



ASSESSMENT INFORMATION										
Assessment ID	PRJ638230									
Initiated	September 29, 2024 2:29 AM									
Status last updated	February 12, 2025 12:03 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	<div><div><div>Name</div><div>Date Assigned</div><div>Gender</div></div><div>Enterprise Advisor BWB-EA-27</div><div>January 14, 2025 6:05 AM</div><div>F</div></div> <div><div><div>Name</div><div>Date Assigned</div><div>Gender</div></div><div>Enterprise Advisor BWB-EA-63</div><div>January 14, 2025 6:06 AM</div><div>M</div></div>									
Tool Version	1.6.0									

VERIFICATION SUMMARY (OVERVIEW OF "INACCURATE" AND "NON-COMPLIANCE" SELECTIONS)										
Facility Name		IRIS Fabrics Limited						Completion		100.0%
Verification Start Date		2025-01-14						Accuracy Index		94.0%
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-1.1	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.	It was observed through document review, interviews with workers, and management indicated that management required workers to provide the following original document to verify their age prior to hiring: a national identification card, birth registration certificate, school certificate, or certificate from a registered physician certifying the age of the person concerned. The in-house doctor examines workers' physical appearance, teeth for female workers, and facial hair for male workers to confirm their age and fitness for the job. Document checked: Review Personal file of randomly selected 10 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	Discrimination	Pregnancy and Maternity	RH-DIS-35-4	None of the above	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.			
RECRUITMENT & HIRING	Discrimination	Disability	RH-DIS-36	Does the facility hire disabled persons 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		
RECRUITMENT & HIRING	Employment Practices	Contracts / T&Cs	RH-EMP-11-5	None of the above	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-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 interviews 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 4 hours (08 regular hours, 04 OT hours) as mentioned in circular nos.- 40.00.000.016.30.008.17.118, 40.00.0000.016.30.008.17.198 and 40.00.0000.016.30.012.17.7 issued by the Ministry of Labour and Employment on 17 May 2023, 08 October 2023 and 01 July 2024 respectively. Assessors noted the following working hours in the reviewed months in different sections. In December 2024: In the Cutting section: maximum 03 OT hours (total 11 hours) in a day. In the Sewing section: maximum 03 OT hours (total 11 hours) in a day. In the Finishing section: maximum 05 OT hours (total 13 hours) in a day. In the Knitting section: maximum 06 OT hours (total 14 hours) in a day. In the Dyeing section: maximum 00 OT hours (total 8 hours) in a day. In the Printing section: maximum 00 OT hours (total 8 hours) in a day. In the Embroidery section: maximum 03 OT hours (total 11 hours) in a day. In April 2024: In the Cutting section: maximum 06 OT hours (total 14 hours) in a day. In the Sewing section: maximum 06 OT hours (total 14 hours) in a day. In the Finishing section: maximum 06 OT hours (total 14 hours) in a day. In the Knitting section: maximum 04 OT hours (total 14 hours) in a day. In the Dyeing section: maximum 03 OT hours (total 11 hours) in a day. In the Printing section: maximum 06 OT hours (total 14 hours) in a day. In the Embroidery section: maximum 03 OT hours (total 11 hours) in a day. In January 2024: In the Cutting section: maximum 06 OT hours (total 14 hours) in a day. In the Sewing section: maximum 06 OT hours (total 14 hours) in a day. In the Finishing section: maximum 06 OT hours (total 14 hours) in a day. In the Knitting section: maximum 04 OT hours (total 12 hours) in a day. In the Dyeing section: maximum 00 OT hours (total 08 hours) in a day. In the Printing section: maximum 04 OT hours (total 12 hours) in a day. In the Embroidery section: maximum 03 OT hours (total 11 hours) in a day. Document checked: Payroll and job cards for December, April and January 2024.</p>	X	X	Sections 2(66), 100, 102, BLA; Rule 99(1), BLR
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	WORKING HOURS	Working Hours	Overtime Hours	WH-WOR-12-2	Weekly limits on overtime hours worked		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 workers and management indicated that the employer did not comply with limits on overtime hours. The following overtime hours were noted to exceed with the legal limit (Government exempted limit of OT) of weekly 72 hours as mentioned in circular number: 40.00.0000.016.30.008.17.118 and 40.00.0000.016.30.112.17-77 issued by the Wage Board Branch, Ministry of Labor and Employment on 8 October 2023 and 01 July 2024 respectively. In December 2024: In the Cutting section: maximum 15 OT hours (total 63 hours) in a week. In the Sewing section: maximum 15 OT hours (total 63 hours) in a week. In the Finishing section: maximum 21.87 OT hours (total 69.87 hours) in a week. In the Knitting section: maximum 14 OT hours (total 62 hours) in a week. In the Dyeing section: maximum 00 OT hours (total 48 hours) in a week In the Printing section: maximum 36 OT hours (total 84 hours) in a week In the Embroidery section: maximum 15 OT hours (total 63 hours) in a week. In April 2024: In the Cutting section: maximum 34 OT hours (total 82 hours) in a week. In the Sewing section: maximum 31 OT hours (total 79 hours) in a week. In the Finishing section: maximum 21.87 OT hours (total 69.87 hours) in a week. In the Knitting section: maximum 23 OT hours (total 71 hours) in a week. In the Dyeing section: maximum 19 OT hours (total 67 hours) in a week In the Printing section: maximum 25 OT hours (total 73 hours) in a week In the Embroidery section: maximum 18 OT hours (total 66 hours) in a week. In January 2024: In the Cutting section: maximum 28 OT hours (total 76 hours) in a week. In the Sewing section: maximum 26 OT hours (total 74 hours) in a week. In the Finishing section: maximum 36 OT hours (total 84 hours) in a week. In the Knitting section: maximum 00 OT hours (total 48 hours) in a week. In the Dyeing section: maximum 00 OT hours (total 48 hours) in a week In the Printing section: maximum 36 OT hours (total 84 hours) in a week. In the Embroidery section: maximum 15 OT hours (total 63 hours) in a week. Document checked: Payroll and job cards for December, April and January 2024.	X	X	Sections 2(66), 100, 102, BLA; Rule 99 (1), BLR
	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 government 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	Leave	WH-WOR-25	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	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		
	WORKING HOURS	Working Hours	Leave	WH-WOR-26-1	All public holidays		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 the workers and management indicated that the facility management did not provide workers legally required at least 11 festival holidays per year. For example, management selected 12 days as festival holidays for the 2025 calendar year, however 02 out of 12 days are the factory's weekly holidays (Weekend and Shaheed Dibash, International Mother Language Day). Document checked: Festival holiday list for 2025.	X	X	Section 118, BLA; Rule 110, BLR
	WORKING HOURS	Overtime	Exceptional Circumstances	WH-OVE-7	Is the facility's practice of requiring workers to take paid or unpaid leave in line with legal requirements?	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	Records	WB-WAGE-2	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, management, and worker interviews indicated that the enterprise maintained more than one set of payrolls. 02 separate sets of records were identified, which indicate: - One set reflected monthly payment including overtime payment (regular wage sheet). - Another set reflected allowance for night work (more than 13 hours in a day). Documents checked: Payrolls for January, April and December 2024.	No	X	Rule 111(1), Form 38, BLR

	WAGES & BENEFITS	Wages and Benefits	Minimum Wage	WB-WAGE-4	Is the facility failing to pay any worker AT LEAST the legal minimum wage for any regular hours worked?	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		
	WAGES & BENEFITS	Wages and Benefits	Other Premium Pay	WB-WAGE-12	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-WAGE-14	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	Participation Fund/Welfare Fund	WB-WAGE-92	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?	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.	Yes		Sections 232 (1), 233, 234 (1)(b), 235, BLA; Rules 227-230, BLR
	WAGES & BENEFITS	Wages and Benefits	Participation Fund/Welfare Fund	WB-WAGE-93	Bangladesh: Are the Workers' Participation and Welfare Funds used and distributed as legally required?	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.	Yes		Sections 232, 233(1)(i), 241-243, BLA; Rule 233, BLR
	WAGES & BENEFITS	Wages and Benefits	Legal Withholdings	WB-WAGE-17	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-WAGE-122-7	Not applicable - worker and facility contributions cannot be separated and/ or broken down	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-WAGE-125-7	Not applicable - worker and facility contributions cannot be separated and/ or broken down	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-WAGE-129	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	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		
	WAGES & BENEFITS	Wages and Benefits	Break	WB-WAGE-143	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		
	WAGES & BENEFITS	Wages and Benefits	Leave	WB-WAGE-144	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	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		
	WAGES & BENEFITS	Wages and Benefits	Leave	WB-WAGE-146	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	Other Benefits	WB-WAGE-149	Were all OTHER wage payments 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		
	WORKER TREATMENT	Discrimination	Pregnancy and Maternity	WT-DIS-10-6	None of the above	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.			

WORKER TREATMENT	Discrimination	Pregnancy and Maternity	WT-DIS-13-2	None of the above	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.			
WORKER TREATMENT	Discrimination	Disability	WT-DIS-16	How many workers became disabled (for whatever reason)?	0	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.	40		
WORKER TREATMENT	Discrimination	Disability	WT-DIS-18	Has the facility taken steps to enable workers who become disabled (for whatever reason) to retain their work?		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		
WORKER TREATMENT	Discrimination	Infection or Illness	WT-DIS-25	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	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 TREATMENT	Discipline	Other Legal Requirements	WT-DISC-8	Are facility practices failing to comply with any legal requirements not covered elsewhere regarding Discipline?	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		
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. Management and The Union Executive Committee members confirm that 20% of the total workforce are the member of the union.	20		
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 Ltd. Sromic Union with Registration Number Dhaka- 5816, which received registration on 23 May 2022. Enterprise Management and Union representatives are confirmed that 600 workers are belongs to the said union.	IRIS Fabrics Ltd. Sromic 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):	Jatiyo Garments Shromik Federation.	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 Shromik Federation		
WORKER INVOLVEMENT	FOA & CB	Trade Unions	WI-FOA-8	TOTAL number of union members in the union with the largest membership in the facility	588	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 and Union representatives are confirmed that 600 workers are belongs to the said union.	600		
WORKER INVOLVEMENT	FOA & CB	Trade Unions	WI-FOA-9	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.	350		
WORKER INVOLVEMENT	FOA & CB	Trade Union Operations	WI-FOA-40	Does the facility deduct trade union dues from wages in line with legal requirements?	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		ILO Conventions 87, 98, 135; Recommendation 143; Section 204, BLA
WORKER INVOLVEMENT	FOA & CB	Trade Union Operations	WI-FOA-41	Is the facility's practice a round financial or other support of the union 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		
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		
WORKER INVOLVEMENT	FOA & CB	Collective Bargaining Agreement	WI-FOA-58	Parties to the CBA that covers the greatest number of workers in the workplace:	01. Factory Management 02. Trade Union 03. Federation	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. IRIS Fabric Ltd. Management, 2. IRIS Fabric Ltd. Shromik Union and 3. National Garments Worker Federation.		
WORKER INVOLVEMENT	FOA & CB	Collective Bargaining Agreement	WI-FOA-60	Duration of the CBA that covers the greatest number of workers in the workplace (provide NUMBER value for duration in months):	24	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.	12		

WORKER INVOLVEMENT	FOA & CB	Collective Bargaining Agreement	WI-FOA-61	Overview of the issues covered in the CBA that covers the greatest number of workers in the workplace:	Increase Tiffin Bill, Increase Night Bill, Attendance Bonus Increase & others	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.	There were 21 issues as below: 1. Attendance Bonus, 2. Wage Increase, 3. Tiffin Bill, 4. Night Bill, 5. Excess Working Hour, 6. Mobile Phone Facility, 7. Changing of old fan at floor, 8. Hot water at dining, 9. Increase number of attendance count machine, 10. Provident fund, 11. Attain all type of government holiday, 12. Welfare officer, 13. On time wages, 14. Attendance bonus, 15. Production Bonus, 16. Maternity leave, 17. Women supervisor, 18. Needle management, 19. Sharp tools management, 20. Skill development of workers and 21. Grievance management.		
WORKER INVOLVEMENT	FOA & CB	Collective Bargaining Agreement	WI-FOA-73	Does the facility inform all workers about CBAs and provide copies 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		ILO Convention 98
WORKER INVOLVEMENT	Workplace Cooperation	Bipartite Committee(s)	WI-WOR-6	How many members are in the bipartite committee?	10	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.	0		
WORKER INVOLVEMENT	Workplace Cooperation	Bipartite Committee(s)	WI-WOR-7	How many female members are in the bipartite committee?	2	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.	0		
WORKER INVOLVEMENT	Workplace Cooperation	Bipartite Committee(s)	WI-WOR-9	How many employer members are in the bipartite committee?	5	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.	0		
WORKER INVOLVEMENT	Workplace Cooperation	Bipartite Committee(s)	WI-WOR-10	How many worker members are in the bipartite committee?	5	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.	0		
WORKER INVOLVEMENT	Workplace Cooperation	Bipartite Committee(s)	WI-WOR-12-1	Bipartite committee meetings are held on a monthly basis	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.			

WORKER INVOLVEMENT	Workplace Cooperation	Bipartite Committee(s)	WI-WOR-12-2	Bipartite committee meetings are held at least quarterly	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.			
WORKER INVOLVEMENT	Workplace Cooperation	Bipartite Committee(s)	WI-WOR-12-3	Bipartite committee meeting minutes are shared with the workforce	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.			
WORKER INVOLVEMENT	Workplace Cooperation	Bipartite Committee(s)	WI-WOR-12-4	Bipartite committee meeting action items are tracked	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.			
WORKER INVOLVEMENT	Workplace Cooperation	Bipartite Committee(s)	WI-WOR-12-5	Bipartite committee communicates complaints and problems shared by workers to upper management	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.			
WORKER INVOLVEMENT	Workplace Cooperation	Bipartite Committee(s)	WI-WOR-12-6	None of the above		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		
WORKER INVOLVEMENT	Workplace Cooperation	Welfare Officer	WI-WOR-15	Bangladesh: Does the facility have legally required qualified welfare officer/s?	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 indicated the employer had two welfare officers. However, one out of two welfare officers did not receive training on labour law and industrial relations. With regard to the job responsibilities, interview with 1 out of 2 welfare officers indicated that the welfare officers did not: - Advise the employer about the implementation of the Labour Act. - Advise the employer regarding training and education for workers.	No	X	Section 89 (8), BLA; Rules 79, 185 BLR
HEALTH & SAFETY	General Work Environment	Temperature and Ventilation	HS-GEN-4	Are temperature and ventilation systems maintained 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	General Work Environment	Noise Exposure Levels	HS-GEN-9	Does the facility test noise exposure levels 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	General Work Environment	Noise Exposure Levels	HS-GEN-10	Are worker exposures to noise 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. During the factory tour, a high level of noise was found in the embroidery section, knitting section, generator room, boiler room, compressor room, WTP due to the regular use of generator, boiler, compressor. As per the factory-provided noise test report 31 March 2024, the mentioned area's noise level was 80 decibel to 106 decibel. Interviewed workers indicated that they become used to the persistent loud noises. However, management provide ear plug and ear muff to the workers.	No	X	ILO Convention 148; Recommendation 97; Rule 68(xxvii), BLR
HEALTH & SAFETY	General Work Environment	Cleanliness, Sanitation & Waste	HS-GEN-13	Are the facility's sanitation practices 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	General Work Environment	Cleanliness, Sanitation & Waste	HS-GEN-15	Are waste disposal/discharge permits available and up to date?	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 environmental Clearance Certificate (ECC) bearing number 23-110377 was expired on 15 July 2024. However management applied for renewal on 10 July 2024. The environmental Clearance Certificate (ECC) for Captive Power Plant bearing number 24-116682 was expired on 1 January 2025. Management confirm that renewal under process.	No	X	Bangladesh Environment Conservation Act, 1995 (Amended 2010); Environment Conservation Rules, 2023
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	HS Committee		HS-HSC-2	Is the OSH Committee formed 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. Floor tour, document review, management and workers interviews indicated that the enterprise formed a safety committee on 14 November 2024. The number of total members: 10, Management: 05 (Female- 00, Male- 05), Workers: 05 (Female- 02, Male- 03). However, the safety committee did not meet the following requirements: a) Roles and Responsibility: Interview with the workers' representatives of the safety committee indicated that 20% of the interviewed members of the Safety Committee were unaware of their roles and responsibilities. Additionally, the safety committee did not: - Organise OSH trainings for workers. - Not involved in the general OSH assessment. However, the safety committee met the following legal requirements: a) Nomination: Workers' representatives of the safety committee were nominated by the worker's representatives of the Collective Bargaining Agent (CBA). b) Meeting: Meetings were held every 3 months. Meeting minutes were preserved after the meeting and posted on the notice board. Meeting agendas were usually set by both workers and management representatives. The last meeting was held on 11 December 2024. c) Communication: Interviewed workers indicated that they were aware about the activities of the safety committee. d) Training: An interview with the enterprise management indicated that the employer arranged training for the safety committee members and provided time off during working hours to perform their general functions.	No	X	ILO Convention 155 and Recommendation 164; Section 90(a), BLA; Rules 81-85, Schedule IV, BLR
HEALTH & SAFETY	HS Worker Engagement	HS Cooperation Mechanisms	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	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	Emergency Preparedness	Fire-fighting Equipment	HS-EME-9	Does the facility regularly test and service fire extinguishers and other firefighting 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.	No applicable legal requirements		

