hours) in a week; In the Printing section: maximum 43 OT hours (total 91 hours) in a week; In January 2023: In the Cutting section: maximum 20 OT hours (total 68 hours) in a week; In the Sewing section: maximum 22 OT hours (total 70 hours) in a week; In the Finishing section: maximum 23 OT hours (total 71 hours) in a week; In the Dyeing section: maximum 20 OT h</p>	X		X	Sections 2 (66), 100, 102, BLA; Rule 99(1), BLR
---------------	---------------	----------------	-------------	--	--	------------------------	--	---	--	---	---

							ours (total 68 hours) in a week; In the Knitting section: maximum 12 OT hours (total 60 hours) in a week; In the Printing section: maximum 19 OT hours (total 67 hours) in a week; Document checked: Payroll and job cards for December, August, and January 2023.			
WORKING HOURS	Working Hours	Overtime Hours	WH-WOR-12-3	Monthly limits on overtime hours worked	X	Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.			
WORKING HOURS	Working Hours	Overtime Hours	WH-WOR-13	Did the facility comply with legal requirements to inform and/or get permission from governmental authorities in order to work overtime?	Yes	Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.	No applicable legal requirements		
WORKING HOURS	Working Hours	Overtime Hours	WH-WOR-15	Are work targets for production (e.g. quota or piece work) in line with legal requirements?	Yes	Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.	No applicable legal requirements		
WORKING HOURS	Working Hours	Break Payment	WH-WOR-23	Are workers paid during breastfeeding breaks in line with legal requirements?	Yes	Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.	No applicable legal requirements		

WORKING HOURS	Working Hours	Other Legal Requirements	WH-WOR-28	Is the facility in non-compliance with any legal requirements for Working Hours pertaining to non-productive workers and/or sub-contracted workers?	No	Inaccurate - Incorrect	<p>Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22. Document review, and interview with workers and management indicated that the employer did not comply with limits on overtime hours in the month of December 2023. The following overtime hours were noted to be more than the legal limit of daily 12 hours (8 regular hours, 4 OT hours) and weekly 72 hours (48 regular hours, 24 OT hours) as mentioned in the circular no. 40.00.0000.016.30.008.17.111, 40.00.0000.016.30.008.17.118 and 40.00.0000.016.30.008.17.198 issued by the Wage Board Branch, Ministry of Labour and Employment on 6 November 2022, 17 May 2023, and 8 October 2023 respectively: In December 2023: In the Store (loader) section: maximum 08 OT hours (total 16 hours) in a day and maximum 31 OT hours (total 79 hours) in a week. In August 2023: In the Store (loader) section: maximum 07 OT hours (total 15 hours) in a day and maximum 34 OT hours (total 82 hours) in a week. In January 2023: In the Store (loader) section: maximum 04 OT hours (total 12 hours) in a day and maximum 19 OT hours (total 67 hours) in a week. Document checked: Payroll and job cards for December, August, and January 2023.</p>	Yes	X	Sections 2 (Lxv), 3a, 5, 121, BLA; Rules 7(1), 8, 16, BLR
---------------	---------------	--------------------------	-----------	---	----	------------------------	--	-----	---	---



WAGES & BENEFITS	Wages and Benefits	Records	WB-WAG-3	Does the facility maintain only one accurate payroll record?	Yes	Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22. Document review and interview with management and worker indicated that the employer did not ensure workers' signature in the payroll. Management stated that as the full wages were paid through bank account and mobile banking system, they did not take signature in the payroll. However, the management maintained one set of payroll and the payroll record contained required information such as workers ID number, name, designation and date of joining, grade, basic wage, payment of house rent, transportation, medical allowance, food, gross wages, attendance bonus, overtime rate and amount, deduction and worker signature. Document checked: Payrolls and time records for the month of December, August, and January 2023.	No	X	Rule 111(f), Form 38, B LR
WAGES & BENEFITS	Wages and Benefits	Other Premium Payment	WB-WAG-11	Is the facility failing to pay workers correctly for any of these types of regular hours worked at a premium rate, as legally required: • Regular hours worked at night • Regular hours worked on weekly rest days • Regular hours worked on public holidays?	No	Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.	No applicable legal requirements		

WAGES & BENEFITS	Wages and Benefits	Other Premium Pay	WB-WAG-13	Is the facility failing to pay workers premium pay as legally required based on: • worker's competence (e.g. experience, skills, training) and/or • the nature of the work (e.g. hazard pay)?	No	Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.	No applicable legal requirements		
WAGES & BENEFITS	Wages and Benefits	Legal Withholdings	WB-WAG-72	Were withholdings from wages, other than social security, calculated correctly and in line with legal requirements?	Yes	Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.	No applicable legal requirements		
WAGES & BENEFITS	Wages and Benefits	Social Insurance / Social Security	WB-WAG-76-4	Unemployment	X	Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.			
WAGES & BENEFITS	Wages and Benefits	Social Insurance / Social Security	WB-WAG-76-6	Other		Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.	X		
WAGES & BENEFITS	Wages and Benefits	Social Insurance / Social Security	WB-WAG-76.1	If other, please describe:		Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.	Not applicable.		
WAGES & BENEFITS	Wages and Benefits	Social Insurance / Social Security	WB-WAG-77-4	Unemployment	X	Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.			

WAGES & BENEFITS	Wages and Benefits	Social Insurance / Social Security	WB-WAG-77-6	Other		Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.	X		Section 232(3), BLA; Rules 212, 214(1(a), 2, 3), 217
WAGES & BENEFITS	Wages and Benefits	Social Insurance / Social Security	WB-WAG-77.1	If other, please describe:		Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.	Not applicable.		
WAGES & BENEFITS	Wages and Benefits	Social Insurance / Social Security	WB-WAG-79	Does the facility provide legally required compensation/benefits related to social protection directly to workers (e.g. old age, accident, illness and death benefits)?	Yes	Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.	No applicable legal requirements		
WAGES & BENEFITS	Wages and Benefits	Leave	WB-WAG-95	Does the facility comply with legal restrictions regarding payment instead of leave?	Yes	Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.	No applicable legal requirements		

WAGES & BENEFITS	Wages and Benefits	Compensatory Leave	WB-WAG-96	Does the facility provide workers with compensatory time off in line with legal requirements?	Yes	Inaccurate - Incorrect	<p>Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22. Document review and workers and management interview indicated that the employer did not provide compensatory days off to workers for work performed on weekly rest day (Friday) in the month of November 2023. Workers should be provided a compensatory rest day within 3 working days from the missed weekly rest day. For example: In the month of November 2023, one worker (poly person) of finishing section worked on weekly rest days (on 03, 10, 17 and 24 November 2023). Time records indicated that the worker continued working in subsequent 30 days without any compensatory rest days. Document checked: Time records of November 2023.</p>	No	X	Sections 103, 104, BLA; Rule 101, BLR
------------------	--------------------	--------------------	-----------	---	-----	------------------------	--	----	---	---------------------------------------

WAGES & BENEFITS	Wages and Benefits	Other Legal Requirements	WB-WAG-102	Is the facility failing to comply with any legal requirements for Wages and Benefits pertaining to non-production workers and/or sub-contracted workers?	No	Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.1. Document review and management and workers interviews indicated that the enterprise maintained more than one set of payrolls for the non-production workers (security guards, loaders). 02 (two) separate sets of records were identified, which indicated: - One set of payrolls reflected payments of regular and overtime hours. - Another set reflected the payment for compensation of festival holiday work. Moreover, document review and interview with management and worker indicated that the employer did not ensure non-production workers' signature in the payroll. Management stated that as the full wages were paid through bank account and mobile banking system, they did not take signature in the payroll. However, the 1st set of payroll records contained required information such as workers ID number, name, designation and date of joining, grade, basic wage, payment of house rent, transportation, medical allowance, food, gross wages, attendance bonus, overtime rate and amount, deduction and worker signature. Document checked: Payrolls and time records for the month of December, August, September and January 2023.	Yes		
WORKER TREATMENT	Worker Treatment	Court Orders and Similar	WT-WOR-1	Has the facility failed to implement any applicable court orders, arbitration awards, conciliation agreements and/or settlements?	No	Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.	Not Applicable		
WORKER INVOLVEMENT	FOA & CB	Trade Unions	WI-FOA-5	PERCENTAGE of workers that are trade union members:	23	Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.	27		

WORKER INVOLVEMENT	FOA & CB	Trade Unions	WI-FOA-6	Name of union with the largest membership:	IRIS Fabrics workers Union	Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.	IRIS Fabrics Sromik Union.		
WORKER INVOLVEMENT	FOA & CB	Trade Unions	WI-FOA-7	Name of the federation or confederation (or both) with which the largest union at the facility is affiliated, if applicable (please indicate whether it is a federation or a confederation in your response):	N/A	Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.	National Garments Sromik Federation.		
WORKER INVOLVEMENT	FOA & CB	Trade Unions	WI-FOA-8	NUMBER of female union members in the union with the largest membership in the facility	353	Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.	380		
WORKER INVOLVEMENT	FOA & CB	Trade Unions	WI-FOA-9	NUMBER of male union members in the union with the largest membership in the facility	235	Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.	379		
WORKER INVOLVEMENT	FOA & CB	Trade Union Operations	WI-FOA-41	Is the facility's practice around financial or other support of the union in line with legal requirements?	Not Applicable	Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.	No applicable legal requirements		
WORKER INVOLVEMENT	FOA & CB	Trade Union Operations	WI-FOA-44	Are legally required mechanisms for dialogue between the employer and the union(s) in place and functioning in line with legal requirements?	Yes	Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.	No applicable legal requirements		

WORKE R INVO LVEME NT	FOA & CB	Trade Uni on Opera tions	WI-FOA-45	Are worker s provided with a priv ate meetin g space at the workpl ace in line with legal r equiremen ts?	Yes	Inaccurate - Incorrect	Better Work assessmen t data. Better Work doe s not verify the facility's self-assessment data. S LCP considers Better W ork assessment data as equivalent to SLCP veri fied data (no additional verification is required). Refer to VD-VER-22. Int erview with the manag ement and workers indi cated that the Collectiv e Bargaining Agent was not provided with an of fice inside the factory t hat is easily accessible b y workers.	No	X	ILO Conve ntions 87, 98, 135; Re commend ation 143; Section 20 2(26), BLA; Rule 182, B LR
WORKE R INVO LVEME NT	FOA & CB	Interfere nce and Discrimin ation	WI-FOA-51- 4	None of th e above	X	Inaccurate - Incorrect	Better Work assessmen t data. Better Work doe s not verify the facility's self-assessment data. S LCP considers Better W ork assessment data as equivalent to SLCP veri fied data (no additional verification is required). Refer to VD-VER-22.			
WORKE R INVO LVEME NT	FOA & CB	Interfere nce and Discrimin ation	WI-FOA-52	Were term inations of trade unio n official(s) (if any) in line with ap plicable le gal require ments?	Not Applic able	Inaccurate - Incorrect	Better Work assessmen t data. Better Work doe s not verify the facility's self-assessment data. S LCP considers Better W ork assessment data as equivalent to SLCP veri fied data (no additional verification is required). Refer to VD-VER-22.	Yes		ILO Conve ntion 98; S ections 18 6, 228, BLA
WORKE R INVO LVEME NT	Workpl ace Co operati on	Workers' Represen tatives	WI-WOR-1	Are legally required w orkers' rep resentative s (if any) e lected and functionin g in line w ith legal r equirement s?	Yes	Inaccurate - Incorrect	Better Work assessmen t data. Better Work doe s not verify the facility's self-assessment data. S LCP considers Better W ork assessment data as equivalent to SLCP veri fied data (no additional verification is required). Refer to VD-VER-22.	No applicable legal requirements		
WORKE R INVO LVEME NT	Workpl ace Co operati on	Welfare Officer	WI-WOR-12	Banglades h: Does th e facility h ave legally required q ualified we lfare office r/s?	Yes	Inaccurate - Incorrect	Better Work assessmen t data. Better Work doe s not verify the facility's self-assessment data. S LCP considers Better W ork assessment data as equivalent to SLCP veri fied data (no additional verification is required). Refer to VD-VER-22. Th e enterprise appointed two welfare officers wit h the required academi c qualifications and tra ining. Interview with th e welfare officers indica ted that the managem ent had provided job de scription to the officers. With regards to their jo b responsibilities, the w elfare officers did not: - Consult with the emplo yer and workers repre sentatives on wages and s ervice conditions. and - Advise the employer an d the workers about im plementation of the La bour Act.	No	X	Section 89 (8), BLA; R ules 79, 18 5 BLR

WORKE R INVO LVEME NT	FOA & CB	Collectiv e Bargaini ng Agree ment	WI-FOA-55	How many Collective Bargaining Agreemen ts (CBAs) h ave there been in eff ect at the f acility duri ng the ass essment ti me frame?	0	Inaccurate - Incorrect	Better Work assessmen t data. Better Work doe s not verify the facility's self-assessment data. S LCP considers Better W ork assessment data as equivalent to SLCP veri fied data (no additional verification is required). Refer to VD-VER-22.	1		
WORKE R INVO LVEME NT	FOA & CB	Collectiv e Bargaini ng Agree ment	WI-FOA-56	Parties to t he CBA tha t covers th e greatest number of workers in the workpl ace:		Inaccurate - Incorrect	Better Work assessmen t data. Better Work doe s not verify the facility's self-assessment data. S LCP considers Better W ork assessment data as equivalent to SLCP veri fied data (no additional verification is required). Refer to VD-VER-22.	The parties of the collective bargai ning agreement were IRIS Fabrics L td. and IRIS Fabrics Sromik Union.		
WORKE R INVO LVEME NT	FOA & CB	Collectiv e Bargaini ng Agree ment	WI-FOA-57	PERCENTA GE of work force cove red by the CBA that c overs the greatest n umber of workers in the workpl ace:		Inaccurate - Incorrect	Better Work assessmen t data. Better Work doe s not verify the facility's self-assessment data. S LCP considers Better W ork assessment data as equivalent to SLCP veri fied data (no additional verification is required). Refer to VD-VER-22.	100		
WORKE R INVO LVEME NT	FOA & CB	Collectiv e Bargaini ng Agree ment	WI-FOA-58	Duration o f the CBA t hat covers the greate st number of workers in the wor kplace (pro vide NUM BER value f or duration in month s):		Inaccurate - Incorrect	Better Work assessmen t data. Better Work doe s not verify the facility's self-assessment data. S LCP considers Better W ork assessment data as equivalent to SLCP veri fied data (no additional verification is required). Refer to VD-VER-22.	12		



WORKER INVOLVEMENT	FOA & CB	Collective Bargaining Agreement	WI-FOA-59	Overview of the issues covered in the CBA that covers the greatest number of workers in the workplace:		Inaccurate - Incorrect	<p>Better Work assessments not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.</p> <p>Demand from TU_1_Payment of Wages: Wages should be paid by 7th working day of every month. Overtime should be paid with wages. CBA decision: As per Labour Law Wages and Overtimes will be paid within 7th working day of every month and which is still running. Demand from TU_2_Wages Increment: Yearly 15% have to give increments on gross wages to all worker-employees of the factory. This increment has to provide from 1st January of every year. If any worker works less than one year on 1st January increment to be provided pro-rata basis. CBA Decision: Yearly Increment will be provided to the workers if the worker completes one year service consecutively which is continued. 5% to 6.5% increment will be provided considering the workers skill, length of service and other parameters and will be continued. Demand from TU_3_Attendance Bonus: At least Tk. 600/- have to pay as attendance bonus to the workers of this factory and attendance bonus cannot be deducted if any worker is on unauthorized leave. Have to allow at least 30 minutes late for justifiable reason. CBA Decision: Attendance bonus will be paid according to factory attendance bonus policy and will be continued. Demand from TU_4_Production Bonus: Production bonus at the rate of at least 100 taka per day should be paid to the workers involved in production in the factory subject to meeting the target. CBA Decision: Under consideration. Demand from TU_5_Arranging necessary material of toilets: All necessary materials are not available in toilets for workers in the factory. Soap is provided twice in a day. Soap, sandals and towels should be provided at all times from now onwards. Also, many toilets have holes on the door. These should be repaired very soon. CBA Decision: all the doors of toilets will be repaired within 15 days and other materials related to sanitation will be maintained. Demand from TU_6_Road for movement: The road starting from the back side of dyeing section exit up-to ETP is broken and not suitable for movement. So, this road has to be repaired completely and made movable so that people can easily move to the assembly area. CBA Decision: The road will be kept clean for movement with everyone's help and will be maintained. Demand from TU_7_Weekly holiday: Workers should be awarded weekly holiday as per the Labour Law. Every Friday weekly holiday must be ensured. CBA Decision: will be maintained and continued. Demand from TU_8_Working hour: Every worker should be permitted 8 hrs of work as per labour law. Two hours overtime can be done after completing 8 hours work and overtime should be paid as per law. CBA Decision: will be maintained and continued. Demand from TU_9_Earned leave encashment: 18 days Earned/Annual leave should be provided every year in this factory. The earned/ann</p>
--------------------	----------	---------------------------------	-----------	--	--	------------------------	---

ual leave amount of preceding year should be paid by January of the following year. CBA Decision: Earned leave shall be determined in accordance with the Labour Law and will be granted in the following month after completion of one year of service by every worker which is ongoing and will be followed on. Demand from TU\_10\_Unfair Dismissal: No worker shall be unlawfully dismissed. CBA Decision: will be maintained and continued as per Labour Law. Demand from TU\_11\_Sanitary Napkin: Have to provide free sanitary napkins to all female workers every month. CBA Decision: It was provided in small scale and will be continued. Demand from TU\_12\_Transport/Ambulance Facility: Transport/ambulance facilities should be provided to pregnant women workers working in factories for medical visits. CBA Decision: Facility will provide when required. Demand from TU\_13\_Paternity Leave: Seven (7) days paternity leave should be provided to the workers working in the factory. CBA Decision: Anyone can avail leave (as per labour law) for emergency reason with concern of management. Demand from TU\_14\_Safety: Safety Committee shall be formed and have to be more active. CBA Decision: Safety Committee has been formed as per Labour Law and committee were being trained by ACCORD. Safety board was regularly updated and will be continued. Demand from TU\_15\_Anti-Harassment Committee: Anti-Harassment Committee should be formed to ensure safety of the female workers working in the factory. CBA Decision: Anti-Harassment Committee has been formed as per Labour Law and they were being trained regularly. Will be made more effective.

WORKER INVOLVEMENT	FOA & CB	Collective Bargaining Agreement	WI-FOA-69	Are provisions within the Collective Bargaining Agreements (CBA) at least as favorable for workers as applicable legislation?		Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.	Yes		ILO Convention 98
WORKER INVOLVEMENT	FOA & CB	Collective Bargaining Agreement	WI-FOA-70	Has the facility failed to implement any of the provisions in the CBAs?		Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.	No		ILO Convention 98
WORKER INVOLVEMENT	FOA & CB	Collective Bargaining Agreement	WI-FOA-71	Does the facility inform all workers about CBAs and provide copies in line with legal requirements?		Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.	Yes		ILO Convention 98

HEALTH & SAFETY	HS Policy / Plan		HS-HSP-1	Is there a written occupational health and safety policy in line with legal requirements?	Yes	Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.	No applicable legal requirements	
HEALTH & SAFETY	Chemicals and Hazardous Substances	License for Acids	HS-CHE-3	Bangladesh: Does the facility have the legally required license for storage and use of acids?	Yes	Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.	Not Applicable	Section 16, Acid Control Act (2002); Rules 18, 19, 23(1-E), 25, 26, Acid Rules (2004)
HEALTH & SAFETY	Chemicals and Hazardous Substances	Storage	HS-CHE-5	Are Safety Data Sheets ("SDS", formerly MSDS) available for all chemicals used in the workplace in line with legal requirements?	Yes	Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22. Floor visit, interviews with the management and worker indicated that the employer did not post any supplier provided original Safety Data Sheet (SDS) in the local language for chemicals and hazardous substances such as, JINGENSR NID was used for softening fabric in the dyeing section and kept on the dyeing floor without any Safety Data Sheet (SDS) in the local language.	No	X ILO Convention 170; Rule 68(10), BLR
HEALTH & SAFETY	Chemicals and Hazardous Substances	Storage	HS-CHE-7	Are chemicals and hazardous substances labeled in line with legal requirements?	Yes	Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22. Floor visits and management and workers interviews indicated that the employer did not provide any labels in the local language as per the globally harmonized system (GHS) for the chemicals and hazardous substances. For example, JINGENSR NID was used for softening fabric in the dyeing section and kept on the dyeing floor without any label including chemical name, chemical classification, hazards, proper pictogram and safety precautions.	No	X ILO Convention 170; Recommendation 177; Rule 33, Acid Rules (2004)

HEALTH & SAFETY	Worker Protection	Personal Protective Equipment (PPE)	HS-WOR-4	Are workers provided with Personal Protective Equipment (PPE) in line with legal requirements?	Yes	Inaccurate - Incorrect	<p>Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22. Factory tour, worker and management interviews indicated that the enterprise did not provide necessary personal protective equipment (PPE) to all workers. For example: - appropriate dust masks were not provided to cutter persons (designated as cutter man) in the cutting section and overlock machine operators in the sewing section. The mentioned workers were only provided with fabric masks, which were inadequate to protect against dust. However, the factory provided the following PPE to the concerned workers: - rubber gloves and goggles to the chemically exposed workers of the dyeing and printing section; - respiratory masks and hand gloves to workers in the spot removing room; - metal gloves for the workers of the cutting section; and - earmuff to the boiler and generator operators. Document checked: PPE issue register.</p>	No	X	ILO Recommendation 97; Section 78(a) BLA; Rules 46, 67, BLR
-----------------	-------------------	-------------------------------------	----------	--	-----	------------------------	---	----	---	---

HEALTH & SAFETY	Worker Protection	Personal Protective Equipment (PPE)	HS-WOR-6	Are workers trained and encouraged to use personal protective equipment in line with legal requirements?	Yes	Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22. Interviews with the management and documentation indicated that workers were provided orientation and awareness training on using personal protective equipment (PPE) and safety equipment after recruitment. However, during the floor visit, assessors observed that the provided training was not effective enough to encourage workers to use the safety equipment properly. For example: - approximately 20% of the randomly checked sewing machine operators in the visited area were using the provided functional needle guards at an inappropriate height, which cannot protect them from injury/accidents; - at least 20% of the randomly checked eye guards in the visited area of the overlock machines were not used properly by the workers.	No	X	ILO Recommendation 97; Section 78A BLA; Rules 57, 67, BLR
HEALTH & SAFETY	Worker Protection	Machinery and Equipment	HS-WOR-8	Are legally required guards properly installed and maintained on all dangerous machinery and equipment?	Yes	Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22. During the floor visit, it was observed that certain safety measure was not adequately taken: - approximately 20% needle guards of the sampled single-needle sewing machines in the visited area were fixed at an inappropriate height, which cannot protect workers from needle pricks; and - approximately 15% eye guards of the overlock machines in the visited area were found not functional (either scratched or misplaced).	No	X	Sections 63, 67, 70 (3), BLA; Rules 61, 62 (1-d), 64, BLR
HEALTH & SAFETY	Worker Protection	Hot Work	HS-WOR-18	Does the facility perform any type of "hot work" (i.e. welding, soldering etc.)?	Yes	Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.	No		

HEALTH & SAFETY	Electrical Safety	Electrical Wiring	HS-ELE-3-2	Electrical wirings are insulated in non-flammable material	X	Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.			
HEALTH & SAFETY	Electrical Safety	Electrical Wiring	HS-ELE-3-4	Electrical wirings are in a safe place (i.e. not on the floor)	X	Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.			
HEALTH & SAFETY	First Aid and Medical	Health Checks	HS-FIR-3	Are health checks of workers conducted in line with legal requirements?	Yes	Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22. Document review and interviews with management and workers indicated that the enterprise did not arrange annual medical check-ups for the lift operators (04) and canteen boy (01). For example, one canteen boy had joined in the factory on 04 August 2008. No annual health check-ups had been conducted by the management till the assessment days. Moreover, the factory management did not arrange annual health check-up for knitting section workers (approximately 91), where the workers have to wear ear plug during working hour. The assessors were unable to verify the noise level of the knitting section as the management were unable to provide any documents during assessment. However, the enterprise arranged annual medical check-ups for sport lifting workers, workers of the dyeing and printing section, thread sucker, boiler and generator operators.	No	X	ILO Convention 148; Recommendations 156, 177; Section 79 (c), BLA; Rules 68(1, 4, 5-8), BLR

HEALTH & SAFETY	First Aid and Medical Treatment	Medical Treatment	HS-FIR-5	Are on-site medical facilities/clinic(s) and staff in line with legal requirements?	Yes	Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22. The enterprise had a common health facility for total workforce of 4627 (out of which 2807 workers for IRIS Fabrics Ltd and 1820 workers for IRIS Knitwear Ltd). Document review and interview with the management indicated that the enterprise did not appoint any trained nurse in the medical facility. However, there was a contract with a local hospital mentioning all necessary general medical services to be provided free of charge for the workers.	No	X	Section 89, BLA; Rules 77, 78, BLR
HEALTH & SAFETY	First Aid and Medical	Work-related Accidents and Diseases	HS-FIR-13	Number of work-related injuries that resulted in less than three days of absence from work:	12	Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.	8		
HEALTH & SAFETY	First Aid and Medical	Work-related Accidents and Diseases	HS-FIR-18	Does the facility comply with occupational safety and health-related legal requirements on HIV/AIDS?	No applicable legal requirements	Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22. Training records and management interviews indicated that the enterprise had trained approximately 1651 (59%) workers on HIV/AIDS. However, approximately 15% of the interviewed workers were unaware of information about HIV/AIDS-related risk reduction in their personal lives.	No	X	National Policy on HIV/AIDS and STD Related Issues, Section 11

HEALTH & SAFETY	Canteens		HS-CAN-1	Are canteens in line with legal requirements?	Yes	Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22. Document review and interviews with management and workers indicated that the existing Canteen Committee (which was formed on 12 March 2023) members were not nominated by the Collective Bargaining Agent.	No	X	Sections 9 2, 93, BLA; Rules 87-9 2, BLR
HEALTH & SAFETY	Canteens		HS-CAN-2-5	Food service workers receive annual medical examinations to ensure they are healthy and free from communicable diseases	X	Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.			
HEALTH & SAFETY	Canteens		HS-CAN-2-6	Food service workers handling food are trained about and follow food safety and proper hygiene rules		Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.	X		
HEALTH & SAFETY	Childcare		HS-CHI-1	Are on-site childcare facilities in line with legal requirements?	Yes	Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22. The enterprise had a childcare facility, and six (06) children were present in the childcare during the assessment. Floor visits, document review and interviews with workers and management indicated that the provided childcare facility did not meet the following legal requirements: - although there were more children six (06) than caregivers (02), the employer did not indicate on the notice board who has been assigned to help evacuate the children in the event of an emergency.	No	X	Section 9 4, BLA; Rules 94, 95, BLR



TERMINATION	Employment Practices	Unjust Termination	TER-EMP-1	Is the facility failing to comply with legal requirements regarding worker resignation or termination related to: • prior notice, • workers' opportunity to defend, • valid reasons for termination, • outstanding wages, • termination payments, • termination payments all paid on time, • compensation for unused annual leave, and/or • reinstatement/compensation orders?	No	Inaccurate - Incorrect	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.	Yes		
TERMINATION	Employment Practices	Opportunity to Defend	TER-EMP-2-2	Workers did not have an opportunity to defend themselves before they were terminated based on their conduct or performance		Not visible to facility during SA/JA	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22. Document review and interviews with workers and management indicated that workers did not have the opportunity to defend themselves before they were punished based on their conduct or performance. For example, at least 01 of the reviewed disciplinary case indicated that the management took punitive actions (issued a warning letter) against a worker who worked in the store department on the grounds of misconduct (Negligence in work) without meeting the following: - The worker was not given an opportunity to be heard. - No investigation committee was formed. Document check: 3 disciplinary cases.	X	X	ILO Convention 158; Recommendation 166; Sections 23 and 24, BLA; Rule 29, BLR

TERMINATION	Employment Practices	Outstanding Wages	TER-EMP-2-4	Workers were not paid correctly for outstanding wages	Not visible to facility during SA/JA	Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22. Document review and workers and management interview indicated that the enterprise did not pay outstanding wages within 07 working days of job separation. For example, one worker (quality inspector) of sewing section was separated from service (by submitting resignation) effective from 12 December 2023 and received outstanding wages on 10 January 2024 which was 21 working days after the job separation. Document checks: Final settlement payment record for 10 workers.	X	X	Sections 120, 123(1,3), BLA; Rule 112(4), BLR
-------------	----------------------	-------------------	-------------	---	--------------------------------------	---	---	---	---

## TABLE OF CONTENTS

### FACILITY PROFILE

[Section Instructions](#)

[Section Instructions](#)

[Step Selection](#)

[Accuracy Index](#)

[Basic Information](#)

[Facility](#)

[Hours of Operation](#)

[Peak Months](#)

[Assessment Submission](#)

[Worker Engagement](#)

[Building Structures](#)

[Total](#)

[Production](#)

[Warehouse](#)

[On-site Housing](#)

[Off-site Housing](#)

[On-site Canteen](#)

[On-site Childcare](#)

[Building Types](#)

[Facility Area](#)

[Additional Comments](#)

[Facility Ownership](#)

[Building Floors](#)

[Shared Building](#)

[Residential](#)

[Worker Demographics](#)

[Workers](#)

[Supervisors](#)

[Government programs](#)

[Nationalities](#)

[Languages](#)

[Operating Licenses](#)

[Certifications](#)

[Social Audits and Certifications](#)

[Production / Operation Information](#)

[Industry Sector](#)

[Facility Type](#)

[Facility Processes](#)

[Volume](#)

[Capacity](#)

[Planning](#)

[Subcontractors Used for Production / Operation](#)

[Subcontractors](#)

[Facility Comments](#)

## **RECRUITMENT & HIRING**

[Section Instructions](#)

[Section Instructions](#)

[Child Labor](#)

[Sub-Section Instructions](#)

[Age Documentation](#)

[Minimum Age](#)

[Remediation](#)

[Historical Child Labor](#)

[Workers under 18](#)

[Hazardous Work and other Worst Forms](#)

[Other Legal Requirements](#)

[Apprenticeship / Trainee / Internship Programs](#)

[Forced Labor](#)

[Sub-Section Instructions](#)

[Prison Labor](#)

[Forced Labor by Governments](#)

[Recruitment Practices](#)

[Deposits](#)

[Recruiters](#)

[Foreign Migrant Workers](#)

[Recruitment Fees](#)

[Discrimination](#)

[Sub-Section Instructions](#)

[Recruitment](#)

[Hiring](#)

[Pregnancy and Maternity](#)

[Disability](#)

[Infection or Illness](#)

[Other Legal Requirements](#)

[Employment Practices](#)

[Sub-Section Instructions](#)

[Workplace Rules](#)

[Record-keeping](#)

[Contracts / T&Cs](#)

[Foreign Migrant Workers](#)

[Dispatched Workers](#)

[Outsourced Workers](#)

[Probationary Periods](#)

[Benefits Avoidance](#)

[Other Legal Requirements](#)

[Homeworkers](#)

[Facility Comments](#)

## **WORKING HOURS**

[Section Instructions](#)

[Section Instructions](#)

[Working Hours](#)

[Sub-Section Instructions](#)

[Records](#)

[Regular Hours](#)

[Overtime Hours](#)

[Total Working Hours](#)

[Breaks](#)

[Break Payment](#)

[Rest Days](#)

[Other Legal Requirements](#)

[Forced Labor](#)

[Sub-Section Instructions](#)

[Forced Overtime](#)

[Overtime](#)

[Voluntary Overtime](#)

[Exceptional Circumstances](#)

[Facility Comments](#)

## **WAGES & BENEFITS**

[Section Instructions](#)

[Section Instructions](#)

[Wages and Benefits](#)

[Sub-Section Instructions](#)

[Minimum Wage](#)

[Facility Information](#)

[Records](#)

[Overtime Wage](#)

[Other Premium Pay](#)

[Piece Rate Workers](#)

[Work-related Activities](#)

[Overtime Allowances](#)

[Wages](#)

[Performance Evaluations](#)

[Wage Increase](#)

[Bonus](#)

[Profit-based Bonus](#)

[Participation Fund/ Welfare Fund](#)

[Wage Payment](#)

[Loans & Advances](#)

[Legal Withholdings](#)

[Deductions](#)

[Social Insurance / Social Security](#)

[In-kind Benefits](#)

[Leave](#)

[Compensatory Leave](#)

[Work Stoppages](#)

[Other Benefits](#)

[Other Legal Requirements](#)

[Facility Comments](#)

## **WORKER TREATMENT**

[Section Instructions](#)

[Section Instructions](#)

[Forced Labor](#)

[Sub-Section Instructions](#)

[Coercive Tactics](#)

[Violence or Threats](#)

[Physical Force](#)

[Freedom of Movement](#)

[Withholding](#)

[Other Legal Requirements](#)

[Harassment and Abuse](#)

[Sub-Section Instructions](#)

[Harassment](#)

[Harassment Training](#)  
[Discipline](#)  
[Security Personnel](#)  
[Discrimination](#)  
[Race / Skin Color](#)  
[Religion](#)  
[Political Opinion](#)  
[National Extraction](#)  
[Social Origin](#)  
[Disability](#)  
[HIV/AIDS Status](#)  
[Sexual Orientation](#)  
[Gender Identity](#)  
[Pregnancy Status](#)  
[Marital Status](#)  
[Age](#)  
[Nationality / Foreign Migrant Worker Status](#)  
[Other](#)  
[Other Legal Requirements](#)

#### [Discrimination](#)

[Sub-Section Instructions](#)  
[Sexual Harassment](#)  
[Promotion and Access to Training](#)  
[Compensation](#)  
[Conditions of Work](#)  
[Pregnancy and Maternity](#)  
[Disability](#)  
[Infection or Illness](#)  
[Other Legal Requirements](#)

#### [Discipline](#)

[Sub-Section Instructions](#)  
[Measures](#)  
[Communication](#)  
[Appeal](#)  
[Records](#)  
[Other Legal Requirements](#)

#### [Worker Treatment](#)

[Court Orders and Similar](#)  
[Other Legal Requirements](#)

#### [Facility Comments](#)

### **WORKER INVOLVEMENT**

#### [Section Instructions](#)

[Section Instructions](#)

#### [FOA & CB](#)

[Sub-Section Instructions](#)  
[Freedom to Associate](#)  
[Trade Unions](#)  
[Trade Union Operations](#)  
[Interference and Discrimination](#)  
[Collective Bargaining](#)  
[Non-Union Representative](#)  
[Collective Bargaining Agreement](#)  
[Industrial Action](#)  
[Other Legal Requirements](#)

#### [Workplace Cooperation](#)

[Sub-Section Instructions](#)  
[Workers' Representatives](#)  
[Interference and Discrimination](#)  
[Bipartite Committee\(s\)](#)  
[Welfare Officer](#)  
[Other Legal Requirements](#)

#### [Grievance Systems](#)

[Sub-Section Instructions](#)

[System](#)  
[External Assistance](#)  
[Settlement](#)  
[Retaliation](#)  
[Records](#)

[Worker Feedback](#)

[Facility Comments](#)

## **HEALTH & SAFETY**

[Section Instructions](#)

[Section Instructions](#)

[Health & Safety](#)

[Sub-Section Instructions](#)  
[Other Legal Requirements](#)

[General Work Environment](#)

[Temperature and Ventilation](#)  
[Air Quality](#)  
[Lighting](#)  
[Noise Exposure Levels](#)  
[Overcrowding](#)  
[Cleanliness, Sanitation & Waste](#)  
[Toilet / Restroom](#)  
[Toilet / Restroom Access](#)  
[Drinking Water](#)  
[Drinking Water Access](#)  
[Vietnam Law](#)

[Building Safety](#)

[Permits and Certificates](#)  
[Structure](#)  
[Floors](#)  
[Stairs and Raised Platforms](#)  
[Fall Protection](#)  
[Elevators](#)  
[Confined Spaces](#)  
[PCB](#)  
[Asbestos](#)  
[On-site Vehicles](#)

[Risk Assessment](#)

[HS Policy / Plan](#)

[Qualified HS Staff](#)

[HS Committee](#)

[HS Worker Engagement](#)

[HS Cooperation Mechanisms](#)

[Emergency Preparedness](#)

[Emergency Response Plan](#)  
[Fire Detection and Alarm](#)  
[Fire-fighting Equipment](#)  
[Evacuation Markings](#)  
[Emergency Exits](#)  
[Evacuation Procedures](#)  
[Response Team](#)

[Flammable and Combustible Materials](#)

[Chemicals and Hazardous Substances](#)

[License for Acids](#)  
[Storage](#)  
[Handling](#)  
[Gas Cylinders](#)  
[Other Legal Requirements](#)

[Worker Protection](#)

[Training Vietnam Law](#)  
[Imminent Danger](#)

[Special Categories](#)  
[Personal Protective Equipment \(PPE\)](#)  
[Machinery and Equipment](#)  
[Ergonomics](#)  
[Hot Work](#)

#### [Materials Handling and Storage](#)

[Storage](#)  
[Ladders](#)  
[Forklifts](#)

#### [Safety Warnings](#)

#### [Electrical Safety](#)

[Safety Warnings](#)  
[Electrical Panels](#)  
[Electrical Wiring](#)  
[Maintenance](#)  
[Machinery](#)  
[High Voltage Areas](#)  
[Sub-Station](#)  
[Emergency Systems](#)  
[Compressors and Generators](#)

#### [First Aid and Medical](#)

[First-aid](#)  
[Health Checks](#)  
[Medical Treatment](#)  
[Medical Treatment Access](#)  
[Contagious Diseases](#)  
[Work-related Accidents and Diseases](#)

#### [Contractor Safety](#)

#### [Dormitories](#)

#### [Canteens](#)

#### [Childcare](#)

#### [Children](#)

[Presence on Work Floor](#)

#### [Facilities](#)

#### [Facility Comments](#)

### **TERMINATION**

#### [Section Instructions](#)

[Section Instructions](#)

#### [Forced Labor](#)

[Sub-Section Instructions](#)  
[Notice](#)  
[Debts](#)  
[Withholding](#)  
[Leaving](#)

#### [Employment Practices](#)

[Unjust Termination](#)  
[Notice](#)  
[Opportunity to Defend](#)  
[Invalid Reasons](#)  
[Outstanding Wages](#)  
[Severance Payment](#)  
[Timely Termination Payment](#)  
[Unused Annual Leave](#)  
[Other Termination Benefits](#)  
[Reinstatement/ Compensation Orders](#)  
[Suspension / Reduction Workforce](#)

#### [Discrimination](#)

[Sub-Section Instructions](#)  
[Termination](#)  
[Absence due to Illness](#)

[Complaints / Proceedings](#)

[Other Legal Requirements](#)

[Termination](#)

[Other Legal Requirements](#)

[Facility Comments](#)

## MANAGEMENT SYSTEMS

[Section Instructions](#)

[Section Instructions](#)

[Plan](#)

[Policies & Procedures](#)

[Strategy and Goals](#)

[Do](#)

[Roles and Responsibilities](#)

[Communication and Training](#)

[Check](#)

[Monitoring](#)

[Self Assessment](#)

[Act](#)

[Continuous Improvement](#)

[Facility Comments](#)

## ABOVE & BEYOND

[Section Instructions](#)

[Section Instructions](#)

[Workplace Well-Being](#)

[Sub-Section Instructions](#)

[Developmental Programs](#)

[Market Access](#)

[Economic Empowerment Programs](#)

[Wage Aspirations](#)

[HS Recognition](#)

[Other](#)

[Community Impact](#)

[Sub-Section Instructions](#)

[Supplier Engagement](#)

[Community Service](#)

[Charitable Contributions](#)

[Community Investment](#)

[External Engagement & Collaboration](#)

[Goals / Targets](#)

[Sourcing Practices](#)

[Land Grabbing](#)

[Public Disclosure & Transparency](#)

[Other](#)

[Facility Comments](#)

## VERIFICATION/ASSESSMENT DETAILS

[Verification/Assessment Details](#)

[Validation Method](#)

[Verification/Assessment Dates](#)

[Verification/Assessment Duration](#)

[Verification/Assessment Window](#)

[Verifier/Assessor Information](#)

[APSCA ID](#)

[Verification/Assessment Participants](#)

[Exception Requests](#)

[Worker Interviews](#)

[Verification/Assessment Observations](#)

## FACILITY PROFILE

Number	Question	Final Verified Response
--------	----------	-------------------------



## Section Instructions

Section Instructions		
	<p>Section Description: The purpose of the Facility Profile section is to understand the scope of facility operations and determine what questions in other sections of the Tool are applicable to this specific facility. Topics within this section include:</p> <ul style="list-style-type: none"><li>• Step Selection</li><li>• Basic Information</li><li>• Building Structures</li><li>• Worker Demographics</li><li>• Nationalities</li><li>• Languages</li><li>• Operating Licenses</li><li>• Certifications</li><li>• Production / Operation Information</li><li>• Subcontractors for Production / Operation</li></ul> <p>IMPORTANT NOTES: 1) First make your "Step Selection" below. 2) Then complete all questions in the Facility Profile. Certain answers within your Facility Profile (especially within the "Building Structures" and "Worker Demographics" section) will dictate which questions you will see within the Tool. If a question with free text answer (Response Here) is not applicable to you, type "Not Applicable". If a question does not have the answer option that best fits your facility circumstances, please choose the most appropriate or positive answer and use the question under Sub-Section Facility Comments to provide your feedback. You will have to complete one Facility Profile question after you have finished your entire self/joint-assessment to ensure an accurate answer: FP-BAS-26 Date of self/ or joint-assessment submission (YYYY-MM-DD): Remember that the verification has to occur within two months after this submission date. If scheduling does not allow you to complete the verification in time, then ensure you update this self/joint-assessment prior to completing it on the Accredited Host platform.</p>	

## Step Selection

FP-STE-1	Please choose which tool "Step" your facility would like to complete:	Step 3
Facility Response: Step 3		
Verification Selection: Verification not required		
Corrected Response:		
Validation Method: BW Compliance Assessment		
FP-STE-2	Overall Completion Percentage (based on Step Selection):	1

## Accuracy Index

FP-ACC-1	Accuracy Index	0.935077519379845
----------	----------------	-------------------

## Basic Information

Facility		
FP-BAS-1	Facility Name (as per business license):	IRIS Fabrics Limited
Facility Response: IRIS Fabrics Limited		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-BAS-2	Facility Street Address (as per business license):	Zirani Bazar, Kashimpur, Gazipur- 1349, Dhaka, Bangladesh
Facility Response: Zirani Bazar, Kashimpur, Gazipur- 1349, Dhaka, Bangladesh		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-BAS-3	Facility City Address (as per business license):	Gazipur
Facility Response: Gazipur		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-BAS-4	Facility State/Province Address (as per business license):	Dhaka
Facility Response: Dhaka		
Verification Selection: Accurate		

Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-BAS-5	Facility Zip Code/Postal Code Address (as per business license):	1349
Facility Response: 1349		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-BAS-6	Facility Name (in local language as per business license):	আইরিশ ফেব্রিকস লিমিটেড
Facility Response: আইরিশ ফেব্রিকস লিমিটেড		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-BAS-7	Facility Address (in local language as per business license):	জিরানী বাজার, কাশিমপুর, গাজীপুর
Facility Response: জিরানী বাজার, কাশিমপুর, গাজীপুর		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-BAS-8	Facility Country:	Bangladesh
Facility Response: Bangladesh		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-BAS-9	Facility Geolocation Latitude:	23.99916015652761,
Facility Response: 23.99916015652761,		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-BAS-10	Facility Geolocation Longitude:	90.25120654755153
Facility Response: 90.25120654755153		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-BAS-11	Facility Contact Name:	Mohammad Ahsan Halim
Facility Response: Mohammad Ahsan Halim		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-BAS-12	Facility Contact Title:	GM- Admin, HR & Compliance
Facility Response: GM- Admin, HR & Compliance		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-BAS-13	Facility Contact Phone #:	+8801817049518
Facility Response: +8801817049518		
Verification Selection: Accurate		

Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-BAS-14	Facility Phone #:	+8801817049518
Facility Response: +8801817049518		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-BAS-15	Facility Email:	admin@irisgroupbd.com
Facility Response: admin@irisgroupbd.com		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
<b>Hours of Operation</b>		
FP-BAS-16	Normal Hours of Operation per day:	8
Facility Response: 8		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-BAS-17	Number of Shifts and Hours of Operation for each (Normal Operations):	04 Shift (General Shift-08:00am to 05:00pm) Additional three Shifts (06:00am- 02:30pm, 02:00pm-10:30pm, 10:00pm-06:30am)
Facility Response: 04 Shift (General Shift-08:00am to 05:00pm) Additional three Shifts (06:00am- 02:30pm, 02:00pm-10:30pm, 10:00pm-06:30am)		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-BAS-18	Number of Shifts and Hours of Operation for each (Peak Operations):	04 Shift (General Shift-08:00am to 05:00pm) Additional three Shifts (06:00am- 02:30pm, 02:00pm-10:30pm, 10:00pm-06:30am)
Facility Response: 04 Shift (General Shift-08:00am to 05:00pm) Additional three Shifts (06:00am- 02:30pm, 02:00pm-10:30pm, 10:00pm-06:30am)		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
<b>Peak Months</b>		
FP-BAS-19	Peak Operation Months:	November, December, January, February
Facility Response: November, December, January, February		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
<b>Assessment Submission</b>		
FP-BAS-20	Submission Type:	Self-assessment (SA) by facility (only)
Facility Response: Self-assessment (SA) by facility (only)		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-BAS-21	Please describe the organization that assisted with this assessment:	
Facility Response:		
FP-BAS-22	Please enter the name of the individual who assisted with this assessment:	
Facility Response:		