HEALTH & SAFETY	Emergency Preparedness	Emergency Exits	HS-EME-15	Are all emergency exits accessible, unobstructed and unlocked during working hours (including overtime) and lead to a place of safety?	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 floor tour, the assessors observed the following: - At least 01 aisle in the sewing section on the 3rd floor of building 01 was partially blocked by in-process goods and sitting arrangement of a tape joining machine operator in the aisles. - At least 03 aisles on the 5th floor of building 04 were partially blocked by cut panels and goods. - At least 02 aisles were partially blocked by fabrics in the dyeing section Building 04. - At least 02 exit ways on 3rd and 4th floor of building 03 were partially blocked by cartons. - cartons were kept in staircase at building 03.	No	X	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 2.9.2, 2.9.5
HEALTH & SAFETY	Emergency Preparedness	Evacuation Procedures	HS-EME-20	Are emergency evacuation procedures 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	Emergency Preparedness	Response Team	HS-EME-21	Does the facility have a legally required Fire Brigade/Emergency Response Team of designated workers with special responsibilities for fire safety?	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		HS-CHE-5	Has all legally required action been taken to assess, monitor and prevent environmental exposure to chemicals and hazardous substances?	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	Storage	HS-CHE-9	Are chemicals and hazardous substances stored 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. During floor tour, the assessors observed that secondary containments were not provided for the following chemicals: - Zingen A F C (use as anti foam agent at ETP) which was stored in the sub-chemical store beside ETP. - Acetone (used as spot removing agent) which was found at spot removing room 3rd floor of building number 01. - Moreover Thinner, Compressor Lubricant, Coolant Premix, Hydraulic Oil stored together without secondary containment on 3rd floor maintenance store of building 03.	No	X	Guidelines for Assessment of Fire and Electrical Safety of Existing RMG Factory Buildings in Bangladesh, Section 2.8.1; Rule 21, Acid Rules (2004)

HEALTH & SAFETY	Worker Protection	Personal Protective Equipment (PPE)	HS-WOR-5	Does the facility provide workers with Personal Protective Equipment (PPE) 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. Documents review, worker and management interviews indicated that the enterprise did not provide necessary personal protective equipment (PPE) to all workers. For example: - Appropriate dust mask was not provided to over-lock machine operators in the sewing section, operators in the knitting section, and workers in the cutting section. The mentioned workers were provided with fabric masks, which were inadequate to protect against dust. - Appropriate chemical rated masks and gloves were not provided to the operators in the printing section who handle hazardous substance and chemicals such as Emulsifier, Printing thickener, Titanium Dioxide. They were only provided with fabric masks which are inadequate to prevent noxious fumes. However, the enterprise provided the following personal protective equipment (PPE) to the workers: - Metal gloves to workers in the cutting section. - Chemical masks, rubber gloves and goggles to workers in the spot cleaning section. - Chemical masks, waterproof aprons and boots to the workers in the colour room, chemical warehouse, and sub-chemical stores. - Chemical masks, waterproof aprons, and boots to the workers in the dyeing section. - Ear plugs to the workers in the knitting section and dust sucker operator. Ear muffs for generator and boiler operators.	No	X	ILO Recommendation 97; Section 78 (a) BLA; Rules 46, 67, BLR
HEALTH & SAFETY	Worker Protection	Machinery and Equipment	HS-WOR-9	Are legally required guards properly installed and maintained on all 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 tour, the assessors observed that below safety measures were not adequately taken: - Approximately 60% of the needle guards of the single needle sewing machines were fixed at an inappropriate height, which cannot protect workers from needle pricks. - Approximately 40% of the eye guards in overlock machines were 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	Ergonomics	HS-WOR-18	Are ergonomic measures 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 tour, management, and workers' interviews indicated that the enterprise did not comply with ergonomic requirements, as follows: - Standing workers in the Sewing section, printing section, cutting section, finishing section and dyeing section did not have any seating arrangement nearby to sit down at regular intervals. However, management arranged a sitting arrangement in the corner of the huge floor and labeled as for pregnant and standing workers, but workers know this only for pregnant women and they have no opportunity to use this.	No	X	ILO Recommendation 102; Section 74 BLA; Rule 63, BLR; Ergonomic Checkpoints: Practical and easy-to-implement solutions for improving safety, health and working conditions. 2d ed. ILO 2010, Checkpoints 6, 9, 54, 58, 59

HEALTH & SAFETY	Worker Protection	Hot Work	HS-WOR-19	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-VE R-22.	No		
HEALTH & SAFETY	Materials Handling and Storage	Storage	HS-MAT-2	Are fuel storage tanks designed and handled 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-VE R-22.	No applicable legal requirements		
HEALTH & SAFETY	Electrical Safety	Maintenance	HS-ELE-2	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	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-VE R-22.	No applicable legal requirements		
HEALTH & SAFETY	First Aid and Medical	Medical Treatment	HS-FIR-5	Are arrangements in case of medical emergency, including 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-VE R-22. Document review, interviews with the management and workers indicated that the enterprise had a medical center jointly use with sister concern I RIS Knitwear Ltd. for a total workforce of 4575 (2960+1615). Assessors observed that the medical center did not meet the following requirements: - No medical staff available at C-shift (10.00pm to 6.30 am) workers where at least 300 workers work.	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:	6	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-VE R-22.	7		
HEALTH & SAFETY	First Aid and Medical	Work-related Accidents and Diseases	HS-FIR-19	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-VE R-22. Training records and management interviews indicated that the enterprise had trained approximately 50% of workers on HIV/AIDS related awareness. However, approximately 60% 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-4	Do food service workers have valid health/sanitation certificate/s/permits, 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-VE R-22.	No applicable legal requirements		



HEALTH & SAFETY	Facilities		HS-FAC-1	Does the facility provide all legally required facilities?	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		
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		

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**VERIFICATION/ASSESSMENT DETAILS**

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FACILITY PROFILE		
Number	Question	Final Verified Response
Step Selection		



		<p>Description of Better Work</p> <p>As a partnership between the UN's International Labour Organization and the International Finance Corporation, a member of the World Bank Group, Better Work brings diverse groups together – governments, global brands, factory owners, and unions and workers – to improve working conditions in the garment industry and make the sector more competitive. Our approach creates lasting, positive change through assessments, training, advocacy and research that changes policies, attitudes, as well as behaviour. By sharing our approach and the results of our on-the-ground work, we seek to influence policy makers and decision makers to promote decent work and better business in the garment industry.</p> <p>As an ILO programme, Better Work (BW) assesses compliance with Core International Labour Standards, national labour laws and other national/international instruments, as agreed to with national constituents. Compliance assessments are an integral component of the Better Work factory engagement model, which aims to establish sustainable, resilient and inclusive enterprises. Factories enrolled in Better Work go through a process of learning that includes assessments, advisory sessions, industry seminars and training. This process combines the use of in person and virtual interventions in a hybrid format to ensure that the factory engagement meets the factory's needs and remains uninterrupted in circumstances where on-site visits might be difficult.</p> <p>The Better Work factory engagement model invests in the long-term capacity of factories to sustain improvements, by focusing on transformative processes including robust social dialogue, gender equality and inclusion, and sound management systems, among other thematic priorities. In doing so, Better Work supports factories to be self-sufficient and uphold and build upon positive change. Better Work advisory is also aimed at supporting factories in the identification of root causes of non-compliance, the development and implementation of improvement plans to attain sustainable compliance, and guiding factories to self-report on realized progress and future goals.</p> <p>For further information, please visit the Better Work website <a href="http://www.betterwork.org">www.betterwork.org</a></p> <p>Better Work assesses Step 1, but in the Facility Profile Section, BW only assesses questions that bear on factory compliance in the country in question (e.g., Worker Demographics, Operating Licenses, and certain questions relating to Building Structures). Better Work does not assess or verify questions in the Facility Profile section that do not bear on factory compliance in the country in question (e.g., Basic Information, Certifications, Nationalities, Languages, Certifications, Production, Subcontracting, and certain questions relating to Building Structures). SLCP considers the self-assessment data for these areas to be “accurate” verified, enhanced self-assessment data, due to the close engagement between Better Work and the Factory.</p> <p>Better Work compliance assessments follow the programme's standard assessment methodologies and protocols under the ILO. The data received for Step 1 includes factory self-assessed data, in addition to data from a BW unannounced assessment of Step 1. BW assessment teams have visibility over self-assessment data during the BW assessment, but do not verify the accuracy of that data. SLCP regards BW assessment data for Step 1 as equivalent to SLCP verified data: no additional verification is required.</p> <p>While the use of self-assessments is not part of the BW service model, Better Work encourages and facilitates workers' representatives and management to take leadership in populating the SLCP self-assessment, so that it represents the joint views of workers and management, with a focus on key questions on OSH, social dialogue, industrial relations and grievance systems. Following the assessment, any new issues that surface during BW training and advisory services are reflected on Better Work improvement plans through Better Work's online Portal</p>
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
<b>Section Instructions</b>		
<b>Section Instructions</b>		

	<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>	
<b>Accuracy Index</b>		
FP-ACC-1	Accuracy Index	0.9398826979472141
<b>OAR / OS ID</b>		
<b>Facility</b>		
FP-OAR-1	OS ID (Open Supply Hub ID) Number:	BD20190831T4WMC
Facility Response: BD20190831T4WMC		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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>Basic Information</b>		
<b>Facility</b>		
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 ফেব্রিক্স লিমিটেড
Facility Response: আইরিশ ফেব্রিক্স 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 #:	+8801847160785
Facility Response: +8801847160785		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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:	Round the year same.
Facility Response: Round the year same.		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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:	Shahadat Hossain
Facility Response: Shahadat Hossain		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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:	ecr@irisgroupbd.com
Facility Response: ecr@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):	2024-12-14
Facility Response: 2024-12-14		
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		
<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 enter the unique ID for the project completed with the SLCP approved Service Provider associated with this assessment:	
Facility Response:		
FP-BAS-27.3	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/assist during assessment.
Facility Response: Two members called Lovely Akter and Shariful Islam were present/assist 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	Number of off-site housing sites occupied by workers managed or controlled by the facility:	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-BUI-7	Number of off-site housing sites occupied by workers managed and controlled by an entity other than the facility:	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-BUI-7.1	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:	
Facility Response:		
On-site Canteen		
FP-BUI-8	Is there an on-site canteen/eating area?	Yes. Onsite canteen and eating area.
Facility Response: Yes. Onsite canteen and eating area.		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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 Canteen		
FP-BUI-9	Is there an off-site canteen managed 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		
On-site Childcare		

FP-BUI-10	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		
<b>Building Types</b>		
FP-BUI-11	Describe any other types of buildings:	Utility Building (Boiler, Generator, ETP), Fire Control Room, Admin Building, Security Room etc.
Facility Response: 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-12	Total Facility Area (m2) - only built premises:	38644
Facility Response: 38644		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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	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-14	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-15	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-16	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-17	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-18	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-19	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>Additional Comments</b>		
	Please enter any additional building related comments here:	
FP-BUI-20	Which floor(s) does facility occupy in a multi-floor shared building?	4th Floor, 5th Floor, 7th Floor & 8th Floor of 9th Floor Industrial Building.
Facility Response: 4th Floor, 5th Floor, 7th Floor & 8th Floor of 9th Floor Industrial Building.		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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-21	List the business names of the other occupants of the building:	IRIS Knitwear Ltd.
Facility Response: IRIS Knitwear 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-BUI-22	Has any new (past 3 years) construction been added to the building?	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-23	What is the reason for the new construction?	
Facility Response:		
FP-BUI-24	What is the construction date of the oldest building the facility occupies?	2007-03-12
Facility Response: 2007-03-12		
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-BUI-25	Does the facility rent or own the premises they occupy?	Facility legally owns the premises/ buildings they occupy.
Facility Response: Facility legally owns the premises/ buildings they occupy.		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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:	2480
Facility Response: 2976		



Verification Selection: Updated during Verification		
Corrected Response: 2480		
Verification Data: Neither assessed nor verified 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:	1458
Facility Response: 1518		
Verification Selection: Updated during Verification		
Corrected Response: 1458		
Verification Data: Neither assessed nor verified 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:	2480
Facility Response: 2976		
Verification Selection: Updated during Verification		
Corrected Response: 2480		
Verification Data: Neither assessed nor verified 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:	1458
Facility Response: 1518		
Verification Selection: Updated during Verification		
Corrected Response: 1458		
Verification Data: Neither assessed nor verified 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:	2239
Facility Response: 2976		
Verification Selection: Updated during Verification		
Corrected Response: 2239		
Verification Data: Neither assessed nor verified 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:	1353
Facility Response: 1518		
Verification Selection: Updated during Verification		
Corrected Response: 1353		
Verification Data: Neither assessed nor verified 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/ workers employed by third party 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:	2480
Facility Response: 2850		
Verification Selection: Updated during Verification		
Corrected Response: 2480		
Verification Data: Neither assessed nor verified 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:	1458
Facility Response: 1458		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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-18.1	Where in the country are the domestic migrant workers from?	Different district of the country (Tangail, Sirajganj, Mymensingh, Dinajpur etc.)
Facility Response: Different district of the country (Tangail, Sirajganj, Mymensingh, Dinajpur 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		
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:	241
Facility Response: 292		
Verification Selection: Updated during Verification		
Corrected Response: 241		
Verification Data: Neither assessed nor verified 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:	105
Facility Response: 148		
Verification Selection: Updated during Verification		
Corrected Response: 105		
Verification Data: Neither assessed nor verified 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:	40
Facility Response: 40		
Verification Selection: Accurate		

Verification Data: Neither assessed nor verified 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	24
Facility Response: 24		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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	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-32	Number of workers with disclosed disabilities:	40
Facility Response: 40		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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 disclosed disabilities:	29
Facility Response: 28		
Verification Selection: Updated during Verification		
Corrected Response: 29		
Verification Data: Neither assessed nor verified 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 production work home or work on production 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 production work home or work on production at home exclusively:	
Facility Response:		
FP-WOR-37.1	Please describe the types of production processes carried out at home (e.g. embroidery):	
Facility Response:		
<b>Supervisors</b>		
FP-WOR-38	Number of supervisors:	378
Facility Response: 378		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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:	297
Facility Response: 297		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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>Managers</b>		
FP-WOR-42	Number of managers:	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-43	Number of male managers:	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		
<b>Government programs</b>		
FP-WOR-44	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-4.1	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		
Operating Licenses		
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		
Labor Inspection Book		
FP-LAB-1	Does the facility maintain a valid Labor Inspection Visit Book / Record 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 Compliance Assessment		
Certifications		

Social Audits and Certifications		
FP-CER-1	How many social / labor audits have taken place?	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 Compliance Assessment		
FP-CER-2	How many still valid independent certification/standard audits has the facility participated in?	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		
	Please provide information on the still valid independent certification/standard audits:	
	Certification / Standard Audit #1	
FP-CER-3	Type	BSCI - Business Social Compliance Initiative
Facility Response: BSCI - Business Social Compliance Initiative		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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-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	Type	ETI - Ethical Trading Initiative
Facility Response: ETI - Ethical Trading Initiative		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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-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)	2024-03-07
Facility Response: 2024-03-07		
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-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	Type	GOTS - Global Organic Textile Standard
Facility Response: GOTS - Global Organic Textile Standard		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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-15.1	If other, please describe:	
Facility Response:		
FP-CER-16	First Audit Date (YYYY-MM-DD)	2014-06-01
Facility Response: 2014-06-01		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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)	2024-06-05
Facility Response: 2024-06-05		