FP-BAS-23	Please enter the contact email(s) of the individual who assisted with this assessment:	
Facility Response:		
FP-BAS-24	Facility Contact Name(s) of who is submitting the self/ or joint-assessment:	Mohammad Ahsan Halim
Facility Response: Mohammad Ahsan Halim		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-BAS-25	Facility Contact Email(s) of who is submitting the self/ or joint-assessment:	admin@irisgroupbd.com
Facility Response: admin@irisgroupbd.com		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-BAS-26	Date of self/ or joint-assessment submission (YYYY-MM-DD):	2023-11-28
Facility Response: 2023-11-28		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
<b>Worker Engagement</b>		
FP-BAS-27	Were workers' representatives and/or workers involved in the self/joint-assessment process?	Yes. Other worker engagement activity was implemented.
Facility Response: Yes. Other worker engagement activity was implemented.		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-BAS-27.1	If yes, which SLCP approved Service Provider was used?	
Facility Response:		
FP-BAS-27.2	If yes, please describe how workers' representatives and/or workers were involved in the self/joint-assessment process:	Two members called Lovely Akter and Shariful Islam were present during assessment.
Facility Response: Two members called Lovely Akter and Shariful Islam were present during assessment.		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
<b>Building Structures</b>		
<b>Total</b>		
FP-BUI-1	Total number of buildings on-site:	10 or more
Facility Response: 10 or more		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
<b>Production</b>		
FP-BUI-2	Number of production buildings on-site:	1
Facility Response: 1		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		

Warehouse		
FP-BUI-3	Number of warehouses on-site:	1
Facility Response: 1		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-BUI-4	Are warehouses within or separate from production buildings?	Warehouses are separate buildings
Facility Response: Warehouses are separate buildings		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
On-site Housing		
FP-BUI-5	Number of on-site dormitories:	0
Facility Response: 0		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
Off-site Housing		
FP-BUI-6	Do workers stay in off-site housing managed or controlled by the facility?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-BUI-7	Do workers stay in off-site housing managed by an entity other than the facility?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-BUI-7.1	If yes, please provide details of the housing arrangements, including at minimum how many workers are living in the building, who is managing the building and what is the relationship between the facility and the entity providing the housing (e.g. does the facility pay for worker housing):	
Facility Response:		
On-site Canteen		
FP-BUI-8	Is there an on-site canteen/eating area?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
On-site Childcare		
FP-BUI-9	Are there on-site childcare facilities?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
Building Types		

FP-BUI-10	Describe any other types of buildings:	Wastage Godown, Chemical Godown, Utility Building (Boiler, Generator, ETP), Fire Control Room, Admin Building, Security Room etc.
Facility Response: Wastage Godown, Chemical Godown, Utility Building (Boiler, Generator, ETP), Fire Control Room, Admin Building, Security Room etc.		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
<b>Facility Area</b>		
FP-BUI-11	Total Facility Area (m2) - only built premises:	30359
Facility Response: 30359		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
<b>Additional Comments</b>		
FP-BUI-12	Please enter any additional building related comments here, including age of each facility building:	N/A
Facility Response: N/A		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
<b>Facility Ownership</b>		
FP-BUI-13	Facility is the legal owner of the site:	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-BUI-14	Is this facility owned and/or managed by a woman?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
<b>Building Floors</b>		
FP-BUI-15	Facility is in a multi-floor building:	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-BUI-16	Number of all floors:	9
Facility Response: 9		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-BUI-17	Floors have been added since original construction:	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
<b>Shared Building</b>		

FP-BUI-18	Building is shared with other facilities/enterprises:	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
<b>Residential</b>		
FP-BUI-19	Residential building has been converted into a facility:	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-BUI-20	Residences are located within any facility buildings:	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
<b>Worker Demographics</b>		
<b>Workers</b>		
	NOTE: The numbers below should represent the number of workers as of the date of self/joint-assessment completion on the Accredited Host platform.	
FP-WOR-1	Total number of workers:	2807
Facility Response: 2980		
Verification Selection: Updated during Verification		
Corrected Response: 2807		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-WOR-2	What percentage of the normal workforce does the Total number of workers reflect?	100
Facility Response: 100		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-WOR-3	Number of male workers:	1482
Facility Response: 1520		
Verification Selection: Updated during Verification		
Corrected Response: 1482		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-WOR-4	Number of full-time workers:	2807
Facility Response: 2980		
Verification Selection: Updated during Verification		
Corrected Response: 2807		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-WOR-5	Number of male full-time workers:	1482
Facility Response: 1520		
Verification Selection: Updated during Verification		

Corrected Response: 1482		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-WOR-6	Number of part-time workers:	0
Facility Response: 0		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-WOR-7	Number of male part-time workers:	
Facility Response:		
FP-WOR-8	Number of permanent workers:	2771
Facility Response: 2980		
Verification Selection: Updated during Verification		
Corrected Response: 2771		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-WOR-9	Number of male permanent workers:	1457
Facility Response: 1520		
Verification Selection: Updated during Verification		
Corrected Response: 1457		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-WOR-10	Number of temporary workers:	0
Facility Response: 0		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-WOR-11	Number of male temporary workers:	
Facility Response:		
FP-WOR-12	Number of agency/contract workers:	0
Facility Response: 0		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-WOR-13	Number of male agency/contract workers:	
Facility Response:		
FP-WOR-13.1	List the names of all organizations providing agency/contract workers:	
Facility Response:		
FP-WOR-14	Number of contract workers who are not part of the production process:	0
Facility Response: 0		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-WOR-14.1	List the names of all organizations providing contract workers who are not part of the production process, and the services provided by each (e.g., security or cleaning services):	
Facility Response:		



FP-WOR-15	Number of foreign migrant workers:	0
Facility Response: 0		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-WOR-16	Number of male foreign migrant workers:	
Facility Response:		
FP-WOR-17	Number of domestic migrant workers:	2707
Facility Response: 2896		
Verification Selection: Updated during Verification		
Corrected Response: 2707		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-WOR-18	Number of male domestic migrant workers:	1460
Facility Response: 1460		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-WOR-19	Number of workers paid by unit:	0
Facility Response: 0		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-WOR-20	Number of male workers paid by unit:	
Facility Response:		
FP-WOR-21	Number of workers under probation:	36
Facility Response: 236		
Verification Selection: Updated during Verification		
Corrected Response: 36		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-WOR-22	Number of male workers under probation:	25
Facility Response: 147		
Verification Selection: Updated during Verification		
Corrected Response: 25		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-WOR-23	Number of casual workers:	0
Facility Response: 0		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-WOR-24	Number of male casual workers:	
Facility Response:		
FP-WOR-25	How many workers under the age of 18 have worked at the facility during the assessment timeframe?	0
Facility Response: 0		
Verification Selection: Accurate		

Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-WOR-26	Number of male workers under the age of 18 during the assessment timeframe:	
Facility Response:		
FP-WOR-27	Number of workers who are trainees, apprentices or interns:	0
Facility Response: 0		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-WOR-28	Number of male workers who are trainees, apprentices or interns:	
Facility Response:		
FP-WOR-29	Number of workers who are pregnant/breastfeeding:	37
Facility Response: 37		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-WOR-30	Number of workers who are currently on maternity leave	17
Facility Response: 17		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-WOR-31	Number of workers who have returned to work from maternity leave	32
Facility Response: 32		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-WOR-32	Number of workers with disabilities:	41
Facility Response: 43		
Verification Selection: Updated during Verification		
Corrected Response: 41		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-WOR-33	Number of male workers with disabilities:	30
Facility Response: 30		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-WOR-34	Number of workers with refugee status/ visa:	0
Facility Response: 0		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-WOR-35	Number of male workers with refugee status/ visa:	
Facility Response:		

FP-WOR-36	Number of workers who bring work home or work at home exclusively:	0
Facility Response: 0		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-WOR-37	Number of male workers who bring work home or work at home exclusively:	
Facility Response:		
FP-WOR-37.1	Please describe the types of processes carried out at home (e.g. embroidery):	
Facility Response:		
<b>Supervisors</b>		
FP-WOR-38	Number of supervisors:	376
Facility Response: 376		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-WOR-39	Number of male supervisors:	267
Facility Response: 267		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-WOR-40	Number of foreign migrant supervisors:	0
Facility Response: 0		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-WOR-41	Number of male foreign migrant supervisors:	0
Facility Response: 0		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
<b>Government programs</b>		
FP-WOR-42	Does the facility accept workers from government-facilitated or government-sponsored programs?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-WOR-42.1	Please describe the government-facilitated or government-sponsored program the facility participates in:	
Facility Response:		
<b>Nationalities</b>		
FP-NAT-1	How many nationalities are represented among workers and supervisors at the facility?	1
Facility Response: 1		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		

Validation Method: BW Compliance Assessment		
FP-NAT-2	Nationality #1	Bangladesh
Facility Response: Bangladesh		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-NAT-3	Approximate % of workers	100
Facility Response: 100		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-NAT-4	Approximate % of supervisors	100
Facility Response: 100		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-NAT-5	Nationality #2	
Facility Response:		
FP-NAT-6	Approximate % of workers	
Facility Response:		
FP-NAT-7	Approximate % of supervisors	
Facility Response:		
FP-NAT-8	Nationality #3	
Facility Response:		
FP-NAT-9	Approximate % of workers	
Facility Response:		
FP-NAT-10	Approximate % of supervisors	
Facility Response:		
FP-NAT-11	Nationality #4	
Facility Response:		
FP-NAT-12	Approximate % of workers	
Facility Response:		
FP-NAT-13	Approximate % of supervisors	
Facility Response:		
FP-NAT-14	Please list any additional nationalities and the approximate % of workers and supervisors here:	
Facility Response:		
<b>Languages</b>		
FP-LAN-1	How many languages must be spoken by supervisors and management in order to effectively communicate with ALL workers?	1
Facility Response: 1		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-LAN-2	Primary language spoken at the facility:	Bengali/ Bangla
Facility Response: Bengali/ Bangla		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		

Validation Method: BW Compliance Assessment		
FP-LAN-3	Please provide approximate % of workers who can communicate in the primary language spoken at the facility:	100
Facility Response: 100		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-LAN-4	Please provide approximate % of supervisors who can communicate in the primary language spoken at the facility:	100
Facility Response: 100		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-LAN-5	Second most commonly spoken language at the facility:	
Facility Response:		
FP-LAN-6	Please provide approximate % of workers who can communicate in this language:	
Facility Response:		
FP-LAN-7	Please provide approximate % of supervisors who can communicate in this language:	
Facility Response:		
FP-LAN-8	Third most commonly spoken language at the facility:	
Facility Response:		
FP-LAN-9	Please provide approximate % of workers who can communicate in this language:	
Facility Response:		
FP-LAN-10	Please provide approximate % of supervisors who can communicate in this language:	
Facility Response:		
FP-LAN-11	Primary language spoken by facility management:	Bengali/ Bangla
Facility Response: Bengali/ Bangla		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
<b>Operating Licenses</b>		
FP-OPE-1	Operating license/registration is available and up to date:	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Section 325, BLA; Rules 354, 358, BLR; Forms 77, 78		
Validation Method: BW Compliance Assessment		
FP-OPE-2	Operating License/Registration #:	82/Gazipur (Trade License) 14239/ Gazipur (Factory License)
Facility Response: 82/Gazipur (Trade License) 14239/ Gazipur (Factory License)		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
<b>Certifications</b>		
<b>Social Audits and Certifications</b>		
FP-CER-1	How many social / labor audits have taken place?	4
Facility Response: 4		

Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-CER-2	How many still valid independent certification/standard audits has the facility participated in?	7
Facility Response: 7		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
	Please provide information on the still valid independent certification/standard audits:	
	Certification / Standard Audit #1	
FP-CER-3.1	If other, please describe:	
Facility Response:		
FP-CER-4	First Audit Date (YYYY-MM-DD)	2011-03-10
Facility Response: 2011-03-10		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-CER-5	Last Audit Date (YYYY-MM-DD)	2023-06-14
Facility Response: 2023-06-14		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-CER-6	Audit Firm	TUV Reihnlend
Facility Response: TUV Reihnlend		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-CER-7	Audit Result (if applicable)	B
Facility Response: B		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-CER-8	Certification # (if applicable)	Available in the facility
Facility Response: Available in the facility		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
	Certification / Standard Audit #2	
FP-CER-9.1	If other, please describe:	
Facility Response:		
FP-CER-10	First Audit Date (YYYY-MM-DD)	2011-06-07
Facility Response: 2011-06-07		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-CER-11	Last Audit Date (YYYY-MM-DD)	2023-03-14

Facility Response: 2023-03-14		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-CER-12	Audit Firm	Bureau Veritas
Facility Response: Bureau Veritas		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-CER-13	Audit Result (if applicable)	Good
Facility Response: Good		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-CER-14	Certification # (if applicable)	Available in the factory
Facility Response: Available in the factory		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
	Certification / Standard Audit #3	
FP-CER-15.1	If other, please describe:	
Facility Response:		
FP-CER-16	First Audit Date (YYYY-MM-DD)	2014-03-12
Facility Response: 2014-03-12		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-CER-17	Last Audit Date (YYYY-MM-DD)	2023-02-05
Facility Response: 2023-02-05		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-CER-18	Audit Firm	ILO Better work
Facility Response: ILO Better work		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-CER-19	Audit Result (if applicable)	Good, Available in the factory
Facility Response: Good, Available in the factory		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-CER-20	Certification # (if applicable)	Available in the factory
Facility Response: Available in the factory		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		

Validation Method: BW Compliance Assessment		
	Certification / Standard Audit #4	
FP-CER-211	If other, please describe:	
Facility Response:		
FP-CER-22	First Audit Date (YYYY-MM-DD)	2019-03-02
Facility Response: 2019-03-02		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-CER-23	Last Audit Date (YYYY-MM-DD)	2023-04-03
Facility Response: 2023-04-03		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-CER-24	Audit Firm	Sustainable Management System Inc
Facility Response: Sustainable Management System Inc		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-CER-25	Audit Result (if applicable)	Certified
Facility Response: Certified		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-CER-26	Certification # (if applicable)	Available in the factory
Facility Response: Available in the factory		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
	Certification / Standard Audit #5	
FP-CER-27.1	If other, please describe:	
Facility Response:		
FP-CER-28	First Audit Date (YYYY-MM-DD)	2012-08-31
Facility Response: 2012-08-31		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-CER-29	Last Audit Date (YYYY-MM-DD)	2023-08-31
Facility Response: 2023-08-31		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-CER-30	Audit Firm	Hohenstein Bangladesh
Facility Response: Hohenstein Bangladesh		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		



FP-CER-31	Audit Result (if applicable)	Certified
Facility Response: Certified		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-CER-32	Certification # (if applicable)	Available in the factory
Facility Response: Available in the factory		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
	Certification / Standard Audit #6	
FP-CER-33.1	If other, please describe:	ISO 14001
Facility Response: ISO 14001		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-CER-34	First Audit Date (YYYY-MM-DD)	2019-02-02
Facility Response: 2019-02-02		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-CER-35	Last Audit Date (YYYY-MM-DD)	2023-04-02
Facility Response: 2023-04-02		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-CER-36	Audit Firm	Sustainable Management System Inc
Facility Response: Sustainable Management System Inc		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-CER-37	Audit Result (if applicable)	Certified
Facility Response: Certified		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-CER-38	Certification # (if applicable)	Available in the factory
Facility Response: Available in the factory		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
<b>Production / Operation Information</b>		
<b>Industry Sector</b>		
FP-PRO-1	SELECT ALL THAT APPLY WITH A "X":	
FP-PRO-1-1	Apparel	X
Facility Response: X		
Verification Selection: Accurate		

Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
FP-PRO-1-2	Footwear	
Facility Response:		
FP-PRO-1-3	Home Textiles	
Facility Response:		
FP-PRO-1-4	Accessories	
Facility Response:		
FP-PRO-1-5	Home Furnishings	
Facility Response:		
FP-PRO-1-6	Hard Goods (incl. Travel Goods)	
Facility Response:		
FP-PRO-1-7	Food and Beverage	
Facility Response:		
FP-PRO-1-8	Personal Care and Beauty Products	
Facility Response:		
FP-PRO-1-9	Other	
Facility Response:		
FP-PRO-1-1	If other, please describe:	
Facility Response:		
<b>Facility Type</b>		
FP-PRO-2	SELECT ALL THAT APPLY WITH A "X":	
FP-PRO-2-1	Sewing or Final Product Assembly	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
FP-PRO-2-2	Footwear / Leather goods	
Facility Response:		
FP-PRO-2-3	Printing or Dyeing	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
FP-PRO-2-4	Materials Supplier	
Facility Response:		
FP-PRO-2-5	Trim	
Facility Response:		
FP-PRO-2-6	Chemical	
Facility Response:		
FP-PRO-2-7	Packaging	
Facility Response:		
FP-PRO-2-8	Other	
Facility Response:		
FP-PRO-2-1	If other, please describe:	
Facility Response:		
<b>Facility Processes</b>		
FP-PRO-3	Does the facility include sandblasting in its processes?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		

	NOTE: The "Facility Processes" below will conditionally appear depending upon the answer to the "Facility Type" above.	
FP-PRO-4	SELECT ALL THAT APPLY WITH A "X":	
FP-PRO-5	Sewing or Final Product Assembly	
FP-PRO-5-1	Casting	
Facility Response:		
FP-PRO-5-2	Cutting	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
FP-PRO-5-3	Embossing	
Facility Response:		
FP-PRO-5-4	Priming	
Facility Response:		
FP-PRO-5-5	Heat Press / Heating and Cooling	
Facility Response:		
FP-PRO-5-6	Labeling	
Facility Response:		
FP-PRO-5-7	Lasting	
Facility Response:		
FP-PRO-5-8	Molding	
Facility Response:		
FP-PRO-5-9	No sew	
Facility Response:		
FP-PRO-5-10	Packaging	
Facility Response:		
FP-PRO-5-11	Gluing	
Facility Response:		
FP-PRO-5-12	Seam Taping	
Facility Response:		
FP-PRO-5-13	Sewing	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
FP-PRO-5-14	Sundries Application	
Facility Response:		
FP-PRO-5-15	Washing	
Facility Response:		
FP-PRO-5-16	Welding	
Facility Response:		
FP-PRO-5-17	Printing	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
FP-PRO-5-18	Embroidery	X

Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
FP-PRO-6	Footwear / Leather goods	
FP-PRO-6-1	Leather Tanning – Wet Operations	
Facility Response:		
FP-PRO-6-2	Leather Tanning – Finishing	
Facility Response:		
FP-PRO-6-3	Coating	
Facility Response:		
FP-PRO-6-4	Metal work	
Facility Response:		
FP-PRO-6-5	Molding	
Facility Response:		
FP-PRO-6-6	Printing	
Facility Response:		
FP-PRO-6-7	Laminating	
Facility Response:		
FP-PRO-6-8	Cutting	
Facility Response:		
FP-PRO-6-9	Upper production (including stitching)	
Facility Response:		
FP-PRO-6-10	Stock fitting	
Facility Response:		
FP-PRO-6-11	Lasting	
Facility Response:		
FP-PRO-6-12	Finishing	
Facility Response:		
FP-PRO-6-13	Packaging	
Facility Response:		
FP-PRO-7	Printing or Dyeing	
FP-PRO-7-1	Dyeing	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
FP-PRO-7-2	Sublimation	
Facility Response:		
FP-PRO-7-3	Wet printing	
Facility Response:		
FP-PRO-7-4	Screen Printing	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
FP-PRO-7-5	Rotary Printing	
Facility Response:		
FP-PRO-8	Materials Supplier	
FP-PRO-8-1	Casting	
Facility Response:		

FP-PRO-8-2	Coating	
Facility Response:		
FP-PRO-8-3	Dyeing	
Facility Response:		
FP-PRO-8-4	Extrusion	
Facility Response:		
FP-PRO-8-5	Finishing	
Facility Response:		
FP-PRO-8-6	Insulation: animal (down) processing	
Facility Response:		
FP-PRO-8-7	Insulation: non-woven processing	
Facility Response:		
FP-PRO-8-8	Knitting	
Facility Response:		
FP-PRO-8-9	Lamination	
Facility Response:		
FP-PRO-8-10	Mixing (EVA / Rubber / primer / glue)	
Facility Response:		
FP-PRO-8-11	Bonding	
Facility Response:		
FP-PRO-8-12	Spinning	
Facility Response:		
FP-PRO-8-13	Tanning (beam house or retannage)	
Facility Response:		
FP-PRO-8-14	Vulcanization	
Facility Response:		
FP-PRO-8-15	Washing	
Facility Response:		
FP-PRO-8-16	Weaving	
Facility Response:		
FP-PRO-9	Trim	
FP-PRO-9-1	Casting	
Facility Response:		
FP-PRO-9-2	Dyeing	
Facility Response:		
FP-PRO-9-3	Gluing	
Facility Response:		
FP-PRO-9-4	Heat Press / Heating and Cooling	
Facility Response:		
FP-PRO-9-5	Lamination/Coating	
Facility Response:		
FP-PRO-9-6	Molding	
Facility Response:		
FP-PRO-9-7	Non-woven	
Facility Response:		
FP-PRO-10	Chemical	
FP-PRO-10-1	Raw Material Storage / Warehousing	

Facility Response:		
FP-PRO-10-2	Chemical Synthesis	
Facility Response:		
FP-PRO-10-3	Standardization / Chemical Finishing	
Facility Response:		
FP-PRO-10-4	Blending / Formulating	
Facility Response:		
FP-PRO-10-5	Packaging	
Facility Response:		
FP-PRO-10-6	Waste Treatment / Management	
Facility Response:		
FP-PRO-10-7	Final Product Warehousing / Storage	
Facility Response:		
FP-PRO-10-8	Shipping	
Facility Response:		
FP-PRO-11	Packaging	
FP-PRO-11-1	Converting raw material (incoming paperboard or plastic resin)	
Facility Response:		
FP-PRO-11-2	Die cutting (e.g. Cartons)	
Facility Response:		
FP-PRO-11-3	Assembly (e.g. corrugated board)	
Facility Response:		
FP-PRO-11-4	Molding (plastic)	
Facility Response:		
FP-PRO-11-5	Printing	
Facility Response:		
FP-PRO-11-6	Assembly	
Facility Response:		
FP-PRO-11-7	Gluing	
Facility Response:		
FP-PRO-11-8	Finishing	
Facility Response:		
FP-PRO-11-9	Die cutting	
Facility Response:		
FP-PRO-11-10	Packing	
Facility Response:		
FP-PRO-11-11	Shipping	
Facility Response:		
<b>Volume</b>		
FP-PRO-12	Facility's monthly volume (unit of measurement):	Kilogram
Facility Response: Kilogram		
Verification Selection: Accurate		

Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-PRO-12.1	If other, please describe:	
Facility Response:		
FP-PRO-13	Facility's monthly volume (numerical amount):	650732
Facility Response: 650732		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
<b>Capacity</b>		
FP-PRO-14	Facility's monthly capacity (unit of measurement):	Kilogram
Facility Response: Kilogram		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-PRO-14.1	If other, please describe:	
Facility Response:		
FP-PRO-15	Facility's monthly capacity (numerical amount):	650732
Facility Response: 650732		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-PRO-15.1	Please describe how the monthly capacity is calculated (e.g. do you base calculation on regular working hours or include overtime hours):	Regular working hour with 2 hours overtime
Facility Response: Regular working hour with 2 hours overtime		
Verification Selection: Verification not required		
Corrected Response:		
Validation Method: BW Compliance Assessment		
<b>Planning</b>		
FP-PRO-16	What is the facility's form of production/ operations planning?	Monthly
Facility Response: Monthly		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-PRO-16.1	If other, please describe:	
Facility Response:		
FP-PRO-17	What is the facility's definition of lead time?	90 days
Facility Response: 90 days		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-PRO-18	What is the facility's maximum lead time (weeks as unit of measurement)?	90
Facility Response: 90		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		

FP-PRO-19	Has the facility had any rush orders within the last 12 months?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-PRO-19.1	If yes, please describe:	
Facility Response:		
<b>Subcontractors Used for Production / Operation</b>		
<b>Subcontractors</b>		
FP-SUB-1	Are subcontractors utilized by the facility to complete all or part of the production process?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-SUB-2	If yes, how many subcontractors?	10
Facility Response: 10		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-SUB-3	Additional Comments: If you have additional comments regarding facility's use/non-use of subcontractors, please communicate them here:	N/A
Facility Response: N/A		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
	Subcontractor #1	
FP-SUB-4	Name	Scandex Textiles Industries Ltd.
Facility Response: Scandex Textiles Industries Ltd.		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-SUB-5	Address	Uttar Gazaria, Kaliakoir, Gazipur
Facility Response: Uttar Gazaria, Kaliakoir, Gazipur		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-SUB-6	Contact Name	Palash Kanti Das
Facility Response: Palash Kanti Das		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-SUB-7	Contact Number	01713441273
Facility Response: 01713441273		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		



FP-SUB-8	Email	scandex.agm.admin@metrokd.com
Facility Response: scandex.agm.admin@metrokd.com		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-SUB-9	Types of Processes Subcontracted:	Yarn Dyeing
Facility Response: Yarn Dyeing		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
	Subcontractor #2	
FP-SUB-10	Name	Binoda Knitwear Limited
Facility Response: Binoda Knitwear Limited		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-SUB-11	Address	Taltoli, Mirzapur Bazar, Gazipur Sadar, Gazipur
Facility Response: Taltoli, Mirzapur Bazar, Gazipur Sadar, Gazipur		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-SUB-12	Contact Name	Md. Jibon Rahman
Facility Response: Md. Jibon Rahman		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-SUB-13	Contact Number	'01722273257
Facility Response: '01722273257		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-SUB-14	Email	bhdp-compliance2@nhk-ast.com
Facility Response: bhdp-compliance2@nhk-ast.com		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-SUB-15	Types of Processes Subcontracted:	AOP
Facility Response: AOP		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
	Subcontractor #3	
FP-SUB-16	Name	Purbani Yarn Dyeing Ltd.
Facility Response: Purbani Yarn Dyeing Ltd.		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		

Validation Method: BW Compliance Assessment		
FP-SUB-17	Address	Noorbag, Mouchak, Kaliakair, Gazipur
Facility Response: Noorbag, Mouchak, Kaliakair, Gazipur		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-SUB-18	Contact Name	Rakibul Islam
Facility Response: Rakibul Islam		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-SUB-19	Contact Number	'01688214262
Facility Response: '01688214262		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-SUB-20	Email	rakib.islam@purbanigroup.com
Facility Response: rakib.islam@purbanigroup.com		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-SUB-21	Types of Processes Subcontracted:	Yarn Dyeing
Facility Response: Yarn Dyeing		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
	Subcontractor #4	
FP-SUB-22	Name	Paramount Textile PLC
Facility Response: Paramount Textile PLC		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-SUB-23	Address	Gilar Chala, Sreepur, Gazipur
Facility Response: Gilar Chala, Sreepur, Gazipur		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-SUB-24	Contact Name	Rashedul Hasan
Facility Response: Rashedul Hasan		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-SUB-25	Contact Number	01709654125
Facility Response: 01709654125		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		

Validation Method: BW Compliance Assessment		
FP-SUB-26	Email	rashidul@paramountgroupbd.com
Facility Response: rashidul@paramountgroupbd.com		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-SUB-27	Types of Processes Subcontracted:	Yarn Dyeing
Facility Response: Yarn Dyeing		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
	Subcontractor #5	
FP-SUB-28	Name	Adury Fashion & Print Ltd.
Facility Response: Adury Fashion & Print Ltd.		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-SUB-29	Address	Karadi, Shibpur, Narshingdi
Facility Response: Karadi, Shibpur, Narshingdi		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-SUB-30	Contact Name	Md. Muntashir Billah
Facility Response: Md. Muntashir Billah		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-SUB-31	Contact Number	'01712752625
Facility Response: '01712752625		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-SUB-32	Email	muntashir.ems@thermaxgroup.com
Facility Response: muntashir.ems@thermaxgroup.com		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-SUB-33	Types of Processes Subcontracted:	AOP
Facility Response: AOP		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
	Subcontractor #6	
FP-SUB-34	Name	Unifill Composite Dyeing Mills Limited
Facility Response: Unifill Composite Dyeing Mills Limited		
Verification Selection: Accurate		

Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-SUB-35	Address	Gobindabari, Bhabanipur, Kashimpur, Gazipur
Facility Response: Gobindabari, Bhabanipur, Kashimpur, Gazipur		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-SUB-36	Contact Name	Md.Sayedur Rahman
Facility Response: Md.Sayedur Rahman		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-SUB-37	Contact Number	'01711346151
Facility Response: '01711346151		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-SUB-38	Email	sayedur@unifillgroup.com
Facility Response: sayedur@unifillgroup.com		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
FP-SUB-39	Types of Processes Subcontracted:	Dyeing & AOP
Facility Response: Dyeing & AOP		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
<b>Facility Comments</b>		
FP-FAC-1	Please describe any concerns or difficulties with questions listed in this section:	N/A
Facility Response: N/A		
Verification Selection: Verification not required		
Corrected Response:		
Validation Method: BW Compliance Assessment		
<b>RECRUITMENT &amp; HIRING</b>		
<b>Number</b>	<b>Question</b>	<b>Final Verified Response</b>
<b>Section Instructions</b>		
<b>Section Instructions</b>		
	Section Description: The purpose of the Recruitment and Hiring section is to understand the facility's social and labor practices in the initial stages of employment. The "recruitment" process is designed to select the most appropriate candidates for employment. The "hiring" process is how new workers are brought into the organization. Social and Labor topics within this section include: • Child Labor • Apprenticeship / Trainee / Internship Programs • Forced Labor • Recruitment Practices • Discrimination • Employment Practices • Homeworkers • Facility Comments	
<b>Child Labor</b>		
<b>Sub-Section Instructions</b>		

**Overall International Labor Standards Compliance Guidance:**  
 Child labor is work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development. It refers to work that is mentally, physically, socially or morally dangerous and harmful to children and interferes with their schooling by depriving them of the opportunity to attend school, by obliging them to leave school prematurely, or by requiring them to combine school attendance with excessively long and heavy work. In its most extreme forms, children are involved in illegal activities, or in work that exposes them to physical, sexual or psychological abuse. However, not all work done by children is classified as child labor that should be eliminated. Work that does not affect children's health and personal development or interfere with their schooling can be constructive. This includes activities such as helping parents around the home, helping in a family business or earning pocket money outside school time. Whether or not work being carried out by children constitutes child labor depends on the child's age, the type and hours of work performed, and the impact of the work on the child's health, development and access to education. In addition to determining whether there are child laborers working at the facility premises, the possibility of workers taking work home should be monitored. If work is performed outside the facility premises, determine whether underage family members are doing it. Applicable legal standards include: ILO Core Conventions, C138 Minimum Age Convention, 1973 and C182 Worst Forms of Child Labour Convention, 1999, which provide the baseline standards for child labor; other conventions in force in the country; applicable legislation; Collective Bargaining Agreements and provisions in employment contracts that exceed legal requirements Other relevant ILO documents: R146 Minimum Age Recommendation, 1973; R190 Worst Forms of Child Labour Recommendation, 1999

**Age Documentation**

RH-CHI-1	Does the facility verify minimum age requirements prior to hiring workers?	Yes
----------	--	-----

Facility Response: Yes

Verification Selection: Accurate

Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22. Management required workers to provide or show the following original documents to verify their age prior to hiring: the national identification card or birth registration certificate certifying the age of the person concerned. These practices were confirmed through document review and interviews with management and workers. Document checked: HR records for 10 workers.

Legal Reference: ILO Convention 138; Recommendation 146; Section 36, BLA; Rule 34 and Form 15, BLR

Validation Method: BW Compliance Assessment

RH-CHI-11	If yes, please describe what legal documentation or other proof of age are reviewed to verify minimum age requirements and whether copies are maintained:	Management required workers to provide at least one original document to verify their ages prior to hiring such as a national identification card, birth registration certificate, school certificate, or certificate from a registered physician certifying the age of the person concerned. Interviewed worker, management related with the age verification process confirmed the mentioned age verification process is being practiced in this enterprise. Document checked: HR records for 15 workers.
-----------	---	---

Facility Response: Birth certificate, National ID Card, Educational Certificate, Passport (if required)

Verification Selection: Inaccurate - Incorrect

Corrected Response: Management required workers to provide at least one original document to verify their ages prior to hiring such as a national identification card, birth registration certificate, school certificate, or certificate from a registered physician certifying the age of the person concerned. Interviewed worker, management related with the age verification process confirmed the mentioned age verification process is being practiced in this enterprise. Document checked: HR records for 15 workers.

Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.

Validation Method: BW Compliance Assessment

**Minimum Age**

RH-CHI-2	What is the age of the youngest worker in the facility?	18
----------	---	----

Facility Response: 18

Verification Selection: Accurate

Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.

Validation Method: BW Advisory

RH-CHI-3	If other, please describe:	
----------	----------------------------	--

Facility Response:

RH-CHI-4	Are any workers under the legal minimum age for employment?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22. Based on observations, interviews with workers, and employment records review, assessors found no indication that management employed workers under the age of 14. Management stated that the hired workers were at least 18 years old. Document checked: HR records for 10 workers.		
Legal Reference: ILO Convention 138; Sections 2(Lxiii), 34(1), BLA		
Validation Method: BW Compliance Assessment		
RH-CHI-5	How many females are under the applicable legal minimum working age?	
Facility Response:		
RH-CHI-6	How many males are under the applicable legal minimum working age?	
Facility Response:		
<b>Remediation</b>		
RH-CHI-7	Does the facility have a remediation system in place for when children (those under the legal minimum working age) are found to be working in the facility?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
RH-CHI-7.1	If yes, please describe the child remediation system in place:	We maintain as per Child worker remediation Policy & Procedure
Facility Response: We maintain as per Child worker remediation Policy & Procedure		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
<b>Historical Child Labor</b>		
RH-CHI-8	Do records indicate that any workers were under the legal minimum working age when hired?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: ILO Convention 138; Sections 2(Lxiii), 34(1), BLA		
Validation Method: BW Compliance Assessment		
<b>Workers under 18</b>		
RH-CHI-9	Does the facility maintain recorded parental permission for workers under the age of 18 in the facility?	
Facility Response:		
RH-CHI-10	Is the facility's practice of maintaining parental permission of workers under the age of 18 to work in the facility in line with legal requirements?	
Facility Response:		
RH-CHI-11	Does the facility maintain a list/register of all workers under age 18 in line with legal requirements?	
Facility Response:		
RH-CHI-12	Does the facility provide the list/register of workers under age 18 to government authorities in line with legal requirements?	
Facility Response:		
RH-CHI-13	Does the facility arrange health checks for all workers under the age of 18?	
Facility Response:		
RH-CHI-14	If yes, are health checks arranged prior to employment?	

Facility Response:		
RH-CHI-15	Is the facility's practice of arranging health checks for all workers under age 18 in line with legal requirements?	
Facility Response:		
RH-CHI-16	Does the facility provide special Health and Safety trainings (separate from normal adult training) to workers under the age of 18?	
Facility Response:		
RH-CHI-17	Is the facility's practice of providing special Health and Safety trainings (separate from normal adult training) to workers under the age of 18 in line with legal requirements?	
Facility Response:		
RH-CHI-18	Does the facility have special protective restrictions for workers under the age of 18?	
Facility Response:		
RH-CHI-18.1	If yes, please describe what type of protective restrictions are in place:	
Facility Response:		
RH-CHI-19	Are protective restrictions for workers under the age of 18 in line with legal requirements?	
Facility Response:		
RH-CHI-20	Does the facility monitor the working hours of all workers under the age of 18 separately?	
Facility Response:		
<b>Hazardous Work and other Worst Forms</b>		
RH-CHI-21	Which of the following work is performed by workers under age 18 (SELECT all that apply with a "X")	
RH-CHI-21-1	Work in a hazardous environment and/or work that is hazardous in nature in violation of legal standards	
Facility Response:		
RH-CHI-21.1	Please describe the type of hazardous work performed by both female and by male workers (if different):	
Facility Response:		
RH-CHI-21-2	Night Work	
Facility Response:		
RH-CHI-21.2	Please describe the type of night work and hours worked by both female and male workers (if different):	
Facility Response:		
RH-CHI-21-3	More hours than permitted by law	
Facility Response:		
RH-CHI-21.3	Please describe the hours and type of work performed in violation of legal standards by both female and by male workers (if different):	
Facility Response:		
RH-CHI-21-4	Other	
Facility Response:		
RH-CHI-21.4	If other, please describe:	
Facility Response:		
RH-CHI-21-5	None of the above	
Facility Response:		
RH-CHI-22	Have there been any incidences of forced labor, prostitution, pornography, or illegal activities involving workers under age 18, or work that exposes them to physical, psychological or sexual abuse?	
Facility Response:		
<b>Other Legal Requirements</b>		
RH-CHI-23	Are facility practices out of compliance with any legal requirements not covered elsewhere regarding Child Labor?	No

Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
<b>Apprenticeship / Trainee / Internship Programs</b>		
RH-APP-1	Does the facility offer/ participate in any apprenticeship / trainee / internship programs?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
RH-APP-2	Which of the following apprenticeship / trainee / internship programs does the facility offer/ participate in? (SELECT all that apply with a "X")	
RH-APP-2-1	Apprenticeship program	
Facility Response:		
RH-APP-2-1	Please describe your apprenticeship program:	
Facility Response:		
RH-APP-2-2	Trainee program	
Facility Response:		
RH-APP-2-2	Please describe your trainee program:	
Facility Response:		
RH-APP-2-3	Internship program	
Facility Response:		
RH-APP-2-3	Please describe your internship program:	
Facility Response:		
RH-APP-3	What is the maximum length of time (in days) that the facility considers workers as apprentices / interns / workers in training?	
Facility Response:		
RH-APP-4	Can apprentices / trainees / interns choose a position in the facility that is related to their area of study (or skill/trade)?	
Facility Response:		
RH-APP-5	Is the facility's apprenticeship / training / internship program in line with all legal requirements?	
Facility Response:		
<b>Forced Labor</b>		
<b>Sub-Section Instructions</b>		



Overall International Labor Standard Compliance Guidance: Forced labor is work exacted under the menace of penalty and for which the person has not offered him/herself voluntarily. Forced labor violates the basic human right to work in freedom and freely choose one's work. Two elements must be present in addition to labor, which refers to all types of work, service and employment, whether formal or informal, regardless of industry or sector. Labour does not include compulsory education or compulsory vocational training, however, trainings required in connection with employment would be considered labor. 1) The first element is that the worker must be subject to threat of penalty. Look for coercion on the part of the employer (e.g., action taken to control, manipulate, deceive and/or override a person's will). However, bear in mind that for vulnerable workers, a relatively small amount of coercion may lead to forced labor. For example, workers who are migrants, pregnant or from ethnic minorities often are vulnerable and therefore may be more susceptible to forced labor. Some possible examples of penalties that could be imposed or threatened include: • Beatings, torture or sexual assault; • Restrictions on freedom of movement, e.g., prohibiting workers from leaving the workplace or living accommodation; • Financial penalties, e.g., burdening workers with unmanageable debt or delaying wage payments to keep workers on the job; • Reporting workers to the authorities (police, immigration, etc.); • Deportation, for example in the case of migrants in irregular situations; • Denying workers access to their personal documents; • Termination or exclusion from future employment; • Exclusion from community and social life; • Refusal of food, shelter or other necessities; • Transfer to worse working conditions, and • Removal of rights or privileges. Coercion is an indicator of forced labor regardless of whether it occurs during regular hours or overtime. Subjecting workers to the coercive tactics listed below under the Coercion compliance point would be an indicator of forced labor, even if the tactics are used solely to force workers to work overtime. In a limited set of circumstances, forced labor also can arise when workers are forced to work overtime through economic coercion. The Forced Labour and Overtime compliance point addresses those situations. 2) The second element of forced labor is that the worker has not accepted the work voluntarily. Workers must freely consent to accept the work and they must be free to leave the job and the workplace at all times. Deciding whether work is performed voluntarily often involves looking at • the vulnerability of the worker and • external and indirect pressures that make it difficult for workers to choose not to work, for example, non-payment of wages, or denying workers access to their identity documents. Applicable legal standards include: ILO Core Conventions, C29 Forced Labour Convention, 1930 (and Protocol), and C105 Abolition of Forced Labour Convention, 1957, which provide the baseline standards for forced labor; other conventions in force in the country; applicable legislation; Collective Bargaining Agreements and provisions in employment contracts that exceed legal requirements. Other relevant ILO documents: C181 Private Employment Agencies Convention, 1997 and C1 Hours of Work (Industry) Convention, 1919

<b>Prison Labor</b>		
RH-FOR-1	Does the facility use prison labor?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
RH-FOR-2	Does the facility follow any of the following practices concerning prison labor? (SELECT all that apply with a "X")	
RH-FOR-2-1	Prison laborers have freely consented to perform the work	
Facility Response:		
RH-FOR-2-2	The facility treats prison laborers and non-prison workers similarly (conditions of work such as wages, hours of work, health and safety, etc.)	
Facility Response:		
RH-FOR-2-3	There is supervision and control by a public authority	
Facility Response:		

RH-FOR-2-4	None of the above	
Facility Response:		
<b>Forced Labor by Governments</b>		
RH-FOR-3	Does the facility need to release workers to be available for government-mandated forced labor?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
RH-FOR-3.1	If yes, please describe the time periods and circumstances in which workers need to be released:	
Facility Response:		
<b>Recruitment Practices</b>		
<b>Deposits</b>		
RH-REC-1	Are any monetary deposits required of workers upon hire?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
RH-REC-2	Are monetary deposits in line with legal requirements?	
Facility Response:		
<b>Recruiters</b>		
RH-REC-3	Are labor recruiters / employment agencies responsible for the recruitment of workers to the facility?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
<b>Foreign Migrant Workers</b>		
RH-REC-4	Is the facility's recruitment process for foreign migrant workers in line with applicable legal requirements?	
Facility Response:		
<b>Recruitment Fees</b>		
RH-REC-5	Who is responsible for paying recruitment fees and related costs, the worker or the facility?	Facility
Facility Response: Facility		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
RH-REC-6	Which of the following recruitment fees or related costs does the worker pay for? (SELECT all that apply with a "X")	
RH-REC-6-1	Skills and qualification tests	
Facility Response:		
RH-REC-6-2	Medical costs	
Facility Response:		
RH-REC-6-3	Training and orientation	
Facility Response:		
RH-REC-6-4	Administrative costs	
Facility Response:		
RH-REC-6-5	Travel and lodging	

Facility Response:		
RH-REC-6-6	Equipment costs	
Facility Response:		
RH-REC-6-7	Insurance costs	
Facility Response:		
RH-REC-6-8	Other	
Facility Response:		
RH-REC-6.1	If other, please describe:	
Facility Response:		
RH-REC-7	Are workers reimbursed for recruitment fees and related costs paid?	
Facility Response:		
RH-REC-7.1	If yes, please provide: • type of recruitment fees • amount reimbursed (percentage) • the reimbursing party (facility or other) • timing of reimbursement	
Facility Response:		
RH-REC-8	Are recruitment fees and related costs paid by workers in line with legal requirements?	No applicable legal requirements
Facility Response: Not Applicable		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: No applicable legal requirements		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
<b>Discrimination</b>		
<b>Sub-Section Instructions</b>		
	<p>Overall International Labor Standard Compliance Guidance: Discrimination includes any distinction based on race, color, sex, religion, political opinion, national extraction or social origin, which results in unequal treatment. Other grounds of discrimination may be included in national law, such as disability, HIV/AIDS status, age and sexual orientation. Discrimination may be direct or indirect and does not have to be intentional. Indirect discrimination refers to apparently neutral practices, which in fact result in unequal treatment of people with certain characteristics. Distinctions are permissible when they are necessary because of the inherent requirements of the particular job, although this exception is rare. Also, measures to protect certain categories of workers are acceptable when they are provided for under international labor Conventions and Recommendations, such as maternity protection. Distinctions also may be permissible under national laws designed to help groups who need special protection, for example, laws that offer preferential treatment to women in hiring in order to remedy the effects of past discrimination. Applicable legal standards include: ILO Core Conventions, C100 Equal Remuneration Convention, 1951 and C111 Discrimination (Employment and Occupation) Convention, 1958, which provide the baseline standards for discrimination; other conventions in force in the country; applicable legislation; Collective Bargaining Agreements and provisions in employment contracts that exceed legal requirements Other relevant ILO documents: R90 Equal Remuneration Recommendation, 1951; R111 Discrimination (Employment and Occupation) Recommendation, 1958; C156 Workers with Family Responsibilities Convention, 1981; R165 Workers with Family Responsibilities Recommendation, 1981</p>	
<b>Recruitment</b>		
RH-DIS-1	During the recruitment process, do materials such as job description or job application forms ever reference an applicant's race, skin color, sex (gender), religion, political opinion, national extraction, social origin, disability, HIV/AIDS status, sexual orientation, pregnancy/maternity status, marital status, family responsibilities, age (other than the legal minimum age) or nationality/foreign migrant worker status?	No
Facility Response: No		

Verification Selection: Accurate

Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.