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	Control Union
Facility Response: Control Union		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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)	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-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-21	Type	GRS - Global Recycling Standard
Facility Response: GRS - Global Recycling Standard		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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-211	If other, please describe:	
Facility Response:		
FP-CER-22	First Audit Date (YYYY-MM-DD)	2014-06-01
Facility Response: 2014-06-01		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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)	2024-06-05
Facility Response: 2024-06-05		
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-24	Audit Firm	Control Union
Facility Response: Control Union		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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	Type	ICS - Initiative for Compliance and Sustainability
Facility Response: ICS - Initiative for Compliance and Sustainability		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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-27.1	If other, please describe:	
Facility Response:		
FP-CER-28	First Audit Date (YYYY-MM-DD)	2018-12-04
Facility Response: 2018-12-04		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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)	2024-07-31
Facility Response: 2024-07-31		
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	LRQA
Facility Response: LRQA		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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)	83%
Facility Response: 83%		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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	Type	ILO Better Work - International Labour Organization
Facility Response: ILO Better Work - International Labour Organization		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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-33.1	If other, please describe:	
Facility Response:		
FP-CER-34	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-35	Last Audit Date (YYYY-MM-DD)	2024-01-22
Facility Response: 2024-01-22		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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	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-37	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-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:		
Verification Selection: Accurate		
Verification Data: Neither 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-1-3	Home Textiles	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-1-4	Accessories	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-1-5	Furniture	
Facility Response:		
Verification Selection: Accurate		

Verification Data: Neither 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-1-6	Lighting
Facility Response:	
Verification Selection: Accurate	
Verification Data: Neither 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-1-7	Home Accessories
Facility Response:	
Verification Selection: Accurate	
Verification Data: Neither 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-1-8	Sports & Outdoor - Hard goods
Facility Response:	
Verification Selection: Accurate	
Verification Data: Neither 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-1-9	Sports & Outdoor - Soft goods
Facility Response:	
Verification Selection: Accurate	
Verification Data: Neither 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-1-10	Luggage & bags
Facility Response:	
Verification Selection: Accurate	
Verification Data: Neither 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-1-11	Handbags
Facility Response:	
Verification Selection: Accurate	
Verification Data: Neither 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-1-12	Electronics
Facility Response:	
Verification Selection: Accurate	
Verification Data: Neither 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-1-13	Food and Beverage
Facility Response:	
Verification Selection: Accurate	
Verification Data: Neither 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-1-14	Personal Care and Beauty Products
Facility Response:	
Verification Selection: Accurate	
Verification Data: Neither 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-1-15	Toys
Facility Response:	
Verification Selection: Accurate	
Verification Data: Neither 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-1-16	Household products
Facility Response:	
Verification Selection: Accurate	

Verification Data: Neither 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-1-17	Packaging products	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-1-18	Other	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-1-1	If other, please describe:	
Facility Response:		
<b>Industrial Activities</b>		
FP-PRO-2	SELECT ALL THAT APPLY WITH A "X":	
FP-PRO-2-1	Manufacture of wearing 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-2-2	Weaving of textiles	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-2-3	Manufacture of knitted and crocheted fabrics	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither 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	Tanning and dressing of leather; dressing and dyeing of fur	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-2-5	Trims	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-2-6	Finishing of textiles	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither 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-2-7	Chemical	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-2-8	Packaging	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-2-9	Metal processing	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-2-10	Plastic & rubber processing	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-2-11	Paper processing	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-2-12	Wood processing	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-2-13	Glass processing	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-2-14	Preparation and spinning of textile fibers	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-2-15	Warehousing / Distribution	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-2-16	Other	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-2.1	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:		
Verification Selection: Accurate		
Verification Data: Neither 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-5-2	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:		
Verification Selection: Accurate		
Verification Data: Neither 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-5-4	Priming	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-5-5	Heat Press / Heating and Cooling	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither 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-5-6	Labeling	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-5-7	Lasting	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-5-8	Molding	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-5-9	No sew	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-5-10	Packaging	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither 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-5-11	Gluing	
Facility Response:		
Verification Selection: Accurate		



Verification Data: Neither 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-5-1 2	Seam Taping	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-5-1 3	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-5-1 4	Sundries Application	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-5-1 5	Washing	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-5-1 6	Welding	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-5-1 7	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-5-1 8	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:		
Verification Selection: Accurate		
Verification Data: Neither 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-7-3	Wet printing	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-7-4	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:		
Verification Selection: Accurate		
Verification Data: Neither 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-8	Trims	
FP-PRO-8-1	Casting	
Facility Response:		
FP-PRO-8-2	Dyeing	
Facility Response:		
FP-PRO-8-3	Gluing	
Facility Response:		
FP-PRO-8-4	Heat Press / Heating and Cooling	
Facility Response:		
FP-PRO-8-5	Lamination/Coating	
Facility Response:		
FP-PRO-8-6	Molding	
Facility Response:		

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

Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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-11.1	If other, please describe:	
Facility Response:		
FP-PRO-12	Facility's average monthly volume (numerical amount):	5040905
Facility Response: 5040905		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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-13	Facility's monthly capacity (unit of measurement):	Unit (piece or pair)
Facility Response: Unit (piece or pair)		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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-13.1	If other, please describe:	
Facility Response:		
FP-PRO-14	Facility's monthly capacity (numerical amount):	4800000
Facility Response: 4800000		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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	Please describe how the monthly capacity is calculated (e.g., do you base your calculation on regular working hours or do you 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-15	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-15.1	If other, please describe:	
Facility Response:		
FP-PRO-16	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-17	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-18	Has the facility had any rush orders within the assessment period?	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-18.1	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:	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		
	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		
Facility Comments		
FP-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		
RECRUITMENT & HIRING		
Number	Question	Final Verified Response
Section Instructions		
Section Instructions		
	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	
Child Labor		

Sub-Section Instructions		
	<p>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</p>	
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.		
Legal Reference: ILO Convention 138; Recommendation 146; Section 36, BLA; Rule 34 and Form 15, BLR		
Validation Method: BW Compliance Assessment		
RH-CHI-1.1	If yes, please describe what legal documentation or other proof of age are reviewed to verify minimum age requirements and whether copies are maintained:	It was observed through document review, interviews with workers, and management indicated that management required workers to provide the following original document to verify their age prior to hiring: a national identification card, birth registration certificate, school certificate, or certificate from a registered physician certifying the age of the person concerned. The in-house doctor examines workers' physical appearance, teeth for female workers, and facial hair for male workers to confirm their age and fitness for the job. Document checked: Review Personal file of randomly selected 10 workers.
Facility Response: Birth certificate, National ID Card, Educational Certificate, Passport (if required)		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: It was observed through document review, interviews with workers, and management indicated that management required workers to provide the following original document to verify their age prior to hiring: a national identification card, birth registration certificate, school certificate, or certificate from a registered physician certifying the age of the person concerned. The in-house doctor examines workers' physical appearance, teeth for female workers, and facial hair for male workers to confirm their age and fitness for the job. Document checked: Review Personal file of randomly selected 10 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	Were any workers 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. Based on observations, document reviews and interviews with workers and management indicated that the enterprise did not employ workers under the age of 14. Management stated that the hired workers were at least 18 years old. Document checked: HR records for 20 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>Workers under 18</b>		
RH-CHI-8	Does the facility maintain recorded parental permission for workers under the age of 18 to work in the facility?	
Facility Response:		
RH-CHI-9	Does the facility maintain parental permission of workers under the age of 18 to work in the facility in line with legal requirements?	
Facility Response:		
RH-CHI-10	Does the facility maintain a list/register of workers under age 18 in line with legal requirements?	
Facility Response:		
RH-CHI-11	Does the facility provide the list/register of workers under age 18 to government authorities in line with legal requirements?	
Facility Response:		
RH-CHI-12	Does the facility arrange health checks for all workers under the age of 18?	
Facility Response:		
RH-CHI-13	If yes, are health checks arranged prior to employment?	
Facility Response:		
RH-CHI-14	Does the facility comply with legal requirements regarding health checks for workers under the age of 18?	
Facility Response:		
RH-CHI-15	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-16	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-17	Does the facility have special protective restrictions for workers under the age of 18?	
Facility Response:		
RH-CHI-17.1	If yes, please describe what type of protective restrictions are in place:	
Facility Response:		
RH-CHI-18	Are protective restrictions for workers under the age of 18 in line with legal requirements?	
Facility Response:		
RH-CHI-19	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-20	Which of the following work is performed by workers under age 18 (SELECT all that apply with a "X")	
RH-CHI-20-1	Work in a hazardous environment and/or work that is hazardous in nature in violation of legal standards	
Facility Response:		
RH-CHI-20.1	Please describe the type of hazardous work performed by both female and by male workers (if different):	
Facility Response:		
RH-CHI-20-2	Night Work	
Facility Response:		
RH-CHI-20.2	Please describe the type of night work and hours worked by both female and male workers (if different):	
Facility Response:		
RH-CHI-20-3	More hours than permitted by law	
Facility Response:		
RH-CHI-20.3	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-20-4	Other	
Facility Response:		
RH-CHI-20.4	If other, please describe:	
Facility Response:		
RH-CHI-20-5	None of the above	
Facility Response:		
RH-CHI-21	Have there been any incidences of forced labor, including sale and trafficking, 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-22	Are facility practices failing to comply 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		

Apprenticeship / Trainee / Internship Programs		
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>		

	<p>Overall International Labor Standard Compliance Guidance: Forced labor is work exacted under the menace of any 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, as long as it is part of a formal educational programme. 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 vulnerable 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 in violation of law. 2) The second element of forced labor is that the worker has not accepted the work voluntarily. Workers must consent to work freely and in an informed manner, and such consent must exist throughout the employment. This means that the conditions of work that are accepted at the time of recruitment must remain the same during the labour relationship, unless the worker freely agrees to change them. Workers 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, denying workers access to their identity documents, or deception with respect to working conditions. Applicable legal standards include the ILO Core Conventions, C29 Forced Labour Convention, 1930 (and its 2014 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; C143 Migrant Workers (Supplementary Provisions) Convention, 1975; and C1 Hours of Work (Industry) Convention, 1919</p>	
Prison Labor		
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 not freely and formally consented to perform the work	
Facility Response:		

RH-FOR-2-2	The facility does not treat 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 no 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?	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 out of line with legal requirements?	
Facility Response:		
<b>Recruiters</b>		
RH-REC-3	Are labor recruiters / employment agencies ever 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 reimburser (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		
Discrimination		
Sub-Section Instructions		
	<p>Overall International Labor Standard Compliance Guidance:</p> <p>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 is a rare occurrence and such exceptions must be applied restrictively, on a case by case basis. 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 on 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; C190 Violence and Harassment Convention, 2019; R206 Violence and Harassment Recommendation, 2019</p>	
Recruitment		



RH-DIS-1	During the recruitment process, do materials such as job description or job application forms ever reference an applicant's race, ethnic group, 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 / Ethnic Group / Skin Color	
Facility Response:		
RH-DIS-3	Are written job descriptions or job application forms that reference an applicant's race / ethnic group / 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, ethnic group, 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 / Ethnic Group / Skin Color	

Facility Response:		
RH-DIS-20	Is an applicant's race / ethnic group / 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	Are 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-32.1	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:		
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.		
RH-DIS-35	Facility requires pregnancy tests that are not required by applicable legislation	
Facility Response:		
RH-DIS-35-1	Facility requires virginity test before or at hiring	
Facility Response:		
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		
RH-DIS-35-2	Facility requires worker to provide commitments (verbally or in writing) that they will not become pregnant	
Facility Response:		
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		
RH-DIS-35-3	Facility requires the use of contraceptives or other forms of birth control at hiring	
Facility Response:		
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		
RH-DIS-35-4	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.		
<b>Disability</b>		
RH-DIS-36	Does the facility hire disabled persons 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>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 failing to comply 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, substitute/badli or casual workers) have a service book 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 6-8, BLA; Rules 20-22, BLR		
Validation Method: BW Compliance Assessment		
<b>Contracts / T&amp;Cs</b>		
RH-EMP-8	Do all workers 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. Document reviews and interviews with workers and management indicated that all workers who worked for the factory had a letter of appointment. Workers were hired on a probationary basis for 03 months at the start of their undetermined duration letter of appointment. All workers' employment contracts were written. Management provided all workers with a copy of their letter of appointment. Document checked: HR records for 10 workers.		
Legal Reference: Section 5, BLA; Rule 19, BLR		
Validation Method: BW Compliance Assessment		
RH-EMP-9	Are contracts for all workers 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	When making changes to contracts, the facility does not seek the written agreement of the affected worker	
Facility Response:		
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.		
RH-EMP-11-2	Signed copies of contracts between the facility and each worker are not maintained on file	
Facility Response:		
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-11-3	Contracts do not clearly and accurately state the terms and conditions of employment	
Facility Response:		
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-11-4	Copies of contracts are not provided to workers, in line with applicable legal requirements	
Facility Response:		
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-11-5	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.		
RH-EMP-12	Do workers understand the terms and conditions within their written employment contracts, including the terms related to wages?	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 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	Indonesia: Does the facility comply with legal requirements concerning premium compensation for non-permanent workers?	
Facility Response:		
RH-EMP-19	Are the facility's employment contracts for foreign migrants in line with legal requirements?	
Facility Response:		
<b>Foreign Migrant Workers</b>		
RH-EMP-20	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-21	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-22	If yes, are the terms and conditions the same?	
Facility Response:		
<b>Dispatched Workers</b>		
RH-EMP-23	Vietnam: Does the facility comply with legal requirements concerning dispatched workers at the workplace?	
Facility Response:		
<b>Outsourced Workers</b>		
RH-EMP-24	Indonesia: Does the facility comply with legal requirements concerning outsourced workers at the workplace?	
Facility Response:		
<b>Probationary Periods</b>		
RH-EMP-25	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		
Benefits Avoidance		
RH-EMP-26	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-27	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:		
Other Legal Requirements		
RH-EMP-28	Are facility practices failing to comply 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-29	Is the facility failing to comply with any legal requirements for Contracts and Hiring Practices pertaining to non-production workers and/or onsite 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.		
Legal Reference: Sections 2(Lxv), 3a, 5, 121, BLA; Rules 7(f), 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		
	<p>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.</p>	
Records		
WH-WOR-1	How are hours of work recorded for workers? (SELECT all that apply with a "X")	
WH-WOR-1-1	Manually (i.e. written record)	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-1-2	Mechanically (i.e. punch card)	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-1-3	Electronically (i.e. swipe card)	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-1-4	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:		
Verification Selection: Accurate		
Verification Data: Neither 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-1-1	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:		
Verification Selection: Accurate		

Verification Data: Neither 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-2-1	Please describe in what circumstances management performs this function:	
Facility Response:		
WH-WOR-2-3	Security	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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	Please describe in what circumstances security performs this function:	
Facility Response:		
WH-WOR-2-4	Other	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-2-3	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:		
Verification Selection: Accurate		
Verification Data: Neither 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>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, 6 days per week (48 hours per week) from Saturday to Thursday. Friday is the weekend. 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); weekend is on rotation basis. Document checked: Internal regulations, working hours posted in the workplace, and time records for the months of Payroll and job cards for December, April and January 2024.		
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 per week?	
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 interviews 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 4 hours (08 regular hours, 04 OT hours) as mentioned in circular nos.- 40.00.0000.016.30.008.17.118,40.00.0000.016.30.008.17.198 and 40.00.0000.016.30.012.17.77 issued by the Ministry of Labour and Employment on 17 May 2023, 08 October 2023 and 01 July 2024 respectively. Assessors noted the following working hours in the reviewed months in different sections. In December 2024: In the Cutting section: maximum 03 OT hours (total 11 hours) in a day. In the Sewing section: maximum 03 OT hours (total 11 hours) in a day. In the Finishing section: maximum 05 OT hours (total 13 hours) in a day. In the Knitting section: maximum 06 OT hours (total 14 hours) in a day. In the Dyeing section: maximum 00 OT hours (total 8 hours) in a day. In the Printing section: maximum 00 OT hours (total 8 hours) in a day. In the Embroidery section: maximum 03 OT hours (total 11 hours) in a day. In April 2024: In the Cutting section: maximum 06 OT hours (total 14 hours) in a day. In the Sewing section: maximum 06 OT hours (total 14 hours) in a day. In the Finishing section: maximum 06 OT hours (total 14 hours) in a day. In the Knitting section: maximum 04 OT hours (total 14 hours) in a day. In the Dyeing section: maximum 03 OT hours (total 11 hours) in a day. In the Printing section: maximum 06 OT hours (total 14 hours) in a day. In the Embroidery section: maximum 03 OT hours (total 11 hours) in a day. In January 2024: In the Cutting section: maximum 06 OT hours (total 14 hours) in a day. In the Sewing section: maximum 06 OT hours (total 14 hours) in a day. In the Finishing section: maximum 06 OT hours (total 14 hours) in a day. In the Knitting section: maximum 04 OT hours (total 12 hours) in a day. In the Dyeing section: maximum 00 OT hours (total 08 hours) in a day. In the Printing section: maximum 04 OT hours (total 12 hours) in a day. In the Embroidery section: maximum 03 OT hours (total 11 hours) in a day. Document checked: Payroll and job cards for December, April and January 2024.		
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 interviews with workers and management indicated that the employer did not comply with limits on overtime hours. The following overtime hours were noted to exceed with the legal limit (Government exempted limit of OT) of weekly 72 hours as mentioned in circular number: 40.00.0000.016.30.008.17.118 and 40.00.0000.016.30.112.17-77 issued by the Wage Board Branch, Ministry of Labor and Employment on 8 October 2023 and 01 July 2024 respectively. In December 2024: In the Cutting section: maximum 15 OT hours (total 63 hours) in a week. In the Sewing section: maximum 15 OT hours (total 63 hours) in a week. In the Finishing section: maximum 21.87 OT hours (total 69.87 hours) in a week. In the Knitting section: maximum 14 OT hours (total 62 hours) in a week. In the Dyeing section: maximum 00 OT hours (total 48 hours) in a week In the Printing section: maximum 36 OT hours (total 84 hours) in a week In the Embroidery section: maximum 15 OT hours (total 63 hours) in a week. In April 2024: In the Cutting section: maximum 34 OT hours (total 82 hours) in a week. In the Sewing section: maximum 31 OT hours (total 79 hours) in a week. In the Finishing section: maximum 21.87 OT hours (total 69.87 hours) in a week. In the Knitting section: maximum 23 OT hours (total 71 hours) in a week. In the Dyeing section: maximum 19 OT hours (total 67 hours) in a week In the Printing section: maximum 25 OT hours (total 73 hours) in a week In the Embroidery section: maximum 18 OT hours (total 66 hours) in a week. In January 2024: In the Cutting section: maximum 28 OT hours (total 76 hours) in a week. In the Sewing section: maximum 26 OT hours (total 74 hours) in a week. In the Finishing section: maximum 36 OT hours (total 84 hours) in a week. In the Knitting section: maximum 00 OT hours (total 48 hours) in a week. In the Dyeing section: maximum 00 OT hours (total 48 hours) in a week In the Printing section: maximum 36 OT hours (total 84 hours) in a week. In the Embroidery section: maximum 15 OT hours (total 63 hours) in a week. Document checked: Payroll and job cards for December, April and January 2024.		
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-12-4	Yearly limits on overtime hours worked	
Facility Response:		
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.		

WH-WOR-1 2-5	Other	
Facility Response:		
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.		
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 and/or get permission from governmental authorities in order to 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 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		
WH-WOR-1 5	Are work targets for production (e.g. quota or piece work) 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>Total Working Hours</b>		
WH-WOR-1 6	Did any workers work more than 60 hours in total (regular + overtime) 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 + overtime) 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 + 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		
WH-WOR-1 9	Did any workers work more than 90 hours in total (regular + overtime) within any given week?	
Facility Response:		

Breaks		
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:		
Rest Days		
WH-WOR-23	Number of weekly rest days (at least 24 consecutive hours long) 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-24	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		
Leave		
WH-WOR-25	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)?	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		
WH-WOR-26	Which of the following types of leave is the facility failing to provide workers time off for, as legally required? (SELECT all that apply with a "X")	
WH-WOR-26-1	All public holidays	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 the workers and management indicated that the facility management did not provide workers legally required at least 11 festival holidays per year. For example, management selected 12 days as festival holidays for the 2025 calendar year, however 02 out of 12 days are the factory's weekly holidays (Weekend and Shaheed Dibash, International Mother Language Day). Document checked: Festival holiday list for 2025.		

Non-Compliance: X		
Legal Reference: Section 118, BLA; Rule 110, BLR		
WH-WOR-2 6-2	Annual leave	
Facility Response:		
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 117, BLA; Rules 107(1, 2), 108, BLR		
WH-WOR-2 6-3	Sick leave	
Facility Response:		
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 47, 116 , BLA; Rule 106, BLR		
WH-WOR-2 6-4	Maternity leave	
Facility Response:		
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 45-47, BLA; Rules 38, 39, BLR		
WH-WOR-2 6-5	Paternity leave	
Facility Response:		
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.		
WH-WOR-2 6-6	Personal leave	
Facility Response:		
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 115 , BLA; Rules 106, 109(1), BLR		
WH-WOR-2 6-7	Vietnam: Provide 30 minutes of time off per day for female workers for rest during their period	
Facility Response:		
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.		
WH-WOR-2 6-8	Ethiopia: Provide legally required time off for prenatal visits	
Facility Response:		
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.		
WH-WOR-2 6-9	Ethiopia: Provide time off for workers to appear at labor dispute hearings and to exercise their civil rights and duties	
Facility Response:		
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.		
WH-WOR-2 6-10	Other types of required leave	
Facility Response:		
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.		
WH-WOR-26.1	If other, please describe the TYPE of required leave that is not provided:	
Facility Response:		
WH-WOR-27	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		
WH-WOR-28	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		
Other Legal Requirements		
WH-WOR-29	Are facility practices failing to comply 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-30	Is the facility failing to comply with any legal requirements for Working Hours pertaining to non-production workers and/or onsite 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.		
Legal Reference: Sections 2(Lxv), 3a, 5, 121, BLA; Rules 7(1), 8, 16, BLR		
Validation Method: BW Compliance Assessment		
Forced Labor		
Sub-Section Instructions		

	<p>Overall International Labor Standard Compliance Guidance: Forced labor is work exacted under the menace of any 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, as long as it is part of a formal educational programme. 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 vulnerable 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 in violation of law. 2) The second element of forced labor is that the worker has not accepted the work voluntarily. Workers must consent to work freely and in an informed manner, and such consent must exist throughout the employment. This means that the conditions of work that are accepted at the time of recruitment must remain the same during the labour relationship, unless the worker freely agrees to change them. Workers 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, denying workers access to their identity documents, or deception with respect to working conditions. Applicable legal standards include the ILO Core Conventions, C29 Forced Labour Convention, 1930 (and its 2014 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; C143 Migrant Workers (Supplementary Provisions) Convention, 1975; and C1 Hours of Work (Industry) Convention, 1919</p>	
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	When production/volume is lower than expected, how are workers impacted? (SELECT all that apply with a "X")	
WH-OVE-6-1	No impact to workers (workers receive their regular pay and come to 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-OVE-6-2	Workers must stay at home and are required to use vacation time/paid time off	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-OVE-6-3	Worker's hours are reduced	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-OVE-6-4	Workers must stay at home and are paid legal minimum wage	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-OVE-6-5	Workers must stay at home and are paid less than legal minimum wage	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-OVE-6-6	Workers must stay at home and are not paid	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-OVE-6-7	Other action impacting workers	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-OVE-6.1	If other, please describe:	
Facility Response:		
WH-OVE-7	Is the facility's practice of requiring workers to take paid or unpaid leave in line with legal requirements?	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		
Facility Comments		
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		
WAGES & BENEFITS		
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 Wages and Benefits. Social and Labor topics within this section include: • Wages and Benefits • Facility Comments	
Wages and Benefits		
Sub-Section Instructions		

	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 workers, 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-WAGE-4	Is the facility failing to pay any worker AT LEAST the legal minimum wage for any regular hours worked?	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		
WB-WAGE-5	If yes, please select all the categories of workers for which any workers in the category did not receive at least the legal minimum wage: (SELECT all that apply with a "X")	
WB-WAGE-5-1	Permanent workers	
Facility Response:		
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 the management paid regular permanent workers in accordance with the Minimum Wage Gazette 2023 considering the worker's designation and grade (for ordinary hours of work). Management paid regular permanent workers in accordance with 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 in the payroll. Document checked: Payrolls for January, April and December 2024.		
Legal Reference: Sections 148, 149, BLA; Rule 133(1), BLR; Minimum Wage Gazette for RMG Sector, 2023; Minimum Wage Gazette for Cotton Textile Sector. May 2018.		
WB-WAGE-5-2	Temporary workers	
Facility Response:		
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 4(8), 148, 149, BLA; Rules 18, 133(1), BLR; Minimum Wage Gazette for RMG Sector, 2023; Minimum Wage Gazette for Cotton Textile Sector, 2024.		
WB-WAGE-5-3	Casual workers	
Facility Response:		
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 4(8), 148, 149, BLA; Rules 18, 133(1), BLR; Minimum Wage Gazette for RMG Sector, 2023; Minimum Wage Gazette for Cotton Textile Sector, 2024.		
WB-WAGE-5-4	Part-time workers	
Facility Response:		
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 4(8), 148, 149, BLA; Rule 133(1), BLR; Minimum Wage Gazette for RMG Sector, 2023; Minimum Wage Gazette for Cotton Textile Sector, 2024.		
WB-WAGE-5-5	Agency/contract workers	

Facility Response:		
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 4(8), 148, 149, BLA; Rule 133(1), BLR; Minimum Wage Gazette for RMG Sector, 2023; Minimum Wage Gazette for Cotton Textile Sector, 2024.		
WB-WAGE-5-6	Contract workers who are not part of the production process	
Facility Response:		
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 4(8), 148, 149, BLA; Rule 133(1), BLR; Minimum Wage Gazette for RMG Sector, 2023; Minimum Wage Gazette for Cotton Textile Sector, 2024.		
WB-WAGE-5-7	Workers under probation	
Facility Response:		
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 4(8), 148, 149, BLA; Rule 133(1), BLR; Minimum Wage Gazette for RMG Sector, 2023; Minimum Wage Gazette for Cotton Textile Sector, 2024.		
WB-WAGE-5-8	Workers who are trainees, apprentices or interns	
Facility Response:		
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 4(2), 148, 149, BLA; Rule 340, BLR; Minimum Wage Gazette for RMG Sector, 2023; Minimum Wage Gazette for Cotton Textile Sector, 2024.		
WB-WAGE-5-9	Other	
Facility Response:		
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 4(8), 148, 149, BLA; Rules 18, 133(1), BLR; Minimum Wage Gazette for RMG Sector, 2023; Minimum Wage Gazette for Cotton Textile Sector, 2024.		
WB-WAGE-5.1	If other, please describe:	
Facility Response:		
WB-WAGE-6	Is the facility failing to pay any worker AT LEAST the basic wage required under their employment contract for any regular hours worked?	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 19, BLR		
Validation Method: BW Compliance Assessment		
WB-WAGE-7	Is the facility failing to pay any worker AT LEAST the basic wage required under the Collective Bargaining Agreement for any regular hours worked?	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		
Facility Information		
WB-WAGE-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		
<b>Records</b>		
WB-WAGE-2	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, management, and worker interviews indicated that the enterprise maintained more than one set of payrolls. 02 separate sets of records were identified, which indicate: - One set reflected monthly payment including overtime payment (regular wage sheet). - Another set reflected allowance for night work (more than 13 hours in a day). Documents checked: Payrolls for January, April and December 2024.		
Non-Compliance: X		
Legal Reference: Rule 111(1), Form 38, BLR		
Validation Method: BW Compliance Assessment		
WB-WAGE-3	Does the facility follow any of the following practices related to maintaining payroll records: (SELECT all that apply with a "X")	
WB-WAGE-3-1	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-WAGE-3-2	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-WAGE-3-3	Payroll records do not show all the types of social insurance the workers are paid	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-WAGE-3-4	None of the above	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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>Overtime Wage</b>		
WB-WAGE-8	Is the facility failing to pay workers overtime in line with legal requirements (Incl. overtime rate and types of overtime)?	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-WAGE-9	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-WAGE-10	Which of the following types of overtime hours is the facility failing to pay workers as legally required? (SELECT all that apply with a "X")	
WB-WAGE-10-1	Ordinary overtime hours	
Facility Response:		
WB-WAGE-10-2	Overtime hours performed at night	
Facility Response:		
WB-WAGE-10-3	Overtime hours performed on weekly rest days	
Facility Response:		
WB-WAGE-10-4	Overtime hours performed on public holidays	
Facility Response:		
WB-WAGE-11	Are overtime hours paid at a premium rate of AT LEAST 1.25 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-WAGE-12	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-WAGE-13	Which of the following types of regular hours worked at a premium rate is the facility failing to pay workers as legally required? (SELECT all that apply with a "X")	
WB-WAGE-13-1	Regular hours worked at night	
Facility Response:		
WB-WAGE-13-2	Regular hours worked on weekly rest days	
Facility Response:		
WB-WAGE-13-3	Regular hours worked on public holidays	
Facility Response:		
WB-WAGE-14	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		
<b>Piece Rate Workers</b>		



WB-WAGE-15	Are piece rate workers paid correctly for ordinary hours of work when their piece rate earnings exceed minimum wage?	
Facility Response:		
WB-WAGE-16	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-WAGE-17	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		
<b>Overtime Allowances</b>		
WB-WAGE-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		
<b>Wage Grades / Levels</b>		
WB-WAGE-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-WAGE-19.1	If other, please describe:	
Facility Response:		
WB-WAGE-20	How many wage grades/ levels does the facility have?	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 Advisory		
	NOTE: The Tool supports a maximum of 7 wage levels (7 entries for facility data). Grade 1 means lowest paid grade level. 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-WAGE-21	TOTAL number of workers in wage level Grade 1 (lowest wage grade level)	99
Facility Response: 99		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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-WAGE-22	Number of FEMALE workers in wage level Grade 1 (lowest wage grade level)	21
Facility Response: 21		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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-WAGE-23	TOTAL number of workers in wage level Grade 2	1431
Facility Response: 1431		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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-WAGE-24	Number of FEMALE workers in wage level Grade 2	517
Facility Response: 517		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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-WAGE-25	TOTAL number of workers in wage level Grade 3	961
Facility Response: 961		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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-WAGE-26	Number of FEMALE workers in wage level Grade 3	527
Facility Response: 527		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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-WAGE-27	TOTAL number of workers in wage level Grade 4	502
Facility Response: 502		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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-WAGE-28	Number of FEMALE workers in wage level Grade 4	203
Facility Response: 203		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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-WAGE-29	TOTAL number of workers in wage level Grade 5	
Facility Response:		
WB-WAGE-30	Number of FEMALE workers in wage level Grade 5	
Facility Response:		
WB-WAGE-31	TOTAL number of workers in wage level Grade 6	
Facility Response:		
WB-WAGE-32	Number of FEMALE workers in wage level Grade 6	
Facility Response:		
WB-WAGE-33	TOTAL number of workers in wage level Grade 7	
Facility Response:		

WB-WAGE-34	Number of FEMALE workers in wage level Grade 7	
Facility Response:		
WB-WAGE-35	TOTAL number of workers in wage level skilled	
Facility Response:		
WB-WAGE-36	Number of FEMALE workers in wage level skilled	
Facility Response:		
WB-WAGE-37	TOTAL number of workers in wage level semi-skilled	
Facility Response:		
WB-WAGE-38	Number of FEMALE workers in wage level semi-skilled	
Facility Response:		
WB-WAGE-39	TOTAL number of workers in wage level un-skilled	
Facility Response:		
WB-WAGE-40	Number of FEMALE workers in wage level un-skilled	
Facility Response:		
WB-WAGE-41	First wage level defined by facility (this is the lowest wage level) (please complete definition of this level)	
Facility Response:		
WB-WAGE-42	TOTAL number of workers in lowest wage level defined by facility	
Facility Response:		
WB-WAGE-43	Number of FEMALE workers in lowest wage level defined by facility	
Facility Response:		
WB-WAGE-44	Second wage level defined by facility (please complete definition of this level)	
Facility Response:		
WB-WAGE-45	TOTAL number of workers in second wage level defined by facility	
Facility Response:		
WB-WAGE-46	Number of FEMALE workers in second wage level defined by facility	
Facility Response:		
WB-WAGE-47	Third wage level defined by facility (please complete definition of this level)	
Facility Response:		
WB-WAGE-48	TOTAL number of workers in third wage level defined by facility	
Facility Response:		
WB-WAGE-49	Number of FEMALE workers in third wage level defined by facility	
Facility Response:		
WB-WAGE-50	Fourth wage level defined by facility (please complete definition of this level)	
Facility Response:		
WB-WAGE-51	TOTAL number of workers in fourth wage level defined by facility	
Facility Response:		
WB-WAGE-52	Number of FEMALE workers in fourth wage level defined by facility	
Facility Response:		
WB-WAGE-53	Fifth wage level defined by facility (please complete definition of this level)	