Validation Method: BW Compliance Assessment

RH-DIS-2	Which of the following elements are referenced in written job descriptions or job applications? (SELECT all that apply with a "X")	
RH-DIS-2-1	Race / Skin Color	
Facility Response:		
RH-DIS-3	Are written job descriptions or job application forms that reference an applicant's race / skin color in line with applicable legal requirements?	
Facility Response:		
RH-DIS-3-1	Sex / Gender	
Facility Response:		
RH-DIS-4	Are written job descriptions or job application forms that reference an applicant's sex or gender in line with legal requirements?	
Facility Response:		
RH-DIS-4-1	Religion	
Facility Response:		
RH-DIS-5	Are written job description or job application forms that reference an applicant's religion in line with legal requirements?	
Facility Response:		
RH-DIS-5-1	Political Opinion	
Facility Response:		
RH-DIS-6	Are written job description or job application forms that reference an applicant's political opinion in line with legal requirements?	
Facility Response:		
RH-DIS-6-1	National Extraction	
Facility Response:		
RH-DIS-7	Are written job description or job application forms that reference an applicant's national extraction in line with legal requirements?	
Facility Response:		
RH-DIS-7-1	Social Origin	
Facility Response:		
RH-DIS-8	Are written job description or job application forms that reference an applicant's social origin in line with legal requirements?	
Facility Response:		
RH-DIS-8-1	Disability	
Facility Response:		
RH-DIS-9	Are written job description or job application forms that reference an applicant's disability in line with legal requirements?	
Facility Response:		
RH-DIS-9-1	HIV / AIDS Status (real or perceived)	
Facility Response:		
RH-DIS-10	Are written job description or job application forms that reference an applicant's HIV / AIDS status in line with legal requirements?	
Facility Response:		
RH-DIS-10-1	Sexual Orientation	
Facility Response:		
RH-DIS-11	Are written job description or job application forms that reference an applicant's sexual orientation in line with legal requirements?	
Facility Response:		

RH-DIS-11-1	Pregnancy / Maternity Status	
Facility Response:		
RH-DIS-12	Are written job description or job application forms that reference an applicant's pregnancy / maternity status in line with legal requirements?	
Facility Response:		
RH-DIS-12-1	Marital Status	
Facility Response:		
RH-DIS-13	Are written job description or job application forms that reference an applicant's marital status in line with legal requirements?	
Facility Response:		
RH-DIS-13-1	Age	
Facility Response:		
RH-DIS-14	Are written job description or job application forms that reference an applicant's age in line with legal requirements?	
Facility Response:		
RH-DIS-14-1	Nationality / Foreign Migrant Worker Status	
Facility Response:		
RH-DIS-15	Are written job description or job application forms that reference an applicant's nationality/foreign migrant status in line with legal requirements?	
Facility Response:		
RH-DIS-15-1	Family responsibilities	
Facility Response:		
RH-DIS-16	Are written job descriptions or job application forms that reference an applicant's family responsibilities in line with legal requirements?	
Facility Response:		
RH-DIS-16-1	Other	
Facility Response:		
RH-DIS-16.1	If other, please describe:	
Facility Response:		
RH-DIS-17	Are written job description or job application forms that reference other discriminatory factors in line with legal requirements?	
Facility Response:		
<b>Hiring</b>		
RH-DIS-18	Have race, skin color, sex (gender), religion, political opinion, national extraction, social origin, HIV/AIDS status, sexual orientation, pregnancy/maternity status, marital status, family responsibilities, age (other than the legal minimum age) or nationality/foreign migrant worker status been a factor in decisions regarding hiring?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
RH-DIS-19	Which of the following is a factor in decisions on hiring? (SELECT all that apply with a "X")	
RH-DIS-19-1	Race / Skin Color	
Facility Response:		
RH-DIS-20	Is an applicant's race / skin color factored into hiring decisions in line with legal requirements?	
Facility Response:		
RH-DIS-20-1	Sex / Gender	
Facility Response:		

RH-DIS-21	Is an applicant's sex / gender factored into hiring decisions in line with legal requirements?	
Facility Response:		
RH-DIS-21-1	Religion	
Facility Response:		
RH-DIS-22	Is an applicant's religion factored into hiring decisions in line with legal requirements?	
Facility Response:		
RH-DIS-22-1	Political Opinion	
Facility Response:		
RH-DIS-23	Is an applicant's political opinion factored into hiring decisions in line with legal requirements?	
Facility Response:		
RH-DIS-23-1	National Extraction	
Facility Response:		
RH-DIS-24	Is an applicant's national extraction factored into hiring decisions in line with legal requirements?	
Facility Response:		
RH-DIS-24-1	Social Origin	
Facility Response:		
RH-DIS-25	Is an applicant's social origin factored into hiring decisions in line with legal requirements?	
Facility Response:		
RH-DIS-25-1	HIV / AIDS Status (real or perceived)	
Facility Response:		
RH-DIS-26	Is an applicant's HIV / AIDS status factored into hiring decisions in line with legal requirements?	
Facility Response:		
RH-DIS-26-1	Sexual Orientation	
Facility Response:		
RH-DIS-27	Is an applicant's sexual orientation factored into hiring decisions in line with legal requirements?	
Facility Response:		
RH-DIS-27-1	Pregnancy / Maternity Status	
Facility Response:		
RH-DIS-28	Is an applicant's pregnancy / maternity status factored into hiring decisions in line with legal requirements?	
Facility Response:		
RH-DIS-28-1	Marital Status	
Facility Response:		
RH-DIS-29	Is an applicant's marital status factored into hiring decisions in line with legal requirements?	
Facility Response:		
RH-DIS-29-1	Age	
Facility Response:		
RH-DIS-30	Is an applicant's age factored into hiring decisions in line with legal requirements?	
Facility Response:		
RH-DIS-30-1	Nationality / Foreign Migrant Worker Status	
Facility Response:		
RH-DIS-31	Is an applicant's nationality/foreign migrant status factored into hiring decisions in line with legal requirements?	

Facility Response:		
RH-DIS-31-1	Family responsibilities	
Facility Response:		
RH-DIS-32	Is an applicant's family responsibilities factored into hiring decisions in line with legal requirements?	
Facility Response:		
RH-DIS-32-1	Other	
Facility Response:		
RH-DIS-321	If other, please describe:	
Facility Response:		
RH-DIS-33	Is the Other ground(s) identified factored into hiring decisions in line with legal requirements?	
Facility Response:		
<b>Pregnancy and Maternity</b>		
RH-DIS-34	Does the facility follow any of the following practices related to worker pregnancy before or at hiring? (SELECT all that apply with a "X")	
RH-DIS-34-1	Facility requires pregnancy test before or at hiring	
Facility Response:		
RH-DIS-35	Are the tests required by applicable legislation regarding (i) work that is legally prohibited or restricted for pregnant or nursing women, or (ii) work that presents a recognized or significant risk to the health of the woman and child?	
Facility Response:		
RH-DIS-35-1	Facility requires virginity test before or at hiring	
Facility Response:		
RH-DIS-35-2	Facility requires worker to provide commitments (verbally or in writing) that they will not become pregnant	
Facility Response:		
RH-DIS-35-3	Facility requires the use of contraceptives or other forms of birth control at hiring	
Facility Response:		
RH-DIS-35-4	None of the above	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
<b>Disability</b>		
RH-DIS-36	Does the facility hire disabled persons in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
<b>Infection or Illness</b>		
RH-DIS-37	Does the facility require HIV / AIDS testing during the hiring process?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
RH-DIS-38	If yes, are these HIV / AIDS tests administered in line with legal requirements?	

Facility Response:		
RH-DIS-39	Does the facility require other infection or illness tests (e.g. Hepatitis B) during the hiring process?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
RH-DIS-40	If yes, are these infection or illness tests administered in line with legal requirements?	
Facility Response:		
<b>Other Legal Requirements</b>		
RH-DIS-41	Are facility practices out of compliance with any legal requirements not covered elsewhere regarding Discrimination in Recruitment and Hiring?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
<b>Employment Practices</b>		
<b>Sub-Section Instructions</b>		
	The Employment Practices section seeks to understand additional topics related to general employment terms and practices in the facility. The sub-section below includes questions on items such as workplace rules, written terms of employment, training and probation periods, homework.	
<b>Workplace Rules</b>		
RH-EMP-1	Do workplace rules comply with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Section 3, BLA; Rules 3(1-3), 4 BLR		
Validation Method: BW Compliance Assessment		
RH-EMP-2	Are all new workers provided with a copy of the facility's workplace rules, available in all languages spoken at the facility, during orientation?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
RH-EMP-3	Are workplace rules made visible in facility common areas (e.g. canteen, locker rooms, toilets, etc.) in all languages spoken in the facility?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
<b>Record-keeping</b>		
RH-EMP-4	Does the facility maintain job descriptions for all positions within the facility?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		



RH-EMP-5	Does the facility keep all worker health information confidential?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
RH-EMP-6	Are personnel files maintained in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Rule 19(3), BLR		
Validation Method: BW Compliance Assessment		
RH-EMP-7	Bangladesh: Do all workers (other than apprentices, substitutes/badli or casual workers) have a service book as legally required?	No
Facility Response: Yes		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: No		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22. The employer provided service books to the workers. However, 2 out of 4 reviewed service books did not include updated records on disciplinary procedure. Moreover, the employer did not provide any service book to the medical assistant as required by the law. Document checked: Personnel files and service books of 10 workers.		
Non-Compliance: X		
Legal Reference: Sections 6-8, BLA; Rules 20-22, BLR		
Validation Method: BW Compliance Assessment		
<b>Contracts / T&amp;Cs</b>		
RH-EMP-8	Do all persons who perform work for the facility, both on the premises and offsite, have a contract?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Section 5, BLA; Rule 19, BLR		
Validation Method: BW Compliance Assessment		
RH-EMP-9	Are contracts for all persons who perform work for the facility, both on the premises and offsite, in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Sections 3, 5, 202(24) BLA; Rules 3(3), 19(4)(j), BLR		
Validation Method: BW Compliance Assessment		
RH-EMP-10	Do other types of written documents explaining the terms and conditions (T&Cs) of employment exist?	
Facility Response:		
RH-EMP-11	Does the facility follow any of the following practices related to contracts? (SELECT all that apply with a "X")	
RH-EMP-11-1	Signed copies of contracts between the facility and each worker are maintained on file	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Section 5, BLA; Rule 19(3), BLR		

RH-EMP-11-2	Contracts clearly and accurately state the terms and conditions of employment	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Section 5, BLA; Rule 19(4), BLR		
RH-EMP-11-3	Copies of contracts are provided to workers, in line with applicable legal requirements	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Section 5, BLA; Rule 19, BLR		
RH-EMP-11-4	None of the above	
Facility Response:		
RH-EMP-12	Do workers understand the terms and conditions included within their written employment contracts?	No
Facility Response: Yes		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: No		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22. Document review and interviews with the workers and management indicated that the terms and conditions of employment such as service benefit, overtime calculation, entitlement to leave and benefits were not clear to approximately 50% of the randomly interviewed workers. However, the enterprise provided induction training to the newly recruited workers and arranged refresher training on conditions of employment for the existing workers. Management posted the working hour approval on the notice board.		
Non-Compliance: X		
Legal Reference: Sections 5, 111 BLA; Rule 19, BLR		
Validation Method: BW Compliance Assessment		
RH-EMP-13	Does the facility follow any of the following practices related to other types of written terms and conditions documents? (SELECT all that apply with a "X")	
RH-EMP-13-1	Signed copies of terms and conditions documents between the facility and each worker are maintained on file	
Facility Response:		
RH-EMP-13-2	Terms and conditions documents are up to date	
Facility Response:		
RH-EMP-13-3	Terms and conditions documents clearly and accurately state the terms and conditions of employment	
Facility Response:		
RH-EMP-13-4	Copies of terms and conditions documents are provided to workers	
Facility Response:		
RH-EMP-13-5	None of the above	
Facility Response:		
RH-EMP-14	Do workers understand the information included within their written terms and conditions documents?	
Facility Response:		
RH-EMP-15	Does the facility use fixed-term contracts?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
RH-EMP-16	Does the facility limit the use of fixed-term contracts?	
Facility Response:		

RH-EMP-17	Is the facility's practice around limits on the use of fixed-term contracts in line with legal requirements?	
Facility Response:		
RH-EMP-18	Are the facility's employment contracts for foreign migrants in line with legal requirements?	
Facility Response:		
<b>Foreign Migrant Workers</b>		
RH-EMP-19	Does the facility (or recruiting agency) provide foreign migrants with a signed written employment contract prior to leaving their home country?	
Facility Response:		
RH-EMP-20	If yes, does the facility (or recruiting agency) ever request that foreign migrants sign a new contract once they are in their host country?	
Facility Response:		
RH-EMP-21	If yes, are the terms and conditions the same?	
Facility Response:		
<b>Dispatched Workers</b>		
RH-EMP-22	Vietnam: Does the facility comply with legal requirements concerning dispatched workers at the workplace?	
Facility Response:		
<b>Outsourced Workers</b>		
RH-EMP-23	Indonesia: Does the facility comply with legal requirements concerning outsourced workers at the workplace?	
Facility Response:		
<b>Probationary Periods</b>		
RH-EMP-24	Are probationary (time) periods in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Section 4(6), BLA; Rule 338, BLR		
Validation Method: BW Compliance Assessment		
<b>Benefits Avoidance</b>		
RH-EMP-25	Has the facility acted against legal requirements by hiring temporary/probationary/trainee/fixed-term contract workers to avoid legal obligations?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Rule 16(5) BLR		
Validation Method: BW Compliance Assessment		
RH-EMP-26	Cambodia: Does the facility include the entire period of continuous employment, as legally required, when determining workers' entitlements to maternity leave, attendance bonus, seniority bonus, and/or annual leave?	
Facility Response:		
<b>Other Legal Requirements</b>		
RH-EMP-27	Are facility practices out of compliance with any legal requirements not covered elsewhere regarding Contracts and Hiring Practices?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		

RH-EMP-28	Is the facility in non-compliance with any legal requirements for Contracts and Hiring Practices pertaining to non-productive workers and/or sub-contracted workers?	Yes
-----------	--	-----

Facility Response: No

Verification Selection: Inaccurate - Incorrect

Corrected Response: Yes

Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22. Assessors noted a condition in the reviewed appointment letter of the medical assistant, which did not comply with the legal requirements. In the provided appointment letter of the medical assistant included a condition that "either of the parties may abrogate the appointment with advance notice period of two months" instead of the employee can resign from employment with 60 days' notice in advance or wages in lieu of notice period and the employer can terminate the employment with 120 notices in advance or wages in lieu of notice period as per law.

Non-Compliance: X

Legal Reference: Sections 2(Lxv), 3a, 5, 121, BLA; Rules 7(1), 8, 16, 17, BLR

Validation Method: BW Compliance Assessment

### Homeworkers

RH-HOM-1	Does the facility comply with applicable legal requirements concerning homeworkers?	
----------	---	--

Facility Response:

### Facility Comments

RH-FAC-1	Please describe any concerns or difficulties with questions listed in this section:	Null
----------	---	------

Facility Response: Null

Verification Selection: Verification not required

Corrected Response:

Validation Method: BW Compliance Assessment

## WORKING HOURS

Number	Question	Final Verified Response
--------	----------	-------------------------

### Section Instructions

#### Section Instructions

	Section Description: The purpose of this section is to understand the facility's social and labor practices with respect to Working Hours. Social and labor topics within this section include: • Working Hours • Forced Labor • Overtime • Facility Comments	
--	---	--

### Working Hours

#### Sub-Section Instructions

	Working hours refers to hours worked in an activity during normal periods of work, plus overtime, time spent at the place of work, when the worker is at the disposal of the employer. Working Hours are a fundamental component to the employment process and limitations (legal or otherwise) should be respected. For industrial enterprises, international standards limit regular (pre-overtime) working hours to 8 hours each day, 48 hours each week, subject to certain exceptions. They also say that workers must have at least one day off in seven. The sub-section below includes questions on items such as working hour records, regular and overtime hours, breaks, and rest days.	
--	--	--

#### Records

WH-WOR-1	How are hours of work recorded for all workers? (SELECT all that apply with a "X")	
----------	--	--

WH-WOR-1-1	Manually (i.e. written record)	
------------	--------------------------------	--

Facility Response:

WH-WOR-1-2	Mechanically (i.e. punch card)	
------------	--------------------------------	--

Facility Response:

WH-WOR-1-3	Electronically (i.e. swipe card)	
------------	----------------------------------	--

Facility Response:

WH-WOR-1 -4	Biometrically (i.e. fingerprint/face scan)	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
WH-WOR-1 -5	None of the above	
Facility Response:		
WH-WOR-1 1	If none of the above, please describe how the facility records hours of work:	
Facility Response:		
WH-WOR-2	Who performs the clock-in/clock-out function for workers? (SELECT all that apply with a "X")	
WH-WOR-2 -1	The individual worker	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
WH-WOR-2 -2	Management	
Facility Response:		
WH-WOR-2 2.1	Please describe in what circumstances management performs this function:	
Facility Response:		
WH-WOR-2 -3	Security	
Facility Response:		
WH-WOR-2 2.2	Please describe in what circumstances security performs this function:	
Facility Response:		
WH-WOR-2 -4	Other	
Facility Response:		
WH-WOR-2 2.3	If other, please describe:	
Facility Response:		
WH-WOR-3	Does the facility maintain only one accurate set of working hour records?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Section 108(3) BLA; Rules 102(2, 4), 363, BLR, Form 34		
Validation Method: BW Compliance Assessment		
WH-WOR-4	Does the facility follow any of the following practices regarding working hour records? (SELECT all that apply with a "X")	
WH-WOR-4 -1	Working hour records for each worker are maintained for at least the last 12 months	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
WH-WOR-4 -2	Working hour records for each worker's regular and overtime hours are maintained	X
Facility Response: X		
Verification Selection: Accurate		

Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
WH-WOR-4-3	Start and finish times are recorded for all periods of work	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
WH-WOR-4-4	Start and finish times in the payroll system match exact time in/out in time records.	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
WH-WOR-4-5	Working hour records are consistent with payroll and other records	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
WH-WOR-4-6	Workers have unrestricted access to verify the accuracy of working hours	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
WH-WOR-4-7	None of the above	
Facility Response:		
<b>Regular Hours</b>		
WH-WOR-5	Number of regular weekly hours worked at the facility:	48
Facility Response: 48		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
WH-WOR-6	Number of regular daily hours worked at the facility:	8
Facility Response: 8		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
WH-WOR-7	Do regular working hours exceed legal requirements?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22. Document review and interviews with workers and management indicated that normal working hours did not exceed 8 hours per day. General Shift: 08:00 am to 05:00 pm for sewing, cutting, and finishing sections, and the knitting, dyeing and security section operated in 3 shifts (shift A: 06:00 am-02:30 pm, shift B: 02:00 pm-10:30 pm, shift C: 10:00 pm- 06:30 am), 6 days per week (48 hours per week) from Saturday to Thursday. Friday is the weekend. Document checked: Internal regulations, working hours posted in the workplace, and time records for the months of December, August and January 2023. Interviewed 10 workers.		
Legal Reference: Sections 100, 102, BLA; Rule 99(1), BLR		
Validation Method: BW Compliance Assessment		
WH-WOR-8	Does the facility calculate regular hours as an average?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		

WH-WOR-9	If yes, do regular hours exceed 48 hours?	
Facility Response:		
<b>Overtime Hours</b>		
WH-WOR-10	Are the reasons for overtime in line with legal requirements?	No applicable legal requirements
Facility Response: Yes		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: No applicable legal requirements		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
WH-WOR-11	Are all overtime working hours in line with legal limits?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
WH-WOR-12	Which legal overtime limits are not being complied with? (SELECT all that apply with a "X")	
WH-WOR-12-1	Daily limits on overtime hours worked	X
Facility Response:		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: X		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22. Document review, and interview with workers and management indicated that the employer did not comply with limits on overtime hours. The following overtime hours were noted to be more than the legal limit of daily 12 hours (8 regular hours, 4 OT hours) as mentioned in the circular no. 40.00.0000.016.30.008.17.111, 40.00.0000.016.30.008.17.118 and 40.00.0000.016.30.008.17.198 issued by the Wage Board Branch, Ministry of Labour and Employment on 6 November 2022, 17 May 2023 and 8 October 2023 respectively: In December 2023: In the Cutting Section: maximum 08 OT hours (total 16 hours) in a day; In the Sewing Section: maximum 07 OT hours (total 15 hours) in a day; In the Finishing Section: maximum 08 OT hours (total 16 hours) in a day; In the Dyeing Section: maximum 04 OT hours (total 12 hours) in a day; In the Knitting Section: maximum 04 OT hours (total 12 hours) in a day; In the Printing Section: maximum 07 OT hours (total 15 hours) in a day; In August 2023: In the Cutting Section: maximum 07 OT hours (total 15 hours) in a day; In the Sewing Section: maximum 07 OT hours (total 15 hours) in a day; In the Finishing Section: maximum 08 OT hours (total 16 hours) in a day; In the Dyeing Section: maximum 04 OT hours (total 12 hours) in a day; In the Knitting Section: maximum 03 OT hours (total 11 hours) in a day; In the Printing Section: maximum 07 OT hours (total 15 hours) in a day; In September 2022: In the Cutting Section: maximum 04 OT hours (total 12 hours) in a day; In the Sewing Section: maximum 04 OT hours (total 12 hours) in a day; In the Finishing Section: maximum 04 OT hours (total 12 hours) in a day; In the Dyeing Section: maximum 04 OT hours (total 12 hours) in a day; In the Knitting Section: maximum 03 OT hours (total 11 hours) in a day; In the Printing Section: maximum 04 OT hours (total 12 hours) in a day; Document checked: Payroll and job cards for December, August, and January 2023.		
Non-Compliance: X		
Legal Reference: Sections 2(66), 100, 102, BLA; Rule 99(1), BLR		
WH-WOR-12-2	Weekly limits on overtime hours worked	X
Facility Response:		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: X		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22. Document review, and interview with workers and management indicated that the employer did not comply with limits on overtime hours. The following overtime hours were noted to be more than the legal limit of weekly 72 hours (48 regular hours, 24 OT hours) as mentioned in the circular no. 40.00.0000.016.30.008.17.111, 40.00.0000.016.30.008.17.118 and 40.00.0000.016.30.008.17.198 issued by the Wage Board Branch, Ministry of Labour and Employment on 6 November 2022, 17 May 2023 and 8 October 2023 respectively: In December 2023: In the Cutting section: maximum 34 OT hours (total 82 hours) in a week; In the Sewing section: maximum 29 OT hours (total 77 hours) in a week; In the Finishing section: maximum 24 OT hours (total 72 hours) in a week; In the Dyeing section: maximum 08 OT hours (total 56 hours) in a week; In the Knitting section: maximum 12 OT hours (total 60 hours) in a week; In the Printing section: maximum 25 OT hours (total 72 hours) in a week; In August 2023: In the Cutting section: maximum 31 OT hours (total 79 hours) in a week; In the Sewing section: maximum 36 OT hours (total 84 hours) in a week; In the Finishing section: maximum 40 OT hours (total 88 hours) in a week; In the Dyeing section: maximum 08 OT hours (total 56 hours) in a week; In the Knitting section: maximum 13 OT hours (total 61 hours) in a week; In the Printing section: maximum 43 OT hours (total 91 hours) in a week; In January 2023: In the Cutting section: maximum 20 OT hours (total 68 hours) in a week; In the Sewing section: maximum 22 OT hours (total 70 hours) in a week; In the Finishing section: maximum 23 OT hours (total 71 hours) in a week; In the Dyeing section: maximum 20 OT hours (total 68 hours) in a week; In the Knitting section: maximum 12 OT hours (total 60 hours) in a week; In the Printing section: maximum 19 OT hours (total 67 hours) in a week; Document checked: Payroll and job cards for December, August, and January 2023.		
Non-Compliance: X		
Legal Reference: Sections 2(66), 100, 102, BLA; Rule 99(1), BLR		
WH-WOR-12-3	Monthly limits on overtime hours worked	

Facility Response: X		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
WH-WOR-1 2-4	Yearly limits on overtime hours worked	
Facility Response:		
WH-WOR-1 2-5	Other	
Facility Response:		
WH-WOR-1 2.1	Please describe what "Other" type of overtime hours worked is not in line with legal limits:	
Facility Response:		
WH-WOR-1 3	Did the facility comply with legal requirements to inform an d/or get permission from governmental authorities in order t o work overtime?	No applicable legal requirements
Facility Response: Yes		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: No applicable legal requirements		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
WH-WOR-1 4	Are exemption terms accurate, current, valid and followed b y the facility?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
WH-WOR-1 5	Are work targets for production (e.g. quota or piece work) in l ine with legal requirements?	No applicable legal requirements
Facility Response: Yes		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: No applicable legal requirements		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
<b>Total Working Hours</b>		
WH-WOR-1 6	Did any workers work more than 60 hours in total (regular + o vertime) within any given week?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
WH-WOR-1 7	Did any workers work more than 72 hours in total (regular + o vertime) within any given week?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
WH-WOR-1 8	Did any workers work more than 80 hours in total (regular + o vertime) within any given week?	Yes
Facility Response: Yes		
Verification Selection: Accurate		



Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
WH-WOR-19	Did any workers work more than 90 hours in total (regular + overtime) within any given week?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
<b>Breaks</b>		
WH-WOR-20	Does the facility provide breaks during the workday in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Section 101, BLA		
Validation Method: BW Compliance Assessment		
WH-WOR-21	Does the facility provide time off for breastfeeding in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
WH-WOR-22	Vietnam: Does the facility comply with legal requirements concerning breaks for shift work?	
Facility Response:		
<b>Break Payment</b>		
WH-WOR-23	Are workers paid during breastfeeding breaks in line with legal requirements?	No applicable legal requirements
Facility Response: Yes		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: No applicable legal requirements		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
<b>Rest Days</b>		
WH-WOR-24	Number of weekly rest days provided by the facility:	1
Facility Response: 1		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
WH-WOR-25	Are the weekly rest days provided by the facility in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Section 103, BLA; Rule 100, BLR		
Validation Method: BW Compliance Assessment		
WH-WOR-26	Are weekly rest days at least 24 consecutive hours long?	Yes
Facility Response: Yes		

Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Section 103, BLA; Rule 100, BLR		
Validation Method: BW Compliance Assessment		
<b>Other Legal Requirements</b>		
WH-WOR-27	Are facility practices out of compliance with any legal requirements not covered elsewhere regarding Working Hours?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
WH-WOR-28	Is the facility in non-compliance with any legal requirements for Working Hours pertaining to non-production workers and/or sub-contracted workers?	Yes
Facility Response: No		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: Yes		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22. Document review, and interview with workers and management indicated that the employer did not comply with limits on overtime hours in the month of December 2023. The following overtime hours were noted to be more than the legal limit of daily 12 hours (8 regular hours, 4 OT hours) and weekly 72 hours (48 regular hours, 24 OT hours) as mentioned in the circular no. 40.00.0000.016.30.008.17.111, 40.00.0000.016.30.008.17.118 and 40.00.0000.016.30.008.17.198 issued by the Wage Board Branch, Ministry of Labour and Employment on 6 November 2022, 17 May 2023, and 8 October 2023 respectively: In December 2023: In the Store (loader) section: maximum 08 OT hours (total 16 hours) in a day and maximum 31 OT hours (total 79 hours) in a week. In August 2023: In the Store (loader) section: maximum 07 OT hours (total 15 hours) in a day and maximum 34 OT hours (total 82 hours) in a week. In January 2023: In the Store (loader) section: maximum 04 OT hours (total 12 hours) in a day and maximum 19 OT hours (total 67 hours) in a week. Document checked: Payroll and job cards for December, August, and January 2023.		
Non-Compliance: X		
Legal Reference: Sections 2(Lxv), 3a, 5, 121, BLA; Rules 7(1), 8, 16, BLR		
Validation Method: BW Compliance Assessment		
<b>Forced Labor</b>		
<b>Sub-Section Instructions</b>		

Overall International Labor Standard Compliance Guidance: Forced labor is work exacted under the menace of penalty and for which the person has not offered him/herself voluntarily. Forced labor violates the basic human right to work in freedom and freely choose one's work. Two elements must be present in addition to labor, which refers to all types of work, service and employment, whether formal or informal, regardless of industry or sector. Labour does not include compulsory education or compulsory vocational training, however, trainings required in connection with employment would be considered labor. 1) The first element is that the worker must be subject to threat of penalty. Look for coercion on the part of the employer (e.g., action taken to control, manipulate, deceive and/or override a person's will). However, bear in mind that for vulnerable workers, a relatively small amount of coercion may lead to forced labor. For example, workers who are migrants, pregnant or from ethnic minorities often are vulnerable and therefore may be more susceptible to forced labor. Some possible examples of penalties that could be imposed or threatened include: • Beatings, torture or sexual assault; • Restrictions on freedom of movement, e.g., prohibiting workers from leaving the workplace or living accommodation; • Financial penalties, e.g., burdening workers with unmanageable debt or delaying wage payments to keep workers on the job; • Reporting workers to the authorities (police, immigration, etc.); • Deportation, for example in the case of migrants in irregular situations; • Denying workers access to their personal documents; • Termination or exclusion from future employment; • Exclusion from community and social life; • Refusal of food, shelter or other necessities; • Transfer to worse working conditions, and • Removal of rights or privileges. Coercion is an indicator of forced labor regardless of whether it occurs during regular hours or overtime. Subjecting workers to the coercive tactics listed below under the Coercion compliance point would be an indicator of forced labor, even if the tactics were used solely to force workers to work overtime. In a limited set of circumstances, forced labor also can arise when workers are forced to work overtime through economic coercion. The Forced Labour and Overtime compliance point addresses those situations. 2) The second element of forced labor is that the worker has not accepted the work voluntarily. Workers must freely consent to accept the work and they must be free to leave the job and the workplace at all times. Deciding whether work is performed voluntarily often involves looking at • the vulnerability of the worker and • external and indirect pressures that make it difficult for workers to choose not to work, for example, non-payment of wages, or denying workers access to their identity documents. Applicable legal standards include the ILO Core Conventions, C29 Forced Labour Convention, 1930 (and Protocol), and C105 Abolition of Forced Labour Convention, 1957, which provide the baseline standards for forced labor; other conventions in force in the country; applicable legislation; Collective Bargaining Agreements and provisions in employment contracts that exceed legal requirements. Other relevant ILO documents: C181 Private Employment Agencies Convention, 1997 and C1 Hours of Work (Industry) Convention, 1919

### Forced Overtime

WH-FOR-1	Are workers forced to work overtime under threat of penalty?	No
----------	--	----

Facility Response: No

Verification Selection: Accurate

Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.

Legal Reference: ILO Conventions 1, 29

Validation Method: BW Compliance Assessment

### Overtime

#### Voluntary Overtime

WH-OVE-1	Are workers able to refuse overtime for ANY REASON?	Yes
----------	---	-----

Facility Response: Yes

Verification Selection: Accurate

Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.

Validation Method: BW Advisory		
WH-OVE-2	Is overtime voluntary, in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Section 109, BLA; Rules 99(1), 103, BLR; Forms 35, 35(a)		
Validation Method: BW Compliance Assessment		
<b>Exceptional Circumstances</b>		
WH-OVE-3	Did the facility experience exceptional circumstances (i.e. large late customer change orders, weather disasters etc.) that resulted in significant changes to its production schedules?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
WH-OVE-4	Does the facility consult with workers and/or provide a minimum notice period for overtime work and/or changes in rest days?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Rule 99(1), BLR		
Validation Method: BW Compliance Assessment		
WH-OVE-5	Is the facility's practice of consulting with workers and/or notifying them in advance about overtime work and/or changes in rest days in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Rule 99(1), BLR		
Validation Method: BW Compliance Assessment		
WH-OVE-6	Does the facility require workers to take paid or unpaid leave when there is less work/production in the facility?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
WH-OVE-7	Is the facility's practice of requiring workers to take paid or unpaid leave in line with legal requirements?	
Facility Response:		
<b>Facility Comments</b>		
WH-FAC-1	Please describe any concerns or difficulties with questions listed in this section:	Null
Facility Response: Null		
Verification Selection: Verification not required		
Corrected Response:		
Validation Method: BW Compliance Assessment		
<b>WAGES &amp; BENEFITS</b>		
<b>Number</b>	<b>Question</b>	<b>Final Verified Response</b>
<b>Section Instructions</b>		
<b>Section Instructions</b>		

	Section Description: The purpose of this section is to understand and the facility's social and labor practices with respect to Wages and Benefits. Social and Labor topics within this section include: • Wages and Benefits • Facility Comments	
<b>Wages and Benefits</b>		
<b>Sub-Section Instructions</b>		
	Wages and Benefits refer to the compensation a worker receives - or should be receiving - as a result of their work in the facility. Wages refer specifically to the monetary (cash) wages received. And benefits cover any other form of compensation the worker receives other than monetary (cash) wages. Minimum wages may be set by law or regulation, by wage boards, councils, courts or tribunals, or by collective agreement. Minimum wage rates may be different across groups of worker, sectors of economic activity, or by geographical location. The sub-section below includes questions on items such as minimum wage, overtime wage, wage payment, deductions, in-kind benefits and various forms of worker leave.	
<b>Minimum Wage</b>		
	NOTE: The following types of workers are based on your answers in the Facility Profile. Please ensure that your answers are correct or the appropriate questions will not appear below.	
WB-WAG-5	Do full-time production workers receive AT LEAST the legal minimum wage (and/or wage required by contract, CBA, or other agreement) for all regular hours worked?	Yes. Workers wages in line with all applicable legal requirements
Facility Response: Yes. Workers wages in line with all applicable legal requirements		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22. The management paid regular permanent workers following the Minimum Wage Gazette 2023, considering the worker's designation and grade (for ordinary hours of work). The management paid regular permanent workers following the individually negotiated amount based on the appointment letter and not less than the minimum wage circular. Workers confirmed that they received the amounts shown on the payroll. Document checked: Payrolls for December, August and January 2023.		
Legal Reference: Sections 148, 149, BLA; Rule 133(1), BLR; Minimum Wage Gazette for RMG Sector, December 2018; Minimum Wage Gazette for Cotton Textile Sector. May 2018.		
Validation Method: BW Compliance Assessment		
WB-WAG-6	Do workers other than full-time production workers receive AT LEAST the legal minimum wage (and/or wage required by contract, CBA, or other agreement) for all regular hours worked?	Yes. Workers wages in line with all applicable legal requirements
Facility Response: Yes. Workers wages in line with all applicable legal requirements		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
WB-WAG-7	If no, please select all the types of workers who did not receive at least the legal minimum wage: (SELECT all that apply with a "X")	
WB-WAG-7-1	Part-time workers	
Facility Response:		
WB-WAG-7-2	Agency/contract workers	
Facility Response:		
WB-WAG-7-3	Contract workers who are not part of the production process	
Facility Response:		
WB-WAG-7-4	Workers under probation	
Facility Response:		
WB-WAG-7-5	Workers who are trainees, apprentices or interns	
Facility Response:		
WB-WAG-7-6	Other	
Facility Response:		

WB-WAG-7.1	If other, please describe:	
Facility Response:		
<b>Facility Information</b>		
WB-WAG-1	Please select the facility's applicable three letter currency code:	BDT
Facility Response: BDT		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
WB-WAG-2	What are the units for rate of pay for production workers? (SELECT all that apply with a "X")	
WB-WAG-2-1	Hourly	
Facility Response:		
WB-WAG-2.1	What is the percentage of workers who receive hourly rate of pay?	
Facility Response:		
WB-WAG-2-2	Daily	
Facility Response:		
WB-WAG-2.2	What is the percentage of workers who receive daily rate of pay?	
Facility Response:		
WB-WAG-2-3	Weekly	
Facility Response:		
WB-WAG-2.3	What is the percentage of workers who receive weekly rate of pay?	
Facility Response:		
WB-WAG-2-4	Twice a month	
Facility Response:		
WB-WAG-2.4	What is the percentage of workers whose rate of pay is twice a month?	
Facility Response:		
WB-WAG-2-5	Monthly	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
WB-WAG-2.5	What is the percentage of workers who receive monthly rate of pay?	100%
Facility Response: 100%		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
WB-WAG-2-6	Unit Rate	
Facility Response:		
WB-WAG-2.6	What is the percentage of workers who receive a rate of pay by unit?	
Facility Response:		
WB-WAG-2-7	Other	
Facility Response:		

WB-WAG-2.7	If other, please describe and include the percentage of workers who receive "other" rate of pay:	
Facility Response:		
<b>Records</b>		
WB-WAG-3	Does the facility maintain only one accurate payroll record?	No
Facility Response: Yes		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: No		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22. Document review and interview with management and worker indicated that the employer did not ensure workers' signature in the payroll. Management stated that as the full wages were paid through bank account and mobile banking system, they did not take signature in the payroll. However, the management maintained one set of payroll and the payroll record contained required information such as workers ID number, name, designation and date of joining, grade, basic wage, payment of house rent, transportation, medical allowance, food, gross wages, attendance bonus, overtime rate and amount, deduction and worker signature. Document checked: Payrolls and time records for the month of December, August, and January 2023.		
Non-Compliance: X		
Legal Reference: Rule 111(f), Form 38, BLR		
Validation Method: BW Compliance Assessment		
WB-WAG-4	Does the facility follow any of the following practices related to maintaining payroll records: (SELECT all that apply with a "X")	
WB-WAG-4-1	Payroll records for each worker are maintained for at least the last 12 months	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
WB-WAG-4-2	Payroll records are consistent with attendance records and other records	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
WB-WAG-4-3	None of the above	
Facility Response:		
<b>Overtime Wage</b>		
WB-WAG-8	Is the facility failing to pay workers correctly for any of these types of overtime hours, as legally required: • Ordinary overtime hours • Overtime hours performed at night • Overtime hours performed on weekly rest days • Overtime hours performed on public holidays?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
WB-WAG-9	Which of the following types of overtime hours is the facility not paying workers as legally required? (SELECT all that apply with a "X")	
WB-WAG-9-1	Ordinary overtime hours	
Facility Response:		
WB-WAG-9-2	Overtime hours performed at night	
Facility Response:		
WB-WAG-9-3	Overtime hours performed on weekly rest days	
Facility Response:		
WB-WAG-9-4	Overtime hours performed on public holidays	
Facility Response:		

WB-WAG-1 0	Are overtime hours paid at a premium rate of AT LEAST 125 times the base rate?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
<b>Other Premium Pay</b>		
WB-WAG-1 1	Is the facility failing to pay workers correctly for any of these types of regular hours worked at a premium rate, as legally required: • Regular hours worked at night • Regular hours worked on weekly rest days • Regular hours worked on public holidays?	No applicable legal requirements
Facility Response: No		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: No applicable legal requirements		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
WB-WAG-1 2	Which of the following types of regular hours worked at a premium rate is the facility not paying workers as legally required? (SELECT all that apply with a "X")	
WB-WAG-1 2-1	Regular hours worked at night	
Facility Response:		
WB-WAG-1 2-2	Regular hours worked on weekly rest days	
Facility Response:		
WB-WAG-1 2-3	Regular hours worked on public holidays	
Facility Response:		
WB-WAG-1 3	Is the facility failing to pay workers premium pay as legally required based on: • worker's competence (e.g. experience, skills, training) and/or • the nature of the work (e.g. hazard pay)?	No applicable legal requirements
Facility Response: No		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: No applicable legal requirements		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
WB-WAG-1 4	Indonesia: Does the facility comply with legal requirements concerning premium compensation for non-permanent workers?	
Facility Response:		
<b>Piece Rate Workers</b>		
WB-WAG-1 5	Are piece rate workers paid correctly for ordinary hours of work when their piece rate earnings exceed minimum wage?	
Facility Response:		
WB-WAG-1 6	Cambodia: Is the piece rate set at a level that permits workers of average ability working normal hours to earn minimum wage, as legally required?	
Facility Response:		
<b>Work-related Activities</b>		
WB-WAG-1 7	Are workers paid for all work-related activities outside of regular working hours?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		



Overtime Allowances		
WB-WAG-18	Are overtime allowances provided/paid in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
Wages		
WB-WAG-19	How does the facility define wage grades/ levels?	Grade (1/2/3/4/5/6/7)
Facility Response: Grade (1/2/3/4/5/6/7)		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
WB-WAG-19.1	If other, please describe:	
Facility Response:		
WB-WAG-20	How many wage grades/ levels does the facility have?	7
Facility Response: 7		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
	NOTE: The Tool supports a maximum of 7 wage levels (7 entries for facility data). For selection of "Skill" as wage level definition, the Tool only supports 3 wage levels (3 entries for facility data). If you have more wage levels, select "Other" for how the facility defines wage grades/ levels.	
WB-WAG-21	Number of workers in wage level Grade 1	5
Facility Response: 5		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
WB-WAG-22	Number of workers in wage level Grade 2	15
Facility Response: 15		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
WB-WAG-23	Number of workers in wage level Grade 3	65
Facility Response: 65		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
WB-WAG-24	Number of workers in wage level Grade 4	1325
Facility Response: 1325		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		

WB-WAG-2 5	Number of workers in wage level Grade 5	412
Facility Response: 412		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
WB-WAG-2 6	Number of workers in wage level Grade 6	325
Facility Response: 325		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
WB-WAG-2 7	Number of workers in wage level Grade 7	401
Facility Response: 401		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
WB-WAG-2 8	Number of workers in wage level skilled	
Facility Response:		
WB-WAG-2 9	Number of workers in wage level semi-skilled	
Facility Response:		
WB-WAG-3 0	Number of workers in wage level un-skilled	
Facility Response:		
WB-WAG-3 1	Number of workers in wage level defined by facility (please include definition of level and number of workers)	
Facility Response:		
WB-WAG-3 2	Number of workers in wage level defined by facility (please include definition of level and number of workers)	
Facility Response:		
WB-WAG-3 3	Number of workers in wage level defined by facility (please include definition of level and number of workers)	
Facility Response:		
WB-WAG-3 4	Number of workers in wage level defined by facility (please include definition of level and number of workers)	
Facility Response:		
WB-WAG-3 5	Number of workers in wage level defined by facility (please include definition of level and number of workers)	
Facility Response:		
WB-WAG-3 6	Number of workers in wage level defined by facility (please include definition of level and number of workers)	
Facility Response:		
WB-WAG-3 7	Number of workers in wage level defined by facility (please include definition of level and number of workers)	
Facility Response:		
WB-WAG-3 8	Are worker's basic wages ever reviewed and adjusted for the entire facility (or portion of the facility)?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		

WB-WAG-3 9	What are individual worker's basic wages based upon? (SELECT all that apply with a "X")	
WB-WAG-3 9-1	Legal (or contractual agreement) requirements	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
WB-WAG-3 9-2	Living Wage Estimate	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
WB-WAG-3 9-3	Skills	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
WB-WAG-3 9-4	Experience	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
WB-WAG-3 9-5	Length of Employment	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
WB-WAG-3 9-6	Performance	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
WB-WAG-3 9-7	Other	
Facility Response:		
WB-WAG-3 9.1	If other, please describe:	
Facility Response:		
WB-WAG-3 9-8	None of the above	
Facility Response:		
WB-WAG-4 0	Indonesia: Does the facility establish a wage structure and wage scale, announce it to all workers, and submit it to the Local Manpower Office, as legally required?	
Facility Response:		
<b>Performance Evaluations</b>		
WB-WAG-4 1	Does the facility conduct worker performance evaluations based on a standard set of criteria?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		

WB-WAG-4 2	If yes, are worker performance evaluations shared and/or discussed with workers?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
<b>Wage Increase</b>		
	For the most representative department within the facility, indicate the number of workers that were promoted with an increase in their basic wage as a result of their promotion:	
WB-WAG-4 3	Describe the most representative department within the facility:	Sewing
Facility Response: Sewing		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
WB-WAG-4 4	Number of female workers that were promoted with an increase in their basic wage as a result of their promotion:	30
Facility Response: 30		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
WB-WAG-4 5	Number of male workers that were promoted with an increase in their basic wage as a result of their promotion:	109
Facility Response: 109		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
<b>Bonus</b>		
WB-WAG-4 6	Do workers receive any type of productivity (or "production") bonus?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
WB-WAG-4 6.1	If yes, please describe all types of production / productivity bonuses:	
Facility Response:		
<b>Profit-based Bonus</b>		
WB-WAG-4 7	Pakistan: Does the facility pay workers the legally required yearly profit-based bonus?	
Facility Response:		
<b>Participation Fund/ Welfare Fund</b>		
WB-WAG-4 8	Bangladesh: Has the facility established a Workers' Participation Fund and Welfare Fund, and paid the correct amount into the funds each year, as legally required?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Sections 232(1), 233, 234(1)(b), 235, BLA; Rules 227-230, BLR		
Validation Method: BW Compliance Assessment		

WB-WAG-49	Bangladesh: Are the Workers' Participation and Welfare Funds used and distributed as legally required?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Sections 232, 233(1)(i), 241-243, BLA; Rule 233, BLR		
Validation Method: BW Compliance Assessment		
<b>Wage Payment</b>		
WB-WAG-50	Are wage payments made regularly and on time and in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Section 122, 123(1, 3), BLA; Rule 112(1), BLR		
Validation Method: BW Compliance Assessment		
WB-WAG-51	Are workers paid their full wages in the legally required manner?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Section 124, BLA; Rule 111(2), BLR		
Validation Method: BW Compliance Assessment		
WB-WAG-52	How are workers paid? (SELECT all that apply with a "X")	
WB-WAG-52-1	Cash	
Facility Response:		
WB-WAG-53	What approximate percentage of workers are paid by cash?	
Facility Response:		
WB-WAG-53-1	Check	
Facility Response:		
WB-WAG-54	What approximate percentage of workers are paid by check?	
Facility Response:		
WB-WAG-54-1	Direct deposit into a bank account	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
WB-WAG-55	What approximate percentage of workers are paid by direct deposit into bank accounts?	26
Facility Response: 26		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
WB-WAG-55-1	Mobile money	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		

WB-WAG-5 6	What approximate percentage of workers are paid by mobile money?	74
Facility Response: 74		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
WB-WAG-5 6-1	Card (with a stored value)	
Facility Response:		
WB-WAG-5 7	What approximate percentage of workers are paid by card (with a stored value)?	
Facility Response:		
WB-WAG-5 7-1	Other	
Facility Response:		
WB-WAG-5 7.1	If other, please describe:	
Facility Response:		
WB-WAG-5 8	What approximate percentage of workers are paid by these other means?	
Facility Response:		
WB-WAG-5 9	If workers are paid by direct deposit into a bank account, do they have sole control of the bank account once opened?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
WB-WAG-6 0	Are workers paid directly by the facility or through 3rd party agents?	By the Facility
Facility Response: By the Facility		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
WB-WAG-6 0.1	If other, please describe:	
Facility Response:		
WB-WAG-6 1	If workers are paid through 3rd party agents, have all workers authorized this in writing?	
Facility Response:		
WB-WAG-6 2	Are workers informed about their individual wages and deductions in line with legal requirements (e.g. through pay slips)?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: ILO Convention 95, Art. 14; Rules 111(3, 6(b)), Form 38, BLR		
Validation Method: BW Compliance Assessment		
WB-WAG-6 3	Are pay slips in a language all workers can understand?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
WB-WAG-6 4	Do pay slips contain accurate information on worker wages in a detailed and comprehensive manner for all workers?	Yes

Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
WB-WAG-6 5	Is the receipt of wage payment confirmed in writing by all workers?	Not Applicable
Facility Response: Not Applicable		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
<b>Loans &amp; Advances</b>		
WB-WAG-6 6	Does the facility loan and/or advance money to workers?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
WB-WAG-6 6.1	If yes, please describe the circumstances:	
Facility Response:		
WB-WAG-6 7	Are all loans and/or advances in line with legal requirements?	
Facility Response:		
WB-WAG-6 8	Are workers informed of the terms and conditions surrounding the granting and repayment of advances and loans?	
Facility Response:		
WB-WAG-6 8.1	If yes, please describe the terms of the loans and/or advances (i.e. Interest rate, repayment terms, etc.) and how workers are informed of these terms:	
Facility Response:		
WB-WAG-6 9	Is there written documentation surrounding the terms and conditions of the granting and repayment of advances and loans?	
Facility Response:		
WB-WAG-7 0	If yes, do workers confirm the accuracy of payouts and repayments in writing?	
Facility Response:		
<b>Legal Withholdings</b>		
WB-WAG-7 1	Does the facility take any deductions from wages that are not in line with legal requirements?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Sections 25, 125-130, BLA; Rules 19(6), 115-117, BLR		
Validation Method: BW Compliance Assessment		
WB-WAG-7 2	Were withholdings from wages, other than social security, calculated correctly and in line with legal requirements?	No applicable legal requirements
Facility Response: Yes		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: No applicable legal requirements		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
<b>Deductions</b>		

WB-WAG-7 3	Did the facility have any other wage deductions (besides legally required withholdings and social security)?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
WB-WAG-7 3.1	If yes, please describe the type of deductions of wages made (besides legally required withholdings and social security):	
Facility Response:		
WB-WAG-7 4	If yes, does the facility follow any of the following practices regarding deductions: (SELECT all that apply with a "X")	
WB-WAG-7 4-1	Deductions are voluntarily accepted by workers	
Facility Response:		
WB-WAG-7 4-2	Workers sign a document (in a language they understand) giving consent for monies to be deducted	
Facility Response:		
WB-WAG-7 4-3	Deductions to wages are explained to workers	
Facility Response:		
WB-WAG-7 4-4	Workers have access to the account status of all wage deductions (i.e. history of payments, current account balances etc.)	
Facility Response:		
WB-WAG-7 4-5	None of the above	
Facility Response:		
WB-WAG-7 5	Are workers ever responsible for the cost of any of the following? (SELECT all that apply with a "X")	
WB-WAG-7 5-1	IDs/Badges/Swipe Cards	
Facility Response:		
WB-WAG-7 5-2	Uniforms	
Facility Response:		
WB-WAG-7 5-3	Other	
Facility Response:		
WB-WAG-7 5.1	If other, please describe:	
Facility Response:		
WB-WAG-7 5-4	None of the above	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
<b>Social Insurance / Social Security</b>		
WB-WAG-7 6	Does the facility collect and forward workers' contributions to any of the following social insurance or social security programs in line with legal requirements? (SELECT all that apply with an "X")	
WB-WAG-7 6-1	Pension/ Provident fund	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Sections 264, 267, BLA; Rules 237, 240, 250(1, 2), 256(2), 257, 258, 261, 263, BLR		



WB-WAG-7 6-2	Medical	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
WB-WAG-7 6-3	Work-related injury/ illness/ death	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
WB-WAG-7 6-4	Unemployment	
Facility Response: X		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
WB-WAG-7 6-5	Maternity	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
WB-WAG-7 6-6	Other	X
Facility Response:		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: X		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
WB-WAG-7 6.1	If other, please describe:	Not applicable.
Facility Response:		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: Not applicable.		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
WB-WAG-7 6-7	Not applicable - worker and facility contributions cannot be separated and/ or broken down	
Facility Response:		
WB-WAG-7 6-8	None of the above	
Facility Response:		
WB-WAG-7 6-9	Total worker contribution amount (no breakdown possible) collected and forwarded is in line with legal requirements	
Facility Response:		
WB-WAG-7 7	Which of the following facility social insurance contributions (both calculations and types required) are in line with legal requirements? (SELECT all that apply with an "X")	
WB-WAG-7 7-1	Pension/ Provident fund	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Sections 264, 267, BLA; Rules 237, 240, 250(1, 2), 256(2), 257, 258, 261, 263, BLR		

WB-WAG-7 7-2	Medical	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
WB-WAG-7 7-3	Work-related injury/ illness/ death	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
WB-WAG-7 7-4	Unemployment	
Facility Response: X		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
WB-WAG-7 7-5	Maternity	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
WB-WAG-7 7-6	Other	X
Facility Response:		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: X		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Section 232(3), BLA; Rules 212, 214(1(a), 2, 3), 217		
WB-WAG-7 7.1	If other, please describe:	Not applicable.
Facility Response:		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: Not applicable.		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
WB-WAG-7 7-7	Not applicable - worker and facility contributions cannot be separated and/ or broken down	
Facility Response:		
WB-WAG-7 7-8	None of the above	
Facility Response:		
WB-WAG-7 7-9	Total facility contribution amount (no breakdown possible) is in line with legal requirements	
Facility Response:		
WB-WAG-7 8	Vietnam: Does the facility collect and forward workers' contributions as legally required and pay the legally required employer contributions to social, health and unemployment insurance funds on time?	
Facility Response:		
WB-WAG-7 9	Does the facility provide legally required compensation/ benefits related to social protection directly to workers (e.g. old age, accident, illness and death benefits)?	No applicable legal requirements
Facility Response: Yes		

Verification Selection: Inaccurate - Incorrect		
Corrected Response: No applicable legal requirements		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
WB-WAG-80	Which of the following legally required compensation/ benefits is not directly paid to workers? (SELECT all that apply with an "X")	
WB-WAG-80-1	Compulsory group insurance for workers	
Facility Response:		
WB-WAG-80-2	Compensation for work-related accidents and diseases	
Facility Response:		
WB-WAG-80-3	Compensation for worker's death	
Facility Response:		
WB-WAG-80-4	Vietnam: Facility contribution for social, health and unemployment insurance for workers not covered by compulsory social insurance	
Facility Response:		
WB-WAG-80-5	Other	
Facility Response:		
WB-WAG-80.1	If other, please describe:	
Facility Response:		
WB-WAG-81	Vietnam: Does the facility submit claims for sick leave and maternity leave to the social insurance agency within 10 days, as legally required?	
Facility Response:		
WB-WAG-82	Vietnam: Does the facility comply with applicable legal requirements when workers have occupational accidents and diseases?	
Facility Response:		
<b>In-kind Benefits</b>		
WB-WAG-83	Does the facility provide in-kind benefits in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: ILO Convention 95, Art. 4; Sections 125(2)(d, e) and 128, BLA		
Validation Method: BW Compliance Assessment		
WB-WAG-84	Does the facility provide in-kind benefits, even if not legally required?	
Facility Response:		
WB-WAG-85	Which types of in-kind benefits does the facility provide? (SELECT all that apply with a "X")	
WB-WAG-85-1	Child Care	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
WB-WAG-85.1	Please describe:	Workers can keep their child in factory day care center. We provide them food, Cloth, medical checkup & others facility.
Facility Response: Workers can keep their child in factory day care center. We provide them food, Cloth, medical checkup & others facility.		
Verification Selection: Accurate		

Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
WB-WAG-8 5-2	Transportation	
Facility Response:		
WB-WAG-8 5.2	Please describe:	
Facility Response:		
WB-WAG-8 5-3	Housing	
Facility Response:		
WB-WAG-8 5.3	Please describe:	
Facility Response:		
WB-WAG-8 5-4	Food	
Facility Response:		
WB-WAG-8 5.4	Please describe:	
Facility Response:		
WB-WAG-8 5-5	Medical Services	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
WB-WAG-8 5.5	Please describe:	Free Medical Facility with medicine. Also we have a External medical Contract, from there our employee get special corporate discount.
Facility Response: Free Medical Facility with medicine. Also we have a External medical Contract, from there our employee get special corporate discount.		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
WB-WAG-8 5-6	Energy (i.e. fuel, coal, electricity, gas etc.)	
Facility Response:		
WB-WAG-8 5.6	Please describe:	
Facility Response:		
WB-WAG-8 5-7	Footwear / Clothing	
Facility Response:		
WB-WAG-8 5.7	Please describe:	
Facility Response:		
WB-WAG-8 5-8	Other	
Facility Response:		
WB-WAG-8 5.8	If other, please describe:	
Facility Response:		
WB-WAG-8 6	Are all in-kind benefits voluntary?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		

WB-WAG-8 7	Does the facility charge for in-kind benefits at or below cost?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
WB-WAG-8 8	Are workers informed of the existence of in-kind benefits?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
<b>Leave</b>		
WB-WAG-8 9	Is the facility failing to correctly provide workers time off for any of these types of leave, as legally required: • All public holidays • Annual leave • Sick leave • Maternity leave • Paternity leave • Personal leave • Other types of required leave (which may include country-specific leave requirements)?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
WB-WAG-9 0	Which of the following types of leave is the facility not correctly providing workers time off for, as legally required? (SELECT all that apply with a "X")	
WB-WAG-9 0-1	All public holidays	
Facility Response:		
WB-WAG-9 0-2	Annual leave	
Facility Response:		
WB-WAG-9 0-3	Sick leave	
Facility Response:		
WB-WAG-9 0-4	Maternity leave	
Facility Response:		
WB-WAG-9 0-5	Paternity leave	
Facility Response:		
WB-WAG-9 0-6	Personal leave	
Facility Response:		
WB-WAG-9 0-7	Vietnam: Provide 30 minutes of time off per day for female workers for rest during their period	
Facility Response:		
WB-WAG-9 0-8	Ethiopia: Provide legally required time off for prenatal visits	
Facility Response:		
WB-WAG-9 0-9	Ethiopia: Provide time off for workers to appear at labor dispute hearings and to exercise their civil rights and duties	
Facility Response:		
WB-WAG-9 0-10	Other types of required leave	
Facility Response:		
WB-WAG-9 0.1	If other, please describe the TYPE of required leave that is not provided:	

Facility Response:		
WB-WAG-9 1	Is the facility failing to correctly pay workers for any of these types of leave, as legally required: • All public holidays • Annual leave • Sick leave • Maternity leave • Paternity leave • Personal leave • Other types of required leave?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
WB-WAG-9 2	Which of the following types of leave is the facility not correctly paying workers for, as legally required? (SELECT all that apply with a "X")	
WB-WAG-9 2-1	All public holidays	
Facility Response:		
WB-WAG-9 2-2	Annual leave	
Facility Response:		
WB-WAG-9 2-3	Sick leave	
Facility Response:		
WB-WAG-9 2-4	Maternity leave	
Facility Response:		
WB-WAG-9 2-5	Paternity leave	
Facility Response:		
WB-WAG-9 2-6	Personal leave	
Facility Response:		
WB-WAG-9 2-7	Vietnam: Pay 30 minutes of time off per day for female workers for rest during their period	
Facility Response:		
WB-WAG-9 2-8	Ethiopia: Pay workers correctly during prenatal visits	
Facility Response:		
WB-WAG-9 2-9	Ethiopia: Pay workers correctly when they take time off to appear at labor dispute hearings and to exercise their civil rights and duties	
Facility Response:		
WB-WAG-9 2-10	Other types of required leave	
Facility Response:		
WB-WAG-9 2-11	If other, please describe the TYPE of required leave that is not paid for:	
Facility Response:		
WB-WAG-9 3	Are there any restrictions to workers applying for or taking leave?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
WB-WAG-9 4	Are workers free to take leave once given approval?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		

Validation Method: BW Advisory		
WB-WAG-9 5	Does the facility comply with legal restrictions regarding pay ment instead of leave?	No applicable legal requirements
Facility Response: Yes		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: No applicable legal requirements		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
<b>Compensatory Leave</b>		
WB-WAG-9 6	Does the facility provide workers with compensatory time of f in line with legal requirements?	No
Facility Response: Yes		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: No		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22. Document review and workers and management interview indicated that the employer did not provide compensatory days off to workers for work performed on weekly rest day (Friday) in the month of November 2023. Workers should be provided a compensatory rest day within 3 working days from the missed weekly rest day. For example: In the month of November 2023, one worker (poly person) of finishing section worked on weekly rest days (on 03, 10, 17 and 24 November 2023). Time records indicated that the worker continued working in subsequent 30 days without any compensatory rest days. Document checked: Time records of November 2023.		
Non-Compliance: X		
Legal Reference: Sections 103, 104, BLA; Rule 101, BLR		
Validation Method: BW Compliance Assessment		
<b>Work Stoppages</b>		
WB-WAG-9 7	Does the facility pay workers correctly during work stoppage s in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Sections 12, 16, 17, 18 BLA		
Validation Method: BW Compliance Assessment		
<b>Other Benefits</b>		
WB-WAG-9 8	Were all OTHER wage payments in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
WB-WAG-9 9	Cambodia: Which of the following OTHER wage payments were not in line with legal requirements? (SELECT all that apply with an "X")	
WB-WAG-9 9-1	Cambodia: Transport home or a place to sleep for workers who finish work between 22:00 and 05:00	
Facility Response:		
WB-WAG-9 9-2	Cambodia: Wage supplements (including transportation and housing allowances)	
Facility Response:		
WB-WAG-9 9-3	Cambodia: Attendance bonus during leave	
Facility Response:		
WB-WAG-9 9-4	Cambodia: Attendance bonus to new workers	
Facility Response:		
WB-WAG-9 9-5	Cambodia: Attendance bonus to casual workers	
Facility Response:		

WB-WAG-9 9-6	Cambodia: Seniority indemnity for Undetermined Duration Contract (UDC) workers	
Facility Response:		
WB-WAG-1 00	Vietnam: Does the facility incorporate all legally required allowances and additional payments into the calculation of wage-based benefits (e.g. social insurance payments, overtime, paid leave, etc.)?	
Facility Response:		
<b>Other Legal Requirements</b>		
WB-WAG-1 01	Is the facility failing to comply with any legal requirements not covered elsewhere regarding Wages and Benefits?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
WB-WAG-1 02	Is the facility failing to comply with any legal requirements for Wages and Benefits pertaining to non-production workers and/or sub-contracted workers?	Yes
Facility Response: No		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: Yes		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22. 1. Document review and management and workers interviews indicated that the enterprise maintained more than one set of payrolls for the non-production workers (security guards, loaders). 02 (two) separate sets of records were identified, which indicated: - One set of payrolls reflected payments of regular and overtime hours. - Another set reflected the payment for compensation of festival holiday work. Moreover, document review and interview with management and worker indicated that the employer did not ensure non-production workers' signature in the payroll. Management stated that as the full wages were paid through bank account and mobile banking system, they did not take signature in the payroll. However, the 1st set of payroll records contained required information such as workers ID number, name, designation and date of joining, grade, basic wage, payment of house rent, transportation, medical allowance, food, gross wages, attendance bonus, overtime rate and amount, deduction and worker signature. Document checked: Payrolls and time records for the month of December, August, September and January 2023.		
Validation Method: BW Compliance Assessment		
<b>Facility Comments</b>		
WB-FAC-1	Please describe any concerns or difficulties with questions listed in this section:	Null
Facility Response: Null		
Verification Selection: Verification not required		
Corrected Response:		
Validation Method: BW Compliance Assessment		
<b>WORKER TREATMENT</b>		
<b>Number</b>	<b>Question</b>	<b>Final Verified Response</b>
<b>Section Instructions</b>		
<b>Section Instructions</b>		
	Section Description: The purpose of the Worker Treatment section is to understand how the facility treats workers while they are in the facility. From freedom of movement to harassment, this section seeks to understand if workers are treated in a fair and responsible manner, in line with applicable legal standards. Social and Labor topics within this section include: <ul style="list-style-type: none"> <li>• Forced Labor</li> <li>• Harassment and Abuse</li> <li>• Discrimination</li> <li>• Discipline</li> <li>• Facility Comments</li> </ul>	
<b>Forced Labor</b>		
<b>Sub-Section Instructions</b>		



Overall International Labor Standard Compliance Guidance: Forced labor is work exacted under the menace of penalty and for which the person has not offered him/herself voluntarily. Forced labor violates the basic human right to work in freedom and freely choose one's work. Two elements must be present in addition to labor, which refers to all types of work, service and employment, whether formal or informal, regardless of industry or sector. Labour does not include compulsory education or compulsory vocational training, however, trainings required in connection with employment would be considered labor. 1) The first element is that the worker must be subjected to threat of penalty. Look for coercion on the part of the employer (e.g., action taken to control, manipulate, deceive and/or override a person's will). However, bear in mind that for vulnerable workers, a relatively small amount of coercion may lead to forced labor. For example, workers who are migrants, pregnant or from ethnic minorities often are vulnerable and therefore may be more susceptible to forced labor. Some possible examples of penalties that could be imposed or threatened include: • Beatings, torture or sexual assault; • Restrictions on freedom of movement, e.g., prohibiting workers from leaving the workplace or living accommodation; • Financial penalties, e.g., burdening workers with unmanageable debt or delaying wage payments to keep workers on the job; • Reporting workers to the authorities (police, immigration, etc.); • Deportation, for example in the case of migrants in irregular situations; • Denying workers access to their personal documents; • Termination or exclusion from future employment; • Exclusion from community and social life; • Refusal of food, shelter or other necessities; • Transfer to worse working conditions, and • Removal of rights or privileges. Coercion is an indicator of forced labor regardless of whether it occurs during regular hours or overtime. Subjecting workers to the coercive tactics listed below under the Coercion compliance point would be an indicator of forced labor, even if the tactics were used solely to force workers to work overtime. In a limited set of circumstances, forced labor also can arise when workers are forced to work overtime through economic coercion. The Forced Labour and Overtime compliance point addresses those situations. 2) The second element of forced labor is that the worker has not accepted the work voluntarily. Workers must freely consent to accept the work and they must be free to leave the job and the workplace at all times. Deciding whether work is performed voluntarily often involves looking at • the vulnerability of the worker and • external and indirect pressures that make it difficult for workers to choose not to work, for example, non-payment of wages, or denying workers access to their identity documents. Applicable legal standards include the ILO Core Conventions, C29 Forced Labour Convention, 1930 (and Protocol), and C105 Abolition of Forced Labour Convention, 1957, which provide the baseline standards for forced labor; other conventions in force in the country; applicable legislation; Collective Bargaining Agreements and provisions in employment contracts that exceed legal requirements. Other relevant ILO documents: C181 Private Employment Agencies Convention, 1997 and C1 Hours of Work (Industry) Convention, 1919

**Coercive Tactics**

WT-FOR-1	Does the employer use any other coercive tactics to force workers to work?	No
----------	--	----

Facility Response: No

Verification Selection: Accurate

Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.

Legal Reference: ILO Convention 29

Validation Method: BW Compliance Assessment

**Violence or Threats**

WT-FOR-2	Have any cases of violence or threats of violence to intimidate workers and force them to work occurred at the workplace?	No
----------	---	----

Facility Response: No

Verification Selection: Accurate

Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.

Legal Reference: ILO Convention 29		
Validation Method: BW Compliance Assessment		
WT-FOR-3	Are there written records of these cases?	
Facility Response:		
WT-FOR-4	If yes, in how many cases was the victim a male worker?	
Facility Response:		
WT-FOR-5	If yes, in how many cases was the victim a female worker?	
Facility Response:		
WT-FOR-6	Have any cases of threats, such as reporting to authorities, deportation or threats against a worker's family/close associates, or cancelation of visa or other documents (e.g. work permits, residence permits, etc.) occurred in order to force migrant workers to stay at the job?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: ILO Convention 29		
Validation Method: BW Compliance Assessment		
<b>Physical Force</b>		
WT-FOR-7	Have workers been forced to work as a disciplinary measure or as punishment for participation in a strike?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: ILO Conventions 29, 105		
Validation Method: BW Compliance Assessment		
WT-FOR-8	Are there written records of these cases?	
Facility Response:		
<b>Freedom of Movement</b>		
WT-FOR-9	Are workers restricted from leaving the workplace in order to force them to work?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: ILO Convention 29		
Validation Method: BW Compliance Assessment		
WT-FOR-10	Are workers free to come and go from the dormitories and the industrial park or zone in which the facility is located?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: ILO Convention 29		
Validation Method: BW Compliance Assessment		
<b>Withholding</b>		
WT-FOR-11	Do workers keep all of their original personal documents (such as birth certificates, passports, work permits and ID cards)?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		

WT-FOR-12	Have workers been denied access to any of their original personal documents (such as birth certificates, passports, work permits and ID cards) when they need them?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: ILO Convention 29		
Validation Method: BW Compliance Assessment		
<b>Other Legal Requirements</b>		
WT-FOR-13	Are facility practices out of compliance with any legal requirements not covered elsewhere regarding Forced Labor in Worker Treatment?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
<b>Harassment and Abuse</b>		
<b>Sub-Section Instructions</b>		
	Harassment or abuse refers to every worker being treated with respect and dignity. No worker shall be subject to any physical, sexual, psychological or verbal harassment, abuse or threats of abuse. The sub-section below includes questions on items such as disciplinary measures, harassment, discriminatory harassment and use of security personnel.	
<b>Harassment</b>		
WT-HAR-1	Have there been any cases of physical, verbal, psychological harassment or abuse?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Section 332, BLA; Rule 37, BLR; High Court Verdict in Bangladesh National Women Lawyers Association vs. Government of Bangladesh et al., Writ Petition No. 5916 of 2008		
Validation Method: BW Compliance Assessment		
WT-HAR-2	Are there written records of these cases?	
Facility Response:		
WT-HAR-3	If yes, in how many cases was the victim a male worker?	
Facility Response:		
WT-HAR-4	If yes, in how many cases was the victim a female worker?	
Facility Response:		
<b>Harassment Training</b>		
WT-HAR-5	Vietnam: Has the facility communicated with workers or trained them on laws and regulations on prevention and control of sexual harassment, as legally required?	
Facility Response:		
<b>Discipline</b>		
WT-HAR-6	Does the facility have effective remediation processes in place to address cases of harassment or abuse?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
WT-HAR-6.1	If yes, please describe the processes:	We have strong Anti Violence policy with committee, workers can grivences if any violence happen, committee will take decision based on policy and procedure.
Facility Response: We have strong Anti Violence policy with committee, workers can grivences if any violence happen, committee will take decision based on policy and procedure.		

Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
<b>Security Personnel</b>		
WT-HAR-7	Does the facility employ (or contract services for) security personnel on-site?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
WT-HAR-8	How many cases of worker harassment by security personnel have occurred?	0
Facility Response: 0		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
WT-HAR-9	Do security personnel carry weapons?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
WT-HAR-10	Do security personnel carry weapons on the production floor?	
Facility Response:		
WT-HAR-11	Do security personnel carry weapons in line with legal requirements?	
Facility Response:		
<b>Discrimination</b>		
WT-HAR-12	Have there been any cases of harassment based upon race, skin color, religion, political opinion, national extraction, social origin, disability, HIV/AIDS status, sexual orientation, gender identity, pregnancy/maternity status, marital status, family responsibilities, age, nationality/foreign migrant worker status?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
WT-HAR-13	If yes, in how many cases was the victim a male worker?	
Facility Response:		
WT-HAR-14	If yes, in how many cases was the victim a female worker?	
Facility Response:		
WT-HAR-15	Please specify the basis of the harassment: (SELECT all that apply with a "X")	
WT-HAR-15-1	Race / Skin Color	
Facility Response:		
WT-HAR-15-2	Religion	
Facility Response:		
WT-HAR-15-3	Political Opinion	
Facility Response:		
WT-HAR-15-4	National Extraction	

Facility Response:		
WT-HAR-15-5	Social Origin	
Facility Response:		
WT-HAR-15-6	Disability	
Facility Response:		
WT-HAR-15-7	HIV / AIDS Status (real or perceived)	
Facility Response:		
WT-HAR-15-8	Sexual Orientation	
Facility Response:		
WT-HAR-15-9	Gender Identity	
Facility Response:		
WT-HAR-15-10	Pregnancy / Maternity Status	
Facility Response:		
WT-HAR-15-11	Marital Status	
Facility Response:		
WT-HAR-15-12	Age	
Facility Response:		
WT-HAR-15-13	Nationality / Foreign Migrant Worker Status	
Facility Response:		
WT-HAR-15-14	Family responsibilities	
Facility Response:		
WT-HAR-15-15	Other	
Facility Response:		
WT-HAR-15.1	Please describe what "Other" ground of harassment occurred:	
Facility Response:		
<b>Race / Skin Color</b>		
WT-HAR-16	How many cases of harassment based upon race / skin color occurred?	
Facility Response:		
WT-HAR-17	Are there written records of these cases?	
Facility Response:		
<b>Religion</b>		
WT-HAR-18	How many cases of harassment based upon religion occurred?	
Facility Response:		
WT-HAR-19	Are there written records of these cases?	
Facility Response:		
<b>Political Opinion</b>		
WT-HAR-20	How many cases of harassment based upon political opinion occurred?	
Facility Response:		
WT-HAR-21	Are there written records of these cases?	
Facility Response:		
<b>National Extraction</b>		
WT-HAR-22	How many cases of harassment based upon national extraction occurred?	

Facility Response:		
WT-HAR-23	Are there written records of these cases?	
Facility Response:		
<b>Social Origin</b>		
WT-HAR-24	How many cases of harassment based upon social origin occurred?	
Facility Response:		
WT-HAR-25	Are there written records of these cases?	
Facility Response:		
<b>Disability</b>		
WT-HAR-26	How many cases of harassment based upon disability occurred?	
Facility Response:		
WT-HAR-27	Are there written records of these cases?	
Facility Response:		
<b>HIV/AIDS Status</b>		
WT-HAR-28	How many cases of harassment based upon HIV/AIDS status occurred?	
Facility Response:		
WT-HAR-29	Are there written records of these cases?	
Facility Response:		
<b>Sexual Orientation</b>		
WT-HAR-30	How many cases of harassment based upon sexual orientation occurred?	
Facility Response:		
WT-HAR-31	Are there written records of these cases?	
Facility Response:		
<b>Gender Identity</b>		
WT-HAR-32	How many cases of harassment based upon gender identity occurred?	
Facility Response:		
WT-HAR-33	Are there written records of these cases?	
Facility Response:		
<b>Pregnancy Status</b>		
WT-HAR-34	How many cases of harassment based upon pregnancy/maternity status occurred?	
Facility Response:		
WT-HAR-35	Are there written records of these cases?	
Facility Response:		
<b>Marital Status</b>		
WT-HAR-36	How many cases of harassment based upon marital status occurred?	
Facility Response:		
WT-HAR-37	Are there written records of these cases?	
Facility Response:		
<b>Age</b>		
WT-HAR-38	How many cases of harassment based upon age occurred?	
Facility Response:		
WT-HAR-39	Are there written records of these cases?	
Facility Response:		
<b>Nationality / Foreign Migrant Worker Status</b>		
WT-HAR-40	How many cases of harassment based upon nationality/foreign migrant worker status occurred?	
Facility Response:		

WT-HAR-41	Are there written records of these cases?	
Facility Response:		
<b>Other</b>		
WT-HAR-42	How many cases of harassment based upon "Other" occurred?	
Facility Response:		
WT-HAR-43	Are there written records of these cases?	
Facility Response:		
<b>Other Legal Requirements</b>		
WT-HAR-44	Are facility practices out of compliance with any legal requirements not covered elsewhere regarding Harassment and Abuse?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
<b>Discrimination</b>		
<b>Sub-Section Instructions</b>		
	<p>Overall International Labor Standard Compliance Guidance: Discrimination includes any distinction based on race, color, sex, religion, political opinion, national extraction or social origin, which results in unequal treatment. Other grounds of discrimination may be included in national law, such as disability, HIV/AIDS status, age and sexual orientation. Discrimination may be direct or indirect and does not have to be intentional. Indirect discrimination refers to apparently neutral practices, which in fact result in unequal treatment of people with certain characteristics. Distinctions are permissible when they are necessary because of the inherent requirements of the particular job, although this exception is rare. Also, measures to protect certain categories of workers are acceptable when they are provided for under international labor Conventions and Recommendations, such as maternity protection. Distinctions also may be permissible under national laws designed to help groups who need special protection, for example, laws that offer preferential treatment to women in hiring in order to remedy the effects of past discrimination. Applicable legal standards include the ILO Core Conventions, C100 Equal Remuneration Convention, 1951 and C111 Discrimination (Employment and Occupation) Convention, 1958, which provide the baseline standards for discrimination; other conventions in force in the country; applicable legislation; Collective Bargaining Agreements and provisions in employment contracts that exceed legal requirements Other relevant ILO documents: R90 Equal Remuneration Recommendation, 1951; R111 Discrimination (Employment and Occupation) Recommendation, 1958; C156 Workers with Family Responsibilities Convention, 1981; R165 Workers with Family Responsibilities Recommendation, 1981</p>	
<b>Sexual Harassment</b>		
WT-DIS-1	Are workers subject to sexual harassment?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: ILO Convention 111; Section 332, BLA; Bangladesh National Women Lawyers Association vs. Government of Bangladesh et al, Writ Petition No. 5916 of 2008		
Validation Method: BW Compliance Assessment		
WT-DIS-2	How many cases of sexual harassment occurred?	
Facility Response:		
WT-DIS-3	Are there written records of these cases?	
Facility Response:		
<b>Promotion and Access to Training</b>		

WT-DIS-4	Have race, skin color, sex (gender), religion, political opinion, national extraction, social origin, disability, HIV/AIDS status, sexual orientation, pregnancy/maternity status, marital status, family responsibilities, age or nationality/foreign migrant worker status been a factor in decisions regarding promotion or access to training?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
WT-DIS-5	Which of the following is a factor in decisions on promotion or access to training? (SELECT all that apply with a "X")	
WT-DIS-5-1	Race / Skin Color	
Facility Response:		
WT-DIS-5-2	Sex / Gender	
Facility Response:		
WT-DIS-5-3	Religion	
Facility Response:		
WT-DIS-5-4	Political Opinion	
Facility Response:		
WT-DIS-5-5	National Extraction	
Facility Response:		
WT-DIS-5-6	Social Origin	
Facility Response:		
WT-DIS-5-7	Disability	
Facility Response:		
WT-DIS-5-8	HIV / AIDS Status (real or perceived)	
Facility Response:		
WT-DIS-5-9	Sexual Orientation	
Facility Response:		
WT-DIS-5-10	Pregnancy / Maternity Status	
Facility Response:		
WT-DIS-5-11	Marital Status	
Facility Response:		
WT-DIS-5-12	Age	
Facility Response:		
WT-DIS-5-13	Nationality / Foreign Migrant Worker Status	
Facility Response:		
WT-DIS-5-14	Family responsibilities	
Facility Response:		
WT-DIS-5-15	Other	
Facility Response:		
WT-DIS-5.1	Please describe what "Other" factor is considered in the promotion or access to training process:	
Facility Response:		
<b>Compensation</b>		



WT-DIS-6	Have race, skin color, sex (gender), religion, political opinion, national extraction, social origin, disability, HIV/AIDS status, sexual orientation, pregnancy/maternity status, marital status, family responsibilities, age or nationality/foreign migrant worker status been a factor in decisions regarding compensation?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
WT-DIS-7	Which of the following is a factor in decisions on compensation? (SELECT all that apply with a "X")	
WT-DIS-7-1	Race / Skin Color	
Facility Response:		
WT-DIS-7-2	Sex / Gender	
Facility Response:		
WT-DIS-7-3	Religion	
Facility Response:		
WT-DIS-7-4	Political Opinion	
Facility Response:		
WT-DIS-7-5	National Extraction	
Facility Response:		
WT-DIS-7-6	Social Origin	
Facility Response:		
WT-DIS-7-7	Disability	
Facility Response:		
WT-DIS-7-8	HIV / AIDS Status (real or perceived)	
Facility Response:		
WT-DIS-7-9	Sexual Orientation	
Facility Response:		
WT-DIS-7-10	Pregnancy / Maternity Status	
Facility Response:		
WT-DIS-7-11	Marital Status	
Facility Response:		
WT-DIS-7-12	Age	
Facility Response:		
WT-DIS-7-13	Nationality / Foreign Migrant Worker Status	
Facility Response:		
WT-DIS-7-14	Family responsibilities	
Facility Response:		
WT-DIS-7-15	Other	
Facility Response:		
WT-DIS-7.1	Please describe what "Other" factor is considered in the compensation process:	
Facility Response:		
<b>Conditions of Work</b>		
WT-DIS-8	Have race, skin color, sex (gender), religion, political opinion, national extraction, social origin, disability, HIV/AIDS status, sexual orientation, pregnancy/maternity status, marital status, family responsibilities, age or nationality/foreign migrant worker status been a factor in decisions regarding conditions of work?	No

Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
WT-DIS-9	Which of the following is a factor in decisions on conditions of work? (SELECT all that apply with a "X")	
WT-DIS-9-1	Race / Skin Color	
Facility Response:		
WT-DIS-9-2	Sex / Gender	
Facility Response:		
WT-DIS-9-3	Religion	
Facility Response:		
WT-DIS-9-4	Political Opinion	
Facility Response:		
WT-DIS-9-5	National Extraction	
Facility Response:		
WT-DIS-9-6	Social Origin	
Facility Response:		
WT-DIS-9-7	Disability	
Facility Response:		
WT-DIS-9-8	HIV / AIDS Status (real or perceived)	
Facility Response:		
WT-DIS-9-9	Sexual Orientation	
Facility Response:		
WT-DIS-9-10	Pregnancy / Maternity Status	
Facility Response:		
WT-DIS-9-11	Marital Status	
Facility Response:		
WT-DIS-9-12	Age	
Facility Response:		
WT-DIS-9-13	Nationality / Foreign Migrant Worker Status	
Facility Response:		
WT-DIS-9-14	Family responsibilities	
Facility Response:		
WT-DIS-9-15	Other	
Facility Response:		
WT-DIS-9.1	Please describe what "Other" factor is considered in decisions regarding conditions of work:	
Facility Response:		
<b>Pregnancy and Maternity</b>		
WT-DIS-10	Does the facility maintain any of the following for workers during and after maternity leave? (SELECT all that apply with a "X")	
WT-DIS-10-1	Employment status	X
Facility Response: X		

Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: ILO Conventions 111, 183; Recommendation 191		
WT-DIS-10-2	Position	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: ILO Conventions 111, 183; Recommendation 191		
WT-DIS-10-3	Wages	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: ILO Conventions 111, 183; Recommendation 191		
WT-DIS-10-4	Benefits	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: ILO Conventions 111, 183; Recommendation 191		
WT-DIS-10-5	Not Applicable	
Facility Response:		
WT-DIS-10-6	None of the above	
Facility Response:		
WT-DIS-11	Does the facility include all maternity leave in the workers' period of continuous service?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: ILO Convention 111; Recommendation 191; Section 117(8)(d), BLA		
Validation Method: BW Compliance Assessment		
WT-DIS-12	Does the facility follow any of the following practices related to worker pregnancy at any time during employment? (SELECT all that apply with a "X")	
WT-DIS-12-1	Facility requires pregnancy test at any time during employment	
Facility Response:		
WT-DIS-13	Are the tests required by applicable legislation regarding (i) work that is legally prohibited or restricted for pregnant or nursing women, or (ii) work that presents a recognized or significant risk to the health of the woman and child?	
Facility Response:		
WT-DIS-13-1	Facility requires the use of contraceptives or other forms of birth control at any time during employment	
Facility Response:		
WT-DIS-13-2	None of the above	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		

Disability		
WT-DIS-14	Has the facility made accommodations/arrangements for physically disabled persons?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
WT-DIS-14.1	Please describe any accommodations/arrangements made:	Disabled workers can use lift and arrangement wheel chair.
Facility Response: Disabled workers can use lift and arrangement wheel chair.		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
WT-DIS-15	Are the facility's practices around making accommodations for physically disabled persons in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Sections 2(13)(14), 34(2), Rights and Protection of Persons with Disabilities Act, 2013		
Validation Method: BW Compliance Assessment		
WT-DIS-16	How many workers became disabled (for whatever reason)?	0
Facility Response: 0		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
WT-DIS-17	Has the facility taken steps to enable workers who become disabled (for whatever reason) to retain their work?	
Facility Response:		
<b>Infection or Illness</b>		
WT-DIS-18	Does the facility require HIV / AIDS testing at any time during employment?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
WT-DIS-19	If yes, are these HIV / AIDS tests administered in line with legal requirements?	
Facility Response:		
WT-DIS-20	Does the facility require other infection or illness tests (e.g. Hepatitis B) at any time during employment?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
WT-DIS-21	If yes, are these infection or illness tests administered in line with legal requirements?	
Facility Response:		
WT-DIS-22	Has the facility taken steps to enable workers with HIV/AIDS to retain their work if they were medically able to?	Not Applicable
Facility Response: Not Applicable		
Verification Selection: Accurate		

Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
WT-DIS-23	Are these steps to help workers with HIV / AIDS in line with legal requirements?	
Facility Response:		
WT-DIS-24	Has the facility taken steps to enable workers with infections or illness (other than HIV/AIDS) to retain their work if they were medically able to?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
WT-DIS-25	Are these steps to help workers with infections or illnesses (other than HIV / AIDS) in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
<b>Other Legal Requirements</b>		
WT-DIS-26	Are facility practices out of compliance with any legal requirements not covered elsewhere regarding Discrimination in Worker Treatment?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
<b>Discipline</b>		
<b>Sub-Section Instructions</b>		
	Discipline refers to the actions supervisory personnel take to correct behavior that does not meet established company rules. The sub-section below includes questions on disciplinary measures, communication methods, record keeping and appeals process.	
<b>Measures</b>		
WT-DISC-1	Are disciplinary measures for workers in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Sections 2(9A), 23-25, BLA; Rules 29, 30, BLR		
Validation Method: BW Compliance Assessment		
<b>Communication</b>		
WT-DISC-2	When a disciplinary action is initiated against a worker, is that worker always informed?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
WT-DISC-3	Do workers sign all written records of disciplinary actions taken against them?	Yes
Facility Response: Yes		
Verification Selection: Accurate		

Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
<b>Appeal</b>		
WT-DISC-4	Do workers have the right to respond to and/or appeal any disciplinary decisions without any negative repercussions?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
WT-DISC-5	Do workers have the right to consult with and be represented either by a trade union or by worker representatives when evaluating and contesting disciplinary decisions?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
<b>Records</b>		
WT-DISC-6	Are written records of disciplinary actions maintained in workers' personnel files?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
WT-DISC-7	For how many months are records of disciplinary actions maintained in worker personnel files?	60
Facility Response: 60		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
<b>Other Legal Requirements</b>		
WT-DISC-8	Are facility practices out of compliance with any legal requirements not covered elsewhere regarding Discipline?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
<b>Worker Treatment</b>		
<b>Court Orders and Similar</b>		
WT-WOR-1	Has the facility failed to implement any applicable court orders, arbitration awards, conciliation agreements and/or settlements?	Not Applicable
Facility Response: No		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: Not Applicable		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
WT-WOR-2	Which of the following has the facility failed to implement? (SELECT all that apply with a "X")	
WT-WOR-2-1	Court orders	
Facility Response:		

WT-WOR-2 -2	Arbitration awards	
Facility Response:		
WT-WOR-2 -3	Conciliated/mediated agreements	
Facility Response:		
WT-WOR-2 -4	Settlements	
Facility Response:		
<b>Other Legal Requirements</b>		
WT-WOR-3	Is the facility in non-compliance with any legal requirements for Discipline, Harassment and Abuse pertaining to non-production workers and/or sub-contracted workers?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
<b>Facility Comments</b>		
WT-FAC-1	Please describe any concerns or difficulties with questions listed in this section:	Null
Facility Response: Null		
Verification Selection: Verification not required		
Corrected Response:		
Validation Method: BW Compliance Assessment		
<b>WORKER INVOLVEMENT</b>		
<b>Number</b>	<b>Question</b>	<b>Final Verified Response</b>
<b>Section Instructions</b>		
<b>Section Instructions</b>		
	Section Description: The purpose of the Worker Involvement section is to understand how the facility involves workers in the improvement process within the facility. From participation in Freedom of Association to Grievance systems, this section seeks to understand the facility's mechanisms in place to facilitate dialogue and action between management and workers. Social and Labor topics within this section include: • Freedom of Association and Collective Bargaining • Worker Representatives • Bipartite committee(s) • Grievance Systems • Worker Feedback • Facility Comments	
<b>FOA &amp; CB</b>		
<b>Sub-Section Instructions</b>		
	Overall International Labor Standard Compliance Guidance: Freedom of association means the right of workers to join together to create organizations (unions) that represent them. It also applies to employer organizations. Collective bargaining is the process of negotiation between unions and employers, usually on working conditions and terms of employment. Both are fundamental rights, and they are linked together. Without freedom of association, collective bargaining cannot work because the views of the workers cannot be properly represented. Workers themselves must be free to choose how they are to be represented, and employers must not interfere in this process. Applicable legal standards include the ILO Core Conventions, C87 Freedom of Association and Protection of the Right to Organize Convention, 1948; C98 Right to Organize and Collective Bargaining Convention 1949, which provide the baseline standards for freedom of association and collective bargaining; other conventions in force in the country; applicable legislation; Collective Bargaining Agreements and provisions in employment contracts that exceed legal requirements Other relevant ILO documents: C135 Workers' Representatives Convention, 1971; C154 Collective Bargaining Convention, 1981; R143 Workers' Representatives Recommendation, 1971; R163 Collective Bargaining Recommendation, 1981	