Facility Response:		
WB-WAGE-54	TOTAL number of workers in fifth wage level defined by facility	
Facility Response:		
WB-WAGE-55	Number of FEMALE workers in fifth wage level defined by facility	
Facility Response:		
WB-WAGE-56	Sixth wage level defined by facility (please complete definition of this level)	
Facility Response:		
WB-WAGE-57	TOTAL number of workers in sixth wage level defined by facility	
Facility Response:		
WB-WAGE-58	Number of FEMALE workers in sixth wage level defined by facility	
Facility Response:		
WB-WAGE-59	Seventh wage level defined by facility (please complete definition of this level)	
Facility Response:		
WB-WAGE-60	TOTAL number of workers in seventh wage level defined by facility	
Facility Response:		
WB-WAGE-61	Number of FEMALE workers in seventh wage level defined by facility	
Facility Response:		
<b>Wage Data Lowest</b>		
WB-WAGE-62	Lowest wage grade / level: Average monthly basic wage - male	7882
Facility Response: 7882		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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-WAGE-63	Lowest wage grade / level: Average monthly basic wage - female	7505
Facility Response: 7505		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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-WAGE-64	Lowest wage grade / level: Average monthly overtime earnings - male	5215
Facility Response: 5215		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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-WAGE-65	Lowest wage grade / level: Average monthly overtime earnings - female	5552
Facility Response: 5552		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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-WAGE-66	Lowest wage grade / level: Average monthly allowance/ incentive/ bonus earnings - male	800
Facility Response: 800		
Verification Selection: Accurate		

Verification Data: Neither assessed nor verified 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-WAGE-67	Lowest wage grade / level: Average monthly allowance/ incentive/ bonus earnings - female	760
Facility Response: 760		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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-WAGE-68	Lowest wage grade / level: Average monthly take-home pay - male	19432
Facility Response: 19432		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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-WAGE-69	Lowest wage grade / level: Average monthly take-home pay - female	19532
Facility Response: 19532		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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 Data Most Representative</b>		
WB-WAGE-70	Wage grade / level most represented in the facility: Average monthly basic wage - male	8286
Facility Response: 8286		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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-WAGE-71	Wage grade / level most represented in the facility: Average monthly basic wage - female	7899
Facility Response: 7899		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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-WAGE-72	Wage grade / level most represented in the facility: Average monthly overtime earnings - male	5322
Facility Response: 5322		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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-WAGE-73	Wage grade / level most represented in the facility: Average monthly overtime earnings - female	6248
Facility Response: 6248		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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-WAGE-74	Wage grade / level most represented in the facility: Average monthly allowance/ incentive/ bonus earnings - male	680
Facility Response: 680		
Verification Selection: Accurate		

Verification Data: Neither assessed nor verified 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-WAGE-75	Wage grade / level most represented in the facility: Average monthly allowance/ incentive/ bonus earnings - female	940
Facility Response: 940		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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 Review</b>		
WB-WAGE-76	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		
<b>Basic Wage Factors</b>		
WB-WAGE-77	What are individual worker's basic wages based upon? (SELECT all that apply with a "X")	
WB-WAGE-77-1	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-WAGE-77-2	Living Wage Estimate	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-WAGE-77-3	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-WAGE-77-4	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-WAGE-77-5	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-WAGE-77-6	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-WAGE-77-7	Other	

Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-WAGE-77.1	If other, please describe:	
Facility Response:		
WB-WAGE-77-8	None of the above	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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 Structure / Scale</b>		
WB-WAGE-78	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-WAGE-79	Does the facility conduct worker performance evaluations?	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-WAGE-80	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-WAGE-81	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 who were promoted with an increase in their basic wage as a result of their promotion:	
WB-WAGE-82	Describe the most representative department within the facility:	Sewing department is the most representative department.
Facility Response: Sewing department is the most representative department.		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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-WAGE-83	Number of female workers who were promoted with an increase in their basic wage as a result of their promotion:	214
Facility Response: 214		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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-WAGE-84	Number of male workers who were promoted with an increase in their basic wage as a result of their promotion:	277
Facility Response: 277		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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>		
	Complete all the bonus types that the facility provided to workers in the assessment period:	
WB-WAGE-85	The facility paid an Attendance Bonus	Yes- not legally required (voluntarily)
Facility Response: Yes- not legally required (voluntarily)		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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-WAGE-86	The facility paid a Productivity Bonus	No- not legally required
Facility Response: No- not legally required		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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-WAGE-87	The facility paid an Annual Bonus	Yes- in line with legal requirements
Facility Response: Yes- in line with legal 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		
WB-WAGE-88	The facility paid Housing, Transportation and/or Meal Allowances	Yes- in line with legal requirements
Facility Response: Yes- in line with legal 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		
WB-WAGE-89	The facility paid Seniority and/or Gratuity Bonus	No- not legally required
Facility Response: No- not legally required		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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-WAGE-90	Other Monetary Bonuses and/or Allowances	Yes- in line with legal requirements
Facility Response: Yes- in line with legal 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		
WB-WAGE-90.1	If other, please describe:	Attendance Bonus
Facility Response: Attendance Bonus		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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>Profit-based Bonus</b>		
WB-WAGE-91	Pakistan: Does the facility pay workers the legally required y early profit-based bonus?	
Facility Response:		
<b>Participation Fund/ Welfare Fund</b>		
WB-WAGE-92	Bangladesh: Has the facility established a Workers' Participati on Fund and Welfare Fund, and paid the correct amount into the funds each year, as legally required?	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 equiv alent 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-WAGE-93	Bangladesh: Are the Workers' Participation and Welfare Fund s used and distributed as legally required?	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 equiv alent 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-WAGE-94	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 equiv alent 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-WAGE-95	Are workers paid their full wages in the legally required man ner?	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 equiv alent 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-WAGE-96	How are workers paid? (SELECT all that apply with a "X")	
WB-WAGE-96-1	Cash	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-WAGE-97	What approximate percentage of workers are paid by cash?	
Facility Response:		
WB-WAGE-97-1	Check	
Facility Response:		
Verification Selection: Accurate		

Verification Data: Neither 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-WAGE-98	What approximate percentage of workers are paid by check?	
Facility Response:		
WB-WAGE-98-1	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-WAGE-99	What approximate percentage of workers are paid by direct deposit into bank accounts?	25
Facility Response: 25		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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-WAGE-99-1	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-WAGE-100	What approximate percentage of workers are paid by mobile money?	75
Facility Response: 75		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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-WAGE-100-1	Card (with a stored value)	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-WAGE-101	What approximate percentage of workers are paid by card (with a stored value)?	
Facility Response:		
WB-WAGE-101-1	Other	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-WAGE-101.1	If other, please describe:	
Facility Response:		
WB-WAGE-102	What approximate percentage of workers are paid by these other means?	
Facility Response:		
WB-WAGE-103	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-WAGE-104	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-WAGE-104.1	If other, please describe:	
Facility Response:		
WB-WAGE-105	If workers are paid through 3rd party agents, have workers authorized this in writing?	
Facility Response:		
WB-WAGE-106	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-WAGE-107	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-WAGE-108	Do pay slips contain accurate information on worker wages in a detailed and comprehensive manner for 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-WAGE-109	Is the receipt of wage payment confirmed in writing by 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-WAGE-110	Do workers have the ability to dispute and correct wage payments in the event of an error?	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>Loans &amp; Advances</b>		
WB-WAGE-111	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-WAGE-111.1	If yes, please describe the circumstances:	
Facility Response:		
WB-WAGE-112	Are all loans and/or advances in line with legal requirements?	
Facility Response:		
WB-WAGE-113	Are workers informed of the terms and conditions surrounding the granting and repayment of advances and loans?	
Facility Response:		
WB-WAGE-113.1	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-WAGE-114	Is there written documentation surrounding the terms and conditions of the granting and repayment of advances and loans?	
Facility Response:		
WB-WAGE-115	If yes, do workers confirm the accuracy of payouts and repayments in writing?	
Facility Response:		
<b>Legal Withholdings</b>		
WB-WAGE-116	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-WAGE-117	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-WAGE-118	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-WAGE-118.1	If yes, please describe the type of deductions of wages made (besides legally required withholdings and social security):	
Facility Response:		
WB-WAGE-119	If yes, does the facility follow any of the following practices regarding deductions: (SELECT all that apply with a "X")	
WB-WAGE-119-1	Deductions are voluntarily accepted by workers	
Facility Response:		
WB-WAGE-119-2	Workers sign a document (in a language they understand) giving consent for monies to be deducted	
Facility Response:		
WB-WAGE-119-3	Deductions to wages are explained to workers	
Facility Response:		

WB-WAGE-119-4	Workers have access to the account status of all wage deductions (i.e. history of payments, current account balances etc.)	
Facility Response:		
WB-WAGE-119-5	None of the above	
Facility Response:		
WB-WAGE-120	Are workers ever responsible for the cost of any of the following? (SELECT all that apply with a "X")	
WB-WAGE-120-1	IDs/Badges/Swipe Cards	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-WAGE-120-2	Uniforms	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-WAGE-120-3	Other	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-WAGE-120.1	If other, please describe:	
Facility Response:		
WB-WAGE-120-4	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-WAGE-121	Is the facility failing to collect and forward social insurance or social security contributions for workers in line with legal requirements?	No applicable legal requirements
Facility Response: No applicable legal 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		
WB-WAGE-122	Does the facility fail to 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-WAGE-122-1	Pension/ Provident fund	
Facility Response:		
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-WAGE-122-2	Medical	
Facility Response:		
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-WAGE-122-3	Work-related injury/ illness/ death	
Facility Response:		
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-WAGE-122-4	Unemployment	
Facility Response:		
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-WAGE-122-5	Maternity	
Facility Response:		
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-WAGE-122-6	Other	
Facility Response:		
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-WAGE-122.1	If other, please describe:	
Facility Response:		
WB-WAGE-122-7	Not applicable - worker and facility contributions cannot be separated and/ or broken down	
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-WAGE-122-8	None of the above (facility collects and forwards all legally required contributions in line with legal requirements)	
Facility Response:		
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-WAGE-122-9	Total worker contribution amount (no breakdown possible) collected and forwarded is in line with legal requirements	
Facility Response:		
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-WAGE-123	Does the facility register their workers with social security institutions, in line with legal requirements?	No applicable legal requirements
Facility Response: No 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-WAGE-124	Is the facility failing to contribute the legally required amount for all legally required types of social insurance/social security?	No applicable legal requirements
Facility Response: No applicable legal 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		
WB-WAGE-125	Which of the following facility social insurance contributions (both calculations and types required) are out of line with legal requirements? (SELECT all that apply with an "X")	
WB-WAGE-125-1	Pension/ Provident fund	
Facility Response:		
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-WAGE-125-2	Medical	
Facility Response:		
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-WAGE-125-3	Work-related injury/ illness/ death	
Facility Response:		
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-WAGE-125-4	Unemployment	
Facility Response:		
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-WAGE-125-5	Maternity	
Facility Response:		
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-WAGE-125-6	Other	
Facility Response:		
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 232(3), BLA; Rules 212, 214(1(a), 2, 3), 217		
WB-WAGE-125.1	If other, please describe:	
Facility Response:		
WB-WAGE-125-7	Not applicable - worker and facility contributions cannot be separated and/ or broken down	
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-WAGE-125-8	None of the above (facility calculates all types of legally required social insurance contributions in line with legal requirements)	
Facility Response:		

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-WAGE-125-9	Total facility contribution amount (no breakdown possible) is in line with legal requirements	
Facility Response:		
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-WAGE-126	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-WAGE-127	Does the facility provide other insurance to workers who are not covered by legally required social insurance or social security programs?	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		
WB-WAGE-128	If yes, how many workers are covered by this other insurance?	
Facility Response:		
WB-WAGE-129	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
Facility Response: No applicable legal requirements		
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		
WB-WAGE-130	Which of the following legally required compensation/ benefits is not directly paid to workers? (SELECT all that apply with an "X")	
WB-WAGE-130-1	Compulsory group insurance for workers	
Facility Response:		
WB-WAGE-130-2	Compensation for work-related accidents and diseases	
Facility Response:		
WB-WAGE-130-3	Compensation for worker's death	
Facility Response:		
WB-WAGE-130-4	Vietnam: Facility contribution for social, health and unemployment insurance for workers not covered by compulsory social insurance	
Facility Response:		
WB-WAGE-130-5	Other	
Facility Response:		
WB-WAGE-130.1	If other, please describe:	
Facility Response:		
WB-WAGE-131	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-WAGE-132	Vietnam: Does the facility comply with applicable legal requirements when workers have occupational accidents and diseases?	
Facility Response:		
WB-WAGE-133	Indonesia: Does the facility comply with all requirements related to national social insurance (BPJS Ketenagakerjaan), including registering workers, paying employer contributions, and collecting and forwarding workers' contributions?	
Facility Response:		
WB-WAGE-134	Indonesia: Does the facility comply with all requirements related to National healthcare funds (BPJS kesehatan), including registering workers, paying employer contributions, and collecting and forwarding workers' contribution?	
Facility Response:		
WB-WAGE-135	If the facility has overdue social insurance / social security debts due to non-payment or untimely payment of contributions, is the facility actively correcting this legal non-compliance?	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		
WB-WAGE-136	Has the facility been subject to any fines or sanctions related to social insurance/ 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		
<b>In-kind Benefits</b>		
WB-WAGE-137	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-WAGE-138	Does the facility provide in-kind benefits, even if not legally required?	
Facility Response:		
WB-WAGE-139	Which types of in-kind benefits does the facility provide? (SELECT all that apply with a "X")	
WB-WAGE-139-1	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-WAGE-139.1	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-WAGE-139-2	Transportation	
Facility Response:		

Verification Selection: Accurate		
Verification Data: Neither 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-WAGE-139.2	Please describe:	
Facility Response:		
WB-WAGE-139-3	Housing	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-WAGE-139.3	Please describe:	
Facility Response:		
WB-WAGE-139-4	Food	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-WAGE-139.4	Please describe:	
Facility Response:		
WB-WAGE-139-5	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-WAGE-139.5	Please describe:	Free Medical Facility with medicine. Also we have a External medical Contract, from there o ur 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-WAGE-139-6	Energy (i.e. fuel, coal, electricity, gas etc.)	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-WAGE-139.6	Please describe:	
Facility Response:		
WB-WAGE-139-7	Footwear / Clothing	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-WAGE-139.7	Please describe:	
Facility Response:		
WB-WAGE-139-8	Other	
Facility Response:		
Verification Selection: Accurate		

Verification Data: Neither 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-WAGE-139.8	If other, please describe:	
Facility Response:		
WB-WAGE-140	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-WAGE-141	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-WAGE-142	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>Break</b>		
WB-WAGE-143	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>Leave</b>		
WB-WAGE-144	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?	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		
WB-WAGE-145	Which of the following types of leave is the facility failing to pay workers for, as legally required? (SELECT all that apply with a "X")	
WB-WAGE-145-1	All public holidays	
Facility Response:		
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 118, 119, BLA; Rule 110, BLR		
WB-WAGE-145-2	Annual leave	
Facility Response:		

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 117, 119, BLA; Rule 107, BLR; MoLE Circular dated 2 February 2016		
WB-WAGE-145-3	Sick leave	
Facility Response:		
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 116, BLA; Rule 106, BLR		
WB-WAGE-145-4	Maternity leave	
Facility Response:		
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 reviews, management and workers interviews indicated that management provided 120 days of paid maternity leave to workers who had worked in the factory for not less than six months immediately preceding the day of delivery. Workers receive their average monthly earnings during the three months preceding the leave, including overtime pay and bonuses. Workers received these payments within 3 working days of providing proof of the pregnancy/birth as per the worker's preferred mode of payment. There were a total of 41 pregnant workers availed of maternity leave in the last 12 months. Interviewed workers confirmed that the employer pays workers' benefits correctly when women take maternity leave. Document checked: 05 maternity workers' personnel files, maternity leave register, and benefits calculation at random.		
Legal Reference: Sections 45-49, BLA; Rules 38, 39, Forms 18, 18A, and 19, BLR		
WB-WAGE-145-5	Paternity leave	
Facility Response:		
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-WAGE-145-6	Personal leave	
Facility Response:		
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 115, BLA; Rule 106, BLR		
WB-WAGE-145-7	Vietnam: Pay 30 minutes of time off per day for female workers for rest during their period	
Facility Response:		
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-WAGE-145-8	Ethiopia: Pay workers correctly during prenatal visits	
Facility Response:		
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-WAGE-145-9	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:		
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-WAGE-145-10	Other types of required leave	
Facility Response:		
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 (2A) BLA; Rule 111(5), BLR		
WB-WAGE-145.1	If other, please describe the TYPE of required leave that is not paid for:	
Facility Response:		
WB-WAGE-146	Does the facility comply with legal restrictions regarding payment 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-WAGE-147	Does the facility provide workers with compensatory time of f 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 103, 104, BLA; Rule 101, BLR		
Validation Method: BW Compliance Assessment		
<b>Work Stoppages</b>		
WB-WAGE-148	Does the facility pay workers correctly during work stoppages 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-WAGE-149	Were all OTHER wage payments 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		
WB-WAGE-150	Cambodia: Which of the following OTHER wage payments were not in line with legal requirements? (SELECT all that apply with an "X")	
WB-WAGE-150-1	Cambodia: Transport home or a place to sleep for workers who finish work between 22:00 and 05:00	
Facility Response:		
WB-WAGE-150-2	Cambodia: Wage supplements (including transportation and housing allowances)	
Facility Response:		
WB-WAGE-150-3	Cambodia: Attendance bonus during leave	
Facility Response:		
WB-WAGE-150-4	Cambodia: Attendance bonus to new workers	
Facility Response:		
WB-WAGE-150-5	Cambodia: Attendance bonus to casual workers	

Facility Response:		
WB-WAGE-150-6	Cambodia: Seniority indemnity for Undetermined Duration Contract (UDC) workers	
Facility Response:		
WB-WAGE-151	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:		
Other Legal Requirements		
WB-WAGE-152	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-WAGE-153	Is the facility failing to comply with any legal requirements for Wages and Benefits pertaining to non-production workers and/or onsite 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		
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		
WORKER TREATMENT		
Number	Question	Final Verified Response
Section Instructions		
Section Instructions		
	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: • Forced Labor • Harassment and Abuse • Discrimination • Discipline • Facility Comments	
Forced Labor		
Sub-Section Instructions		

	<p>Overall International Labor Standard Compliance Guidance: Forced labor is work exacted under the menace of any 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, as long as it is part of a formal educational programme. 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 vulnerable 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 in violation of law. 2) The second element of forced labor is that the worker has not accepted the work voluntarily. Workers must consent to work freely and in an informed manner, and such consent must exist throughout the employment. This means that the conditions of work that are accepted at the time of recruitment must remain the same during the labour relationship, unless the worker freely agrees to change them. Workers 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, denying workers access to their identity documents, or deception with respect to working conditions. Applicable legal standards include the ILO Core Conventions, C29 Forced Labour Convention, 1930 (and its 2014 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; C143 Migrant Workers (Supplementary Provisions) Convention, 1975; and C1 Hours of Work (Industry) Convention, 1919</p>	
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		
Other Legal Requirements		
WT-FOR-13	Are facility practices failing to comply 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		
Harassment and Abuse		
Sub-Section Instructions		
	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.	
Harassment		
WT-HAR-1	Have there been any cases of physical, verbal, psychological harassment, violence 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:		
Harassment Training		
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:		
Discipline		
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 harassment policy with committee, workers can rise their grievances if any harassment happen.
Facility Response: We have strong Anti harassment policy with committee, workers can rise their grievances if any harassment happen.		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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, ethnic group, 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 / Ethnic Group / 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 / ethnic group / 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:		
National Extraction		
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:		
Social Origin		
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:		
Disability		
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:		
HIV/AIDS Status		
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:		
Sexual Orientation		
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:		
Gender Identity		
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:		
Pregnancy Status		
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:		
Marital Status		
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:		
Age		
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:		
Nationality / Foreign Migrant Worker Status		
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:		
Other		
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:		
Other Legal Requirements		
WT-HAR-44	Are facility practices failing to comply 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		
Discrimination		
Sub-Section Instructions		
	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 is a rare occurrence and such exceptions must be applied restrictively, on a case by case basis. 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 on 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; C190 Violence and Harassment Convention, 2019; R206 Violence and Harassment Recommendation, 2019	
Sexual Harassment		
WT-DIS-1	Have there been cases of 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, ethnic group, 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 / Ethnic Group / 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:		

Compensation		
WT-DIS-6	Have race, ethnic group, 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 / Ethnic Group / 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:		
Conditions of Work		
WT-DIS-8	Have race, ethnic group, 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 / Ethnic Group / 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	Has the facility failed to 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	
Facility Response:		
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	
Facility Response:		
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	
Facility Response:		
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	
Facility Response:		
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:		
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.		
WT-DIS-10-6	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.		
WT-DIS-11	Does the facility include all periods of 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:		
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.		
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:		

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		
WT-DIS-13-2	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.		
<b>Disability</b>		
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 we have arrangement of wheel chair in our facility.
Facility Response: Disabled workers can use lift and we have arrangement of wheel chair in our 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		
WT-DIS-15	Are the facility's practices around making accommodations for or 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)?	40
Facility Response: 0		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: 40		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-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	How many workers became disabled for a work-related reason?	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-DIS-18	Has the facility taken steps to enable workers who become disabled (for whatever reason) to retain their work?	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.		
Validation Method: BW Compliance Assessment		
<b>Infection or Illness</b>		

WT-DIS-19	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-20	If yes, are these HIV / AIDS tests administered in line with legal requirements?	
Facility Response:		
WT-DIS-21	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-22	If yes, are these infection or illness tests administered in line with legal requirements?	
Facility Response:		
WT-DIS-23	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-24	Are these steps to help workers with HIV / AIDS in line with legal requirements?	
Facility Response:		
WT-DIS-25	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?	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.		
Validation Method: BW Compliance Assessment		
WT-DIS-26	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: Neither assessed nor verified 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-DIS-27	Are facility practices failing to comply 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		
Other Legal Requirements		
WT-DISC-8	Are facility practices failing to comply with any legal requirements not covered elsewhere regarding Discipline?	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		
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
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-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:		
Other Legal Requirements		
WT-WOR-3	Is the facility failing to comply with any legal requirements for Discipline, Harassment and Abuse pertaining to non-production workers and/or onsite 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		
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		
WORKER INVOLVEMENT		
Number	Question	Final Verified Response
Section Instructions		
Section Instructions		

	<p>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:</p> <ul style="list-style-type: none"><li>• Freedom of Association and Collective Bargaining</li><li>• Worker Representatives</li><li>• Bipartite committee(s)</li><li>• Grievance Systems</li><li>• Worker Feedback</li><li>• Facility Comments</li></ul>	
FOA & CB		
Sub-Section Instructions		
	<p>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</p> <p>Other relevant ILO documents: C135 Workers' Representatives Convention, 1971; C154 Collective Bargaining Convention, 1981; R143 Workers' Representatives Recommendation, 1971; R163 Collective Bargaining Recommendation, 1981</p>	
Freedom to Associate		
WI-FOA-1	Are workers free to form a trade union of their choosing?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
<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. Based on information gathered from the publicly accessible Department of Labor (DOL) website and also confirmed by management and worker interviews that there is a union in the factory named IRIS Fabrics Ltd. Sromic Union with Registration Number Dhaka- 5816, which received registration on 23 May 2022. EAs observed that factory management was not opposed to workers exercising their Freedom of Association (FoA) rights. Interviews with workers indicated that workers were aware of the union membership process and other union activities. Moreover, policies on FoA were communicated to the workers through the notice board.</p>		
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		
<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.</p>		
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 : i) an established union on-site, and/or ii) workers affiliated to higher-level unions (such as sectoral unions)?	Yes
Facility Response: Yes		
Verification Selection: Accurate		
<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. Based on information gathered from the publicly accessible Department of Labor (DOL) website and also confirmed by management and worker interviews that there is a union in the factory named IRIS Fabrics Ltd. Sromic Union with Registration Number Dhaka- 5816, which received registration on 23 May 2022. EAs observed that factory management was not opposed to workers exercising their Freedom of Association (FoA) rights. Interviews with workers indicated that workers were aware of the union membership process and other union activities. Moreover, policies on FoA were communicated to the workers through the notice board and the union is a member of National Garments Sromic Federation.</p>		
Validation Method: BW Compliance Assessment		
WI-FOA-4	NUMBER of established 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. Based on information gathered from the publicly accessible Department of Labor (DOL) website and also confirmed by management and worker interviews that there is a union in the factory named IRIS Fabrics Ltd. Sromic Union with Registration Number Dhaka- 5816, which received registration on 23 May 2022.		
Validation Method: BW Compliance Assessment		
WI-FOA-5	PERCENTAGE of workers that are trade union members:	20
Facility Response: 23		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: 20		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-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 and The Union Executive Committee members confirm that 20% of the total workforce are the member of the union.		
Validation Method: BW Compliance Assessment		
WI-FOA-6	Name of union with the largest membership:	IRIS Fabrics Ltd. Sromic Union
Facility Response: IRIS Fabrics Workers Union		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: IRIS Fabrics Ltd. Sromic 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. IRIS Fabrics Ltd. Sromic Union with Registration Number Dhaka- 5816, which received registration on 23 May 2022. Enterprise Management and Union representatives are confirmed that 600 workers are belongs to the said union.		
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 Sromic Federation
Facility Response: Jatiyo Garments Shromik Federation.		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: National Garments Sromic 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	TOTAL number of union members in the union with the largest membership in the facility	600
Facility Response: 588		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: 600		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-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 and Union representatives are confirmed that 600 workers are belongs to the said union.		
Validation Method: BW Compliance Assessment		
WI-FOA-9	NUMBER of female union members in the union with the largest membership in the facility	350
Facility Response: 353		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: 350		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-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	TOTAL number of union officials in the union with the largest membership in the facility	11
Facility Response: 11		
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 the information obtain from document review, management and worker interview a executive committee with 11 members was formed on 21 June 2024 with validity of 2 years.		
Validation Method: BW Compliance Assessment		

WI-FOA-11	NUMBER of female union officials in the union with the largest membership in the facility	6
Facility Response: 6		
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	TOTAL number of union members in the union with the 2nd largest membership in the facility	
Facility Response:		
WI-FOA-15	NUMBER of female union members in the union with the 2nd largest membership in the facility	
Facility Response:		
WI-FOA-16	TOTAL number of union officials in the union with the 2nd largest membership in the facility	
Facility Response:		
WI-FOA-17	NUMBER of female 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	TOTAL number of union members in the union with the 3rd largest membership in the facility	
Facility Response:		
WI-FOA-21	NUMBER of female union members in the union with the 3rd largest membership in the facility	
Facility Response:		
WI-FOA-22	TOTAL number of union officials in the union with the 3rd largest membership in the facility	
Facility Response:		
WI-FOA-23	NUMBER of female 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	TOTAL number of union members in the union with the 4th largest membership in the facility	
Facility Response:		
WI-FOA-27	NUMBER of female union members in the union with the 4th largest membership in the facility	
Facility Response:		
WI-FOA-28	TOTAL number of union officials in the union with the 4th largest membership in the facility	



Facility Response:		
WI-FOA-29	NUMBER of female 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	TOTAL number of union members in the union with the 5th largest membership in the facility	
Facility Response:		
WI-FOA-33	NUMBER of female union members in the union with the 5th largest membership in the facility	
Facility Response:		
WI-FOA-34	TOTAL number of union officials in the union with the 5th largest membership in the facility	
Facility Response:		
WI-FOA-35	NUMBER of female 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 total union members • number of female union members • number of total union officials • number of female 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?	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.		
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: 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-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?	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 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:		
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(d), BLA		
WI-FOA-51-2	Punished	
Facility Response:		
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 186, 195(c), 196(A), BLA		
WI-FOA-51-3	Terminated workers or did not renew their contract	
Facility Response:		
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, 158; Sections 186, 195(b, d), BLA		
WI-FOA-51-4	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.		

WI-FOA-52	Were terminations of trade union official(s) (if any) in line with applicable legal requirements?	Not applicable. No trade union officials were terminated.
Facility Response: Not applicable. No trade union officials were terminated.		
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 186, 228, BLA		
Validation Method: BW Compliance Assessment		
WI-FOA-53	Do Trade Union representatives have time off to carry out their representative functions?	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-54	Do Trade Union representatives have time off to attend relevant trainings or meetings outside the factory?	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-55	Are Trade Union Officers from the Federation/External Trade Union granted access to meet with Trade Union members' representatives?	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>Collective Bargaining</b>		
WI-FOA-56	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>Collective Bargaining Agreement</b>		
WI-FOA-57	How many Collective Bargaining Agreements (CBAs) have there been in effect at the facility during the assessment timeframe?	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. There was only one collective bargaining agreement was signed on 05 October 2024 with 21 demand regarding working conditions and terms of employment .		
Validation Method: BW Compliance Assessment		
WI-FOA-58	Parties to the CBA that covers the greatest number of workers in the workplace:	1. IRIS Fabric Ltd. Management, 2. IRIS Fabric Ltd. Sromik Union and 3. National Garments Worker Federation.
Facility Response: 01. Factory Management 02. Trade Union 03. Federation		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: 1. IRIS Fabric Ltd. Management, 2. IRIS Fabric Ltd. Sromik Union and 3. National Garments Worker 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-59	PERCENTAGE of workforce covered by the CBA that covers the greatest number of workers in the workplace:	100
Facility Response: 100		
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-60	Duration of the CBA that covers the greatest number of workers in the workplace (provide NUMBER value for duration in months):	12
Facility Response: 24		
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-61	Overview of the issues covered in the CBA that covers the greatest number of workers in the workplace:	There were 21 issue as below: 1. Attendance Bonus, 2. Wage Increase, 3. Tiffin Bill, 4. Night Bill, 5. Excess Working Hour, 6. Mobile Phone Facility, 7. Changing of old fan at floor, 8. Hot water at dining, 9. Increase number of attendance count machine, 10. Provident fund, 11. Attain all type of government holiday, 12. Welfare officer, 13. On time wages, 14. Attendance bonus, 15. Production Bonus, 16. Maternity leave, 17. Women supervisor, 18. Needle management, 19. Sharp tools management, 20. Skill development of workers and 21. Grievance management.
Facility Response: Increase Tiffin Bill, Increase Night Bill, Attendance Bonus Increase & others		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: There were 21 issue as below: 1. Attendance Bonus, 2. Wage Increase, 3. Tiffin Bill, 4. Night Bill, 5. Excess Working Hour, 6. Mobile Phone Facility, 7. Changing of old fan at floor, 8. Hot water at dining, 9. Increase number of attendance count machine, 10. Provident fund, 11. Attain all type of government holiday, 12. Welfare officer, 13. On time wages, 14. Attendance bonus, 15. Production Bonus, 16. Maternity leave, 17. Women supervisor, 18. Needle management, 19. Sharp tools management, 20. Skill development of workers and 21. Grievance management.		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-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-62	Parties to the CBA that covers the 2nd greatest number of workers in the workplace:	
Facility Response:		
WI-FOA-63	PERCENTAGE of workforce covered by the CBA that covers the 2nd greatest number of workers in the workplace:	
Facility Response:		
WI-FOA-64	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-65	Overview of the issues covered in the CBA that covers the greatest 2nd number of workers in the workplace:	
Facility Response:		
WI-FOA-66	Parties to the CBA that covers the 3rd greatest number of workers in the workplace:	
Facility Response:		
WI-FOA-67	PERCENTAGE of workforce covered by the CBA that covers the 3rd greatest number of workers in the workplace:	
Facility Response:		
WI-FOA-68	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-69	Overview of the issues covered in the CBA that covers the greatest 3rd number of workers in the workplace:	
Facility Response:		
WI-FOA-70	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-71	Are provisions within the Collective Bargaining Agreements (CBA) at least as favorable for workers as applicable legislation?	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-72	Has the facility failed to implement any of the provisions in the CBAs?	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-73	Does the facility inform all workers about CBAs and provide copies 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.		
Legal Reference: ILO Convention 98		
Validation Method: BW Compliance Assessment		
WI-FOA-74	Vietnam: 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-75	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-76	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-77	How many total days were workers on strike (for all strikes during the assessment period):	
Facility Response:		
WI-FOA-78	How many total person days were workers on strike (for all strikes during the assessment period):	
Facility Response:		
WI-FOA-78.1	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-79	Did any of the following occur during or after industrial actions/strikes? (SELECT all that apply with a "X")	
WI-FOA-79-1	New workers were hired to replace striking workers during industrial actions/strikes	
Facility Response:		
WI-FOA-79-2	Workers were punished for participating in industrial actions/strikes	
Facility Response:		
WI-FOA-79-3	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-79-4	None of the above	
Facility Response:		
<b>Other Legal Requirements</b>		
WI-FOA-80	Are facility practices failing to comply 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>Non-Union Representative</b>		
WI-FOA-81	If the facility has no trade union, are workers free to choose their non-union representatives?	
Facility Response:		
<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?	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>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 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. No PC is present, but none is legally required, because there is a union.		
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: Better Work assessment data. Better Work does not verify the facility's self-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 135; Sections 205-208, BLA; Rules 183-201, BLR		
Validation Method: BW Compliance Assessment		
WI-WOR-5	Are workers aware of the committee's role and advantages?	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-6	How many members are in the bipartite committee?	0
Facility Response: 10		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: 0		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-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-WOR-7	How many female members are in the bipartite committee?	0
Facility Response: 2		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: 0		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-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-WOR-8	How many foreign migrant workers are in the bipartite committee?	
Facility Response:		
WI-WOR-9	How many employer members are in the bipartite committee?	0
Facility Response: 5		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: 0		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-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-WOR-10	How many worker members are in the bipartite committee?	0
Facility Response: 5		
Verification Selection: Inaccurate - Incorrect		
Corrected Response: 0		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-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-WOR-11	How many union representatives are in the bipartite 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		
WI-WOR-12	Does the facility observe any of the following practices related to the bipartite committee? (SELECT all that apply with a "X")	
WI-WOR-12-1	Bipartite committee meetings are held on a monthly basis	
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-WOR-12-2	Bipartite committee meetings are held at least quarterly	
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-WOR-12-3	Bipartite committee meeting minutes are shared with the workforce	
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-WOR-12-4	Bipartite committee meeting action items are tracked	
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-WOR-12-5	Bipartite committee communicates complaints and problems shared by workers to upper management	
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-WOR-12-6	None of the above	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.		
WI-WOR-13	Are bipartite committee members released from work duties to prepare for, participate in, and follow up on meetings?	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		
WI-WOR-14	Were at least two-thirds of the meetings attended by 100 % of members?	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>Welfare Officer</b>		
WI-WOR-15	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. Document review and Interviews with management indicated the employer had two welfare officers. However, one out of two welfare officers did not receive training on labour law and industrial relations. With regard to the job responsibilities, interview with 1 out of 2 welfare officers indicated that the welfare officers did not: - Advise the employer about the implementation of the Labour Act. - Advise the employer regarding training and education for workers.		
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-16	Are facility practices failing to comply 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. The management declared general holidays on 6 and 7 January 2025, since workers were demanding to increase attendance bonus, increment etc. During these period, the factory management stopped all production process due to safety and security issue, hence the management declared general holidays. Management also mentioned that they have terminated 134 workers.		
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-1.1	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, Whatsapp Supervisor, Welfare etc.
Facility Response: Open door policy, Grievance Box, Hotline Number, participation committee / Trade Union, Verbally, Written, stakeholder forum, Whatsapp Supervisor, Welfare 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 Advisory		
WI-GRI-2	How often has the grievance mechanism been used in the assessment period?	42
Facility Response: 42		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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-3	Are grievance handling and dispute resolution procedures accessible in different languages? (SELECT all that apply with a "X")	
WI-GRI-3-1	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-3-2	Grievance handling and dispute resolution procedures are accessible in some languages spoken at the facility, but not all	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-3.1	Please describe which languages are not available in grievance handling and dispute resolution procedures:	
Facility Response:		
WI-GRI-4	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-5	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-6	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-7	If yes, please confirm which type(s) of contact(s) workers have access to (SELECT all that apply with a "X")	
WI-GRI-7-1	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-7-2	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-7-3	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-7-4	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-7-5	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-7-6	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-7-7	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-7-8	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-7-9	Other	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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	If other, please describe:	
Facility Response:		
<b>Settlement</b>		
WI-GRI-8	How are complaints and grievances settled? (SELECT all that apply with a "X")	
WI-GRI-8-1	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-8-2	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-8.1	Please describe which stakeholders/departments assist with the settlement:	RSC, DIFE, HR Department, Welfare Officer, Security , Anti Harassment Committee, Safety Committee, Union Members
Facility Response: RSC, DIFE, HR Department, Welfare Officer, Security , Anti Harassment Committee, Safety Committee, Union Members		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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-8-3	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-8-4	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-8-5	None of the above	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-9	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-10	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-11	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-12	If yes, how many complaints and grievances were received by female workers?	34
Facility Response: 34		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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-13	If yes, how many complaints and grievances were received by male workers?	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 Advisory		
<b>Whistleblower Systems</b>		