Freedom to Associate		
WI-FOA-1	Are workers free to form a trade union of their choosing?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: ILO Convention 87; Sections 176(a), 179, 183, 190, 193, BLA; Rules 167, 176, and Forms 55(A), 61(A), BLR		
Validation Method: BW Compliance Assessment		
WI-FOA-2	Are workers free to join a trade union of their choosing?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: ILO Convention 87; Sections 176(a), 179, 183, 190, 193, BLA; Rules 167, 176, and Forms 55(A), 61(A), BLR		
Validation Method: BW Compliance Assessment		
Trade Unions		
WI-FOA-3	Does the facility have a registered trade union(s) on-site?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22. Documents review, management and workers interview indicated that there is a union in the factory named IRIS Fabrics Sromik Union. (registration number Dhaka-5816) that was formed on 23 May 2022. Document review indicated that the union executive committee was formed on 23 May 2022. Workers interview indicated that they were aware of the union membership and union activities. The enterprise had a FoA policy, and the policy was posted on the notice board.		
Validation Method: BW Compliance Assessment		
WI-FOA-4	NUMBER of registered trade unions in the facility:	1
Facility Response: 1		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
WI-FOA-5	PERCENTAGE of workers that are trade union members:	27
Facility Response: 23		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: 27		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
WI-FOA-6	Name of union with the largest membership:	IRIS Fabrics Sromik Union.
Facility Response: IRIS Fabrics workers Union		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: IRIS Fabrics Sromik Union.		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
WI-FOA-7	Name of the federation or confederation (or both) with which the largest union at the facility is affiliated, if applicable (please indicate whether it is a federation or a confederation in your response):	National Garments Sromik Federation.
Facility Response: N/A		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: National Garments Sromik Federation.		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
WI-FOA-8	NUMBER of female union members in the union with the largest membership in the facility	380



Facility Response: 353		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: 380		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
WI-FOA-9	NUMBER of male union members in the union with the largest membership in the facility	379
Facility Response: 235		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: 379		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
WI-FOA-10	NUMBER of female union officials in the union with the largest membership in the facility	3
Facility Response: 3		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
WI-FOA-11	NUMBER of male union officials in the union with the largest membership in the facility	8
Facility Response: 8		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
WI-FOA-12	Name of union with the 2nd largest membership:	
Facility Response:		
WI-FOA-13	Name of the federation or confederation (or both) with which the 2nd largest union at the facility is affiliated, if applicable (please indicate whether it is a federation or a confederation in your response):	
Facility Response:		
WI-FOA-14	NUMBER of female union members in the union with the 2nd largest membership in the facility	
Facility Response:		
WI-FOA-15	NUMBER of male union members in the union with the 2nd largest membership in the facility	
Facility Response:		
WI-FOA-16	NUMBER of female union officials in the union with the 2nd largest membership in the facility	
Facility Response:		
WI-FOA-17	NUMBER of male union officials in the union with the 2nd largest membership in the facility	
Facility Response:		
WI-FOA-18	Name of union with the 3rd largest membership:	
Facility Response:		
WI-FOA-19	Name of the federation or confederation (or both) with which the 3rd largest union at the facility is affiliated, if applicable (please indicate whether it is a federation or a confederation in your response):	
Facility Response:		
WI-FOA-20	NUMBER of female union members in the union with the 3rd largest membership in the facility	
Facility Response:		
WI-FOA-21	NUMBER of male union members in the union with the 3rd largest membership in the facility	

Facility Response:		
WI-FOA-22	NUMBER of female union officials in the union with the 3rd largest membership in the facility	
Facility Response:		
WI-FOA-23	NUMBER of male union officials in the union with the 3rd largest membership in the facility	
Facility Response:		
WI-FOA-24	Name of union with the 4th largest membership:	
Facility Response:		
WI-FOA-25	Name of the federation or confederation (or both) with which the 4th largest union at the facility is affiliated, if applicable (please indicate whether it is a federation or a confederation in your response):	
Facility Response:		
WI-FOA-26	NUMBER of female union members in the union with the 4th largest membership in the facility	
Facility Response:		
WI-FOA-27	NUMBER of male union members in the union with the 4th largest membership in the facility	
Facility Response:		
WI-FOA-28	NUMBER of female union officials in the union with the 4th largest membership in the facility	
Facility Response:		
WI-FOA-29	NUMBER of male union officials in the union with the 4th largest membership in the facility	
Facility Response:		
WI-FOA-30	Name of union with the 5th largest membership:	
Facility Response:		
WI-FOA-31	Name of the federation or confederation (or both) with which the 5th largest union at the facility is affiliated, if applicable (please indicate whether it is a federation or a confederation in your response):	
Facility Response:		
WI-FOA-32	NUMBER of female union members in the union with the 5th largest membership in the facility	
Facility Response:		
WI-FOA-33	NUMBER of male union members in the union with the 5th largest membership in the facility	
Facility Response:		
WI-FOA-34	NUMBER of female union officials in the union with the 5th largest membership in the facility	
Facility Response:		
WI-FOA-35	NUMBER of male union officials in the union with the 5th largest membership in the facility	
Facility Response:		
WI-FOA-36	For each additional active trade union that is smaller than the 5th largest unions in the facility, provide: • name of the union • name of the federation or confederation with which the union is affiliated, if applicable • number of female union members • number of male union members • number of female union officials • number of male union officials	
Facility Response:		
WI-FOA-37	Can the trade union(s) freely form and join federations and confederations of their choice without interference?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: ILO Convention 87; Sections 176(c), 200, BLA		
Validation Method: BW Compliance Assessment		

WI-FOA-38	Does the facility require workers to join a trade union?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: ILO Convention 87; Section 195, BLA		
Validation Method: BW Compliance Assessment		
<b>Trade Union Operations</b>		
WI-FOA-39	Do trade union representatives have access to workers in the workplace?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: ILO Conventions 87, 135; Recommendation 143; Section 196(1), BLA		
Validation Method: BW Compliance Assessment		
WI-FOA-40	Does the facility deduct trade union dues from wages in line with legal requirements?	Not Applicable
Facility Response: Not Applicable		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: ILO Conventions 87, 98, 135; Recommendation 143; Section 204, BLA		
Validation Method: BW Compliance Assessment		
WI-FOA-41	Is the facility's practice around financial or other support of the union in line with legal requirements?	No applicable legal requirements
Facility Response: Not Applicable		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: No applicable legal requirements		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
WI-FOA-42	Does facility management regularly meet with trade unions to proactively address issues of worker concern?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
WI-FOA-43	Is the facility consulting with trade unions in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: ILO Recommendation 94; Sections 28(a), 90(a), 205, 235, 264(1-7), BLA; Rules 32, 81, 90, 110, 184, 227, 228 BLR		
Validation Method: BW Compliance Assessment		
WI-FOA-44	Are legally required mechanisms for dialogue between the employer and the union(s) in place and functioning in line with legal requirements?	No applicable legal requirements
Facility Response: Yes		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: No applicable legal requirements		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		

WI-FOA-45	Are workers provided with a private meeting space at the workplace in line with legal requirements?	No
Facility Response: Yes		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: No		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22. Interview with the management and workers indicated that the Collective Bargaining Agent was not provided with an office inside the factory that is easily accessible by workers.		
Non-Compliance: X		
Legal Reference: ILO Conventions 87, 98, 135; Recommendation 143; Section 202(26), BLA; Rule 182, BLR		
Validation Method: BW Compliance Assessment		
WI-FOA-46	Does the employer allow workers to carry out trade union activities in accordance with applicable legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: ILO Conventions 87, 98, 135; Recommendation 143; Section 348, BLA		
Validation Method: BW Compliance Assessment		
<b>Interference and Discrimination</b>		
WI-FOA-47	Are workers and workers' representatives free to meet without the presence of management?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: ILO Convention 98		
Validation Method: BW Compliance Assessment		
WI-FOA-48	Does the facility treat all trade unions equally, or as stipulated by applicable legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: ILO Convention 98; Sections 202, 204, BLA		
Validation Method: BW Compliance Assessment		
WI-FOA-49	Has the facility management tried to control, manipulate or interfere with any of the unions in the facility?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: ILO Convention 98; Section 195, BLA		
Validation Method: BW Compliance Assessment		
WI-FOA-50	Is a job applicant's current or previous trade union membership or trade union activities a factor during the hiring process?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: ILO Convention 98; Section 195, BLA		
Validation Method: BW Compliance Assessment		
WI-FOA-51	Has the facility engaged in any of these actions due to a worker's trade union membership or activities? (SELECT all that apply with a "X")	
WI-FOA-51-1	Threatened intimidated, or harassed	
Facility Response:		

WI-FOA-51-2	Punished	
Facility Response:		
WI-FOA-51-3	Terminated workers or did not renew their contract	
Facility Response:		
WI-FOA-51-4	None of the above	
Facility Response: X		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
WI-FOA-52	Were terminations of trade union official(s) (if any) in line with applicable legal requirements?	Yes
Facility Response: Not Applicable		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: Yes		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: ILO Convention 98; Sections 186, 228, BLA		
Validation Method: BW Compliance Assessment		
<b>Collective Bargaining</b>		
WI-FOA-53	Does the facility refuse to bargain collectively or refuse to bargain in good faith with the union, worker representatives, union federations or confederations?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: ILO Conventions 98, 135, 154; Sections 202(24), 202a, 203, 210, BLA.		
Validation Method: BW Compliance Assessment		
<b>Non-Union Representative</b>		
WI-FOA-54	If the facility has no trade union, are workers free to choose their non-union representatives?	
Facility Response:		
<b>Collective Bargaining Agreement</b>		
WI-FOA-55	How many Collective Bargaining Agreements (CBAs) have there been in effect at the facility during the assessment timeframe?	1
Facility Response: 0		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: 1		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
WI-FOA-56	Parties to the CBA that covers the greatest number of workers in the workplace:	The parties of the collective bargaining agreement were IRIS Fabrics Ltd. and IRIS Fabrics Sromik Union.
Facility Response:		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: The parties of the collective bargaining agreement were IRIS Fabrics Ltd. and IRIS Fabrics Sromik Union.		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
WI-FOA-57	PERCENTAGE of workforce covered by the CBA that covers the greatest number of workers in the workplace:	100
Facility Response:		
Verification Selection: Inaccurate - Incorrect		

Corrected Response: 100		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
WI-FOA-58	Duration of the CBA that covers the greatest number of workers in the workplace (provide NUMBER value for duration in months):	12
Facility Response:		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: 12		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
WI-FOA-59	Overview of the issues covered in the CBA that covers the greatest number of workers in the workplace:	<p>Demand from TU_1_Payment of Wages: Wages should be paid by 7th working day of every month. Overtime should be paid with wages. CBA decision: As per Labour Law Wages and Overtimes will be paid within 7th working day of every month and which is still running. Demand from TU_2_Wages Increment: Yearly 15% have to give increments on gross wages to all worker-employees of the factory. This increment has to provide from 1st January of every year. If any worker works less than one year on 1st January increment to be provided pro-rata basis. CBA Decision: Yearly Increment will be provided to the workers if the worker complete one year service consecutively which is continued. 5% to 6.5% increment will be provided considering the workers skill, length of service and other parameters and will be continued.</p> <p>Demand from TU_3_Attendance Bonus: At least Tk. 600/- have to pay as attendance bonus to the workers of this factory and attendance bonus cannot be deducted if any worker is on unauthorized leave. Have to allow at least 30 minutes late for justifiable reason. CBA Decision: Attendance bonus will be paid according to factory attendance bonus policy and will be continued. Demand from TU_4_Production Bonus: Production bonus at the rate of at least 100 taka per day should be paid to the workers involved in production in the factory subject to meeting the target. CBA Decision: Under consideration. Demand from TU_5_Arranging necessary material of toilets: All necessary materials are not available in toilets for workers in the factory. Soap is provided twice in a day. Soap, sandals and towels should be provided at all times from now onwards. Also, many toilets have holes on the door. These should be repaired very soon. CBA Decision: all the doors of toilets will be repaired within 15 days and other materials related to sanitation will be maintained. Demand from TU_6_Road for movement: The road starting from the back side of dyeing section exit up-to ETP is broken and not suitable for movement. So, this road has to be repaired completely and made movable so that people can easily move to the assembly area. CBA Decision: The road will be kept clean for movement with everyone's help and will be maintained. Demand from TU_7_Weekly holiday: Workers should be awarded weekly holiday as per the Labour Law. Every Friday weekly holiday must be ensured. CBA Decision: will be maintained and continued. Demand from TU_8_Working hour: Every worker should be permitted 8 hrs of work as per labour law. Two hours overtime can be done after completing 8 hours work and overtime should be paid as per law. CBA Decision: will be maintained and continued. Demand from TU_9_Earned leave encashment: 18 days Earned/Annual leave should be provided every year in this factory. The earned/annual leave amount of preceding year should be paid by January of the following year. CBA Decision: Earned leave shall be determined in accordance with the Labour Law and will be granted in the following month after completion of one year of service by every worker which is ongoing and will be followed on. Demand from TU_10_Unfair Dismissal: No workers shall be unlawfully dismissed. CBA Decision: will be maintained and continued as per Labour Law. Demand from TU_11_Sanitary Napkin: Have to provide free sanitary napkins to all female workers every month. CBA Decision: It was provided in small scale and will be continued. Demand from TU_12_Transport/Ambulance Facility: Transport/ambulance facilities should be provided to pregnant women workers working in factories for medical visits. CBA Decision: Facility will provide when required. Demand from TU_13_Paternity Leave: Seven (7) days paternity leave should be provided to the workers working in the factory. CBA Decision: Anyone can avail leave (as per labour law) for emergency reason with concern of management. Demand from TU_14_Safety: Safety Committee shall be formed and have to be more active. CBA Decision: Safety Committee has been formed as per Labour Law and committee were being trained by ACCORD. Safety board was regularly updated and will be continued. Demand from TU_15_Anti-Harassment Committee: Anti-Harassment Committee should be formed to ensure safety of the female workers working in the factory. CBA Decision: Anti-Harassment Committee has been formed as per Labour Law and they were being trained regularly. Will be made more effective.</p>
Facility Response:		
Verification Selection: Inaccurate - Incorrect		

Corrected Response: Demand from TU\_1\_Payment of Wages: Wages should be paid by 7th working day of every month. Overtime should be paid with wages. CBA decision: As per Labour Law Wages and Overtimes will be paid within 7th working day of every month and which is still running. Demand from TU\_2\_Wages Increment: Yearly 15% have to give increments on gross wages to all worker-employees of the factory. This increment has to provide from 1st January of every year. If any worker works less than one year on 1st January increment to be provided pro-rata basis. CBA Decision: Yearly Increment will be provided to the workers if the worker completes one year service consecutively which is continued. 5% to 6.5% increment will be provided considering the workers skill, length of service and other parameters and will be continued. Demand from TU\_3\_Attendance Bonus: At least Tk. 600/- have to pay as attendance bonus to the workers of this factory and attendance bonus cannot be deducted if any worker is on unauthorized leave. Have to allow at least 30 minutes late for justifiable reason. CBA Decision: Attendance bonus will be paid according to factory attendance bonus policy and will be continued. Demand from TU\_4\_Production Bonus: Production bonus at the rate of at least 100 taka per day should be paid to the workers involved in production in the factory subject to meeting the target. CBA Decision: Under consideration. Demand from TU\_5\_Arranging necessary material of toilets: All necessary materials are not available in toilets for workers in the factory. Soap is provided twice in a day. Soap, sandals and towels should be provided at all times from now onwards. Also, many toilets have holes on the door. These should be repaired very soon. CBA Decision: all the doors of toilets will be repaired within 15 days and other materials related to sanitation will be maintained. Demand from TU\_6\_Road for movement: The road starting from the back side of dyeing section exit up-to ETP is broken and not suitable for movement. So, this road has to be repaired completely and made movable so that people can easily move to the assembly area. CBA Decision: The road will be kept clean for movement with everyone's help and will be maintained. Demand from TU\_7\_Weekly holiday: Workers should be awarded weekly holiday as per the Labour Law. Every Friday weekly holiday must be ensured. CBA Decision: will be maintained and continued. Demand from TU\_8\_Working hour: Every worker should be permitted 8 hrs of work as per labour law. Two hours overtime can be done after completing 8 hours work and overtime should be paid as per law. CBA Decision: will be maintained and continued. Demand from TU\_9\_Earned leave encashment: 18 days Earned/Annual leave should be provided every year in this factory. The earned/annual leave amount of preceding year should be paid by January of the following year. CBA Decision: Earned leave shall be determined in accordance with the Labour Law and will be granted in the following month after completion of one year of service by every worker which is ongoing and will be followed on. Demand from TU\_10\_Unfair Dismissal: No worker shall be unlawfully dismissed. CBA Decision: will be maintained and continued as per Labour Law. Demand from TU\_11\_Sanitary Napkin: Have to provide free sanitary napkins to all female workers every month. CBA Decision: It was provided in small scale and will be continued. Demand from TU\_12\_Transport/Ambulance Facility: Transport/ambulance facilities should be provided to pregnant women workers working in factories for medical visits. CBA Decision: Facility will provide when required. Demand from TU\_13\_Paternity Leave: Seven (7) days paternity leave should be provided to the workers working in the factory. CBA Decision: Anyone can avail leave (as per labour law) for emergency reason with concern of management. Demand from TU\_14\_Safety: Safety Committee shall be formed and have to be more active. CBA Decision: Safety Committee has been formed as per Labour Law and committee were being trained by ACCORD. Safety board was regularly updated and will be continued. Demand from TU\_15\_Anti-Harassment Committee: Anti-Harassment Committee should be formed to ensure safety of the female workers working in the factory. CBA Decision: Anti-Harassment Committee has been formed as per Labour Law and they were being trained regularly. Will be made more effective.

Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.

Validation Method: BW Compliance Assessment		
WI-FOA-60	Parties to the CBA that covers the 2nd greatest number of workers in the workplace:	
Facility Response:		
WI-FOA-61	PERCENTAGE of workforce covered by the CBA that covers the 2nd greatest number of workers in the workplace:	
Facility Response:		
WI-FOA-62	Duration of the CBA that covers the 2nd greatest number of workers in the workplace (provide NUMBER value for duration in months):	
Facility Response:		
WI-FOA-63	Overview of the issues covered in the CBA that covers the greatest 2nd number of workers in the workplace:	
Facility Response:		
WI-FOA-64	Parties to the CBA that covers the 3rd greatest number of workers in the workplace:	
Facility Response:		
WI-FOA-65	PERCENTAGE of workforce covered by the CBA that covers the 3rd greatest number of workers in the workplace:	
Facility Response:		
WI-FOA-66	Duration of the CBA that covers the 3rd greatest number of workers in the workplace (provide NUMBER value for duration in months):	
Facility Response:		
WI-FOA-67	Overview of the issues covered in the CBA that covers the greatest 3rd number of workers in the workplace:	
Facility Response:		
WI-FOA-68	For each additional Collective Bargaining Agreement (CBA) not covered above indicate: • the parties to the CBA • the % of the workforce covered by the CBA • the duration of the CBA (provide NUMBER value for duration in months) • an overview of the issues covered in the CBA	
Facility Response:		
WI-FOA-69	Are provisions within the Collective Bargaining Agreements (CBA) at least as favorable for workers as applicable legislation?	Yes
Facility Response:		
Verification Selection: Inaccurate - Incorrect		

Corrected Response: Yes		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: ILO Convention 98		
Validation Method: BW Compliance Assessment		
WI-FOA-70	Has the facility failed to implement any of the provisions in the CBAs?	No
Facility Response:		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: No		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: ILO Convention 98		
Validation Method: BW Compliance Assessment		
WI-FOA-71	Does the facility inform all workers about CBAs and provide copies in line with legal requirements?	Yes
Facility Response:		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: Yes		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: ILO Convention 98		
Validation Method: BW Compliance Assessment		
WI-FOA-72	Has the collective agreement in force been approved by more than 50% of workers covered, as legally required?	
Facility Response:		
<b>Industrial Action</b>		
WI-FOA-73	Has the facility ever tried to prevent any workers from participating in a strike?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: ILO Convention 98		
Validation Method: BW Compliance Assessment		
WI-FOA-74	How many industrial actions/strikes have occurred?	0
Facility Response: 0		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
WI-FOA-75	How many total days were workers on strike (for all strikes during the assessment period):	
Facility Response:		
WI-FOA-76	How many total person days were workers on strike (for all strikes during the assessment period):	
Facility Response:		
WI-FOA-76.1	For each strike, indicate: ● dates of the strike ● why workers went on strike ● whether the strike complied with legal requirements, and if not, which requirements were not complied with (consult applicable legal requirements) ● whether the strike resulted in violence	
Facility Response:		
WI-FOA-77	Did any of the following occur during or after industrial actions/strikes? (SELECT all that apply with a "X")	
WI-FOA-77-1	New workers were hired to replace striking workers during industrial actions/strikes	
Facility Response:		



WI-FOA-77-2	Workers were punished for participating in industrial actions/strikes	
Facility Response:		
WI-FOA-77-3	Security guards, the police, or armed forces were called by the facility to break up the industrial actions/strikes or arrest participating workers	
Facility Response:		
WI-FOA-77-4	None of the above	
Facility Response:		
<b>Other Legal Requirements</b>		
WI-FOA-78	Are facility practices out of compliance with any legal requirements not covered elsewhere regarding Freedom of Association and Collective Bargaining?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
<b>Workplace Cooperation</b>		
<b>Sub-Section Instructions</b>		
	Beyond the consultations, dialogue and collective bargaining engaged in between trade unions and employers, other measures may be put in place to promote consultation and cooperation between employers and workers. For example, workers may elect (non-union) representatives to engage in dialogue with the employer, and/or facilities may establish bipartite committees, which include both workers' representatives (union or non-union) and employer representatives. Some jurisdictions legally require these types of measures. The questions in this section look at different types of measures to promote workplace cooperation.	
<b>Workers' Representatives</b>		
WI-WOR-1	Are legally required workers' representatives (if any) elected and functioning in line with legal requirements?	No applicable legal requirements
Facility Response: Yes		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: No applicable legal requirements		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
<b>Interference and Discrimination</b>		
WI-WOR-2	Has the facility threatened, intimidated, harassed, punished, terminated or not renewed worker contracts due to their worker representative role or activities?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Sections 2(xxv, lvi), 89(8), 210, 222, 223, BLA; Rules 79, 185, 203 and Form 65, BLR		
Validation Method: BW Compliance Assessment		
<b>Bipartite Committee(s)</b>		
WI-WOR-3	Are there any legally required bipartite committee(s) in place at the facility?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22. Document review, management and workers interview indicated that there is a union in the factory named IRIS Fabrics Sromik Union. (registration number Dhaka-5816) that was formed on 23 May 2022. As per the legal requirement the functioning of Participation Committee was being stopped.		
Legal Reference: ILO Convention 135; Sections 205-208, BLA; Rules 183-201, BLR		

Validation Method: BW Compliance Assessment		
WI-WOR-4	Are bipartite committee(s) established and functioning in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
WI-WOR-5	How many members are in the bipartite committee?	28
Facility Response: 28		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
WI-WOR-6	How many female members are in the bipartite committee?	10
Facility Response: 10		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
WI-WOR-7	How many foreign migrant workers are in the bipartite committee?	
Facility Response:		
WI-WOR-8	How many employer members are in the bipartite committee?	9
Facility Response: 9		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
WI-WOR-9	How many worker members are in the bipartite committee?	18
Facility Response: 18		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
WI-WOR-10	How many union representatives are in the bipartite committee?	0
Facility Response: 0		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
WI-WOR-11	Does the facility observe any of the following practices related to the bipartite committee? (SELECT all that apply with a "X")	
WI-WOR-11-1	Bipartite committee meetings are held on a monthly basis	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
WI-WOR-11-2	Bipartite committee meetings are held at least quarterly	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		

WI-WOR-11 -3	Bipartite committee meeting minutes are shared with the workforce	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
WI-WOR-11 -4	Bipartite committee meeting action items are tracked	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
WI-WOR-11 -5	Bipartite committee communicates complaints and problems shared by workers to upper management	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
WI-WOR-11 -6	None of the above	
Facility Response:		
<b>Welfare Officer</b>		
WI-WOR-12	Bangladesh: Does the facility have legally required qualified welfare officer/s?	No
Facility Response: Yes		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: No		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22. The enterprise appointed two welfare officers with the required academic qualifications and training. Interview with the welfare officers indicated that the management had provided job description to the officers. With regards to their job responsibilities, the welfare officers did not: - Consult with the employer and workers representatives on wages and service conditions. and - Advise the employer and the workers about implementation of the Labour Act.		
Non-Compliance: X		
Legal Reference: Section 89(8), BLA; Rules 79, 185 BLR		
Validation Method: BW Compliance Assessment		
<b>Other Legal Requirements</b>		
WI-WOR-13	Are facility practices out of compliance with any legal requirements not covered elsewhere regarding Workplace Cooperation, Grievances and Disputes?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
<b>Grievance Systems</b>		
<b>Sub-Section Instructions</b>		
	Grievance systems provide channels for workers to express their concerns, comments, recommendations, reports or complaints concerning the workplace, and seek redress of their grievances through a complaint management system. These systems should be confidential, unbiased, quick, and non-retaliatory. Grievance systems aim to address complaints quickly and systematically, and to build mutual trust and confidence.	
<b>System</b>		
WI-GRI-1	Does the facility have established grievance handling and dispute resolution procedures?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		

Validation Method: BW Advisory		
WI-GRI-11	If yes, please describe how workers are able to submit grievances:	Open door policy, Grievance Box, Hotline Number, participation committee / Trade Union, Verbally, Written, stakeholder forum.
Facility Response: Open door policy, Grievance Box, Hotline Number, participation committee / Trade Union, Verbally, Written, stakeholder forum.		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
WI-GRI-2	Are grievance handling and dispute resolution procedures accessible in different languages? (SELECT all that apply with a "X")	
WI-GRI-2-1	Grievance handling and dispute resolution procedures are accessible in all languages spoken at the facility	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
WI-GRI-2-2	Grievance handling and dispute resolution procedures are accessible in some languages spoken at the facility, but not all	
Facility Response:		
WI-GRI-21	Please describe which languages are not available in grievance handling and dispute resolution procedures:	
Facility Response:		
WI-GRI-3	Was the grievance mechanism developed through social dialogue between both male and female workers, unions and/or worker representative structures and managers?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
WI-GRI-4	Are workers aware of the processes in place for grievance handling and dispute resolution?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
<b>External Assistance</b>		
WI-GRI-5	Do workers have access to external contacts outside of management that aid in resolving complaints, grievances, harassment or abuse cases?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
WI-GRI-6	If yes, please confirm which type(s) of contact(s) workers have access to (SELECT all that apply with a "X")	
WI-GRI-6-1	Non-government organizations (NGOs) / Women's groups	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
WI-GRI-6-2	Health clinics	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		

WI-GRI-6-3	Respected community member(s)	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
WI-GRI-6-4	Local brand representatives	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
WI-GRI-6-5	Union representatives	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
WI-GRI-6-6	Worker representatives	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
WI-GRI-6-7	Local law enforcement or government agency	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
WI-GRI-6-8	Legal services	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
WI-GRI-6-9	Other	
Facility Response:		
WI-GRI-6.1	If other, please describe:	
Facility Response:		
<b>Settlement</b>		
WI-GRI-7	How are complaints and grievances settled? (SELECT all that apply with a "X")	
WI-GRI-7-1	Settled directly between the worker and their immediate supervisor	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
WI-GRI-7-2	Settled with the assistance of additional stakeholders/departments (i.e. the Human Resources (HR) department, Unions, Worker Representative, etc.)	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
WI-GRI-7.1	Please describe which stakeholders/departments assist with the settlement:	Accord, DIFE, HR Department, Welfare Officer, Security , Anti Harassment Committee, Safety Committee.
Facility Response: Accord, DIFE, HR Department, Welfare Officer, Security , Anti Harassment Committee, Safety Committee.		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		

WI-GRI-7-3	There are options for senior management review if direct settlement with the supervisor or additional stakeholders/departments has failed	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
WI-GRI-7-4	Workers have the right to respond to and/or appeal the settlement	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
WI-GRI-7-5	None of the above	
Facility Response:		
WI-GRI-8	Are grievances and disputes resolved in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Sections 33, 124(a), 209-213, BLA		
Validation Method: BW Compliance Assessment		
<b>Retaliation</b>		
WI-GRI-9	Are managers and supervisors held accountable for ensuring that there are no negative consequences towards workers who report grievances?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
<b>Records</b>		
WI-GRI-10	Are written records of complaints and grievances and the management's response maintained for at least 12 months?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
WI-GRI-11	If yes, how many complaints and grievances were received by female workers?	41
Facility Response: 41		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
WI-GRI-12	If yes, how many complaints and grievances were received by male workers?	28
Facility Response: 28		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
<b>Worker Feedback</b>		
WI-WORK-1	How does the facility engage with workers to proactively seek suggestions and feedback? (SELECT all that apply with an "X"):	

WI-WORK-1-1	Phone Hotlines	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
WI-WORK-1-2	Website Forms	
Facility Response:		
WI-WORK-1-3	Surveys (in-person or online)	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
WI-WORK-1-4	Team Meetings	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
WI-WORK-1-5	Company Town Halls	
Facility Response:		
WI-WORK-1-6	Other	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
WI-WORK-1-7	None of the above	
Facility Response:		
WI-WORK-2	Are written records of suggestions and feedback maintained for at least 12 months?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
WI-WORK-3	If yes, how many suggestions and feedback received by the facility addressed topics related to women's rights in the work place?	3
Facility Response: 3		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
<b>Facility Comments</b>		
WI-FAC-1	Please describe any concerns or difficulties with questions listed in this section:	Null
Facility Response: Null		
Verification Selection: Verification not required		
Corrected Response:		
Validation Method: BW Compliance Assessment		
<b>HEALTH &amp; SAFETY</b>		
<b>Number</b>	<b>Question</b>	<b>Final Verified Response</b>

Section Instructions		
Section Instructions		
	Section Description: The purpose of this section is to understand the facility's social and labor practices with respect to Health and Safety in the facility's operations. Facilities include those involved in production of goods, and also those involved in operations related to the product, e.g. distribution. The term "production" should not be seen as limiting to production of goods only, but rather general operations of the facility. Social and Labor topics within this section include: <ul style="list-style-type: none"> <li>• General Work Environment</li> <li>• Building Safety</li> <li>• Risk Assessment</li> <li>• HS Policy</li> <li>• HS Committee</li> <li>• HS Worker Engagement</li> <li>• Emergency Preparedness</li> <li>• Flammable/Combustible Materials</li> <li>• Chemicals/Hazardous Substances</li> <li>• Worker Protection</li> <li>• Materials Handling and Storage</li> <li>• Electrical Safety</li> <li>• First Aid/Medical</li> <li>• Contractor Safety</li> <li>• Dormitories</li> <li>• Canteens</li> <li>• Childcare</li> <li>• Children</li> <li>• Facilities</li> <li>• Facility Comments</li> </ul>	
<b>Health &amp; Safety</b>		
Sub-Section Instructions		
	Overall International Labor Standard Compliance Guidance: Improvements in occupational safety and health enhance productivity by reducing the number of interruptions in the manufacturing process, by reducing absences, by decreasing the number of accidents and by improving work efficiency. Safety is preventative. The cooperation of workers and employers is essential. While the government has obligations outlined in the ILO Conventions, Protocols, and Recommendations, employers and workers also have responsibilities and rights to ensure occupational safety and health. ILO Conventions and Recommendation on Occupational Health: <a href="https://www.ilo.org/global/topics/safety-and-health-at-work/areasofwork/occupational-health/WCMS_108547/lang--en/index.htm">https://www.ilo.org/global/topics/safety-and-health-at-work/areasofwork/occupational-health/WCMS_108547/lang--en/index.htm</a> ILO Codes of Practice and Guides on Occupational Health: <a href="https://www.ilo.org/global/topics/safety-and-health-at-work/areasofwork/occupational-health/WCMS_117570/lang--en/index.htm">https://www.ilo.org/global/topics/safety-and-health-at-work/areasofwork/occupational-health/WCMS_117570/lang--en/index.htm</a>	
<b>Other Legal Requirements</b>		
HS-HEA-1	Are facility practices out of compliance with any legal requirements not covered elsewhere regarding Health & Safety?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
HS-HEA-2	Is the facility in non-compliance with any legal requirements for Health & Safety pertaining to non-production workers and/or sub-contracted workers?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
<b>General Work Environment</b>		
<b>Temperature and Ventilation</b>		
HS-GEN-1	Does the facility have any inhalation (airborne) exposure hazards (particulates/ dust/ fibers/ fumes)?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
HS-GEN-11	If yes, please describe what inhalation (airborne) exposure hazards are present:	Dust, Fiber, Fumes & Particulate,
Facility Response: Dust, Fiber, Fumes & Particulate,		
Verification Selection: Accurate		



Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
HS-GEN-2	Are temperature and ventilation systems maintained in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
HS-GEN-3	Are facility temperature and ventilation in line with applicable legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: ILO Recommendation 97; Section 52, BLA; Rule 45, BLR		
Validation Method: BW Compliance Assessment		
<b>Air Quality</b>		
HS-GEN-4	Does the facility monitor indoor air quality?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
<b>Lighting</b>		
HS-GEN-5	Is facility lighting in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: ILO Recommendations 98, 164; Section 57, BLA; Rule 49(1), BLR		
Validation Method: BW Compliance Assessment		
<b>Noise Exposure Levels</b>		
HS-GEN-6	Is noise exposure level testing performed at the facility?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
HS-GEN-7	Is the facility's practice to test noise exposure levels in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
HS-GEN-8	Are noise exposure levels in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: ILO Convention 148; Recommendation 97; Rule 68(xxvii), BLR		
Validation Method: BW Compliance Assessment		
<b>Overcrowding</b>		

HS-GEN-9	Bangladesh: Does the facility comply with legal requirements to ensure against overcrowding?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Section 56, BLA; Guidelines for Assessment of Fire and Electrical Safety of Existing RMG Factory Buildings in Bangladesh, Sections 29.3 (note), 29.6		
Validation Method: BW Compliance Assessment		
<b>Cleanliness, Sanitation &amp; Waste</b>		
HS-GEN-10	Is the workplace clean and tidy?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Sections 51, 60 BLA; Rules 40-43, 52, BLR		
Validation Method: BW Compliance Assessment		
HS-GEN-11	Are the facility's sanitation practices in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
HS-GEN-12	Are the facility's waste disposal practices in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
HS-GEN-13	Are waste disposal/discharge permits available and up to date?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
HS-GEN-14	Does the facility have written procedures for classification, collection, and disposal of waste?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
HS-GEN-15	Are there cases where trash, debris, or empty containers have accumulated to the point where they pose a safety hazard or obstruct exits?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
HS-GEN-16	Does the facility have a current contract with an authorized agency to safely and legally dispose of hazardous waste?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		

Validation Method: BW Advisory		
HS-GEN-17	Did the facility maintain waste disposal records, including documentation of the final destination?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
HS-GEN-18	Is burning of waste done on-site?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
HS-GEN-18.1	If yes, please describe how burning of waste is controlled:	
Facility Response:		
<b>Toilet / Restroom</b>		
HS-GEN-19	Are toilets in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: ILO Recommendation 164; Section 59, BLA; Rule 51, Schedule II, BLR		
Validation Method: BW Compliance Assessment		
HS-GEN-20	Are toilets clean, and sanitized on a regular basis?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
HS-GEN-21	Are separate toilets provided for males and females?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
HS-GEN-22	Does the facility provide hand washing facilities equipped with clean water and soap, along with a sanitary way for drying hands after washing them?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Section 91, BLA; Rule 86, BLR		
Validation Method: BW Compliance Assessment		
HS-GEN-23	Does the facility have a sufficient number of toilets for the number of workers?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
HS-GEN-24	Are restrooms regularly stocked with necessary supplies?	Yes
Facility Response: Yes		
Verification Selection: Accurate		

Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
<b>Toilet / Restroom Access</b>		
HS-GEN-25	Are workers allowed access to toilets/restrooms at any time?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: ILO Recommendation 164; Section 59, BLA; Rule 51, Schedule II, BLR		
Validation Method: BW Compliance Assessment		
<b>Drinking Water</b>		
HS-GEN-26	Does the facility provide workers with free, potable drinking water?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Section 58, BLA; Rule 50, BLR		
Validation Method: BW Compliance Assessment		
HS-GEN-27	Does the facility provide workers with potable drinking water in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Section 58, BLA; Rule 50, BLR		
Validation Method: BW Compliance Assessment		
<b>Drinking Water Access</b>		
HS-GEN-28	Are workers allowed access to drinking water at any time?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Section 58, BLA; Rule 50, BLR		
Validation Method: BW Compliance Assessment		
<b>Vietnam Law</b>		
HS-GEN-29	Vietnam: Does the facility regularly inspect and maintain machines, equipment, buildings and stores, as legally required?	
Facility Response:		
HS-GEN-30	Vietnam: Does the facility inspect and measure the environmental conditions in the workplace on an annual basis, as legally required?	
Facility Response:		
<b>Building Safety</b>		
<b>Permits and Certificates</b>		
HS-BUI-1	Are building/construction, structural safety and fire permits and certificates in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Section 326, BLA; Rules 53, 353, Schedule III, BLR; Forms 32, 76; Fire Prevention and Extinction Act (2003), Sections 4; Guidelines for Assessment of Structural Integrity of Existing RMG Factory Buildings in Bangladesh, Sections 1.4, 7.0, 9.0, 12.0, 14.0, 18.0		
Validation Method: BW Compliance Assessment		
<b>Structure</b>		

HS-BUI-2	Do approved building plans reflect the current building's structure and use?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Section 326, BLA; Rules 53, 353, Schedule III, BLR; Forms 32, 76; Fire Prevention and Extinction Act (2003), Sections 4; Guidelines for Assessment of Structural Integrity of Existing RMG Factory Buildings in Bangladesh, Sections 1.4, 7.0, 9.0, 12.0, 14.0, 18.0		
Validation Method: BW Compliance Assessment		
HS-BUI-3	Have there been and/or are there currently cases of concern about the physical integrity and stability of the facility?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
HS-BUI-3.1	If yes, please describe what type of concerns were made regarding the physical integrity and stability of the facility:	
Facility Response:		
HS-BUI-4	Are facility doors, exits and stairs in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Section 62(1, 3), BLA; Rule 54(1, 2, 10), BLR; Guidelines for Assessment of Fire and Electrical Safety of Existing RMG Factory Buildings in Bangladesh, Sections 2.9.2, 2.9.6, 2.9.13, 2.9.15		
Validation Method: BW Compliance Assessment		
<b>Floors</b>		
HS-BUI-5	Does the facility have any of the following safety measures in place for flooring? (SELECT all that apply with a "X")	
HS-BUI-5-1	Measures are in place to prevent workers from slipping on floors due to poor construction or lack of maintenance	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-BUI-5-2	Measures are in place to prevent standing water due to inadequate drainage	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-BUI-5-3	Measures are in place to prevent floor openings and/or holes missing covers/suitable barriers	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-BUI-5-4	None of the above	
Facility Response:		
<b>Stairs and Raised Platforms</b>		
HS-BUI-6	Does the facility have any of the following safety measures in place for stairs and raised platforms? (SELECT all that apply with a "X")	
HS-BUI-6-1	Exposed overhead working surfaces (such as working docks, mezzanine floors, exposed platforms) have adequate guardrails and fencing	X
Facility Response: X		

Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-BUI-6-2	All stairways are equipped with hand railings in good condition	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-BUI-6-3	All facility stairway steps are even	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-BUI-6-4	All facility step surfaces are made from slip resistant materials or have anti-slip protection (i.e. anti-slip stickers or embossed/rough surfaces)	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-BUI-6-5	Protection from falling objects underneath graded surfaces	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-BUI-6-6	None of the above	
Facility Response:		
<b>Fall Protection</b>		
HS-BUI-7	Has the facility taken legally required measures to protect workers from falls from heights?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Section 69, BLA; Rules 54 (4, 5), 60, BLR		
Validation Method: BW Compliance Assessment		
HS-BUI-8	Does the facility have any of the following safety measures in place for fall protection? (SELECT all that apply with a "X")	
HS-BUI-8-1	Workers use fall protection when needed	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-BUI-8-2	Fall protection equipment is in good condition	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-BUI-8-3	Fall protection equipment is stored properly in a designated location	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-BUI-8-4	Workers are trained on the proper use of fall protection equipment	X
Facility Response: X		

Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-BUI-8-5	High working areas have walls, fences, or other barriers (or workers wear fall protection at all times when working in these areas)	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-BUI-8-6	Not Applicable	
Facility Response:		
HS-BUI-8-7	None of the above	
Facility Response:		
<b>Elevators</b>		
HS-BUI-9	Does the facility have elevators (lifts)?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
HS-BUI-10	Does the facility have any of the following safety measures in place for elevators? (SELECT all that apply with a "X")	
HS-BUI-10-1	Elevators (lifts) are inspected regularly	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-BUI-10-2	Elevator's load capacity (i.e. number of people/kg/lbs.) is clearly displayed in all elevators	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-BUI-10-3	All elevators have a sign warning against their use in cases of emergency (i.e. "Do not use elevator in cases of emergency")	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-BUI-10-4	Safety devices have been fitted on elevator doors to prevent them from opening unless the elevator is present	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-BUI-10-5	Elevators are wired to be inoperable when elevator doors are open	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-BUI-10-6	None of the above	
Facility Response:		
HS-BUI-11	Are elevators (lifts) in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		

Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
<b>Confined Spaces</b>		
HS-BUI-12	Does the facility have confined spaces?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
HS-BUI-13	In line with legal requirements, are any of the confined spaces permit required?	
Facility Response:		
HS-BUI-14	Does the facility have any of the following safety measures in place for confined spaces? (SELECT all that apply with a "X")	
HS-BUI-14-1	Each confined space has signs indicating they are a confined space	
Facility Response:		
HS-BUI-14-2	Each confined space has the appropriate protections to ensure no accidental entry	
Facility Response:		
HS-BUI-14-3	Each confined space has authorized entry-only access	
Facility Response:		
HS-BUI-14-4	Workers/Contractors that enter confined spaces do so only when appropriate measures have been taken to protect them from any physical hazards present	
Facility Response:		
HS-BUI-14-5	Workers/Contractors that enter confined spaces do so when the atmosphere is safe and the air has been tested when needed	
Facility Response:		
HS-BUI-14-6	Workers/Contractors who enter the confined spaces know and understand how to do so safely	
Facility Response:		
HS-BUI-14-7	Rescue equipment ready for use	
Facility Response:		
HS-BUI-14-8	None of the above	
Facility Response:		
<b>PCB</b>		
HS-BUI-15	Has the facility conducted an assessment to identify if equipment contains PCB?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
HS-BUI-16	If equipment contains PCB, does the facility have all of the following safety measures in place: • Equipment containing PCB is inspected and labeled accordingly • Workers who work with or around equipment containing PCB understand the hazards of PCBs?	Not Applicable
Facility Response: Not Applicable		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
<b>Asbestos</b>		



HS-BUI-17	Does the facility have safety measures in place regarding asbestos? (SELECT all that apply with a "X")	
HS-BUI-17-1	Facility has performed an asbestos exposure assessment	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-BUI-17-2	Facility has taken the proper steps to ensure that workers are not exposed to asbestos	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-BUI-17-3	Materials containing asbestos/asbestos exposure areas are labeled as such	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-BUI-17-4	None of the above	
Facility Response:		
<b>On-site Vehicles</b>		
HS-BUI-18	Is there on-site vehicle traffic at the facility?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
HS-BUI-19	Does the facility have safety measures in place regarding on-site vehicle traffic (SELECT all that apply with a "X")	
HS-BUI-19-1	Only authorized people/vehicles are allowed to drive on-site	
Facility Response:		
HS-BUI-19-2	Vehicles are driven at an appropriate speed	
Facility Response:		
HS-BUI-19-3	Traffic lanes and walk paths are clearly marked	
Facility Response:		
HS-BUI-19-4	Vehicles are in good working condition	
Facility Response:		
HS-BUI-19-5	Only authorized, trained, and qualified people drive vehicles	
Facility Response:		
HS-BUI-19-6	Vehicles are used for purposes for which they are intended and designed	
Facility Response:		
HS-BUI-19-7	Facility provides visual management such as indicators, convex mirrors in dead ends, reflectors, etc., to ensure safe driving practices on facility premises	
Facility Response:		
HS-BUI-19-8	None of the above	
Facility Response:		
<b>Risk Assessment</b>		
HS-RIS-1	Has the facility conducted a health and safety risk assessment?	Yes
Facility Response: Yes		
Verification Selection: Accurate		

Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
HS-RIS-2	Has the facility conducted a health and safety risk assessment in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
HS-RIS-3	When was the last risk assessment conducted?	Within the last 6 months
Facility Response: Within the last 6 months		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
HS-RIS-4	Is the risk assessment updated if new machinery, processes, chemicals or construction are introduced to the facility?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
<b>HS Policy / Plan</b>		
HS-HSP-1	Is there a written occupational health and safety policy in line with legal requirements?	No applicable legal requirements
Facility Response: Yes		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: No applicable legal requirements		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
HS-HSP-2	Vietnam: Does the facility develop an occupational health and safety plan annually, as legally required?	
Facility Response:		
<b>Qualified HS Staff</b>		
HS-QUA-1	Does the facility comply with legal requirements regarding qualified OSH staff?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Rule 55(12), BLR		
Validation Method: BW Compliance Assessment		
<b>HS Committee</b>		
HS-HSC-1	Does the facility have an occupational safety and health (OSH) committee?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: ILO Convention 155 and Recommendation 164; Section 90(a), BLA; Rules 81-85, Schedule IV, BLR		
Validation Method: BW Compliance Assessment		
HS-HSC-2	Is the OSH Committee formed and functioning in line with legal requirements?	Yes
Facility Response: Yes		

Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22. Document review, management, and workers interviews indicated that the enterprise formed Safety Committee on 01 December 2022. The number of total members: 10, Management: 05 (Female-00), Workers: 05 (Female-02). a) Nomination: Workers' representatives of the Safety Committee were nominated by the worker's representatives of the Trade Union. b) Meeting: Meetings were held every 03 months. Meeting minutes were preserved after the meeting and posted on the notice board. Meeting agendas were usually set by both workers' and managements representative. The last meeting was held on 03 December 2023. c) Roles and Responsibility: Interview with the worker's representatives of the Safety Committee indicated that at 03 out of 05 of the interviewed members of the Safety Committee were aware of their roles & responsibilities. d) Communication: Interviewed 03 out of 05 workers indicated that they were aware about the activities of the Safety Committee. e) Training: An interview with the workers and management indicated that the employer arranged training for the Safety Committee members and provide time off during working hours to perform their general functions.		
Legal Reference: ILO Convention 155 and Recommendation 164; Section 90(a), BLA; Rules 81-85, Schedule IV, BLR		
Validation Method: BW Compliance Assessment		
HS-HSC-3	How many members are in the OSH committee?	10
Facility Response: 10		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
HS-HSC-4	How many female members are in the OSH committee?	2
Facility Response: 2		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
HS-HSC-5	How many foreign migrant worker members are in the OSH committee?	
Facility Response:		
HS-HSC-6	How many employer members are in the OSH committee?	5
Facility Response: 5		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
HS-HSC-7	How many worker members are in the OSH committee?	5
Facility Response: 5		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
HS-HSC-8	How many union representatives are in the OSH committee?	0
Facility Response: 0		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
HS-HSC-9	Does the facility observe any of the following practices related to the OSH committee? (SELECT all that apply with a "X")	
HS-HSC-9-1	Safety committee meetings are held on a monthly basis	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-HSC-9-2	Safety committee meetings are held at least quarterly	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		

HS-HSC-9-3	Safety committee meeting minutes are shared with the workforce	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-HSC-9-4	Safety committee meeting action items are tracked	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-HSC-9-5	Safety committee communicates complaints and problems shared by workers about OHS to upper management	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-HSC-9-6	Upper management recognizes/ accepts the safety committee	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-HSC-9-7	Safety committee meets to review safety issues, track corrective actions and identify opportunities for further improvement of safety conditions	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-HSC-9-8	None of the above	
Facility Response:		
<b>HS Worker Engagement</b>		
<b>HS Cooperation Mechanisms</b>		
HS-HSW-1	Are mechanisms to ensure cooperation between workers and management on occupational safety and health matters formed and functioning in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
<b>Emergency Preparedness</b>		
<b>Emergency Response Plan</b>		
HS-EME-1	Does the facility have a written Emergency Response Plan?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
HS-EME-2	Is an annual review of the Emergency Response Plan conducted to ensure accurate capture and handling of all possible emergency situations?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		

Validation Method: BW Advisory		
<b>Fire Detection and Alarm</b>		
HS-EME-3	Does the facility have a fire detection (e.g., smoke/heat detector) system in place?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Section 62(5), BLA; Guidelines for Assessment of Fire and Electrical Safety of Existing RMG Factory Buildings in Bangladesh, Sections 3.4, 3.7.12		
Validation Method: BW Compliance Assessment		
HS-EME-4	Is the fire detection and alarm system in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Section 62(5), BLA; Guidelines for Assessment of Fire and Electrical Safety of Existing RMG Factory Buildings in Bangladesh, Sections 3.4, 3.7.12		
Validation Method: BW Compliance Assessment		
HS-EME-5	Does the facility have a manual or automatic emergency alarm system in place to notify workers of emergencies?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
HS-EME-6	Is the emergency alarm system (for all types of emergencies other than fire) in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Section 62(5), BLA; Guidelines for Assessment of Fire and Electrical Safety of Existing RMG Factory Buildings in Bangladesh, Sections 3.4, 3.7.12		
Validation Method: BW Compliance Assessment		
HS-EME-7	Does the facility have any of the following safety measures in place related to the emergency alarm system? (SELECT all that apply with a "X")	
HS-EME-7-1	Emergency alarm system is fully functioning	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-EME-7-2	Emergency alarm system is regularly maintained and inspected/ tested	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-EME-7-3	Emergency alarm system can be heard and seen across all facility areas	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-EME-7-4	Emergency alarm system buttons/switches/pull stations are easily identified and accessible	X
Facility Response: X		
Verification Selection: Accurate		

Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-EME-7-5	Emergency alarm system is fitted with a back-up power source (e.g., battery back-up)	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-EME-7-6	Emergency alarm system is automatic and centralized	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-EME-7-7	Emergency alarm system is distinct from regular alarms	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-EME-7-8	None of the above	
Facility Response:		
<b>Fire-fighting Equipment</b>		
HS-EME-8	Does the facility have legally required fire fighting equipment?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Section 62(1), BLA; Rule 55(1-7, 15-17), BLR; Guidelines for Assessment of Fire and Electrical Safety of Existing RMG Factory Buildings in Bangladesh, Sections 2.8.1, 3.5		
Validation Method: BW Compliance Assessment		
HS-EME-8.1	Please describe the types of fire fighting equipment used and in which areas of the facility the fire fighting equipment is present:	Automatic Sprinkler System, Fire Extinguisher, Hose Pipe, Hydrant point, Hook, belcha, Blanket
Facility Response: Automatic Sprinkler System, Fire Extinguisher, Hose Pipe, Hydrant point, Hook, belcha, Blanket		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
HS-EME-9	Does the facility regularly test and service fire extinguishers in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
HS-EME-10	Does the facility have any of the following safety measures in place related to fire-fighting equipment? (SELECT all that apply with a "X")	
HS-EME-10-1	Fire-fighting equipment is clearly marked and equipped with instructions on how to operate	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-EME-10-2	Certified fire resistant doors and fire resistant walls are in use in production units	X
Facility Response: X		

Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-EME-10-3	None of the above	
Facility Response:		
HS-EME-11	Has the facility trained workers to use fire-fighting equipment in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Section 62, BLA; Rule 55(10-12), BLR		
Validation Method: BW Compliance Assessment		
<b>Evacuation Markings</b>		
HS-EME-12	Does the facility have legally required posted evacuation plans, markings (or plot plans), pathways and emergency lighting?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Section 62(4), BLA; Rule 55(8); Guidelines for Assessment of Fire and Electrical Safety of Existing RMG Factory Buildings in Bangladesh, Sections 29.1, 29.14		
Validation Method: BW Compliance Assessment		
<b>Emergency Exits</b>		
HS-EME-13	Are there at least 2 emergency exits from all work stations and rest areas, and on every floor?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Section 62(1, 3), BLA; Rule 54(1, 2), BLR; Guidelines for Assessment of Fire and Electrical Safety of Existing RMG Factory Buildings in Bangladesh, Sections 29.2, 29.6, 29.13, 29.15		
Validation Method: BW Compliance Assessment		
HS-EME-14	Are all emergency exits clearly marked?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Section 62(4), BLA; Rule 55(8); Guidelines for Assessment of Fire and Electrical Safety of Existing RMG Factory Buildings in Bangladesh, Sections 29.1, 29.14		
Validation Method: BW Compliance Assessment		
HS-EME-15	Are all emergency exits accessible, unobstructed and unlocked during working hours (including overtime) and lead to a place of safety?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Sections 62(3, 6), 72, BLA; Rules 54, 59, BLR; Guidelines for Assessment of Fire and Electrical Safety of Existing RMG Factory Buildings in Bangladesh, Sections 29.2, 29.5		
Validation Method: BW Compliance Assessment		
HS-EME-16	Does the facility have any of the following additional safety measures in place related to emergency exits? (SELECT all that apply with a "X")	
HS-EME-16-1	Emergency exits are illuminated and visible when it is dark or there is smoke	X
Facility Response: X		

Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-EME-16-2	Emergency exit doors open outwards or are securely kept open during working hours	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-EME-16-3	Doors that are not exits are clearly marked as "Not an Exit"	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-EME-16-4	Emergency exit lighting has a back-up battery providing continuous lighting within a timeframe	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-EME-16-5	None of the above	
Facility Response:		
HS-EME-17	Are emergency exits in line with other legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Sections 62(1), 72, BLA; Rule 54(3-10), BLR; Guidelines for Assessment of Fire and Electrical Safety of Existing RMG Factory Buildings in Bangladesh, Sections 2.5.2, 2.9.8, 2.9.11		
Validation Method: BW Compliance Assessment		
<b>Evacuation Procedures</b>		
HS-EME-18	Does the facility conduct regular emergency drills for all workers in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22. Document review, interviews with workers and management indicated that management conducted periodic emergency drills for all workers at least once in every six months. The last three emergency drills were held on 28 January 2024, 25 December 2023 and 19 September 2023 (night). Workers interview also indicated that they knew how to react in case of an emergency. Documents checked: Emergency drill records of 2023.		
Legal Reference: Section 62(7, 8), BLA; Rule 55(14), BLR; Guidelines for Assessment of Fire and Electrical Safety of Existing RMG Factory Buildings in Bangladesh, Section 3.8		
Validation Method: BW Compliance Assessment		
HS-EME-19	Does the facility have any of the following measures in place related to emergency drills? (SELECT all that apply with a "X")	
HS-EME-19-1	Emergency drills are unannounced	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
HS-EME-19-2	Emergency drills cover all shifts, floors, and buildings associated with the facility	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		



HS-EME-19-3	Every worker evacuates	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
HS-EME-19-4	All workers know their primary evacuation route and their secondary route if the primary route is blocked	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
HS-EME-19-5	Facility has designated emergency assembly areas/meeting points which are large enough to safely accommodate all workers	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
HS-EME-19-6	Workers meet at assembly/meeting points	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
HS-EME-19-7	All power is turned off	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
HS-EME-19-8	Doors and windows are closed	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
HS-EME-19-9	Staff monitors/leads are present to listen and watch to ensure all alarms work properly and all workers are evacuated as planned	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
HS-EME-19-10	There is a system in place to account for all workers during an emergency evacuation	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
HS-EME-19-11	There is an assessment after the drill to learn how to improve the evacuation process	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
HS-EME-19-12	Emergency drills are documented in a written log	X
Facility Response: X		
Verification Selection: Accurate		

Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
HS-EME-19-13	None of the above	
Facility Response:		
HS-EME-20	Are emergency evacuation procedures in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
<b>Response Team</b>		
HS-EME-21	Does the facility have its own Fire Brigade/Emergency Response Team of designated workers with special responsibilities for fire safety?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
HS-EME-22	Does the facility have any of the following measures in place related to a Fire Brigade/Emergency Response Team? (SELECT all that apply with a "X")	
HS-EME-22-1	Members of the Fire Brigade/Emergency Response Team undergo both initial and refresher trainings on their responsibilities	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-EME-22.1	Please describe when and how often members of the Fire Brigade/Emergency Response Team undergo both initial and refresher trainings on their responsibilities:	Monthly
Facility Response: Monthly		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
HS-EME-22-2	Members of the Fire Brigade/Emergency Response Team have the appropriate equipment to fight fires (including the correct PPE, e.g., breathing apparatus)	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-EME-22-3	None of the above	
Facility Response:		
HS-EME-23	Is the facility accessible to fire response and emergency response vehicles?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
<b>Flammable and Combustible Materials</b>		
HS-FLA-1	Are flammable/combustible materials safely stored?	Yes
Facility Response: Yes		

Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Sections 72(c), 78, BLA; ILO, Fire Risk Management (2012)		
Validation Method: BW Compliance Assessment		
HS-FLA-2	Are possible sources of ignition sufficiently safeguarded?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Section 78, BLA; Rule 66, BLR; Guidelines for Assessment of Fire and Electrical Safety of Existing RMG Factory Buildings in Bangladesh, Sections 2.8.1, 3.7.4.8, 3.9; ILO, Fire Risk Management (2012)		
Validation Method: BW Compliance Assessment		
<b>Chemicals and Hazardous Substances</b>		
HS-CHE-1	Does the facility use chemicals and/or hazardous substances?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
HS-CHE-2	Has all legally required action been taken to assess, monitor, prevent and limit workers' exposure to chemicals and hazardous substances?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: ILO Convention 170; Recommendations 97, 177; Sections 53, 78, BLA; Rules 46, 80(b), BLR		
Validation Method: BW Compliance Assessment		
<b>License for Acids</b>		
HS-CHE-3	Bangladesh: Does the facility have the legally required license for storage and use of acids?	Not Applicable
Facility Response: Yes		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: Not Applicable		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Section 16, Acid Control Act (2002); Rules 18, 19, 23(1-E), 25, 26, Acid Rules (2004)		
Validation Method: BW Compliance Assessment		
<b>Storage</b>		
HS-CHE-4	Does the facility maintain an inventory of all chemicals and hazardous substances used in the workplace in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: ILO Convention 170; Section 90 BLA; Rule 80(1)(a), BLR; Rule 32, Acid Rules (2004)		
Validation Method: BW Compliance Assessment		
HS-CHE-5	Are Safety Data Sheets ("SDS", formerly MSDS) available for all chemicals used in the workplace in line with legal requirements?	No
Facility Response: Yes		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: No		

<p>Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22. Floor visit, interviews with the management and worker indicated that the employer did not post any supplier provided original Safety Data Sheet (SDS) in the local language for chemicals and hazardous substances such as, JINGENSNR NID was used for softening fabric in the dyeing section and kept on the dyeing floor without any Safety Data Sheet (SDS) in the local language.</p>		
Non-Compliance: X		
Legal Reference: ILO Convention 170; Rule 68(10), BLR		
Validation Method: BW Compliance Assessment		
HS-CHE-6	Are chemicals and hazardous substances stored in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Guidelines for Assessment of Fire and Electrical Safety of Existing RMG Factory Buildings in Bangladesh, Section 2.8.1; Rule 21, Acid Rules (2004)		
Validation Method: BW Compliance Assessment		
HS-CHE-7	Are chemicals and hazardous substances labeled in line with legal requirements?	No
Facility Response: Yes		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: No		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22. Floor visits and management and workers interviews indicated that the employer did not provide any labels in the local language as per the globally harmonized system (GHS) for the chemicals and hazardous substances. For example, JINGENSNR NID was used for softening fabric in the dyeing section and kept on the dyeing floor without any label including chemical name, chemical classification, hazards, proper pictogram and safety precautions.		
Non-Compliance: X		
Legal Reference: ILO Convention 170; Recommendation 177; Rule 33, Acid Rules (2004)		
Validation Method: BW Compliance Assessment		
HS-CHE-8	Does the facility have any additional safety measures in place related to the storage of chemicals and hazardous substances? (SELECT all that apply with a "X")	
HS-CHE-8-1	Chemical storage areas are appropriately designed, constructed and located for the safe storage of chemicals and hazardous substances	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-CHE-8-2	Chemical storage areas have measures in place to prevent unauthorized entry	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-CHE-8-3	When not in use, all chemical containers are properly capped and stored away so as to prevent spillage, leakage, and unsafe exposure to workers	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-CHE-8-4	Chemical storage areas with flammable chemicals are equipped with an automatic fire extinguishing system	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-CHE-8-5	In cases of emergency, there are easy entry(ies) and exit(s) to all chemical storage areas	X
Facility Response: X		

Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-CHE-8-6	Chemical storage areas have an alarm notification system	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-CHE-8-7	None of the above	
Facility Response:		
<b>Handling</b>		
HS-CHE-9	Are workers trained on chemical hazards and safe work practices particular to their job assignment in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: ILO Convention 170; Section 78A(3), BLA; Rules 67(2), 85, Schedule IV, BLR		
Validation Method: BW Compliance Assessment		
HS-CHE-10	Does the facility have any of the following measures in place to ensure the safe handling of chemicals and hazardous substances? (SELECT all that apply with a "X")	
HS-CHE-10-1	Training records on chemical use and handling and disposal and spill cleanup are maintained for the last 12 months	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-CHE-10-2	Appropriate containers are used for dispensing all chemicals	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-CHE-10-3	Written procedures are in place for reporting and responding to chemical spills inside the production area	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-CHE-10-4	A complete spill kit (appropriate for the types and use of chemicals in the facility) is available for use	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-CHE-10-5	Chemicals are not disposed of in waste bin containers which are generally used for food and drink	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-CHE-10-6	None of the above	
Facility Response:		

HS-CHE-11	Does the facility have legally required showers, eyewash stations or other proper cleansing materials available for workers in the event of exposure to hazardous chemicals?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: ILO Convention 170; Recommendation 177; Rule 77(5)(s), BLR; ILO Code of Practice on Safety in the Use of Chemicals		
Validation Method: BW Compliance Assessment		
HS-CHE-12	Does the facility have any of the following safety measures in place regarding eyewash stations and showers? (SELECT all that apply with a "X")	
HS-CHE-12-1	Eyewash stations and showers are clearly identifiable	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-CHE-12-2	Eyewash stations and showers are easy to access	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-CHE-12-3	Eyewash stations and showers are clear of clutter/debris	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-CHE-12-4	Eyewash stations and showers use potable water at the right temp and pressure	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-CHE-12-5	Eyewash stations and showers are regularly inspected	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-CHE-12-6	None of the above	
Facility Response:		
HS-CHE-13	Have any workers been exposed to a chemical at a level which surpassed the "Threshold Limit Value" outlined in legal requirements?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
<b>Gas Cylinders</b>		
HS-CHE-14	Does the facility use compressed gas cylinders?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		

Validation Method: BW Advisory		
HS-CHE-15	Does the facility have any of the following safety measures in place related to compressed gas cylinders? (SELECT all that apply with a "X")	
HS-CHE-15-1	All compressed gas cylinders are secure from accidental tipping/falling	
Facility Response:		
HS-CHE-15-2	All compressed gas cylinders have closed valves when not in use	
Facility Response:		
HS-CHE-15-3	Compressed gas cylinders are transported safely	
Facility Response:		
HS-CHE-15-4	Compressed gas cylinders are stored away from heat and other fire sources	
Facility Response:		
HS-CHE-15-5	Compressed gas cylinders are only used by qualified workers	
Facility Response:		
HS-CHE-15-6	Compressed gas cylinders are labeled and segregated	
Facility Response:		
HS-CHE-15-7	Compressed gas cylinders are stored in an enclosed cage	
Facility Response:		
HS-CHE-15-8	Compressed gas cylinders are connected with fixed piping	
Facility Response:		
HS-CHE-15-9	None of the above	
Facility Response:		
<b>Other Legal Requirements</b>		
HS-CHE-16	Cambodia: Has the facility prepared for response, control and cleaning of chemical spills, as legally required?	
Facility Response:		
HS-CHE-17	Cambodia: Are chemical mixing rooms equipped and used in line with legal requirements?	
Facility Response:		
HS-CHE-18	Are facility practices out of compliance with any legal requirements not covered elsewhere regarding Chemicals and Hazardous Substances?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
<b>Worker Protection</b>		
<b>Training Vietnam Law</b>		
HS-WOR-1	Vietnam: Has the facility trained workers on general occupational health and safety, as legally required?	
Facility Response:		
<b>Imminent Danger</b>		
HS-WOR-2	Are workers subject to negative consequences if they remove themselves from work situations that they believe present an imminent and serious danger to life or health?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		

Legal Reference: ILO Convention 155, Art. 13; Recommendation 164, Section 17		
Validation Method: BW Compliance Assessment		
<b>Special Categories</b>		
HS-WOR-3	Are pregnant and nursing workers protected against safety and health risks in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: ILO Convention 183; Recommendation 191; Section 45(3), BLA; Rules 37(b, c), 63(3), BLR		
Validation Method: BW Compliance Assessment		
<b>Personal Protective Equipment (PPE)</b>		
HS-WOR-4	Are workers provided with Personal Protective Equipment (PPE) in line with legal requirements?	No
Facility Response: Yes		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: No		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22. Factory tour, worker and management interviews indicated that the enterprise did not provide necessary personal protective equipment (PPE) to all workers. For example: - appropriate dust masks were not provided to cutter persons (designated as cutter man) in the cutting section and overlock machine operators in the sewing section. The mentioned workers were only provided with fabric masks, which were inadequate to protect against dust. However, the factory provided the following PPE to the concerned workers: - rubber gloves and goggles to the chemically exposed workers of the dyeing and printing section; - respiratory masks and hand gloves to workers in the spot removing room; - metal gloves for the workers of the cutting section; and - earmuff to the boiler and generator operators. Document checked: PPE issue register.		
Non-Compliance: X		
Legal Reference: ILO Recommendation 97; Section 78(a) BLA; Rules 46, 67, BLR		
Validation Method: BW Compliance Assessment		
HS-WOR-5	Are PPE and clothing paid for by the facility for all workers?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
HS-WOR-6	Are workers trained and encouraged to use personal protective equipment in line with legal requirements?	No
Facility Response: Yes		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: No		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22. Interviews with the management and documentation indicated that workers were provided orientation and awareness training on using personal protective equipment (PPE) and safety equipment after recruitment. However, during the floor visit, assessors observed that the provided training was not effective enough to encourage workers to use the safety equipment properly. For example: - approximately 20% of the randomly checked sewing machine operators in the visited area were using the provided functional needle guards at an inappropriate height, which cannot protect them from injury/accidents; - at least 20% of the randomly checked eye guards in the visited area of the overlock machines were not used properly by the workers.		
Non-Compliance: X		
Legal Reference: ILO Recommendation 97; Section 78A BLA; Rules 57, 67, BLR		
Validation Method: BW Compliance Assessment		
HS-WOR-6.1	Please describe how often workers are trained on proper use of personal protective equipment:	Monthly & regular basis
Facility Response: Monthly & regular basis		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
HS-WOR-7	Does the facility have any of the following measures in place related to Personal Protective Equipment (PPE)? (SELECT all that apply with a "X")	



HS-WOR-7-1	PPE equipment and clothing provided is in good condition and replaced as needed to ensure effectiveness and protect workers from identified hazards	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-WOR-7-2	PPE is the correct size for all workers	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-WOR-7-3	PPE equipment (such as hearing protection) is provided where noise levels approach or exceed the equivalent dose of 85 decibels (dB) for 8 hours	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-WOR-7-4	PPE equipment and clothing provided is consistently and effectively used by workers	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-WOR-7-5	Warnings (either through verbal or written communication) are used to ensure that workers use PPE equipment and clothing	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-WOR-7-6	Penalties (monetary or otherwise) are used to ensure that workers use PPE equipment and clothing	
Facility Response:		
HS-WOR-7-1	Please describe the penalties (monetary or otherwise) used by the facility to ensure that workers use PPE equipment and clothing:	
Facility Response:		
HS-WOR-7-7	The facility ensures the appropriate and safe storage of PPE equipment and clothing on-site	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-WOR-7-8	None of the above	
Facility Response:		
<b>Machinery and Equipment</b>		
HS-WOR-8	Are legally required guards properly installed and maintained on all dangerous machinery and equipment?	No
Facility Response: Yes		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: No		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22. During the floor visit, it was observed that certain safety measure was not adequately taken: - approximately 20% needle guards of the sampled single-needle sewing machines in the visited area were fixed at an inappropriate height, which cannot protect workers from needle pricks; and - approximately 15% eye guards of the overlock machines in the visited area were found not functional (either scratched or misplaced).		
Non-Compliance: X		

Legal Reference: Sections 63, 67, 70(3), BLA; Rules 61, 62 (1-d), 64, BLR		
Validation Method: BW Compliance Assessment		
HS-WOR-9	Does the facility have legally required and up to date permits/ certificates/ licenses for the installation/ operation/ maintenance of special machines and equipment (e.g., electrical installations, generator, boiler, other pressure vessels, lifting equipment, elevators and/or welding)?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Sections 6-8 Boiler Act, 1923; Sections 27-29 of Bangladesh Energy Regulatory Commission Act, 2003; Rule 9 of Bangladesh Energy Regulatory Commission License Regulations, 2006; Rule 8 (1,3) of Bangladesh Energy Regulatory Commission License (amendment) Regulations, 2016		
Validation Method: BW Compliance Assessment		
HS-WOR-10	Do operators/ technicians for machinery, equipment, electrical installations, boiler, lifting equipment, and/or welding have legally required license/ permit/ certification/ training?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Rules 2, 3, 8, Boiler Attendant Rule, 1953; Rule 48(1), Electricity Rules, 1937		
Validation Method: BW Compliance Assessment		
HS-WOR-11	Does the facility have any of the following safety measures in place related to machinery and equipment? (SELECT all that apply with a "X")	
HS-WOR-11-1	Machinery and equipment have a functioning lockout/tagout program, if applicable	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-WOR-11-2	Worker machinery and equipment training records are maintained for at least the last 12 months	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-WOR-11-3	Machinery and equipment have safety instructions displayed or posted in the facility in workers' language(s)	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-WOR-11-4	None of the above	
Facility Response:		
HS-WOR-12	Does the facility use laser or radiation producing equipment?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
HS-WOR-12-1	If yes, please describe what type of laser or radiation equipment is used in the facility:	
Facility Response:		
HS-WOR-13	Does the facility have any of the following safety measures in place related to laser/radiation equipment? (SELECT all that apply with a "X")	

HS-WOR-13-1	Laser/radiation equipment is maintained and regularly inspected	
Facility Response:		
HS-WOR-13-2	Laser/radiation equipment have the appropriate protection	
Facility Response:		
HS-WOR-13-3	Laser/radiation equipment has the appropriate signs	
Facility Response:		
HS-WOR-13-4	Workers working with radiation sources are protected and not exposed to more than three rems/year	
Facility Response:		
HS-WOR-13-5	Workers that work with laser/radiation-producing equipment understand why and how to operate the equipment safely	
Facility Response:		
HS-WOR-13-6	None of the above	
Facility Response:		
HS-WOR-14	Is laser and radiation producing equipment in line with legal requirements?	
Facility Response:		
<b>Ergonomics</b>		
HS-WOR-15	Does the facility have ergonomic measures in place that consider the requirements of both women and men?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
HS-WOR-16	Does the facility have any of the following safety measures in place related to ergonomics? (SELECT all that apply with a "X")	
HS-WOR-16-1	Facility has a system for identifying, evaluating and minimizing risks from physically demanding work to prevent work-related injuries and health impacts	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-WOR-16-2	Workers are rotated to reduce exposure to repetitive tasks	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-WOR-16-3	Workers can take short ergonomic breaks during the work day	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-WOR-16-4	Facility provides adjustable workstations to accommodate individual worker needs	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-WOR-16-5	Facility provides adjustable equipment to accommodate individual worker needs	X
Facility Response: X		

Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-WOR-16-6	Facility provides training on ergonomic factors and good practices to prevent and/or reduce injuries	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-WOR-16-7	None of the above	
Facility Response:		
HS-WOR-17	Are ergonomic measures in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
<b>Hot Work</b>		
HS-WOR-18	Does the facility perform any type of "hot work" (i.e. welding, soldering etc.)?	No
Facility Response: Yes		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: No		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
HS-WOR-18.1	If yes, please describe what type of hot work is performed in the facility:	Grinding or Welding
Facility Response: Grinding or Welding		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
HS-WOR-19	Is hot work performed in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
HS-WOR-20	Does the facility have any of the following safety measures in place related to hot work? (SELECT all that apply with a "X")	
HS-WOR-20-1	The facility has performed a risk assessment of where heat exposure may be significant	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-WOR-20-2	Shields are in place to protect workers from radiant heat sources	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-WOR-20-3	Workers who are exposed to heat/radiation are given rest breaks and/or rotations	X
Facility Response: X		

Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-WOR-2 0-4	Facility has implemented basic medical surveillance techniques to monitor workers who are exposed to heat sources	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-WOR-2 0-5	None of the above	
Facility Response:		
<b>Materials Handling and Storage</b>		
<b>Storage</b>		
HS-MAT-1	Does the facility have any of the following safety measures in place related to storage areas? (SELECT all that apply with a "X")	
HS-MAT-1-1	Storage racks and shelving has been secured to permanent structures	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-MAT-1-2	Lighting in storage areas is protected or explosion proof	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-MAT-1-3	Facility storage racks have adequate strength to support existing loads	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-MAT-1-4	None of the above	
Facility Response:		
HS-MAT-2	Are fuel storage tanks designed and handled in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
<b>Ladders</b>		
HS-MAT-3	Does the facility use portable ladders?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
HS-MAT-4	Does the facility have any of the following safety measures in place related to portable ladders? (SELECT all that apply with a "X")	
HS-MAT-4-1	Portable ladders have been inspected for damage and maintenance	X
Facility Response: X		
Verification Selection: Accurate		

Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-MAT-4-2	Ladders have locking devices so that they are secure when open or in use	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-MAT-4-3	Workers are trained to place ladders on a secure, even surface when in use	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-MAT-4-4	The facility prohibits tying or fastening together ladders to achieve additional height	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-MAT-4-5	The facility prohibits placing ladders in front of any doors that may or may not be locked or guarded	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-MAT-4-6	The facility prohibits using ladders in the horizontal position as a platform or scaffolding	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-MAT-4-7	Ladders are secured when not in use	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-MAT-4-8	None of the above	
Facility Response:		
<b>Forklifts</b>		
HS-MAT-5	Does the facility have forklifts (or other types of lifting equipment)?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
HS-MAT-6	Does the facility have any of the following safety measures in place related to forklifts (and other types of lifting equipment)? (SELECT all that apply with a "X")	
HS-MAT-6-1	Fork lifts are inspected and maintained on a regular basis	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-MAT-6-2	Forklift trucks have warning lights and audible signals for reverse travel	X

Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-MAT-6-3	Facility prohibits overloading materials on forklift trucks	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-MAT-6-4	The facility prohibits using forklifts to lift workers so that they can perform activities at higher heights	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-MAT-6-5	The facility prohibits locating battery charging areas for electric forklift trucks close to storage areas of combustible materials	
Facility Response:		
HS-MAT-6-6	Forklift routes are clearly marked	
Facility Response:		
HS-MAT-6-7	Forklifts are parked in designated location(s) when not in use	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-MAT-6-8	None of the above	
Facility Response:		
<b>Safety Warnings</b>		
HS-SAF-1	Are legally required safety warnings posted in the workplace?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Section 90, BLA; Rules 66, 80, BLR; Ergonomic Checkpoints: Practical and easy-to-implement solutions for improving safety, health and working conditions. 2d ed. ILO 2010, Checkpoint 43		
Validation Method: BW Compliance Assessment		
<b>Electrical Safety</b>		
<b>Safety Warnings</b>		
HS-ELE-1	Do safety warning labels exist on all electrical equipment?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
<b>Electrical Panels</b>		
HS-ELE-2	Are there any instances of unsafe maintenance related to electrical panels / control panels / distribution boards? (SELECT all that apply with a "X")	
HS-ELE-2-1	Electrical panels are not easy to access, blocked, and not sufficiently separated from work areas	
Facility Response:		

HS-ELE-2-2	Electrical panels including circuit breakers are not adequately labeled	
Facility Response:		
HS-ELE-2-3	Electrical panels including circuit breakers are not in line with legal requirements	
Facility Response:		
HS-ELE-2-4	Electrical panels / control panels / distribution boards are not well maintained and not fully enclosed in non-flammable material	
Facility Response:		
HS-ELE-2-5	Circuit breakers are not installed in the electrical panel box	
Facility Response:		
HS-ELE-2-6	Electrical circuits show indications of overheating or burning due to being overloaded	
Facility Response:		
HS-ELE-2-7	Switches, plugs and junction boxes are not covered and wires are exposed	
Facility Response:		
HS-ELE-2-8	Electrical wirings are not insulated in non-flammable material, and are exposed	
Facility Response:		
HS-ELE-2-9	None of the above	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
<b>Electrical Wiring</b>		
HS-ELE-3	Are the following measures in place related to electrical wires, cables, switches, plugs and equipment (e.g. transformer, generator)? (SELECT all that apply with a "X")	
HS-ELE-3-1	Switches, plugs and junction boxes are covered so that no wires are exposed	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Rule 58 (1, 3, 7, 8), BLR; Chapters V & VI, Rule 57, Electricity Rules, 1937; Assessment of Fire and Electrical Safety of Existing RMG Factory Buildings in Bangladesh 4.9.1; Ergonomic Checkpoints: Practical and easy-to-implement solutions for improving safety, health and working conditions. 2d ed. ILO 2010, Checkpoint 90		
HS-ELE-3-2	Electrical wirings are insulated in non-flammable material	
Facility Response: X		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
HS-ELE-3-3	Electrical wirings are adequately maintained and damage free	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Rule 58 (1, 3, 7, 8), BLR; Chapters V & VI, Rule 57, Electricity Rules, 1937; Assessment of Fire and Electrical Safety of Existing RMG Factory Buildings in Bangladesh 4.9.1; Ergonomic Checkpoints: Practical and easy-to-implement solutions for improving safety, health and working conditions. 2d ed. ILO 2010, Checkpoint 90		
HS-ELE-3-4	Electrical wirings are in a safe place (i.e. not on the floor)	
Facility Response: X		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		



Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
HS-ELE-3-5	Electrical wirings are properly grounded (i.e. with electrical panels, metal conduits etc.)	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
HS-ELE-3-6	Electrical wires, cables, switches, plugs and equipment (e.g. transformer, generator) are in line with legal requirements	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Rule 58 (1, 3, 7, 8), BLR; Chapters V & VI, Rule 57, Electricity Rules, 1937; Assessment of Fire and Electrical Safety of Existing RMG Factory Buildings in Bangladesh 4.9.1; Ergonomic Checkpoints: Practical and easy-to-implement solutions for improving safety, health and working conditions. 2d ed. ILO 2010, Checkpoint 90		
HS-ELE-3-7	None of the above	
Facility Response:		
<b>Maintenance</b>		
HS-ELE-4	Is electrical equipment inspection and maintenance carried out by a certified, competent and authorized entity (i.e. is the electrician licensed) in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
HS-ELE-5	Does the facility maintain records of electrical equipment maintenance activities?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
HS-ELE-6	Does the facility conduct maintenance on live electrical equipment?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
<b>Machinery</b>		
HS-ELE-7	Is all of the machinery equipment grounded in line with legal requirements (including production equipment, compressors, transformer, generator, etc.)?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: Rule 58 (1, 3, 7, 8), BLR; Chapters V & VI, Rule 57, Electricity Rules, 1937; Assessment of Fire and Electrical Safety of Existing RMG Factory Buildings in Bangladesh 4.9.1; Ergonomic Checkpoints: Practical and easy-to-implement solutions for improving safety, health and working conditions. 2d ed. ILO 2010, Checkpoint 90		
Validation Method: BW Compliance Assessment		
HS-ELE-8	Are electrical outlets used for plugging in corded equipment in wet or damp areas protected with GFCIs (ground-fault circuit-interrupters)?	Yes
Facility Response: Yes		
Verification Selection: Accurate		

Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
HS-ELE-9	Are machinery and lighting connected to the appropriate type of power source/industrial connections?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
<b>High Voltage Areas</b>		
HS-ELE-10	Is access to high voltage areas and generator areas restricted to authorized personnel only?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
HS-ELE-11	Are any materials stored in high voltage areas?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
<b>Sub-Station</b>		
HS-ELE-12	Is there an electrical power sub-station on-site at the facility?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
HS-ELE-13	Is the sub-station in line with legal requirements or fire-rated construction?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
<b>Emergency Systems</b>		
HS-ELE-14	Is a lightning protector/arrestor system installed on the building?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
HS-ELE-15	Is the lightning protector/arrestor system in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
HS-ELE-16	Is the back-up emergency power system working and in good condition?	Yes
Facility Response: Yes		

Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
<b>Compressors and Generators</b>		
HS-ELE-17	Are the belt areas of compressors and generators fully enclosed and guarded?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
<b>First Aid and Medical</b>		
<b>First-aid</b>		
HS-FIR-1	Does the facility comply with legal requirements for any of the following related to first aid? (SELECT all that apply with a "X")	
HS-FIR-1-1	First-aid kits are sufficient in number	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: ILO Convention 155; Section 89, BLA; Rule 76, BLR		
HS-FIR-1-2	First-aid kits are sufficiently maintained (fully stocked and without expired items)	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: ILO Convention 155; Section 89, BLA; Rule 76, BLR		
HS-FIR-1-3	First aid kits are clearly marked and readily accessible	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: ILO Convention 155; Section 89, BLA; Rule 76, BLR		
HS-FIR-1-4	Facility trains a sufficient number of workers in first aid	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: ILO Recommendation 177; Sections 2(35A), 89(2,3,4), BLA; Rule 55(10), BLR		
HS-FIR-1-5	First aid training records are retained	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
HS-FIR-1-6	None of the above	
Facility Response:		
<b>Health Checks</b>		
HS-FIR-2	Are specialized health checks conducted for workers performing high-risk activities (i.e. radiation, chemicals, loud machinery etc.)?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		

Validation Method: BW Advisory		
HS-FIR-3	Are health checks of workers conducted in line with legal requirements?	No
Facility Response: Yes		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: No		
<p>Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22. Document review and interviews with management and workers indicated that the enterprise did not arrange annual medical check-ups for the lift operators (04) and canteen boy (01). For example, one canteen boy had joined in the factory on 04 August 2008. No annual health check-ups had been conducted by the management till the assessment days. Moreover, the factory management did not arrange annual health check-up for knitting section workers (approximately 91), where the workers have to wear ear plug during working hour. The assessors were unable to verify the noise level of the knitting section as the management were unable to provide any documents during assessment. However, the enterprise arranged annual medical check-ups for sport lifting workers, workers of the dyeing and printing section, thread sucker, boiler and generator operators.</p>		
Non-Compliance: X		
Legal Reference: ILO Convention 148; Recommendations 156, 177; Section 79(c), BLA; Rules 68(1, 4, 5-8), BLR		
Validation Method: BW Compliance Assessment		
HS-FIR-4	Is documentation of health checks maintained and up to date?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
<p>Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.</p>		
Validation Method: BW Advisory		
<b>Medical Treatment</b>		
HS-FIR-5	Are on-site medical facilities/clinic(s) and staff in line with legal requirements?	No
Facility Response: Yes		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: No		
<p>Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22. The enterprise had a common health facility for total workforce of 4627 (out of which 2807 workers for IRIS Fabrics Ltd and 1820 workers for IRIS Knitwear Ltd). Document review and interview with the management indicated that the enterprise did not appoint any trained nurse in the medical facility. However, there was a contract with a local hospital mentioning all necessary general medical services to be provided free of charge for the workers.</p>		
Non-Compliance: X		
Legal Reference: Section 89, BLA; Rules 77, 78, BLR		
Validation Method: BW Compliance Assessment		
HS-FIR-6	Does the facility have any of the following measures in place related to on-site medical treatment? (SELECT all that apply with a "X")	
HS-FIR-6-1	Medical facilities/clinic(s) are provided with supplies and equipment for the injuries expected	X
Facility Response: X		
Verification Selection: Accurate		
<p>Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.</p>		
HS-FIR-6-2	Medical facilities/clinics are kept clean and sanitary	X
Facility Response: X		
Verification Selection: Accurate		
<p>Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.</p>		
HS-FIR-6-3	Medical facilities/clinics are in operation during all working hours, including overtime	X
Facility Response: X		
Verification Selection: Accurate		
<p>Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.</p>		
HS-FIR-6-4	Medical facilities/clinic(s) have an appointed doctor/nurse	X
Facility Response: X		
Verification Selection: Accurate		

Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-FIR-6-5	Medical facilities/clinic(s) are equipped for maternal healthcare	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-FIR-6-6	Medicines stored in medical facilities/clinics are kept under lock and key and only accessible by medical personnel	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-FIR-6-7	None of the above	
Facility Response:		
<b>Medical Treatment Access</b>		
HS-FIR-7	Are workers allowed access to on-site medical facilities at any time?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
<b>Contagious Diseases</b>		
HS-FIR-8	Does the facility have a written plan for handling outbreaks of contagious diseases?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
HS-FIR-9	What health and safety measures does the facility have to prevent the spread of contagious diseases? (SELECT all that apply with a "X")	
HS-FIR-9-1	Bangladesh: Ensuring physical distancing among workers in line with legal requirements	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-FIR-9-2	Bangladesh: Complying with applicable COVID-related occupational health and safety requirements	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-FIR-9-3	Handwashing/sanitizing stations	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-FIR-9-4	Workstations are more than 6ft apart	
Facility Response:		
HS-FIR-9-5	Physical barriers between workstations	
Facility Response:		
HS-FIR-9-6	Temperature checks or other health scans as workers enter the workplace	X

Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-FIR-9-7	Training for workers on preventing the spread of contagious diseases	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-FIR-9-8	Providing workers with additional PPE (e.g. masks, gloves) specifically to prevent the spread of contagious diseases	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-FIR-9-9	Other	
Facility Response:		
HS-FIR-9-1	If other, please describe:	
Facility Response:		
HS-FIR-9-10	Not Applicable	
Facility Response:		
HS-FIR-9-11	None of the above	
Facility Response:		
<b>Work-related Accidents and Diseases</b>		
HS-FIR-10	Does the facility record work-related accidents and diseases and report them to the competent authority in line with legal requirements?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: ILO Protocol 155 to the Occupational Safety and Health Convention; Sections 80, 82 BLA; Rules 69-74, BLR		
Validation Method: BW Compliance Assessment		
HS-FIR-11	Were records of all work-related injuries, fatalities, accidents and incidents retained for at least 12 months?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
HS-FIR-12	Number of work-related injuries that resulted in at least three days of absence from work:	0
Facility Response: 0		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
HS-FIR-13	Number of work-related injuries that resulted in less than three days of absence from work:	8
Facility Response: 12		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: 8		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		

HS-FIR-14	Number of work-related dangerous occurrences in the last 12 months (e.g. collapse, partial collapse, explosions, electrical fire, etc.):	0
Facility Response: 0		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
HS-FIR-15	Number of commuting injuries in the last 12 months:	0
Facility Response: 0		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
HS-FIR-16	Number of work-related diseases in the last 12 months:	0
Facility Response: 0		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
HS-FIR-17	Does the facility have an established accident investigation procedure to effectively determine root cause(s) and corrective actions?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
HS-FIR-18	Does the facility comply with occupational safety and health-related legal requirements on HIV/AIDS?	No
Facility Response: No applicable legal requirements		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: No		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22. Training records and management interviews indicated that the enterprise had trained approximately 1651 (59%) workers on HIV/AIDS. However, approximately 15% of the interviewed workers were unaware of information about HIV/AIDS-related risk reduction in their personal lives.		
Non-Compliance: X		
Legal Reference: National Policy on HIV/AIDS and STD Related Issues, Section 11		
Validation Method: BW Compliance Assessment		
<b>Contractor Safety</b>		
HS-CON-1	Does the facility use contractor personnel to perform maintenance work?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
HS-CON-2	Does the facility have any of the following safety measures in place, when appropriate, regarding contractor safety? (SELECT all that apply with a "X")	
HS-CON-2-1	Facility verifies that contractor personnel have appropriate qualifications and licenses for work being performed	
Facility Response:		
HS-CON-2-2	Facility provides contractor personnel with a safety orientation	
Facility Response:		
HS-CON-2-3	Facility monitors contracted personnel to ensure they perform work in a safe and legal manner	

Facility Response:		
HS-CON-2-4	Scaffolding is used in a safe way (i.e. secured to a permanent structure, able to carry intended load etc.)	
Facility Response:		
HS-CON-2-5	Excavation and/or trenching work is performed in a safe way (i.e. will not damage or disrupt underground utilities, storage tanks, or other facilities)	
Facility Response:		
HS-CON-2-6	A fire extinguisher is provided by the facility when hot works are performed (i.e. if the contractor did not bring their own)	
Facility Response:		
HS-CON-2-7	If chemicals are brought into the facility, contractors submit the relevant Safety Data Sheets ("SDS", formerly named MSDS) for review	
Facility Response:		
HS-CON-2-8	None of the above	
Facility Response:		
<b>Dormitories</b>		
HS-DOR-1	Are building/construction, structural safety and fire permits and certificates for housing/dormitories in line with legal requirements?	
Facility Response:		
HS-DOR-2	Does the facility have any of the following measures in place regarding housing/dormitories? (SELECT all that apply with a "X")	
HS-DOR-2-1	Housing/dormitories are separate from the production and warehouse areas (even though they may be in the same compound/industrial park)	
Facility Response:		
HS-DOR-2-2	Housing/dormitories are clean	
Facility Response:		
HS-DOR-2-3	Housing/dormitories provide a separate bed for each worker	
Facility Response:		
HS-DOR-2-4	Housing/dormitories have minimum space dimensions in line with applicable legal requirements	
Facility Response:		
HS-DOR-2-5	Beds are arranged in tiers not more than two	
Facility Response:		
HS-DOR-2-6	Housing/dormitories are lit in line with applicable legal requirements	
Facility Response:		
HS-DOR-2-7	Housing/dormitories are ventilated in line with applicable legal requirements	
Facility Response:		
HS-DOR-2-8	Housing/dormitories are protected against heat, cold, and dampness in line with applicable legal requirements	
Facility Response:		
HS-DOR-2-9	Housing/dormitories are protected against noise in line with applicable legal requirements	
Facility Response:		
HS-DOR-2-10	Housing/dormitories are protected against disease carrying animals or insects in line with applicable legal requirements	
Facility Response:		
HS-DOR-2-11	Housing/dormitories cooking and storage facilities are in line with applicable legal requirements	
Facility Response:		



HS-DOR-2-1 2	Housing/dormitories offer workers adequate privacy	
Facility Response:		
HS-DOR-2-1 3	Housing/dormitories have free and potable water in line with applicable legal requirements	
Facility Response:		
HS-DOR-2-1 4	Housing/dormitories have legally required toilets, showers, sewage and garbage disposal system	
Facility Response:		
HS-DOR-2-1 5	Dormitories/ rooms, toilet and bathing facilities are marked, and segregated by gender	
Facility Response:		
HS-DOR-2-1 6	Housing/dormitories are protected from fire in line with applicable legal requirements	
Facility Response:		
HS-DOR-2-1 7	Housing/dormitories are prepared for emergencies in line with applicable legal requirements	
Facility Response:		
HS-DOR-2-1 8	Housing/dormitories provide provisions for pregnant and nursing mothers	
Facility Response:		
HS-DOR-2-1 9	Housing/dormitories having trained security personnel	
Facility Response:		
HS-DOR-2-20	None of the above	
Facility Response:		
HS-DOR-3	Are housing/dormitories in line with all other health and safety legal requirements?	
Facility Response:		
<b>Canteens</b>		
HS-CAN-1	Are canteens in line with legal requirements?	No
Facility Response: Yes		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: No		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22. Document review and interviews with management and workers indicated that the existing Canteen Committee (which was formed on 12 March 2023) members were not nominated by the Collective Bargaining Agent.		
Non-Compliance: X		
Legal Reference: Sections 92, 93, BLA; Rules 87-92, BLR		
Validation Method: BW Compliance Assessment		
HS-CAN-2	Does the facility have any of the following safety measures in place regarding canteen / eating areas? (SELECT all that apply with a "X")	
HS-CAN-2-1	Canteen/ eating areas are separate from the production areas (even though they may be in the same compound/ industrial park)	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
HS-CAN-2-2	Canteen / eating areas are protected from the elements and provide adequate seating, tables and lighting	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		

HS-CAN-2-3	Food preparation, storage, and eating areas are kept clean, safe, and hygienic (including temperature, ventilation, light, noise etc.)	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
HS-CAN-2-4	Food is prepared in a manner that reduces the potential for foodborne illnesses	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
HS-CAN-2-5	Food service workers receive annual medical examinations to ensure they are healthy and free from communicable diseases	
Facility Response: X		
Verification Selection: Inaccurate - Incorrect		
Corrected Response:		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
HS-CAN-2-6	Food service workers handling food are trained about and follow food safety and proper hygiene rules	X
Facility Response:		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: X		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
HS-CAN-2-7	Food service workers have valid health/sanitation certificates/permits, as legally required	
Facility Response:		
HS-CAN-2-8	None of the above	
Facility Response:		
<b>Childcare</b>		
HS-CHI-1	Are on-site childcare facilities in line with legal requirements?	No
Facility Response: Yes		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: No		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22. The enterprise had a childcare facility, and six (06) children were present in the childcare during the assessment. Floor visits, document review and interviews with workers and management indicated that the provided childcare facility did not meet the following legal requirements: - although there were more children six (06) than caregivers (02), the employer did not indicate on the notice board who has been assigned to help evacuate the children in the event of an emergency.		
Non-Compliance: X		
Legal Reference: Section 94, BLA; Rules 94, 95, BLR		
Validation Method: BW Compliance Assessment		
HS-CHI-2	Does the facility have any of the following measures in place regarding on-site childcare facilities? (SELECT all that apply with a "X")	
HS-CHI-2-1	Childcare facilities are on the ground floor	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-CHI-2-2	Childcare facilities are kept clean, safe, and hygienic (including temperature, ventilation, light, noise etc.)	X
Facility Response: X		

Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-CHI-2-3	Childcare facilities are provided with adequate supplies and infrastructure (i.e. food, recreational items, washroom, feeding area etc.)	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-CHI-2-4	Childcare staff go through an appropriate pre-work screening process	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-CHI-2-5	Childcare staff are present in sufficient numbers to ensure the safety and well-being of the number of children present	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-CHI-2-6	Capacity of the childcare facility is sufficient to cover the need of all workers	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-CHI-2-7	A system is in place to ensure that children are only released to parents or other authorized adult/guardians	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
HS-CHI-2-8	None of the above	
Facility Response:		
<b>Children</b>		
<b>Presence on Work Floor</b>		
HS-CHIL-1	Are children below the legal minimum age for employment allowed in the production area, even if they are not working?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
<b>Facilities</b>		
HS-FAC-1	Does the facility provide all legally required facilities?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
<b>Facility Comments</b>		
HS-FACI-1	Please describe any concerns or difficulties with questions listed in this section:	Null
Facility Response: Null		
Verification Selection: Verification not required		

**TERMINATION**

Number	Question	Final Verified Response
--------	----------	-------------------------

**Section Instructions****Section Instructions**

	<p>Section Description: The purpose of the Termination section is to understand the facility's social and labor practices in the final stages of employment. Termination is the voluntary or involuntary ending of the employment relationship. Termination is typically voluntary in cases of resignation or retirement and involuntary in cases of dismissal or layoffs. Social and Labor topics within this section include: • Forced Labor • Employment Practices • Discrimination • Facility Comments</p>	
--	--	--

**Forced Labor****Sub-Section Instructions**

	<p>Overall International Labor Standard Compliance Guidance: Forced labor is work exacted under the menace of penalty and for which the person has not offered him/herself voluntarily. Forced labor violates the basic human right to work in freedom and freely choose one's work. Two elements must be present in addition to labor, which refers to all types of work, service and employment, whether formal or informal, regardless of industry or sector. Labour does not include compulsory education or compulsory vocational training, however, trainings required in connection with employment would be considered labor. 1) The first element is that the worker must be subject to threat of penalty. Look for coercion on the part of the employer (e.g., action taken to control, manipulate, deceive and/or override a person's will). However, bear in mind that for vulnerable workers, a relatively small amount of coercion may lead to forced labor. For example, workers who are migrants, pregnant or from ethnic minorities often are vulnerable and therefore may be more susceptible to forced labor. Some possible examples of penalties that could be imposed or threatened include: • Beatings, torture or sexual assault; • Restrictions on freedom of movement, e.g., prohibiting workers from leaving the workplace or living accommodation; • Financial penalties, e.g., burdening workers with unmanageable debt or delaying wage payments to keep workers on the job; • Reporting workers to the authorities (police, immigration, etc.); • Deportation, for example in the case of migrants in irregular situations; • Denying workers access to their personal documents; • Termination or exclusion from future employment; • Exclusion from community and social life; • Refusal of food, shelter or other necessities; • Transfer to worse working conditions, and • Removal of rights or privileges. Coercion is an indicator of forced labor regardless of whether it occurs during regular hours or overtime. Subjecting workers to the coercive tactics listed below under the Coercion compliance point would be an indicator of forced labor, even if the tactics were used solely to force workers to work overtime. In a limited set of circumstances, forced labor also can arise when workers are forced to work overtime through economic coercion. The Forced Labour and Overtime compliance point addresses those situations. 2) The second element of forced labor is that the worker has not accepted the work voluntarily. Workers must freely consent to accept the work and they must be free to leave the job and the workplace at all times. Deciding whether work is performed voluntarily often involves looking at • the vulnerability of the worker and • external and indirect pressures that make it difficult for workers to choose not to work, for example, non-payment of wages, or denying workers access to their identity documents. Applicable legal standards include the ILO Core Conventions, C29 Forced Labour Convention, 1930 (and Protocol), and C105 Abolition of Forced Labour Convention, 1957, which provide the baseline standards for forced labor; other conventions in force in the country; applicable legislation; Collective Bargaining Agreements and provisions in employment contracts that exceed legal requirements. Other relevant ILO documents: C181 Private Employment Agencies Convention, 1997 and C1 Hours of Work (Industry) Convention, 1919</p>	
--	---	--

**Notice**

TER-FOR-1	For workers seeking to end their employment, how many days of notice are required by the facility?	60
Facility Response: 60		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
<b>Debts</b>		
TER-FOR-2	Can workers who owe debts to the facility and/or a third party freely leave their jobs?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: ILO Conventions 29, 181		
Validation Method: BW Compliance Assessment		
<b>Withholding</b>		
TER-FOR-3	Has the facility ever withheld - or threatened to withhold - or delayed wage payments in order to keep workers at the facility?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: ILO Convention 29; Sections 30, 123, BLA; Rule 112(4), BLR		
Validation Method: BW Compliance Assessment		
<b>Leaving</b>		
TER-FOR-4	Are workers free to terminate their employment after their notice period and/or contract expiry?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Legal Reference: ILO Convention 29; Section 27, BLA		
Validation Method: BW Compliance Assessment		
<b>Employment Practices</b>		
<b>Unjust Termination</b>		
TER-EMP-1	Is the facility failing to comply with legal requirements regarding worker resignation or termination related to: • prior notice, • workers' opportunity to defend, • valid reasons for termination, • outstanding wages, • termination payments, • termination payments all paid on time, • compensation for unused annual leave, and/or • reinstatement/ compensation orders?	Yes
Facility Response: No		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: Yes		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
TER-EMP-2	Please specify which of the items below apply (SELECT all that apply with a "X")	
<b>Notice</b>		
TER-EMP-2-1	Workers were not given notice prior to termination in line with applicable legal requirements	
Facility Response:		
<b>Opportunity to Defend</b>		

TER-EMP-2 -2	Workers did not have an opportunity to defend themselves before they were terminated based on their conduct or performance	X
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: X		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22. Document review and interviews with workers and management indicated that workers did not have the opportunity to defend themselves before they were punished based on their conduct or performance. For example, at least 01 of the reviewed disciplinary case indicated that the management took punitive actions (issued a warning letter) against a worker who worked in the store department on the grounds of misconduct (Negligence in work) without meeting the following: - The worker was not given an opportunity to be heard. - No investigation committee was formed. Document check: 3 disciplinary cases.		
Non-Compliance: X		
Legal Reference: ILO Convention 158; Recommendation 166; Sections 23 and 24, BLA; Rule 29, BLR		
<b>Invalid Reasons</b>		
TER-EMP-2 -3	Workers were terminated for invalid reasons	
Facility Response:		
<b>Outstanding Wages</b>		
TER-EMP-2 -4	Workers were not paid correctly for outstanding wages	X
Facility Response:		
Verification Selection: Not visible to facility during SA/JA		
Corrected Response: X		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22. Document review and workers and management interview indicated that the enterprise did not pay outstanding wages within 07 working days of job separation. For example, one worker (quality inspector) of sewing section was separated from service (by submitting resignation) effective from 12 December 2023 and received outstanding wages on 10 January 2024 which was 21 working days after the job separation. Document checks: Final settlement payment record for 10 workers.		
Non-Compliance: X		
Legal Reference: Sections 120, 123(1,3), BLA; Rule 112(4), BLR		
<b>Severance Payment</b>		
TER-EMP-2 -5	Workers were not paid correct severance payments	
Facility Response:		
<b>Timely Termination Payment</b>		
TER-EMP-2 -6	Termination payments were not paid on time	
Facility Response:		
<b>Unused Annual Leave</b>		
TER-EMP-2 -7	Workers were not compensated correctly for unused annual leave	
Facility Response:		
<b>Other Termination Benefits</b>		
TER-EMP-2 -8	Workers were not paid other termination benefits in line with legal requirements	
Facility Response:		
<b>Reinstatement/ Compensation Orders</b>		
TER-EMP-2 -9	The facility did not comply with any order(s) to reinstate or compensate workers who were found to be unjustly terminated	
Facility Response:		
<b>Suspension / Reduction Workforce</b>		
TER-EMP-3	Does the facility comply with legal requirements before suspending workers or reducing the size of the workforce due to economic, technological, structural, operational or other similar changes?	Yes
Facility Response: Yes		
Verification Selection: Accurate		

Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.

Legal Reference: ILO Convention 158: Sections 12(8), 20, 28A, BLA; Rules 25(1), 32, BLR

Validation Method: BW Compliance Assessment

TER-EMP-4	Did the facility consult with worker representatives and/or trade union representatives to develop alternatives to suspension or reduction in workforce that was due to economic, technological, structural, operational or other similar changes?	Yes
-----------	--	-----

Facility Response: Yes

Verification Selection: Accurate

Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.

Validation Method: BW Advisory

**Discrimination**

**Sub-Section Instructions**

	<p>Overall International Labor Standard Compliance Guidance: Discrimination includes any distinction based on race, color, sex, religion, political opinion, national extraction or social origin, which results in unequal treatment. Other grounds of discrimination may be included in national law, such as disability, HIV/AIDS status, age and sexual orientation. Discrimination may be direct or indirect and does not have to be intentional. Indirect discrimination refers to apparently neutral practices, which in fact result in unequal treatment of people with certain characteristics. Distinctions are permissible when they are necessary because of the inherent requirements of the particular job, although this exception is rare. Also, measures to protect certain categories of workers are acceptable when they are provided for under international labor Conventions and Recommendations, such as maternity protection. Distinctions also may be permissible under national laws designed to help groups who need special protection, for example, laws that offer preferential treatment to women in hiring in order to remedy the effects of past discrimination. Applicable legal standards include the ILO Core Conventions, C100 Equal Remuneration Convention, 1951 and C111 Discrimination (Employment and Occupation) Convention, 1958, which provide the baseline standards for discrimination; other conventions in force in the country; applicable legislation; Collective Bargaining Agreements and provisions in employment contracts that exceed legal requirements Other relevant ILO documents: R90 Equal Remuneration Recommendation, 1951; R111 Discrimination (Employment and Occupation) Recommendation, 1958; C156 Workers with Family Responsibilities Convention, 1981; R165 Workers with Family Responsibilities Recommendation, 1981</p>	
--	--	--

**Termination**

TER-DIS-1	Have race, skin color, sex (gender), religion, political opinion, national extraction, social origin, disability, HIV/AIDS status, sexual orientation, pregnancy/maternity status, marital status, family responsibilities, age or nationality/foreign migrant worker status been a factor in decisions regarding termination, forced resignation, retrenchment or retirement?	No
-----------	--	----

Facility Response: No

Verification Selection: Accurate

Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.

Validation Method: BW Compliance Assessment

TER-DIS-2	Which of the following is a factor in decisions on termination, forced resignation, retrenchment or retirement? (SELECT all that apply with a "X")	
-----------	--	--

TER-DIS-2-1	Race / Skin Color	
-------------	-------------------	--

Facility Response:

TER-DIS-2-2	Sex / Gender	
-------------	--------------	--

Facility Response:

TER-DIS-2-3	Religion	
-------------	----------	--

Facility Response:		
TER-DIS-2-4	Political Opinion	
Facility Response:		
TER-DIS-2-5	National Extraction	
Facility Response:		
TER-DIS-2-6	Social Origin	
Facility Response:		
TER-DIS-2-7	Disability	
Facility Response:		
TER-DIS-2-8	HIV / AIDS Status (real or perceived)	
Facility Response:		
TER-DIS-2-9	Sexual Orientation	
Facility Response:		
TER-DIS-2-10	Pregnancy / Maternity Status	
Facility Response:		
TER-DIS-2-11	Marital Status	
Facility Response:		
TER-DIS-2-12	Age	
Facility Response:		
TER-DIS-2-13	Nationality / Foreign Migrant Worker Status	
Facility Response:		
TER-DIS-2-14	Family responsibilities	
Facility Response:		
TER-DIS-2-15	Other	
Facility Response:		
TER-DIS-2-1	Please describe what "Other" factor is considered in decisions regarding termination, forced resignation, retrenchment or retirement:	
Facility Response:		
<b>Absence due to Illness</b>		
TER-DIS-3	Have decisions of termination, forced resignation, retrenchment or retirement been dependent upon a worker's absence due to illness?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
<b>Complaints / Proceedings</b>		
TER-DIS-4	Has termination, forced resignation, retrenchment or retirement ever occurred due to a worker filing a complaint or taking part in proceedings against the facility?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		



Other Legal Requirements		
TER-DIS-5	Are facility practices out of compliance with any legal requirements not covered elsewhere regarding Discrimination in Termination?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
Termination		
Other Legal Requirements		
TER-TER-1	Are facility practices out of compliance with any legal requirements not covered elsewhere regarding Termination Practices?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
TER-TER-2	Is the facility in non-compliance with any legal requirements for Termination pertaining to non-production workers and/or sub-contracted workers?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-assessment data. SLCP considers Better Work assessment data as equivalent to SLCP verified data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Compliance Assessment		
Facility Comments		
TER-FAC-1	Please describe any concerns or difficulties with questions listed in this section:	Null
Facility Response: Null		
Verification Selection: Verification not required		
Corrected Response:		
Validation Method: BW Compliance Assessment		
MANAGEMENT SYSTEMS		
Number	Question	Final Verified Response
Section Instructions		
Section Instructions		

Section Description: Management Systems related to Social and Labor practices are very facility dependent. They can take many forms depending upon a facility's size, worker demographics, production process and organizational maturity. However, despite their general differences, common themes can be found within most social management systems. With this in mind, the questions below represent an information gathering exercise on possible Social and Labor elements the facility might have based on a Plan, Do Check, Act "PDCA" structure. PDCA is framework for managing processes and systems and within this tool, covers the following items: "Plan" - Policies and Procedures / Strategy and Goals "Do" - Roles and Responsibility / Communication and Training "Check" - Self-Assessment "Act" - Continuous Improvement The questions listed below are simply a starting point to better understand the various aspects that might make up a facility's management system. Having - or not having - certain items in place is not in and of itself a direct reflection of the overall quality of the management system. As with other sections within this tool, answers simply offer an opportunity to further understand the facility's processes so that additional discussions outside of the tool with interested parties can take place. A note to the respondent: Many of the same social and labor topics mentioned in "Step 1" are also included in the questions below. "Step 1" questions primarily ask about whether certain items "exist" or certain actions "are a taking place". While "Step 2" will determine if more formal management systems exist.

## Plan

### Policies & Procedures

MS-PLA-1	Does the facility have written policies and/or formal procedures for social and labor practices? (SELECT all that apply with a "X")	
MS-PLA-1-1	Written Policies	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-PLA-1.1	Please provide a list of all relevant written policies:	Recruitment Policy, Grievance Policy, Child Labour remediation Policy, Harassment Policy, Overtime Policy, Working hour Policy, Non Discrimination Policy, health Safety Policy & Others Policy.
Facility Response: Recruitment Policy, Grievance Policy, Child Labour remediation Policy, Harassment Policy, Overtime Policy, Working hour Policy, Non Discrimination Policy, health Safety Policy & Others Policy.		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
MS-PLA-1-2	Written Procedures	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-PLA-1.2	Please provide a list of all relevant written procedures:	Recruitment Procedure, Grievance Procedure, Child Labour remediation Procedure, Harassment Procedure, Overtime Procedure, Working hour Procedure, Non Discrimination Procedure, health Safety Procedure & Others Procedure.
Facility Response: Recruitment Procedure, Grievance Procedure, Child Labour remediation Procedure, Harassment Procedure, Overtime Procedure, Working hour Procedure, Non Discrimination Procedure, health Safety Procedure & Others Procedure.		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
MS-PLA-1-3	No written policies or procedures in place (but informal procedures may exist)	
Facility Response:		
MS-PLA-1.3	Please describe these informal procedures:	
Facility Response:		

MS-PLA-2	Do these policies and/or procedures have a reference to national law and/or international requirements? (SELECT all that apply with a "X")	
MS-PLA-2-1	Reference to national law	
Facility Response:		
MS-PLA-2-2	Reference to international law/ILO conventions	
Facility Response:		
MS-PLA-2-1	Please describe which international laws/ILO conventions are referenced:	
Facility Response:		
MS-PLA-2-3	Reference to other national or international requirements/declarations/goals/guiding principles etc.	
Facility Response:		
MS-PLA-2-2	Please describe which other national or international requirements / declarations / goals / guiding principles are referenced:	
Facility Response:		
MS-PLA-2-4	No references to any of the above	
Facility Response:		
MS-PLA-3	Which of the following topics are included within the facility's written policies and procedures? (SELECT all that apply with a "X")	
MS-PLA-3-1	Recruitment and hiring	
Facility Response:		
MS-PLA-3-1	Please provide a list of all written policies and procedures referencing recruitment and hiring:	
Facility Response:		
MS-PLA-3-2	Termination and retrenchment	
Facility Response:		
MS-PLA-3-2	Please provide a list of all written policies and procedures referencing termination and retrenchment:	
Facility Response:		
MS-PLA-3-3	Facility workplace rules	
Facility Response:		
MS-PLA-3-3	Please provide a list of all written policies and procedures referencing facility workplace rules:	
Facility Response:		
MS-PLA-3-4	Child labor and/or young workers	
Facility Response:		
MS-PLA-3-4	Please provide a list of all written policies and procedures referencing child labor and/or young workers:	
Facility Response:		
MS-PLA-3-5	Prohibition of forced labor	
Facility Response:		
MS-PLA-3-5	Please provide a list of all written policies and procedures referencing prohibition of forced labor:	
Facility Response:		
MS-PLA-3-6	Anti-harassment and abuse	
Facility Response:		
MS-PLA-3-6	Please provide a list of all written policies and procedures referencing anti-harassment and abuse:	
Facility Response:		

MS-PLA-3-7	Anti-discrimination	
Facility Response:		
MS-PLA-3.7	Please provide a list of all written policies and procedures referencing anti-discrimination:	
Facility Response:		
MS-PLA-3-8	Working hours	
Facility Response:		
MS-PLA-3.8	Please provide a list of all written policies and procedures referencing working hours:	
Facility Response:		
MS-PLA-3-9	Wages and benefits	
Facility Response:		
MS-PLA-3.9	Please provide a list of all written policies and procedures referencing wages and benefits:	
Facility Response:		
MS-PLA-3-10	Discipline	
Facility Response:		
MS-PLA-3.10	Please provide a list of all written policies and procedures referencing discipline:	
Facility Response:		
MS-PLA-3-11	Freedom of association and collective bargaining	
Facility Response:		
MS-PLA-3.11	Please provide a list of all written policies and procedures referencing freedom of association and collective bargaining:	
Facility Response:		
MS-PLA-3-12	Grievance systems	
Facility Response:		
MS-PLA-3.12	Please provide a list of all written policies and procedures referencing grievance systems:	
Facility Response:		
MS-PLA-3-13	Worker feedback	
Facility Response:		
MS-PLA-3.13	Please provide a list of all written policies and procedures referencing worker feedback:	
Facility Response:		
MS-PLA-3-14	Health and safety	
Facility Response:		
MS-PLA-3.14	Please provide a list of all written policies and procedures referencing health and safety:	
Facility Response:		
MS-PLA-3-15	Foreign migrant workers	
Facility Response:		
MS-PLA-3.15	Please provide a list of all written policies and procedures referencing foreign migrant workers:	
Facility Response:		
MS-PLA-3-16	Domestic migrant workers	
Facility Response:		
MS-PLA-3.16	Please provide a list of all written policies and procedures referencing domestic migrant workers:	

Facility Response:		
MS-PLA-3-17	Homeworkers	
Facility Response:		
MS-PLA-3-17	Please provide a list of all written policies and procedures referencing homeworkers:	
Facility Response:		
MS-PLA-3-18	Suppliers/subcontractors	
Facility Response:		
MS-PLA-3-18	Please provide a list of all written policies and procedures referencing suppliers/subcontractors:	
Facility Response:		
MS-PLA-3-19	Raw materials sourcing	
Facility Response:		
MS-PLA-3-19	Please provide a list of all written policies and procedures referencing raw materials sourcing:	
Facility Response:		
MS-PLA-3-20	Bribery and anti-corruption	
Facility Response:		
MS-PLA-3-20	Please provide a list of all written policies and procedures referencing Bribery and anti-corruption:	
Facility Response:		
MS-PLA-3-21	Other	
Facility Response:		
MS-PLA-3-21	If other, please describe and provide a list of the relevant written policies and procedures:	
Facility Response:		
MS-PLA-4	Which of the following topics are included within the facility's written policies and procedures for child labor and young workers? (SELECT all that apply with a "X")	
MS-PLA-4-1	Facility minimum age requirement	
Facility Response:		
MS-PLA-4-2	Facility minimum age requirements for certain types of workers (if applicable)	
Facility Response:		
MS-PLA-4-3	Age Verification Process	
Facility Response:		
MS-PLA-4-4	Remediation for child labor (for when children under the legal minimum working age are found to be working for the facility)	
Facility Response:		
MS-PLA-4-5	Children visiting facility production areas (i.e. for when those under the legal working age are visiting the production floor)	
Facility Response:		
MS-PLA-4-6	Work restrictions for young workers	
Facility Response:		
MS-PLA-4-7	Work restrictions for apprentices/interns/trainees	
Facility Response:		
MS-PLA-4-8	Other	
Facility Response:		
MS-PLA-4-1	If other, please describe:	

Facility Response:		
MS-PLA-5	Which of the following topics are included within the facility's written policies and procedures for the prohibition of forced labor? (SELECT all that apply with a "X")	
MS-PLA-5-1	Prohibition of forced labor	
Facility Response:		
MS-PLA-5-2	Prohibition of bonded labor	
Facility Response:		
MS-PLA-5-3	Prohibition of indentured labor	
Facility Response:		
MS-PLA-5-4	Prohibition of prison labor	
Facility Response:		
MS-PLA-5-5	Prohibition of human trafficking	
Facility Response:		
MS-PLA-5-6	Voluntary employment	
Facility Response:		
MS-PLA-5-7	Voluntary overtime	
Facility Response:		
MS-PLA-5-8	Freedom of movement	
Facility Response:		
MS-PLA-5-9	Voluntary end of employment	
Facility Response:		
MS-PLA-5-10	Ethical recruitment/ use of employment agencies, recruiters, and/or labor agents	
Facility Response:		
MS-PLA-5-11	State-imposed forced labor/ Government-mandated forced labor	
Facility Response:		
MS-PLA-5-12	Other	
Facility Response:		
MS-PLA-5.1	If other, please describe:	
Facility Response:		
MS-PLA-6	Which of the following topics are included within the facility's written policies and procedures for anti-harassment and abuse? (SELECT all that apply with a "X")	
MS-PLA-6-1	Appropriate behavior among/between workers, management, supervisors	
Facility Response:		
MS-PLA-6-2	Appropriate behavior by security guards (if applicable)	
Facility Response:		
MS-PLA-6-3	Violence and harassment in the workplace	
Facility Response:		
MS-PLA-6-4	Anti-discrimination	
Facility Response:		
MS-PLA-6-5	Other	
Facility Response:		

MS-PLA-6.1	If other, please describe:	
Facility Response:		
MS-PLA-7	Which of the following topics are included within the facility's written policies and procedures for anti-discrimination? (SELECT all that apply with a "X")	
MS-PLA-7-1	Non-discrimination based on race / skin color	
Facility Response:		
MS-PLA-7-2	Non-discrimination based on sex / gender	
Facility Response:		
MS-PLA-7-3	Non-discrimination based on religion	
Facility Response:		
MS-PLA-7-4	Non-discrimination based on political opinion	
Facility Response:		
MS-PLA-7-5	Non-discrimination based on national extraction	
Facility Response:		
MS-PLA-7-6	Non-discrimination based on social origin	
Facility Response:		
MS-PLA-7-7	Non-discrimination based on disability	
Facility Response:		
MS-PLA-7-8	Non-discrimination based on HIV/AIDS status (real or perceived)	
Facility Response:		
MS-PLA-7-9	Non-discrimination based on sexual orientation	
Facility Response:		
MS-PLA-7-10	Non-discrimination based on pregnancy/maternity status	
Facility Response:		
MS-PLA-7-11	Non-discrimination based on marital status	
Facility Response:		
MS-PLA-7-12	Non-discrimination based on age	
Facility Response:		
MS-PLA-7-13	Non-discrimination based on membership in worker organizations	
Facility Response:		
MS-PLA-7-14	Non-discrimination based on Nationality/foreign migrant worker status	
Facility Response:		
MS-PLA-7-15	Non-discrimination based on family responsibilities	
Facility Response:		
MS-PLA-7-16	Non-discrimination in recruitment and hiring	
Facility Response:		
MS-PLA-7-17	Non-discrimination in compensation and promotion	
Facility Response:		
MS-PLA-7-18	Non-discrimination in working conditions	
Facility Response:		

MS-PLA-7-19	Non-discrimination in discipline	
Facility Response:		
MS-PLA-7-20	Non-discrimination in termination	
Facility Response:		
MS-PLA-7-21	Unconscious bias	
Facility Response:		
MS-PLA-7-22	Other	
Facility Response:		
MS-PLA-7.1	If other, please describe:	
Facility Response:		
MS-PLA-8	Which of the following topics are included within the facility's written policies and procedures for working hours? (SELECT all that apply with a "X")	
MS-PLA-8-1	Regular hours	
Facility Response:		
MS-PLA-8-2	Overtime - Including maximum hours possible	
Facility Response:		
MS-PLA-8-3	Premium rates	
Facility Response:		
MS-PLA-8-4	Overtime applicability and corresponding rates of pay	
Facility Response:		
MS-PLA-8-5	Overtime accessibility for all workers	
Facility Response:		
MS-PLA-8-6	Other	
Facility Response:		
MS-PLA-8.1	If other, please describe:	
Facility Response:		
MS-PLA-9	Which of the following topics are included within the facility's written policies and procedures for wages and benefits? (SELECT all that apply with a "X")	
MS-PLA-9-1	Wage payments	
Facility Response:		
MS-PLA-9-2	Wage calculations	
Facility Response:		
MS-PLA-9-3	Rates by unit	
Facility Response:		
MS-PLA-9-4	Overtime pay	
Facility Response:		
MS-PLA-9-5	Paid leave	
Facility Response:		
MS-PLA-9-6	Annual leave	
Facility Response:		
MS-PLA-9-7	Sick leave	
Facility Response:		



MS-PLA-9-8	Maternity leave	
Facility Response:		
MS-PLA-9-9	Paternity leave	
Facility Response:		
MS-PLA-9-10	Emergency family leave	
Facility Response:		
MS-PLA-9-11	Benefits	
Facility Response:		
MS-PLA-9-12	Deductions	
Facility Response:		
MS-PLA-9-13	Other	
Facility Response:		
MS-PLA-9.1	If other, please describe:	
Facility Response:		
MS-PLA-10	Which of the following topics are included within the facility's written policies and procedures for discipline? (SELECT all that apply with a "X")	
MS-PLA-10-1	Facility rules concerning discipline	
Facility Response:		
MS-PLA-10-2	Worker appeals process	
Facility Response:		
MS-PLA-10-3	Worker grievance process	
Facility Response:		
MS-PLA-10-4	Other	
Facility Response:		
MS-PLA-10.1	If other, please describe:	
Facility Response:		
MS-PLA-11	Which of the following topics are included within the facility's written policies and procedures for freedom of association and collective bargaining? (SELECT all that apply with a "X")	
MS-PLA-11-1	Right to freedom of association / Right to form or join a trade union	
Facility Response:		
MS-PLA-11-2	Rights to freely choose worker representatives (or facility commitments to not obstruct this)	
Facility Response:		
MS-PLA-11-3	Rights to bargain collectively	
Facility Response:		
MS-PLA-11-4	Non-discrimination and non-retaliation of workers on basis of trade union membership/non-membership or activities	
Facility Response:		
MS-PLA-11-5	Non-discrimination and non-retaliation of workers on basis of their worker representative role or activities	
Facility Response:		
MS-PLA-11-6	Democratic election and engagement of worker representatives	
Facility Response:		

MS-PLA-11-7	Communications and consultation process	
Facility Response:		
MS-PLA-11-8	Right to participate in strikes / industrial action	
Facility Response:		
MS-PLA-11-9	Other	
Facility Response:		
MS-PLA-11.1	If other, please describe:	
Facility Response:		
MS-PLA-12	Which of the following topics are included within the facility's written policies and procedures for grievance systems? (SELECT all that apply with a "X")	
MS-PLA-12-1	Grievance system and process	
Facility Response:		
MS-PLA-12-2	Non-reprisal for workers filing a grievance/complaint	
Facility Response:		
MS-PLA-12-3	Equal access to grievance systems for both female and male workers	
Facility Response:		
MS-PLA-12-4	Worker Feedback	
Facility Response:		
MS-PLA-12-5	Equal importance given to all concerns and grievances	
Facility Response:		
MS-PLA-12-6	Commitment to confidentiality throughout the entire grievance process	
Facility Response:		
MS-PLA-12-7	Providing time off (including monetary compensation) during a grievance process	
Facility Response:		
MS-PLA-12-8	Other	
Facility Response:		
MS-PLA-12.1	If other, please describe:	
Facility Response:		
MS-PLA-13	Which of the following topics are included within the facility's written policies and procedures for health and safety? (SELECT all that apply with a "X")	
MS-PLA-13-1	Occupational health and safety laws	
Facility Response:		
MS-PLA-13-2	General work environment (i.e. ventilation, cleanliness, noise, etc.)	
Facility Response:		
MS-PLA-13-3	Building safety	
Facility Response:		
MS-PLA-13-4	Powered Motor Vehicles (PMV) procedures	
Facility Response:		
MS-PLA-13-5	Emergency preparedness	
Facility Response:		
MS-PLA-13-6	Chemicals/Hazardous substances	

Facility Response:		
MS-PLA-13-7	Nanomaterials	
Facility Response:		
MS-PLA-13-8	Worker Protection (personal protective equipment, machinery and equipment etc.)	
Facility Response:		
MS-PLA-13-9	Pressure vessels safety	
Facility Response:		
MS-PLA-13-10	Materials handling and storage	
Facility Response:		
MS-PLA-13-11	Above Ground Storage Tanks & Underground Storage Tanks	
Facility Response:		
MS-PLA-13-12	Electrical safety	
Facility Response:		
MS-PLA-13-13	First aid/Medical	
Facility Response:		
MS-PLA-13-14	Bloodborne pathogens procedures	
Facility Response:		
MS-PLA-13-15	Contractor safety	
Facility Response:		
MS-PLA-13-16	Dormitories	
Facility Response:		
MS-PLA-13-17	Canteens	
Facility Response:		
MS-PLA-13-18	Childcare	
Facility Response:		
MS-PLA-13-19	Standard operating procedures (SOPs) for how to perform each job safely	
Facility Response:		
MS-PLA-13-20	Steps for workers to raise health and safety concerns	
Facility Response:		
MS-PLA-13-21	Protection against retaliation for workers who raise health and safety concerns	
Facility Response:		
MS-PLA-13-22	Other	
Facility Response:		
MS-PLA-13.1	If other, please describe:	
Facility Response:		
MS-PLA-14	Which of the following topics are included within the facility's written policies and procedures for foreign migrant workers? (SELECT all that apply with a "X")	
MS-PLA-14-1	Reference to following all local laws for recruitment in both the sending and receiving countries	
Facility Response:		
MS-PLA-14-2	Recruitment fees and expenses	

Facility Response:		
MS-PLA-14-3	Employment contracts	
Facility Response:		
MS-PLA-14-4	Deposits	
Facility Response:		
MS-PLA-14-5	Bank accounts	
Facility Response:		
MS-PLA-14-6	Handling of government-issued identification documents	
Facility Response:		
MS-PLA-14-7	Accommodations	
Facility Response:		
MS-PLA-14-8	Arrival orientation	
Facility Response:		
MS-PLA-14-9	Freedom of movement	
Facility Response:		
MS-PLA-14-10	Non-discrimination in employment	
Facility Response:		
MS-PLA-14-11	Harassment and abuse in employment	
Facility Response:		
MS-PLA-14-12	Discipline in employment	
Facility Response:		
MS-PLA-14-13	Repatriation / end of employment	
Facility Response:		
MS-PLA-14-14	Early termination of contract by migrant worker	
Facility Response:		
MS-PLA-14-15	Involuntary termination of contract by employer	
Facility Response:		
MS-PLA-14-16	Requirements for labor agents/brokers	
Facility Response:		
MS-PLA-14-17	Other	
Facility Response:		
MS-PLA-14-1	If other, please describe:	
Facility Response:		
MS-PLA-15	Which of the following topics are included within the facility's written policies and procedures for domestic migrant workers? (SELECT all that apply with a "X")	
MS-PLA-15-1	Recruitment fees and expenses	
Facility Response:		
MS-PLA-15-2	Employment contracts	
Facility Response:		
MS-PLA-15-3	Deposits	

Facility Response:		
MS-PLA-15-4	Wages and benefits	
Facility Response:		
MS-PLA-15-5	Working Hours	
Facility Response:		
MS-PLA-15-6	Accommodations	
Facility Response:		
MS-PLA-15-7	Freedom of movement	
Facility Response:		
MS-PLA-15-8	Non-discrimination in employment	
Facility Response:		
MS-PLA-15-9	Harassment and abuse in employment	
Facility Response:		
MS-PLA-15-10	Discipline in employment	
Facility Response:		
MS-PLA-15-11	End of employment	
Facility Response:		
MS-PLA-15-12	Requirements for labor agents/brokers	
Facility Response:		
MS-PLA-15-13	Other	
Facility Response:		
MS-PLA-15-1	If other, please describe:	
Facility Response:		
MS-PLA-16	Which of the following topics are included within the facility's written policies and procedures for suppliers/subcontractors? (SELECT all that apply with a "X")	
MS-PLA-16-1	Definition of supplier which includes service providers and raw materials suppliers	
Facility Response:		
MS-PLA-16-2	NEW and EXISTING suppliers/subcontractors - Risk assessment to differentiate high risk suppliers/subcontractors within the supply chain	
Facility Response:		
MS-PLA-16-3	NEW suppliers/subcontractors - Initial screening based on social and labor practices / conducting social and labor due diligence	
Facility Response:		
MS-PLA-16-4	EXISTING suppliers/subcontractors - Training and communication of the facility's social and labor procedures	
Facility Response:		
MS-PLA-16-5	EXISTING suppliers/subcontractors - Monitoring system of social and labor performance/ continued social and labor due diligence	
Facility Response:		
MS-PLA-16-6	Requiring suppliers to conduct social and labor due diligence of their supply chains	
Facility Response:		
MS-PLA-16-7	Other	

Facility Response:		
MS-PLA-16-1	If other, please describe:	
Facility Response:		
MS-PLA-17	Which of the following topics are included within the facility's written policies and procedures for raw materials sourcing? (SELECT all that apply with a "X")	
MS-PLA-17-1	Customer and/or legal requirements for raw materials identification, reporting and/or due diligence	
Facility Response:		
MS-PLA-17-2	Raw material supply chain policy applicable to suppliers/subcontractors through facility's sourcing agreements with its suppliers/subcontractors	
Facility Response:		
MS-PLA-17-3	Risk assessment to differentiate high risk materials within the supply chain	
Facility Response:		
MS-PLA-17-4	Other	
Facility Response:		
MS-PLA-17.1	If other, please describe:	
Facility Response:		
<b>Strategy and Goals</b>		
MS-PLA-18	Does the facility have a written strategy / goals document(s) for social and labor practices addressing the following points? (SELECT all that apply with a "X")	
MS-PLA-18-1	Reference to overall goals in terms of social and labor outcomes	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-PLA-18-1	Please provide the name of document(s) referencing overall goals in terms of social and labor outcomes:	Facility Social Compliance Goal of IRIS Fabrics Ltd.
Facility Response: Facility Social Compliance Goal of IRIS Fabrics Ltd.		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
MS-PLA-18-2	Reference to national law	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-PLA-18-3	Reference to international law/ILO conventions	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-PLA-18-4	Reference to other national or international requirements/declarations/goals/guiding principles etc.	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-PLA-18-5	Reference to a risk assessment process, specifically a strategy for responsible sourcing from high risk suppliers or high risk raw material origins	

Facility Response:		
MS-PLA-18-6	Reference to integration with business objectives	
Facility Response:		
MS-PLA-18-7	Reference to suppliers/subcontractors social and labor due diligence	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-PLA-18-8	Reference to gender equality and women's empowerment	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-PLA-18-9	Key stakeholders are involved in strategy development (i.e. customers, etc.)	
Facility Response:		
MS-PLA-18-2	Please describe the key stakeholders involved:	
Facility Response:		
MS-PLA-18-10	No written strategy/goals document exists (but informal strategies/goals may exist)	
Facility Response:		
MS-PLA-19	Has the facility set targets for social and labor performance addressing the following points? (SELECT all that apply with a "X")	
MS-PLA-19-1	Child labor and/or young workers	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-PLA-19-1	Please briefly describe any associated targets/KPIs:	N/A
Facility Response: N/A		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
MS-PLA-19-2	Prohibition of forced labor	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-PLA-19-2	Please briefly describe any associated targets/KPIs:	N/A
Facility Response: N/A		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
MS-PLA-19-3	Anti-harassment and abuse	X
Facility Response: X		
Verification Selection: Accurate		

Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-PLA-19-3	Please briefly describe any associated targets/KPIs:	N/A
Facility Response: N/A		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
MS-PLA-19-4	Anti-discrimination	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-PLA-19-4	Please briefly describe any associated targets/KPIs:	N/A
Facility Response: N/A		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
MS-PLA-19-5	Working hours	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-PLA-19-5	Please briefly describe any associated targets/KPIs:	N/A
Facility Response: N/A		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
MS-PLA-19-6	Wages and benefits	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-PLA-19-6	Please briefly describe any associated targets/KPIs:	N/A
Facility Response: N/A		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
MS-PLA-19-7	Discipline	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-PLA-19-7	Please briefly describe any associated targets/KPIs:	N/A
Facility Response: N/A		
Verification Selection: Accurate		



Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
MS-PLA-19-8	Freedom of association and collective bargaining	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-PLA-19-8	Please briefly describe any associated targets/KPIs:	N/A
Facility Response: N/A		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
MS-PLA-19-9	Worker Feedback	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-PLA-19-9	Please briefly describe any associated targets/KPIs:	N/A
Facility Response: N/A		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
MS-PLA-19-10	Grievance systems	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-PLA-19-10	Please briefly describe any associated targets/KPIs:	N/A
Facility Response: N/A		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
MS-PLA-19-11	Health and safety	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-PLA-19-11	Please briefly describe any associated targets/KPIs:	N/A
Facility Response: N/A		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
MS-PLA-19-12	Foreign migrant workers	
Facility Response:		

MS-PLA-19-12	Please briefly describe any associated targets/KPIs:	
Facility Response:		
MS-PLA-19-13	Domestic migrant workers	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-PLA-19-13	Please briefly describe any associated targets/KPIs:	N/A
Facility Response: N/A		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
MS-PLA-19-14	Homeworkers	
Facility Response:		
MS-PLA-19-14	Please briefly describe any associated targets/KPIs:	
Facility Response:		
MS-PLA-19-15	Gender equality and women's rights in the workplace	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-PLA-19-15	Please briefly describe any associated targets/KPIs:	N/A
Facility Response: N/A		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
MS-PLA-19-16	Bribery and anti-corruption	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-PLA-19-16	Please briefly describe any associated targets/KPIs:	N/A
Facility Response: N/A		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
MS-PLA-19-17	Suppliers/subcontractors	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-PLA-19-17	Please briefly describe any associated targets/KPIs:	N/A
Facility Response: N/A		
Verification Selection: Accurate		

Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
MS-PLA-19-18	Other	
Facility Response:		
MS-PLA-19-18	If other, please describe:	
Facility Response:		
MS-PLA-19-19	The facility does not set targets / key performance indicators	
Facility Response:		
<b>Do</b>		
<b>Roles and Responsibilities</b>		
MS-DO-1	Has the facility defined the person(s) responsible for the implementation and management of social and labor practices? (SELECT all that apply with a "X")	
MS-DO-1-1	Responsible person(s) have been defined and are accountable for written policies and/or procedures	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-1-2	Responsible person(s) have been defined and are accountable for informal (not written) procedures	
Facility Response:		
MS-DO-1-3	The facility has not defined responsible person(s)	
Facility Response:		
MS-DO-2	Which of the following topics have been assigned to a responsible person(s)? (SELECT all that apply with a "X")	
MS-DO-2-1	Recruitment and hiring	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-2-2	Termination and retrenchment	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-2-3	Facility workplace rules	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-2-4	Child labor and young workers	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-2-5	Prohibition of forced labor	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-2-6	Anti-harassment and abuse	X
Facility Response: X		

Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-2-7	Anti-discrimination	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-2-8	Working hours	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-2-9	Wages and benefits	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-2-10	Discipline	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-2-11	Freedom of association and collective bargaining	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-2-12	Grievance systems	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-2-13	Worker feedback	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-2-14	Health and safety	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-2-15	Foreign migrant workers	
Facility Response:		
MS-DO-2-16	Domestic migrant workers	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-2-17	Homeworkers	

Facility Response:		
MS-DO-2-18	Suppliers/subcontractors	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-2-19	Raw materials sourcing	
Facility Response:		
MS-DO-2-20	Bribery and anti-corruption	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-2-21	Other	
Facility Response:		
MS-DO-21	If Other, please describe:	
Facility Response:		
MS-DO-3	Does the facility have a written chart showing the individuals responsible for social and labor topics (i.e. a "social compliance team" chart)?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
MS-DO-3.1	Please provide the name of the document(s) here:	Organogram of Admin, HR & Compliance team
Facility Response: Organogram of Admin, HR & Compliance team		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
<b>Communication and Training</b>		
MS-DO-4	Does the facility provide communication and training on social and labor practices? (SELECT all that apply with a "X")	
MS-DO-4-1	Communication and training based upon written policies and/or procedures	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-4-2	Communication and training based upon informal (not written) procedures	
Facility Response:		
MS-DO-4-3	The facility does not provide communication and training on social and labor practices	
Facility Response:		
MS-DO-5	Who receives communication and training? (SELECT all that apply with a "X")	
MS-DO-5-1	Senior management	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-5-2	Individuals responsible for implementation	X

Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-5-3	Production workers	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-5-4	Security guards	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-5-5	Subcontractors / Suppliers	
Facility Response:		
MS-DO-5-6	Other	
Facility Response:		
MS-DO-5.1	If other, please describe:	
Facility Response:		
MS-DO-6	How does the facility provide communication and training to senior management? (SELECT all that apply with a "X")	
MS-DO-6-1	Verbal communication	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-6-2	Written communication (i.e. copy of Standard Operating Procedures or "SOP")	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-6-3	Training - new workers receive onboarding trainings in-person (i.e. classroom trainings)	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-6-4	Training - existing workers receive on-going trainings in-person (i.e. classroom trainings)	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-6-5	Other	
Facility Response:		
MS-DO-6.1	If other, please describe:	
Facility Response:		
MS-DO-7	Which of the following topics are part of the communication and training for senior management? (SELECT all that apply with a "X")	
MS-DO-7-1	Recruitment and hiring	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		

MS-DO-7-2	Termination and retrenchment	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-7-3	Facility workplace rules	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-7-4	Child labor and young workers	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-7-5	Prohibition of forced labor	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-7-6	Anti-harassment and abuse	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-7-7	Anti-discrimination	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-7-8	Specifically for senior managers responsible for promotion: no on-bias in promotion of pregnant and married workers	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-7-9	Working Hours	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-7-10	Wages and Benefits	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-7-11	Discipline	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-7-12	Freedom of association and collective bargaining	X
Facility Response: X		
Verification Selection: Accurate		

Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-7-1 3	Grievance systems	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-7-1 4	Worker Feedback	
Facility Response:		
MS-DO-7-1 5	Health and safety	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-7-1 6	Migrant workers	
Facility Response:		
MS-DO-7-1 7	Homeworkers	
Facility Response:		
MS-DO-7-1 8	Suppliers/subcontractors	
Facility Response:		
MS-DO-7-1 9	Raw materials sourcing	
Facility Response:		
MS-DO-7-2 0	Bribery and anti-corruption	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-7-2 1	Other	
Facility Response:		
MS-DO-7-1	If other, please describe:	
Facility Response:		
MS-DO-8	How does the facility provide communication and training to individuals responsible for implementation? (SELECT all that apply with a "X")	
MS-DO-8-1	Verbal communication	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-8-2	Written communication (i.e. copy of Standard Operating Procedures or "SOPs")	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-8-3	Training - new workers receive onboarding trainings in-person (i.e. classroom trainings)	X
Facility Response: X		
Verification Selection: Accurate		



Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-8-4	Training - existing workers receive on-going trainings in-person (i.e. classroom trainings)	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-8-5	The facility does not provide communication and training to individuals responsible for implementation	
Facility Response:		
MS-DO-8-6	Other	
Facility Response:		
MS-DO-8.1	If other, please describe:	
Facility Response:		
MS-DO-9	Which of the following topics are part of the communication and training for individuals responsible for implementation? (SELECT all that apply with a "X")	
MS-DO-9-1	Recruitment and hiring	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-9-2	Specifically for managers responsible for hiring: non-bias in recruitment of pregnant and married workers	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-9-3	Termination and retrenchment	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-9-4	Facility workplace rules	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-9-5	Child labor and young workers	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-9-6	Prohibition of forced labor	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-9-7	Anti-harassment and abuse	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-9-8	Anti-discrimination	X
Facility Response: X		
Verification Selection: Accurate		

Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-9-9	Working Hours	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-9-10	Wages and Benefits	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-9-11	Discipline	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-9-12	Freedom of association and collective bargaining	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-9-13	Grievance systems	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-9-14	Worker Feedback	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-9-15	Health and safety	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-9.1	Please provide a list of all trainings offered to workers responsible for implementation of health and safety in the facility	PPE, Chemical handling, Health & Safety Training, Risk Assessment Training, General Awareness
Facility Response: PPE, Chemical handling, Health & Safety Training, Risk Assessment Training, General Awareness		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
MS-DO-9-16	Migrant workers	
Facility Response:		
MS-DO-9-17	Homeworkers	
Facility Response:		
MS-DO-9-18	Suppliers/subcontractors	X
Facility Response: X		

Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-9-19	Raw materials sourcing	
Facility Response:		
MS-DO-9-20	Bribery and anti-corruption	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-9-21	Other	
Facility Response:		
MS-DO-9.2	If other, please describe:	
Facility Response:		
MS-DO-10	How does the facility provide communication and training to NEW production workers? (SELECT all that apply with a "X")	
MS-DO-10-1	Verbal communication	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-10-2	Written communication (i.e. new workers might receive a worker handbook and/or information that is included in their employment contract)	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-10-3	Posted communication (i.e. display postings around the facility)	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-10-4	Multi-media communication (i.e. new workers watch a video, online learning, etc.)	
Facility Response:		
MS-DO-10-5	Training - new workers receive onboarding trainings in-person (i.e. classroom trainings, trainings at their work station etc.)	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-10-6	Communication and training is provided in a language understood by workers	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-10-7	Other	
Facility Response:		
MS-DO-10.1	If other, please describe:	
Facility Response:		

MS-DO-11	Which of the following topics are part of the communication and training to NEW production workers? (SELECT all that apply with a "X")	
MS-DO-11-1	Recruitment and hiring	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-11-2	Termination and retrenchment	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-11-3	Facility workplace rules	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-11-4	Child labor and young workers	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-11-5	Prohibition of forced labor	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-11-6	Anti-harassment and abuse	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-11-7	Anti-discrimination	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-11-8	Working Hours	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-11-9	Wages and Benefits	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-11-10	Discipline	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		

MS-DO-11-1 1	Freedom of association and collective bargaining	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-11-1 2	Grievance systems	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-11-1 3	Worker Feedback	
Facility Response:		
MS-DO-11-1 4	Health and safety	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-11.1	Please provide a list of all health and safety trainings offered to NEW production workers in the facility	New Workers Orientation
Facility Response: New Workers Orientation		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
MS-DO-11-1 5	Migrant workers	
Facility Response:		
MS-DO-11-1 6	Homeworkers	
Facility Response:		
MS-DO-11-1 7	Suppliers/subcontractors	
Facility Response:		
MS-DO-11-1 8	Bribery and anti-corruption	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-11-1 9	Other	
Facility Response:		
MS-DO-11.2	If other, please describe:	
Facility Response:		
MS-DO-12	How does the facility provide on-going communication and training to EXISTING production workers? (SELECT all that apply with a "X")	
MS-DO-12-1	Verbal communication	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-12-2	Written communication (i.e. current workers might received written notification regarding changes to company handbooks)	

Facility Response:		
MS-DO-12-3	Posted communication (i.e. display postings around the facility)	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-12-4	Multi-media communication (i.e. workers watch a video, online learning, etc.)	
Facility Response:		
MS-DO-12-5	Training - existing workers receive on-going trainings in-person (i.e. classroom trainings, trainings at their work station etc.)	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-12-6	Communication and training is provided in a language understood by workers	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-12-7	Other	
Facility Response:		
MS-DO-12.1	If other, please describe:	
Facility Response:		
MS-DO-13	Which of the following topics are part of the on-going communication and training to EXISTING production workers? (SELECT all that apply with a "X")	
MS-DO-13-1	Recruitment and hiring	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-13-2	Termination and retrenchment	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-13-3	Facility workplace rules	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-13-4	Child labor and young workers	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-13-5	Prohibition of forced labor	X
Facility Response: X		
Verification Selection: Accurate		

Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-13-6	Anti-harassment and abuse	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-13-7	Anti-discrimination	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-13-8	Working Hours	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-13-9	Wages and Benefits	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-13-10	Discipline	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-13-11	Freedom of association and collective bargaining	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-13-12	Grievance systems	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-13-13	Worker Feedback	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-13-14	Health and safety	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-13.1	Please provide a list of all health and safety trainings offered to EXISTING production workers in the facility	Health & Safety, Risk Assessment, PPE,
Facility Response: Health & Safety, Risk Assessment, PPE,		

Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
MS-DO-13-1 5	Migrant workers	
Facility Response:		
MS-DO-13-1 6	Homeworkers	
Facility Response:		
MS-DO-13-1 7	Suppliers/subcontractors	
Facility Response:		
MS-DO-13-1 8	Bribery and anti-corruption	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-13-1 9	Other	
Facility Response:		
MS-DO-13.2	If other, please describe:	
Facility Response:		
MS-DO-14	How does the facility provide communication and training to security guards? (SELECT all that apply with a "X")	
MS-DO-14-1	Verbal communication	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-14-2	Written communication (i.e. new workers might receive a worker handbook and/or information that is included in their employment contract)	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-14-3	Posted communication (i.e. display postings around the facility)	
Facility Response:		
MS-DO-14-4	Multi-media communication (i.e. new workers watch a video, online learning, etc.)	
Facility Response:		
MS-DO-14-5	Training - new workers receive onboarding trainings in-person (i.e. classroom trainings, trainings at their work station etc.)	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-14-6	Training - existing workers receive on-going trainings in-person (i.e. classroom trainings, trainings at their work station etc.)	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-14-7	Other	



Facility Response:		
MS-DO-14.1	If other, please describe:	
Facility Response:		
MS-DO-15	Which of the following topics are part of the communication and training to security guards? (SELECT all that apply with a "X")	
MS-DO-15-1	Prohibition of forced labor	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-15-2	Anti-harassment and abuse	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-15-3	Anti-discrimination	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-15-4	Bribery and anti-corruption	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-DO-15-5	Other	
Facility Response:		
MS-DO-15.1	If other, please describe:	
Facility Response:		
MS-DO-16	How does the facility provide communication and training to suppliers/subcontractors? (SELECT all that apply with a "X")	
MS-DO-16-1	Verbal communication	
Facility Response:		
MS-DO-16-2	Written communication (i.e. supply contracts might include reference to social and labor practices)	
Facility Response:		
MS-DO-16-3	Multi-media communication (i.e. video, online learning, etc.)	
Facility Response:		
MS-DO-16-4	Training - new subcontractors/suppliers receive onboarding trainings in-person (i.e. classroom trainings etc.)	
Facility Response:		
MS-DO-16-5	Training - existing subcontractors/suppliers receive on-going trainings in-person (i.e. classroom trainings etc.)	
Facility Response:		
MS-DO-16-6	Other	
Facility Response:		
MS-DO-16.1	If other, please describe:	
Facility Response:		

MS-DO-17	Which of the following topics are part of the communication and training to suppliers/subcontractors? (SELECT all that apply with a "X")	
MS-DO-17-1	Child labor and young workers	
Facility Response:		
MS-DO-17-2	Prohibition of forced labor	
Facility Response:		
MS-DO-17-3	Anti-harassment and abuse	
Facility Response:		
MS-DO-17-4	Anti-discrimination	
Facility Response:		
MS-DO-17-5	Working Hours	
Facility Response:		
MS-DO-17-6	Wages and Benefits	
Facility Response:		
MS-DO-17-7	Discipline	
Facility Response:		
MS-DO-17-8	Freedom of association and collective bargaining	
Facility Response:		
MS-DO-17-9	Grievance systems	
Facility Response:		
MS-DO-17-10	Worker Feedback	
Facility Response:		
MS-DO-17-11	Health and safety	
Facility Response:		
MS-DO-17-12	Migrant workers	
Facility Response:		
MS-DO-17-13	Homeworkers	
Facility Response:		
MS-DO-17-14	Supplier/subcontractor due diligence requirements	
Facility Response:		
MS-DO-17-15	Raw materials sourcing due diligence requirements	
Facility Response:		
MS-DO-17-16	Bribery and anti-corruption	
Facility Response:		
MS-DO-17-17	Other	
Facility Response:		
MS-DO-17.1	If other, please describe:	
Facility Response:		
<b>Check</b>		
<b>Monitoring</b>		

MS-CHE-1	Does the facility conduct regular reviews and/or assessments of social and labor practices? (SELECT all that apply with a "X")	
MS-CHE-1-1	Facility conducts regular internal reviews and/or assessments of all social and labor policies and procedures that the facility has implemented	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-CHE-1-2	Facility conducts regular reviews and/or assessments of social and labor practices within their supply chain, i.e. of suppliers and subcontractors, including raw materials suppliers	
Facility Response:		
MS-CHE-1-3	Facility keeps records of these assessments and any violations that were uncovered	
Facility Response:		
MS-CHE-1-4	Results are reported to senior management	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-CHE-1-5	Facility does not perform regular reviews and/or assessments on social and labor practices within the facility and/or within their supply chain	
Facility Response:		
<b>Self Assessment</b>		
MS-CHE-2	Does the facility have a system for reviewing policies and procedures (written or informal) for changes/updates to existing requirements (legal or other)? (SELECT all that apply with a "X")	
MS-CHE-2-1	Government websites	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-CHE-2-2	Government offices /communications	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-CHE-2-3	Consultants	
Facility Response:		
MS-CHE-2-4	Internet	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-CHE-2-5	Customer briefing	
Facility Response:		
MS-CHE-2-6	Health and safety executive	X
Facility Response: X		
Verification Selection: Accurate		

Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-CHE-2-7	Corporate Social Responsibility or "CSR" team established in facility	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-CHE-2-8	Management team briefs the workforce	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-CHE-2-9	Appointed worker / team	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-CHE-2-10	Magazine subscription(s)	
Facility Response:		
MS-CHE-2-11	Industry body briefings	
Facility Response:		
MS-CHE-2-12	Other	
Facility Response:		
MS-CHE-21	If other, please describe:	
Facility Response:		
MS-CHE-2-13	Facility does not use any methods and is not aware of changes/updates	
Facility Response:		
MS-CHE-3	Does the facility review/update policies and procedures (written or informal)? (SELECT all that apply with a "X")	
MS-CHE-3-1	Recruitment and hiring	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-CHE-3.1	Please describe how often (or when) the policies and procedures are reviewed/updated:	Bi Anually & immediate as per requirements
Facility Response: Bi Anually & immediate as per requirements		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
MS-CHE-3-2	Termination and retrenchment	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-CHE-3.2	Please describe how often (or when) the policies and procedures are reviewed/updated:	Bi Anually & immediate as per requirements
Facility Response: Bi Anually & immediate as per requirements		
Verification Selection: Accurate		

Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
MS-CHE-3-3	Facility workplace rules	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-CHE-3.3	Please describe how often (or when) the policies and procedures are reviewed/updated:	Bi Anually & immidiate as per requirements
Facility Response: Bi Anually & immidiate as per requirements		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
MS-CHE-3-4	Child labor and young workers	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-CHE-3.4	Please describe how often (or when) the policies and procedures are reviewed/updated:	Bi Anually & immidiate as per requirements
Facility Response: Bi Anually & immidiate as per requirements		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
MS-CHE-3-5	Prohibition of forced labor	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-CHE-3.5	Please describe how often (or when) the policies and procedures are reviewed/updated:	Bi Anually & immidiate as per requirements
Facility Response: Bi Anually & immidiate as per requirements		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
MS-CHE-3-6	Anti-harassment and abuse	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-CHE-3.6	Please describe how often (or when) the policies and procedures are reviewed/updated:	Bi Anually & immidiate as per requirements
Facility Response: Bi Anually & immidiate as per requirements		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
MS-CHE-3-7	Anti-discrimination	X
Facility Response: X		
Verification Selection: Accurate		

Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-CHE-3.7	Please describe how often (or when) the policies and procedures are reviewed/updated:	Bi Anually & immidiate as per requirements
Facility Response: Bi Anually & immidiate as per requirements		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
MS-CHE-3-8	Working Hours	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-CHE-3.8	Please describe how often (or when) the policies and procedures are reviewed/updated:	Bi Anually & immidiate as per requirements
Facility Response: Bi Anually & immidiate as per requirements		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
MS-CHE-3-9	Wages and Benefits	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-CHE-3.9	Please describe how often (or when) the policies and procedures are reviewed/updated:	Bi Anually & immidiate as per requirements
Facility Response: Bi Anually & immidiate as per requirements		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
MS-CHE-3-10	Discipline	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-CHE-3.10	Please describe how often (or when) the policies and procedures are reviewed/updated:	Bi Anually & immidiate as per requirements
Facility Response: Bi Anually & immidiate as per requirements		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
MS-CHE-3-11	Freedom of association and collective bargaining	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-CHE-3.11	Please describe how often (or when) the policies and procedures are reviewed/updated:	Bi Anually & immidiate as per requirements
Facility Response: Bi Anually & immidiate as per requirements		
Verification Selection: Accurate		

Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
MS-CHE-3-12	Grievance systems	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-CHE-3-12	Please describe how often (or when) the policies and procedures are reviewed/updated:	Bi Anually & immidiate as per requirements
Facility Response: Bi Anually & immidiate as per requirements		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
MS-CHE-3-13	Worker Feedback	
Facility Response:		
MS-CHE-3-13	Please describe how often (or when) the policies and procedures are reviewed/updated:	
Facility Response:		
MS-CHE-3-14	Health and safety	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-CHE-3-14	Please describe how often (or when) the policies and procedures are reviewed/updated:	Bi Anually & immidiate as per requirements
Facility Response: Bi Anually & immidiate as per requirements		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
MS-CHE-3-15	Foreign migrant workers	
Facility Response:		
MS-CHE-3-15	Please describe how often (or when) the policies and procedures are reviewed/updated:	
Facility Response:		
MS-CHE-3-16	Domestic migrant workers	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-CHE-3-16	Please describe how often (or when) the policies and procedures are reviewed/updated:	Bi Anually & immidiate as per requirements
Facility Response: Bi Anually & immidiate as per requirements		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
MS-CHE-3-17	Homeworkers	
Facility Response:		
MS-CHE-3-17	Please describe how often (or when) the policies and procedures are reviewed/updated:	

Facility Response:		
MS-CHE-3-18	Suppliers/subcontractors	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-CHE-3-18	Please describe how often (or when) the policies and procedures are reviewed/updated:	Bi Anually & immidiate as per requirements
Facility Response: Bi Anually & immidiate as per requirements		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
MS-CHE-3-19	Raw materials sourcing	
Facility Response:		
MS-CHE-3-19	Please describe how often (or when) the policies and procedures are reviewed/updated:	
Facility Response:		
MS-CHE-3-20	Bribery and anti-corruption	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-CHE-3-20	Please describe how often (or when) the policies and procedures are reviewed/updated:	Bi Anually & immidiate as per requirements
Facility Response: Bi Anually & immidiate as per requirements		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
MS-CHE-3-21	Other	
Facility Response:		
MS-CHE-3-21	If other, please describe:	
Facility Response:		
MS-CHE-3-22	Facility does not review/update policies and procedures (written or informal)	
Facility Response:		
<b>Act</b>		
<b>Continuous Improvement</b>		
MS-ACT-1	Does the facility create improvement plans based on social and labor practices? (SELECT all that apply with a "X")	
MS-ACT-1-1	Plans are created based on issues uncovered through monitoring and evaluation	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-ACT-1-2	Plans include root cause analysis (RCA)	
Facility Response:		
MS-ACT-1-3	Plans include grievances and suggestions raised by workers	
Facility Response:		
MS-ACT-1-4	Plans are completed and the related issues resolved	X



Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-ACT-1-5	Written records are maintained	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-ACT-1-6	Other	
Facility Response:		
MS-ACT-1.1	If other, please describe:	
Facility Response:		
MS-ACT-1-7	The facility does not create improvement plans	
Facility Response:		
MS-ACT-2	Does the facility communicate improvement plans to interested stakeholders? (SELECT all that apply with a "X")	
MS-ACT-2-1	Senior management	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-ACT-2-2	Workers	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
MS-ACT-2-3	Customers	
Facility Response:		
MS-ACT-2-4	Other	
Facility Response:		
MS-ACT-21	If other, please describe:	
Facility Response:		
<b>Facility Comments</b>		
MS-FAC-1	Please describe any concerns or difficulties with questions listed in this section:	Null
Facility Response: Null		
Verification Selection: Verification not required		
Corrected Response:		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		

## ABOVE & BEYOND

Number	Question	Final Verified Response
--------	----------	-------------------------

### Section Instructions

### Section Instructions

	<p>Section Description: The purpose of the "Above and Beyond" section is to gather information on facility practices that go above and beyond social responsibility industry standards, are not required by national or international law, and that seek to elevate workplace well-being and community impact. Topics within this section include:</p> <ul style="list-style-type: none"> <li>• Workplace Well-being</li> <li>• Community Impact</li> </ul>	
--	---	--

## Workplace Well-Being

### Sub-Section Instructions

The International Labour Organization (ILO) defines "Workplace Well-being" as relating "to all aspects of working life, from the quality and safety of the physical environment, to how workers feel about their work, their working environment, the climate at work and work organization. The aim of measures for workplace well-being is to complement OSH measures to make sure workers are safe, healthy, satisfied and engaged at work." The sub-section below seeks to understand what type of above and beyond practices are taking place to promote workplace well-being "within the facility walls".

### Developmental Programs

AB-WOR-1 Are all workers offered any of the following types of developmental programs by the facility? (SELECT all that apply with a "X"):

AB-WOR-1-1 Health Education

Facility Response:

AB-WOR-1.1 Please describe:

Facility Response:

AB-WOR-1-2 Gender Equality

X

Facility Response: X

Verification Selection: Accurate

Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.

AB-WOR-1.2 Please describe:

By Classroom Awareness / Training program

Facility Response: By Classroom Awareness / Training program

Verification Selection: Accurate

Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.

Validation Method: BW Advisory

AB-WOR-1-3 Gender Empowerment

X

Facility Response: X

Verification Selection: Accurate

Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.

AB-WOR-1.3 Please describe:

By Classroom Awareness / Training program, promoted as line leader and supervisor

Facility Response: By Classroom Awareness / Training program, promoted as line leader and supervisor

Verification Selection: Accurate

Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.

Validation Method: BW Advisory

AB-WOR-1-4 Career Development

X

Facility Response: X

Verification Selection: Accurate

Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.

AB-WOR-1.4 Please describe:

By Classroom Awareness / Training program, promoted as line leader and supervisor

Facility Response: By Classroom Awareness / Training program, promoted as line leader and supervisor

Verification Selection: Accurate

Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.

Validation Method: BW Advisory

AB-WOR-1-5 Other

Facility Response:		
AB-WOR-1-5	If other, please describe:	
Facility Response:		
AB-WOR-1-6	None of the above	
Facility Response:		
AB-WOR-2	Are all workers offered any of the following programs by the facility to promote health? (SELECT all that apply with a "X"):	
AB-WOR-2-1	Nutrition	
Facility Response:		
AB-WOR-2.1	Please describe:	
Facility Response:		
AB-WOR-2-2	Exercise	
Facility Response:		
AB-WOR-2-2	Please describe:	
Facility Response:		
AB-WOR-2-3	Drug and Alcohol Abuse	
Facility Response:		
AB-WOR-2-3	Please describe:	
Facility Response:		
AB-WOR-2-4	Smoking	
Facility Response:		
AB-WOR-2-4	Please describe:	
Facility Response:		
AB-WOR-2-5	Sexual Health	
Facility Response:		
AB-WOR-2-5	Please describe:	
Facility Response:		
AB-WOR-2-6	Pre- and post-natal	
Facility Response:		
AB-WOR-2-6	Please describe:	
Facility Response:		
AB-WOR-2-7	Mental Well-being	
Facility Response:		
AB-WOR-2-7	Please describe:	
Facility Response:		
AB-WOR-2-8	Access to clean drinking water	
Facility Response:		
AB-WOR-2-8	Please describe:	
Facility Response:		
AB-WOR-2-9	Other	
Facility Response:		

AB-WOR-2-9	If other, please describe:	
Facility Response:		
AB-WOR-2-10	None of the above	
Facility Response:		
<b>Market Access</b>		
AB-WOR-3	Are all workers offered any of the following types of market access programs by the facility? (SELECT all that apply with a "X"):	
AB-WOR-3-1	Financial Literacy Programs	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
AB-WOR-3.1	Please describe:	By Classroom Awareness / Training program (Planning & personal finance)
Facility Response: By Classroom Awareness / Training program (Planning & personal finance)		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
AB-WOR-3-2	Digital Payment Assistance	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
AB-WOR-3.2	Please describe:	By Classroom Awareness / Training program
Facility Response: By Classroom Awareness / Training program		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
AB-WOR-3-3	Home Financing Program	
Facility Response:		
AB-WOR-3.3	Please describe:	
Facility Response:		
AB-WOR-3-4	Other	
Facility Response:		
AB-WOR-3.4	If other, please describe:	
Facility Response:		
AB-WOR-3-5	None of the above	
Facility Response:		
<b>Economic Empowerment Programs</b>		
AB-WOR-4	Did the facility participate in any type of economic empowerment programs that collect facility contributions into a separate account (or fund) that can be used for worker well-being? (SELECT all that apply with a "X"):	
AB-WOR-4-1	Facility's own program	
Facility Response:		
AB-WOR-4.1	Please describe:	

Facility Response:		
AB-WOR-4-2	External program	
Facility Response:		
AB-WOR-4-2	Please describe:	
Facility Response:		
AB-WOR-4-3	Other	
Facility Response:		
AB-WOR-4-3	If other, please describe:	
Facility Response:		
AB-WOR-4-4	None of the above	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
<b>Wage Aspirations</b>		
AB-WOR-5	Did the facility actively seek to provide (or attain) any of the following types of wage aspirations for workers? (SELECT all that apply with a "X"):	
AB-WOR-5-1	"Living Wage"	
Facility Response:		
AB-WOR-5-1	Please describe:	
Facility Response:		
AB-WOR-5-2	"Prevailing Wage"	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
AB-WOR-5-2	Please describe:	By Wage management System project Awareness and training program
Facility Response: By Wage management System project Awareness and training program		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
AB-WOR-5-3	System to secure that annual wage increase (excluding OT-hours) is at or above the inflation rate	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
AB-WOR-5-4	Skill Matrix - including all worker skill levels	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
AB-WOR-5-3	Please describe:	By Wage management System project Awareness and training program
Facility Response: By Wage management System project Awareness and training program		
Verification Selection: Accurate		

Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
AB-WOR-5-5	Other	
Facility Response:		
AB-WOR-5-4	If other, please describe:	
Facility Response:		
AB-WOR-5-6	None of the above	
Facility Response:		
<b>HS Recognition</b>		
AB-WOR-6	Has the facility received recognition (award) from a PUBLICLY KNOWN institution for their achievement on Health and Safety?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
AB-WOR-6-1	If yes, please describe:	
Facility Response:		
<b>Other</b>		
AB-WOR-7	Has the facility implemented any other projects that have sought to improve social well-being of workers in the facility that they would like to share?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
AB-WOR-7.1	If yes, please describe:	Provide free Menstrual Cup to all female workers, Distribute Iron and folic acid tablet to female workers for increase immunity, Provide scholarship program for workers children, Health / treatment benefit to workers and their family members, collaborate with BKMEA,
Facility Response: Provide free Menstrual Cup to all female workers, Distribute Iron and folic acid tablet to female workers for increase immunity, Provide scholarship program for workers children, Health / treatment benefit to workers and their family members, collaborate with BKMEA,		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
<b>Community Impact</b>		
<b>Sub-Section Instructions</b>		
	The sub-section below seeks to understand what type of above and beyond practices are taking place to promote positive community impact "outside the facility walls".	
<b>Supplier Engagement</b>		
AB-COM-1	Does the facility offer female workers in the supply chain (i.e. female workers at suppliers/subcontractors to the facility) any of the following types of professional developmental opportunities? (SELECT all that apply with a "X"):	
AB-COM-1-1	Professional Training	
Facility Response:		
AB-COM-1.1	Please describe:	
Facility Response:		
AB-COM-1-2	Mentoring/ sponsorship program	
Facility Response:		

AB-COM-12	Please describe:	
Facility Response:		
AB-COM-1-3	Educational opportunities	
Facility Response:		
AB-COM-13	Please describe:	
Facility Response:		
AB-COM-1-4	Other	
Facility Response:		
AB-COM-1-4	If other, please describe:	
Facility Response:		
AB-COM-1-5	None of the above	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
<b>Community Service</b>		
AB-COM-2	Did the facility participate in any of the following activities related to community service? (SELECT all that apply with an "X":)	
AB-COM-2-1	The facility sponsored (paid for and/or organized) a community service event	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
AB-COM-21	Please describe:	Donation
Facility Response: Donation		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
AB-COM-2-2	Workers were encouraged to voluntarily engage in community service	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
AB-COM-2-2	Please describe:	Tree Plantation, Road repair.
Facility Response: Tree Plantation, Road repair.		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
AB-COM-2-3	Workers were permitted certain hours to voluntarily engage in community service during working hours and were not penalized for the hours served	
Facility Response:		
AB-COM-2-3	Please describe:	
Facility Response:		
AB-COM-2-4	Blood Donation Programs	X
Facility Response: X		
Verification Selection: Accurate		

Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
AB-COM-2-4	Please describe:	Collect Blood group data from workers & help to find out blood donor when need.
Facility Response: Collect Blood group data from workers & help to find out blood donor when need.		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
AB-COM-2-5	Gender equality and empowerment programs	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
AB-COM-2-5	Please describe:	By We Women project & Oporajeeta Project, We are planning to develop women cariar progress.
Facility Response: By We Women project & Oporajeeta Project, We are planning to develop women cariar progress.		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
AB-COM-2-6	Other	
Facility Response:		
AB-COM-2-6	If other, please describe:	
Facility Response:		
AB-COM-2-7	None of the above	
Facility Response:		
<b>Charitable Contributions</b>		
AB-COM-3	Did the facility participate in any of the following activities related to charitable contributions? (SELECT all that apply with an "X":)	
AB-COM-3-1	The facility made regular donations to charitable (non-profit/non-governmental) organizations or projects	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
AB-COM-3.1	Please describe:	Regular Donation to Mosque, Madrasha, Third/ Lower gender, energy Efeciciency light donation to school.
Facility Response: Regular Donation to Mosque, Madrasha, Third/ Lower gender, energy Efeciciency light donation to school.		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
AB-COM-3-2	Facility conducted a needs analysis of charitable programs to address the critical needs in the community	
Facility Response:		
AB-COM-3-2	Please describe:	
Facility Response:		
AB-COM-3-3	Other	
Facility Response:		
AB-COM-3-3	If other, please describe:	



Facility Response:		
AB-COM-3-4	None of the above	
Facility Response:		
<b>Community Investment</b>		
AB-COM-4	Did the facility participate in any of the following activities related to community investment? (SELECT all that apply with a "X":)	
AB-COM-4-1	The facility drafted (or maintained an existing) strategy/policy for community investment that includes assessment of root causes of social issues in community related to its workforce	
Facility Response:		
AB-COM-4-1	Please describe:	
Facility Response:		
AB-COM-4-2	Facility workers and local civil society groups were engaged in identifying, implementing, and evaluating community investment initiatives	
Facility Response:		
AB-COM-4-2	Please describe:	
Facility Response:		
AB-COM-4-3	The facility was involved directly or through partnerships in efforts on the ground that address root causes of social issues in the local community	
Facility Response:		
AB-COM-4-3	Please describe:	
Facility Response:		
AB-COM-4-4	Other	
Facility Response:		
AB-COM-4-4	If other, please describe:	
Facility Response:		
AB-COM-4-5	None of the above	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
<b>External Engagement &amp; Collaboration</b>		
AB-COM-5	Did the facility participate in any of the following activities related to engagement with external organizations and other facilities? (SELECT all that apply with a "X":)	
AB-COM-5-1	Facility collaborates with other facilities on the development of shared/joint training efforts	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
AB-COM-5-1	Please describe some of these training efforts:	Fire & First aider Training with Stakeholder.
Facility Response: Fire & First aider Training with Stakeholder.		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		

AB-COM-5-2	Facility participates in multi-stakeholder or industry forums to develop full understanding of risks and challenges in the value chain	
Facility Response:		
AB-COM-5-2	Please describe the forums the facility is participating in, and in what capacity (passive vs. active, voting, chair, etc.)	
Facility Response:		
AB-COM-5-3	Facility engages with key locally impacted stakeholders to improve social and labor conditions in the value chain	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
AB-COM-5-3	Please describe by providing the stakeholder names and the nature and frequency of the dialogue:	BSCI program
Facility Response: BSCI program		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
AB-COM-5-4	Facility engages with key regional / international stakeholders to improve social and labor conditions in the value chain	
Facility Response:		
AB-COM-5-4	Please describe by providing the stakeholder names and the nature and frequency of the dialogue:	
Facility Response:		
AB-COM-5-5	Facility engages (either directly or via industrial trade association or tripartite initiatives) with local & district level Trade Unions to proactively address issues of concern to the industry	
Facility Response:		
AB-COM-5-6	Other	
Facility Response:		
AB-COM-5-5	If other, please describe:	
Facility Response:		
AB-COM-5-7	None of the above	
Facility Response:		
AB-COM-6	If the facility engaged (either directly or via industrial trade association or tripartite initiatives) with local & district level trade unions to proactively address issues of concern to the industry, how was the facility involved? (SELECT all that apply with a "X":)	
AB-COM-6-1	Facility actively participates in the initiative	
Facility Response:		
AB-COM-6-1	Please describe:	
Facility Response:		
AB-COM-6-2	Facility actively leads the initiative	
Facility Response:		
AB-COM-6-2	Please describe:	
Facility Response:		
AB-COM-6-3	Facility has been actively engaged with the initiative over the past 3 years	
Facility Response:		
AB-COM-6-3	Please describe:	

Facility Response:		
AB-COM-6-4	Other	
Facility Response:		
AB-COM-6-4	If other, please describe:	
Facility Response:		
AB-COM-6-5	None of the above	
Facility Response:		
<b>Goals / Targets</b>		
AB-COM-7	Has the facility set specific goals/targets for improvement on social issues in local communities and tracked the progress against those goals/targets?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
AB-COM-7.1	If yes, please describe:	
Facility Response:		
<b>Sourcing Practices</b>		
AB-COM-8	Has the facility encouraged sourcing practices that resulted in the facility sourcing from Small and Medium Enterprises and manufacturers that are owned by underrepresented minorities/protected groups, including women-owned businesses?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
AB-COM-8.1	If yes, please describe:	
Facility Response:		
<b>Land Grabbing</b>		
AB-COM-9	Does the facility have a formalized process of reviewing documentation of the land rights for the property they are renting/leasing by a person who is qualified to do so?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
AB-COM-9.1	If yes, please describe:	
Facility Response:		
AB-COM-10	Does the facility engage proactively with relevant stakeholders before an investment is made in a new land?	Not Applicable
Facility Response: Not Applicable		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
AB-COM-10.1	If yes, please describe:	
Facility Response:		
<b>Public Disclosure &amp; Transparency</b>		
AB-COM-11	Does the facility communicate publicly on social and labor performance?	Yes

Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
AB-COM-12	Did the facility communication include any of the following? (SELECT all that apply with a "X"):	
AB-COM-12-1	Engagement with NGOs and other external stakeholders	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
AB-COM-12-2	Social/labor policies and procedures	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
AB-COM-12-3	Results of social compliance monitoring	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
AB-COM-12-4	Issues identified, actions taken, and results achieved in response to results of social compliance monitoring	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
AB-COM-12-5	Indirect supplier list	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
AB-COM-12-6	Facility/company/group reporting externally on progress against social compliance goals and objectives per Global Reporting Initiative (GRI) requirements	
Facility Response:		
AB-COM-12-7	None of the above	
Facility Response:		
AB-COM-13	Does the facility publish a report (at least every 2 years) regarding its own progress towards social compliance goals and objectives set by the facility?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
<b>Other</b>		
AB-COM-14	Has the facility implemented any other community impact projects that improve the social well being of workers and their families that they would like to share?	No
Facility Response: No		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		

Validation Method: BW Advisory		
AB-COM-1 4.1	If yes, please describe:	
Facility Response:		
<b>Facility Comments</b>		
AB-FAC-1	Please describe any concerns or difficulties with questions listed in this section:	Null
Facility Response: Null		
Verification Selection: Verification not required		
Corrected Response:		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Validation Method: BW Advisory		
<b>VERIFICATION/ASSESSMENT DETAILS</b>		
<b>Number</b>	<b>Question</b>	<b>Final Verified Response</b>
<b>Verification/Assessment Details</b>		
<b>Validation Method</b>		
VD-VERI-1	How was this assessment validated?	BW Compliance Assessment
Facility Response: BW Compliance Assessment		
<b>Verification/Assessment Dates</b>		
VD-VERI-2	Verification/Assessment Start Date (YYYY-MM-DD):	2024-01-22
Facility Response: 2024-01-22		
VD-VERI-3	Verification/Assessment End Date (YYYY-MM-DD):	2024-01-23
Facility Response: 2024-01-23		
<b>Verification/Assessment Duration</b>		
VD-VERI-4	Verification/Assessment Duration:	4 Person Days
Facility Response: 4 Person Days		
VD-VERI-4.1	If "More than 10 Days", please describe:	
Facility Response:		
VD-VERI-5	Did the verification/assessment take place over consecutive days?	Yes
Facility Response: Yes		
VD-VERI-6	If no, please describe which days Verifier(s)/Assessor(s) were on site and why the verification did not take place over consecutive days:	
Facility Response:		
<b>Verification/Assessment Window</b>		
VD-VERI-7	Verification/Assessment Window:	Unannounced
Facility Response: Unannounced		
<b>Verifier/Assessor Information</b>		
VD-VERI-8	Verifier Body Type:	3rd Party (Service Provider)
Facility Response: 3rd Party (Service Provider)		
VD-VERI-9	Verifier Body Name/ Country Programme:	Better Work is not a Verifier Body. Better Work has conducted an assessment, not a verification. Refer to VD-VER-22. N/A - Better Work Bangladesh (not a Verifier Body)
Facility Response: Better Work is not a Verifier Body. Better Work has conducted an assessment, not a verification. Refer to VD-VER-22. N/A - Better Work Bangladesh (not a Verifier Body)		
VD-VERI-10	Verifier Name(s) (First and Last Name)/ Assessor ID(s):	Better Work is not a Verifier Body. Better Work has conducted an assessment, not a verification. Refer to VD-VER-22. DAC-53-UB-81 Enterprise Advisor, DAC-53-SJ-81 Enterprise Advisor
Facility Response: Better Work is not a Verifier Body. Better Work has conducted an assessment, not a verification. Refer to VD-VER-22. DAC-53-UB-81 Enterprise Advisor, DAC-53-SJ-81 Enterprise Advisor		
<b>APSCA ID</b>		
VD-VERI-11	Verifier(s) APSCA ID(s)	Not Applicable
Facility Response: Not Applicable		
<b>Verification/Assessment Participants</b>		

VD-VERI-12	Were any interpreters present during verification/assessment?	No
Facility Response: No		
VD-VERI-13	Identification details (First and Last Name and Organization) of all parties present for verification/assessment activity:	Better Work is not a Verifier Body. Better Work has conducted an assessment, not a verification. Refer to VD-VER-22. N/A
Facility Response: Better Work is not a Verifier Body. Better Work has conducted an assessment, not a verification. Refer to VD-VER-22. N/A		
<b>Exception Requests</b>		
VD-VERI-14	Were any exception requests granted by the Verification Oversight Organization for this verification?	No
Facility Response: No		
VD-VERI-15	If yes, please describe:	
Facility Response:		
<b>Worker Interviews</b>		
VD-VERI-16	What is the total number of worker interviews conducted?	40
Facility Response: 40		
VD-VERI-17	Provide details about number and type of workers interviewed:	Better Work is not a Verifier Body. Better Work has conducted an assessment, not a verification. Refer to VD-VER-22. Total number of workers interviewed: Total 40, male- 17, female- 23. Individual interviews: total 22, male- 10, female- 12. Group interviews (Fire Fighter, First aider, Safety Committee and Trade Union): 18 workers, male- 07, female- 11. Workers were selected by assessors from the Cutting, Sewing, Finishing, Dyeing, Knitting, Printing, Security, and Maintenance sections for interview. Interview locations: Production floors, canteen, and meeting room. Interview process: Interviews were conducted without the presence of management and using open-ended questions. Selection process: Randomly selected by the assessors based on the factory tour, payroll, time records, and personnel files covering most of the sections.
Facility Response: Better Work is not a Verifier Body. Better Work has conducted an assessment, not a verification. Refer to VD-VER-22. Total number of workers interviewed: Total 40, male- 17, female- 23. Individual interviews: total 22, male- 10, female- 12. Group interviews (Fire Fighter, First aider, Safety Committee and Trade Union): 18 workers, male- 07, female- 11. Workers were selected by assessors from the Cutting, Sewing, Finishing, Dyeing, Knitting, Printing, Security, and Maintenance sections for interview. Interview locations: Production floors, canteen, and meeting room. Interview process: Interviews were conducted without the presence of management and using open-ended questions. Selection process: Randomly selected by the assessors based on the factory tour, payroll, time records, and personnel files covering most of the sections.		
<b>Verification/Assessment Observations</b>		
VD-VERI-18	1. Cooperativeness of facility	Better Work is not a Verifier Body. Better Work has conducted an assessment, not a verification. Refer to VD-VER-22. Enterprise was cooperative during the assessment days.
Facility Response: Better Work is not a Verifier Body. Better Work has conducted an assessment, not a verification. Refer to VD-VER-22. Enterprise was cooperative during the assessment days.		
VD-VERI-19	1.1 Did the facility engage in behavior that impacts process integrity (e.g., incomplete, inconsistent, or falsified documents; action by management to prevent workers from speaking freely; attempted concealment of underage workers; misleading/lying to Verifier/Assessor about facility operations; or other non-disclosure of accurate data)?	No
Facility Response: No		
VD-VERI-20	2. Strengths of management practices	Better Work is not a Verifier Body. Better Work has conducted an assessment, not a verification. Refer to VD-VER-22. Nothing Significant.
Facility Response: Better Work is not a Verifier Body. Better Work has conducted an assessment, not a verification. Refer to VD-VER-22. Nothing Significant.		
VD-VERI-21	3. Any other comment	Better Work has conducted an assessment of Step 1, not a verification. SLCP considers BW assessment data for Step 1 as equivalent to SLCP verified data. Any self-assessment data outside of Step 1 (i.e. Step 2 or 3) has neither been assessed nor verified by Better Work. SLCP considers this data to be "Accurate" and enhanced self-assessment data, due to Better Work's service model, which includes supporting social dialogue and workplace cooperation between workers' representatives and management, as well as regular engagement with the factory through on-going training and advisory services. For more info see: <a href="https://slcp.zendesk.com/hc/en-us/sections/4403290595346-Better-Work-Assessment-Process">https://slcp.zendesk.com/hc/en-us/sections/4403290595346-Better-Work-Assessment-Process</a> . Not any.
Facility Response: Better Work has conducted an assessment of Step 1, not a verification. SLCP considers BW assessment data for Step 1 as equivalent to SLCP verified data. Any self-assessment data outside of Step 1 (i.e. Step 2 or 3) has neither been assessed nor verified by Better Work. SLCP considers this data to be "Accurate" and enhanced self-assessment data, due to Better Work's service model, which includes supporting social dialogue and workplace cooperation between workers' representatives and management, as well as regular engagement with the factory through on-going training and advisory services. For more info see: <a href="https://slcp.zendesk.com/hc/en-us/sections/4403290595346-Better-Work-Assessment-Process">https://slcp.zendesk.com/hc/en-us/sections/4403290595346-Better-Work-Assessment-Process</a> . Not any.		
VD-VERI-22	4. Are there any photos you would like to add to the verification that did not directly correspond to a question?	Better Work is not a Verifier Body. Better Work has conducted an assessment, not a verification. Refer to VD-VER-22. N/A
Facility Response: Better Work is not a Verifier Body. Better Work has conducted an assessment, not a verification. Refer to VD-VER-22. N/A		