System		
WI-WHI-1	Does the facility have a whistleblower system in place?	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		
Worker Feedback		
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:		
Verification Selection: Accurate		
Verification Data: Neither 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-1-3	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:		
Verification Selection: Accurate		
Verification Data: Neither 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-1-6	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:		
Verification Selection: Accurate		
Verification Data: Neither 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-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 workplace?	459
Facility Response: 459		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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		
Facility Comments		
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		
HEALTH & SAFETY		
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 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: • General Work Environment • Building Safety • Risk Assessment • HS Policy • HS Committee • HS Worker Engagement • Emergency Preparedness • Flammable/Combustible Materials • Chemicals/Hazardous Substances • Worker Protection • Materials Handling and Storage • Electrical Safety • First Aid/Medical • Contractor Safety • Dormitories • Canteens • Childcare • Children • Facilities • Facility Comments	
Health & Safety		
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>	
Other Legal Requirements		
HS-HEA-1	Are facility practices failing to comply 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 failing to comply with any legal requirements for Health & Safety pertaining to non-production workers and/or onsite 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>Airborne Particulates</b>		
HS-GEN-1	Does the facility generate airborne particulates (dust/ fibers/ mists /fumes) through its operations/ production processes?	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-1.1	If yes, please describe what airborne particulates (dust/ fiber s/ mists /fumes) 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	Does the facility evaluate exposure to concentrations of airborne particulates (dust/ fibers/ mists /fumes) 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-GEN-3	Are worker exposures to airborne particulates (e.g. dust, fibers, fumes) 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>Temperature and Ventilation</b>		
HS-GEN-4	Are temperature and ventilation systems maintained 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-GEN-5	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-6	Does the facility monitor indoor air quality 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>Lighting</b>		
HS-GEN-7	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-8	Has the facility conducted a risk assessment or testing to determine if high noise levels are present?	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-9	Does the facility test noise exposure levels 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-GEN-10	Are worker exposures to noise 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. During the factory tour, a high level of noise was found in the embroidery section, knitting section, generator room, boiler room, compressor room, WTP due to the regular use of generator, boiler, compressor. As per the factory-provided noise test report 31 march 2024, the mentioned area's noise level was 80 decibel to 106 decibel. Interviewed workers indicated that they become used to the persistent loud noises . However, management provide ear plug and ear muff to the workers .		
Non-Compliance: X		
Legal Reference: ILO Convention 148; Recommendation 97; Rule 68(xxvii), BLR		
Validation Method: BW Compliance Assessment		
<b>Overcrowding</b>		
HS-GEN-11	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 2.9.3 (note), 2.9.6		
Validation Method: BW Compliance Assessment		
<b>Cleanliness, Sanitation &amp; Waste</b>		
HS-GEN-12	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-13	Are the facility's sanitation practices 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-GEN-14	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-15	Are waste disposal/discharge permits available and up to date?	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 environmental Clearance Certificate (ECC) bearing number 23-110377 was expired on 15 July 2024. However management applied for renewal on 10 July 2024. The environmental Clearance Certificate (ECC) for Captive Power Plant bearing number 24-116682 was expired on 1 January 2025. Management confirm that renewal under process.		
Non-Compliance: X		
Legal Reference: Bangladesh Environment Conservation Act, 1995 (Amended 2010); Environment Conservation Rules, 2023		
Validation Method: BW Compliance Assessment		
HS-GEN-16	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-17	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-18	Does the facility have a current contract with an authorized agency to safely and legally dispose of hazardous 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-19	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-20	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-20.1	If yes, please describe how burning of waste is controlled:	
Facility Response:		
<b>Toilet / Restroom</b>		
HS-GEN-21	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-22	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-23	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-24	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-25	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-26	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		
HS-GEN-27	Are affordable menstrual products available in the workplace?	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>Toilet / Restroom Access</b>		
HS-GEN-28	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-29	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-30	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-31	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-32	Vietnam: Does the facility regularly inspect and maintain machines, equipment, buildings and stores, as legally required?	
Facility Response:		
HS-GEN-33	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:		
Verification Selection: Accurate		
Verification Data: Neither 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>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:		
Verification Selection: Accurate		
Verification Data: Neither 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>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:		
Verification Selection: Accurate		
Verification Data: Neither 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-8-7	None of the above	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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>Elevators</b>		
HS-BUI-9	Does the facility have elevators (lifts)?	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-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:		
Verification Selection: Accurate		
Verification Data: Neither 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-11	Are elevators (lifts) 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 69, BLA; Rule 60, BLR		
Validation Method: BW Compliance Assessment		
<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 (when a confined space entry occurs).	
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:		
Verification Selection: Accurate		
Verification Data: Neither 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>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: Better Work assessment data. Better Work does not verify the facility's self-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; Rules Schedule IV, Sections (1)(b), (4), BLR		
Validation Method: BW Compliance Assessment		
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		
HS Committee		
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?	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 tour, document review, management and workers interviews indicated that at the enterprise formed a safety committee on 14 November 2024. The number of total members: 10, Management: 05 (Female- 00, Male- 05), Workers: 05 (Female- 02, Male- 03). However, the safety committee did not meet the following requirements: a) Roles and Responsibility: Interview with the workers' representatives of the safety committee indicated that 20% of the interviewed members of the Safety Committee were unaware of their roles and responsibilities. Additionally, the safety committee did not: - Organise OSH trainings for workers. - Not involved in the general OSH assessment. However, the safety committee met the following legal requirements: a) Nomination: Workers' representatives of the safety committee were nominated by the worker's representatives of the Collective Bargaining Agent (CBA). b) Meeting: Meetings were held every 3 months. Meeting minutes were preserved after the meeting and posted on the notice board. Meeting agendas were usually set by both workers and management representatives. The last meeting was held on 11 December 2024. c) Communication: Interviewed workers indicated that they were aware about the activities of the safety committee. d) Training: An interview with the enterprise management indicated that the employer arranged training for the safety committee members and provided time off during working hours to perform their general functions.		
Non-Compliance: X		
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:		
Verification Selection: Accurate		
Verification Data: Neither 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>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?	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>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 and alarm 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-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 is distinct from other alarms/signals and is not used for any other purpose	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither 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:		
Verification Selection: Accurate		
Verification Data: Neither 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>Emergency Detection and Alarm</b>		
HS-EME-5	Is there a manual or automatic emergency alarm system (for all types of emergencies other than fire)?	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		
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		
<b>Fire-fighting Equipment</b>		
HS-EME-8	Does the facility have legally required firefighting 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 firefighting equipment used and in which areas of the facility the firefighting 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 and other firefighting equipment 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-EME-10	Does the facility have any of the following safety measures in place related to firefighting equipment? (SELECT all that apply with a "X")	
HS-EME-10-1	Firefighting 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	Fire Fighting equipment is 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-10-4	None of the above	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-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 2.9.1, 2.9.14		
Validation Method: BW Compliance Assessment		
<b>Emergency Exits</b>		
HS-EME-13	Are there sufficient 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 2.9.2, 2.9.6, 2.9.13, 2.9.15		
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 2.9.1, 2.9.14		
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?	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 floor tour, the assessors observed the following: - At least 01 aisle in the sewing section on the 3rd floor of building 01 was partially blocked by in-process goods and sitting arrangement of a tape joining machine operator in the aisles. - At least 03 aisles on the 5th floor of building 04 were partially blocked by cut panels and goods. - At least 02 aisles were partially blocked by fabrics in the dyeing section Building 04. - At least 02 exit ways on 3rd and 4th floor of building 03 were partially blocked by cartons. - cartons were kept in staircase at building 03.		
Non-Compliance: X		
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 2.9.2, 2.9.5		
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:		
Verification Selection: Accurate		
Verification Data: Neither 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-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 and are they 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, and interviews with the management and workers indicated that the enterprise management conducted emergency evacuation drills at least once every six months. The last three fire drills were conducted on 04 November 2024, 22 September 2024 (night), and 10 July 2024. Workers confirmed that they knew how to react in case of an emergency.		
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 these additional 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: Neither 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-19-2	Every worker evacuates	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither 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-19-3	All workers with disabilities or special needs are assisted by pre-assigned partners during emergency drill and in case of a actual 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-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: Neither 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-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: Neither 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-19-6	Workers meet at assembly/meeting points	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither 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-19-7	All power is turned off	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither 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-19-8	Doors and windows are closed	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither 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-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: Neither 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-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: Neither 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-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: Neither 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-19-12	Emergency drills are documented in a written log	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither 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-19-13	None of the above	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-20	Are emergency evacuation procedures 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		
Response Team		
HS-EME-21	Does the facility have a legally required Fire Brigade/Emergency Response Team of designated workers with special responsibilities for fire safety?	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-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:		
Verification Selection: Accurate		
Verification Data: Neither 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-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		
Flammable and Combustible Materials		
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, 3.7.48, 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- including hazardous substances
Facility Response: Yes- including hazardous substances		
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	Are workers exposed to hazardous substances in the production process/ in the course of their 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-CHE-3	Which hazardous substances are workers exposed to?	
Facility Response:		
HS-CHE-4	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		
HS-CHE-5	Has all legally required action been taken to assess, monitor and prevent environmental exposure to chemicals and hazardous substances?	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>License for Acids</b>		
HS-CHE-6	Bangladesh: Does the facility have the legally required license for storage and use of acids?	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 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-7	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-8	Are Safety Data Sheets ("SDS", formerly MSDS) available for all chemicals 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; Rule 68(10), BLR		
Validation Method: BW Compliance Assessment		
HS-CHE-9	Are chemicals and hazardous substances stored 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. During floor tour, the assessors observed that secondary containments were not provided for the following chemicals: - Zingen A F C (use as anti foam agent at ETP) which was stored in the sub-chemical store beside ETP. - Acetone (used as spot removing agent) which was found at spot removing room 3rd floor of building number 01. - Moreover Thinner, Compressor Lubricant, Coolent Premix, Hydraulic Oil stored together without secondary containment on 3rd floor maintenance store of building 03.		
Non-Compliance: X		
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-10	Are chemicals and hazardous substances labeled 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; Recommendation 177; Rule 33, Acid Rules (2004)		
Validation Method: BW Compliance Assessment		
HS-CHE-11	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-11-1	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-11-2	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-11-3	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-11-4	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-11-5	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-11-6	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-11-7	None of the above	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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>Handling</b>		
HS-CHE-12	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-13	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-13-1	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-13-2	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-13-3	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-13-4	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-13-5	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-13-6	None of the above	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-14	Does the facility follow all legal requirements on provision and maintenance of showers, eyewash stations or other proper cleansing materials 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-15	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-15-1	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-15-2	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-15-3	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-15-4	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-15-5	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-15-6	None of the above	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-16	Do worker exposures to chemicals and hazardous substances 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.		
Validation Method: BW Compliance Assessment		
<b>Gas Cylinders</b>		
HS-CHE-17	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-18	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-18-1	All compressed gas cylinders are secure from accidental tipping/falling	
Facility Response:		
HS-CHE-18-2	All compressed gas cylinders have closed valves when not in use	
Facility Response:		
HS-CHE-18-3	Compressed gas cylinders are transported safely	
Facility Response:		
HS-CHE-18-4	Compressed gas cylinders are stored away from heat and other fire sources	
Facility Response:		
HS-CHE-18-5	Compressed gas cylinders are only used by qualified workers	
Facility Response:		
HS-CHE-18-6	Compressed gas cylinders are labeled and segregated	
Facility Response:		
HS-CHE-18-7	Compressed gas cylinders are stored in an enclosed cage	
Facility Response:		
HS-CHE-18-8	Stationary compressed gas cylinders are connected with fixed piping	
Facility Response:		
HS-CHE-18-9	None of the above	
Facility Response:		
<b>Other Legal Requirements</b>		
HS-CHE-19	Cambodia: Has the facility prepared for response, control and cleaning of chemical spills, as legally required?	
Facility Response:		
HS-CHE-20	Cambodia: Are chemical mixing rooms equipped and used in line with legal requirements?	
Facility Response:		
HS-CHE-21	Are facility practices failing to comply 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		



Worker Protection		
Training Vietnam Law		
HS-WOR-1	Vietnam: Has the facility trained workers on general occupational health and safety, as legally required?	
Facility Response:		
Training		
HS-WOR-2	Is required Health and Safety training for workers offered free of charge and does it take place during 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		
Imminent Danger		
HS-WOR-3	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		
Special Categories		
HS-WOR-4	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		
Personal Protective Equipment (PPE)		
HS-WOR-5	Does the facility provide workers 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. Documents review, worker and management interviews indicated that the enterprise did not provide necessary personal protective equipment (PPE) to all workers. For example: - Appropriate dust mask was not provided to over-lock machine operators in the sewing section, operators in the knitting section, and workers in the cutting section. The mentioned workers were provided with fabric masks, which were inadequate to protect against dust. - Appropriate chemical rated masks and gloves were not provided to the operators in the printing section who handle hazardous substance and chemicals such as Emulsifier, Printing thickener, Titanium Dioxide. They were only provided with fabric masks which are inadequate to prevent noxious fumes. However, the enterprise provided the following personal protective equipment (PPE) to the workers: - Metal gloves to workers in the cutting section. - Chemical masks, rubber gloves and goggles to workers in the spot cleaning section. - Chemical masks, waterproof aprons and boots to the workers in the colour room, chemical warehouse, and sub-chemical stores. - Chemical masks, waterproof aprons, and boots to the workers in the dyeing section. - Ear plugs to the workers in the knitting section and dust sucker operator. Ear muffs for generator and boiler operators.		
Non-Compliance: X		
Legal Reference: ILO Recommendation 97; Section 78(a) BLA; Rules 46, 67, BLR		
Validation Method: BW Compliance Assessment		
HS-WOR-6	Do any occupational safety and health measures, including collective measures or personal protective equipment, involve any cost to 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.		
Legal Reference: ILO Convention 155, Art. 21		

Validation Method: BW Compliance Assessment		
HS-WOR-7	Are workers trained and required to use personal protective 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: ILO Recommendation 97; Section 78A BLA; Rules 57, 67, BLR		
Validation Method: BW Compliance Assessment		
HS-WOR-7.1	Please describe how often workers are trained on proper use of personal protective equipment:	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-WOR-8	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-8-1	PPE equipment and clothing provided is in good condition and replaced as needed to ensure effectiveness and protect workers from identified hazards	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-8-2	PPE is the correct size for 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-8-3	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-8-4	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-8-5	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-8-6	Penalties (monetary or otherwise) are used to ensure that workers use PPE equipment and clothing	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-8.1	Please describe the penalties (monetary or otherwise) used by the facility to ensure that workers use PPE equipment and clothing:	
Facility Response:		
HS-WOR-8-7	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-8-8	None of the above	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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>Machinery and Equipment</b>		
HS-WOR-9	Are legally required guards properly installed and maintained on all 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 tour, the assessors observed that below safety measures were not adequately taken: - Approximately 60% of the needle guards of the single needle sewing machines were fixed at an inappropriate height, which cannot protect workers from needle pricks. - Approximately 40% of the eye guards in overlock machines were 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-10	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-11	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-12	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-12-1	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-12-2	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-12-3	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-12-4	None of the above	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-13	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-13-1	If yes, please describe what type of laser or radiation equipment is used in the facility:	
Facility Response:		
HS-WOR-14	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-14-1	Laser/radiation equipment is maintained and regularly inspected	
Facility Response:		
HS-WOR-14-2	Laser/radiation equipment have the appropriate protection	
Facility Response:		
HS-WOR-14-3	Laser/radiation equipment has the appropriate signs	
Facility Response:		
HS-WOR-14-4	Workers working with radiation sources are protected and not exposed to more than three rems/year	
Facility Response:		
HS-WOR-14-5	Workers that work with laser/radiation-producing equipment understand why and how to operate the equipment safely	
Facility Response:		
HS-WOR-14-6	None of the above	
Facility Response:		
HS-WOR-15	Is laser and radiation producing equipment in line with legal requirements?	
Facility Response:		
<b>Ergonomics</b>		
HS-WOR-16	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-17	Does the facility have any of the following safety measures in place related to ergonomics? (SELECT all that apply with a "X")	
HS-WOR-17-1	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-17-2	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-17-3	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-17-4	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-17-5	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-17-6	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-17-7	None of the above	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-18	Are ergonomic measures 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 tour, management, and workers' interviews indicated that the enterprise did not comply with ergonomic requirements, as follows: - Standing workers in the Sewing section, printing section, cutting section, finishing section and dyeing section did not have any seating arrangement nearby to sit down at regular intervals. However, management arrange a sitting arrangement in the corner of the huge floor and labeled as for pregnant and standing workers, but workers know this only for pregnant women and they have no opportunity to use this.		
Non-Compliance: X		
Legal Reference: ILO Recommendation 102; Section 74 BLA; Rule 63, BLR; Ergonomic Checkpoints: Practical and easy-to-implement solutions for improving safety, health and working conditions. 2d ed. ILO 2010, Checkpoints 6, 9, 54, 58, 59		
Validation Method: BW Compliance Assessment		
<b>Hot Work</b>		

HS-WOR-19	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-19-1	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-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	Hot work is performed in an approved designated area when possible	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither 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	Hot work outside of an approved designated area requires a permit	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither 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	Appropriate distance or other controls (e.g. fire watch) are in place to prevent ignition of combustible materials	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither 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-20-4	Areas where hot work is conducted is appropriately ventilated	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither 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-20-5	Hot work equipment is inspected prior to 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-WOR-20-6	None of the above	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-21	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		
<b>Heat/Cold Stress</b>		
HS-WOR-22	Does the facility have any work areas with risk of heat or cold stress (extreme hot or cold temperature 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		
HS-WOR-23	Does the facility have any of the following safety measures in place related to extreme hot or cold environments? (SELECT all that apply with a "X")	
HS-WOR-23-1	The facility has performed a risk assessment of where heat or cold exposure may be significant	
Facility Response:		
HS-WOR-23-2	Shields are in place to protect workers from radiant heat sources	
Facility Response:		
HS-WOR-23-3	Workers who are exposed to heat/radiation are given rest breaks and/or rotations	
Facility Response:		
HS-WOR-23-4	Facility has implemented basic medical surveillance techniques to monitor workers who are exposed to heat/cold sources	
Facility Response:		
HS-WOR-23-5	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:		
Verification Selection: Accurate		
Verification Data: Neither 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-2	Are fuel storage tanks designed and handled 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>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:		



Verification Selection: Accurate		
Verification Data: Neither 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>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:		
Verification Selection: Accurate		
Verification Data: Neither 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-6-6	Forklift routes are clearly marked	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-6-7	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:		

Verification Selection: Accurate		
Verification Data: Neither assessed nor verified by Better Work. Considered by SLCP as enhanced self-assessment data (no additional verification is required). Refer to VD-VER-22.		
Safety Warnings		
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		
Electrical Safety		
Safety Warnings		
HS-ELE-1	Are electrical wires, cables, switches, plugs, panels, distribution boards, and equipment (e.g. transformers, generators, compressors, circuit breakers) installed, grounded (for equipment), maintained 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: 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		
Maintenance		
HS-ELE-2	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?	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-ELE-3	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-4	Does the facility conduct maintenance on electrical equipment with electricity flowing through it at the time of maintenance?	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		
Machinery		
HS-ELE-5	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-6	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-7	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-8	Are any materials that are not relevant to the maintenance of the high-voltage area stored in the high-voltage area?	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-9	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-10	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-11	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-12	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-13	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-14	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	Is the facility failing to 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 not sufficient in number	
Facility Response:		
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 not sufficiently maintained (not fully stocked and contain expired items)	
Facility Response:		
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 not clearly marked and not readily accessible	
Facility Response:		
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 does not train a sufficient number of workers in first aid	
Facility Response:		
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 not retained	
Facility Response:		
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	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>Health Checks</b>		
HS-FIR-2	Are specialized health checks conducted for workers performing high-risk activities (i.e., involving radiation, chemicals, noise, heat, dust, 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	Does the facility comply with legal requirements regarding medical checks for 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.		
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		
Verification Data: Neither assessed nor verified 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>Medical Treatment</b>		
HS-FIR-5	Are arrangements in case of medical emergency, including on-site medical facilities/clinic(s) and staff 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, interviews with the management and workers indicated that the enterprise had a medical center jointly use with sister concern IRIS Knitwear Ltd. for a total workforce of 4575 (2960+1615). Assessors observed that the medical center did not meet the following requirements: - No medical staff available at C-shift (10.00pm to 6.30 am) workers where at least 300 workers work.		
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		
Verification Data: Neither 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-6-2	Medical facilities/clinics are kept clean and sanitary	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither 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-6-3	Medical facilities/clinics are in operation during all working hours, including overtime	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither 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-6-4	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:		
Verification Selection: Accurate		
Verification Data: Neither 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>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	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-9-2	Workstations are more than 6ft apart	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither 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	Physical barriers between workstations	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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	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-9-5	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-9-6	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-9-7	Other	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-9.1	If other, please describe:	
Facility Response:		
HS-FIR-9-8	Not Applicable	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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	None of the above	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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>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 fatalities and 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:	7
Facility Response: 6		
Verification Selection: Inaccurate - Incorrect		

Corrected Response: 7		
Verification Data: Better Work assessment data. Better Work does not verify the facility's self-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 (incl. fatalities) 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	Is the commute service provided by/ organized 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		
HS-FIR-17	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-18	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-19	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 50% of workers on HIV/AIDS related awareness. However, approximately 60% 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	Is the facility failing to implement measures regarding housing/dormitories? (SELECT all that apply with a "X")	
HS-DOR-2-1	Housing/dormitories are not 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 not clean	
Facility Response:		
HS-DOR-2-3	Housing/dormitories minimum space dimensions are out of line with legal requirements	
Facility Response:		
HS-DOR-2-4	Beds are arranged more than two tiers high	
Facility Response:		
HS-DOR-2-5	Housing/dormitories are not lit in line with legal requirements	
Facility Response:		
HS-DOR-2-6	Housing/dormitories are not ventilated in line with legal requirements	
Facility Response:		
HS-DOR-2-7	Housing/dormitories protection against heat, cold, and dampness is out of line with legal requirements	
Facility Response:		

HS-DOR-2-8	Housing/dormitories noise protection is out of line with legal requirements	
Facility Response:		
HS-DOR-2-9	Housing/dormitories protection against disease carrying animals or insects is out of line with legal requirements	
Facility Response:		
HS-DOR-2-10	Housing/dormitories cooking and storage facilities are out of line with legal requirements	
Facility Response:		
HS-DOR-2-11	Housing/ dormitories do not offer workers adequate privacy	
Facility Response:		
HS-DOR-2-12	Housing/dormitories access to free and potable water is out of line with legal requirements	
Facility Response:		
HS-DOR-2-13	Housing/dormitories do not have legally required toilets, showers, sewage and garbage disposal system	
Facility Response:		
HS-DOR-2-14	Housing/dormitories protection from fire is out of line with legal requirements	
Facility Response:		
HS-DOR-2-15	Housing/dormitories emergency preparedness is out of line with legal requirements	
Facility Response:		
HS-DOR-2-16	None of the above (the facility is meeting all measures listed regarding housing/dormitories)	
Facility Response:		
HS-DOR-3	Does housing/dormitories provide provisions for pregnant and nursing mothers?	
Facility Response:		
HS-DOR-4	Does housing/dormitories have trained security personnel?	
Facility Response:		
HS-DOR-5	Does housing/dormitories offer sufficient storage space for workers?	
Facility Response:		
HS-DOR-6	Are housing/dormitories in line with all other health and safety legal requirements?	
Facility Response:		
HS-DOR-7	Are building/construction, structural safety and fire permits and certificates for off-site housing sites not managed and controlled by the facility in line with legal requirements?	
Facility Response:		
<b>Canteens</b>		
HS-CAN-1	Are onsite canteens 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 92, 93, BLA; Rules 87-92, BLR		
Validation Method: BW Compliance Assessment		
HS-CAN-2	Are off-site canteens managed by the facility in line with legal requirements?	
Facility Response:		
HS-CAN-3	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-3-1	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: Neither 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-CAN-3-2	Canteen / eating areas are protected from the elements and provide adequate seating, tables and lighting	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither 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-CAN-3-3	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: Neither 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-CAN-3-4	Food is prepared in a manner that reduces the potential for foodborne illnesses	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither 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-CAN-3-5	Food service workers receive annual medical examinations to ensure they are healthy and free from communicable 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-CAN-3-6	Food service workers handling food are trained about and follow food safety and proper hygiene 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.		
HS-CAN-3-7	None of the above	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-CAN-4	Do food service workers have valid health/sanitation certificates/permits, as legally required?	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>Childcare</b>		
HS-CHI-1	Are on-site childcare facilities 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 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:		
Verification Selection: Accurate		
Verification Data: Neither 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>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		

Facilities		
HS-FAC-1	Does the facility provide all legally required facilities?	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		
Facility Comments		
HS-FACI-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		
TERMINATION		
Number	Question	Final Verified Response
Section Instructions		
Section Instructions		
	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	
Forced Labor		
Sub-Section Instructions		

	<p>Overall International Labor Standard Compliance Guidance: Forced labor is work exacted under the menace of any 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, as long as it is part of a formal educational programme. 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 vulnerable 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 in violation of law. 2) The second element of forced labor is that the worker has not accepted the work voluntarily. Workers must consent to work freely and in an informed manner, and such consent must exist throughout the employment. This means that the conditions of work that are accepted at the time of recruitment must remain the same during the labour relationship, unless the worker freely agrees to change them. Workers 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, denying workers access to their identity documents, or deception with respect to working conditions. Applicable legal standards include the ILO Core Conventions, C29 Forced Labour Convention, 1930 (and its 2014 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; C143 Migrant Workers (Supplementary Provisions) Convention, 1975; 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		
Debts		
TER-FOR-2	Does any worker owe debts to the facility and/or a third party?	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		
TER-FOR-3	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-4	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-5	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:		
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 16(7), 20, 23, 26, BLA		
<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	

Facility Response:		
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; 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:		
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; Recommendation 166; Sections 20, 22, 23 and 26, 195 BLA; Form 11, BLR		
<b>Outstanding Wages</b>		
TER-EMP-2-4	Workers were not paid correctly for outstanding wages	
Facility Response:		
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 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:		
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 14, 20, 22, 23 and 26, 27, 123, BLA; Rule 112(4), BLR		
<b>Timely Termination Payment</b>		
TER-EMP-2-6	Termination payments were not paid on time	
Facility Response:		
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 120, 123(1,3), BLA; Rule 112(4), BLR		
<b>Unused Annual Leave</b>		
TER-EMP-2-7	Workers were not compensated correctly for unused annual leave	
Facility Response:		
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 11, 117, 119(1), BLA; Rule 101(5), BLR; MoLE Circular dated 2 February 2016		
<b>Other Termination Benefits</b>		
TER-EMP-2-8	Workers were not paid other termination benefits in line with legal requirements	
Facility Response:		
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 123, 264, BLA; Rules 112(4), 263, 296, 297, BLR		
<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:		
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 23(5), 33, BLA		
Suspension / Reduction Workforce		
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 is a rare occurrence and such exceptions must be applied restrictively, on a case by case basis. 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 on 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; C190 Violence and Harassment Convention, 2019; R206 Violence and Harassment Recommendation, 2019</p>	
Termination		
TER-DIS-1	Have race, ethnic group, 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 / Ethnic Group / 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		

Complaints / Proceedings		
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 failing to comply 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 failing to comply 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 failing to comply with any legal requirements for Termination pertaining to non-production workers and/or onsite 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		

		<p>Scope of BW advisory in relation to step 2 self-assessment</p> <p>The data received for Step 2 is self-assessed data completed on the Better Work (BW) platform and transmitted to the ITC-SLCP Gateway. BW does not assess or verify Step 2. BW data is not a verification of the factory's SLCP self-assessment. SLCP considers the self-assessment data for Step 2 that are provided by BW-registered factories to be "accurate" verified, enhanced self-assessment data, due to the close engagement between Better Work and the Factory.</p> <p>While the use of self-assessments is not part of the BW service model, Better Work encourages and facilitates workers' representatives and management to take leadership in populating the SLCP self-assessment, so that it represents the joint views of workers and management, with a focus on key questions on OSH, social dialogue, industrial relations and grievance systems. Following the assessment, any new issues that surface during BW training and advisory services are reflected on Better Work improvement plans through Better Work's online Portal</p> <p>The Better Work factory engagement model invests in the long-term capacity of factories to sustain improvements, by focusing on transformative processes including robust social dialogue, gender equality and inclusion, and sound management systems, among other thematic priorities. In doing so, Better Work supports factories to be self-sufficient and uphold and build upon positive change. Better Work advisory is also aimed at supporting factories in the identification of root causes of non-compliance, the development and implementation of improvement plans to attain sustainable compliance, and guiding factories to self-report on realized progress and future goals. For further information, please visit the Better Work website.</p>
	<p>This information related to Step 2 of the SLCP report provides more context/ explanation concerning the Accredited Host/ Platform used to complete this assessment/ verification:</p>	

## Section Instructions

	<p>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 taking place". While "Step 2" will determine if more formal management systems exist.</p>	
<b>Plan</b>		
<b>Policies &amp; Procedures</b>		
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 Policy, Child Labour Remediation Policy, Anti-Harassment Policy, Overtime Policy, Working hour Policy, Non Discrimination Policy, Health Safety Policy, Freedom of Association Policy & Others Policy.
Facility Response: Recruitment Policy, Grievance Policy, Child Labour Policy, Child Labour Remediation Policy, Anti-Harassment Policy, Overtime Policy, Working hour Policy, Non Discrimination Policy, Health Safety Policy, Freedom of Association 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, Anti-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, Anti-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:		
Verification Selection: Accurate		
Verification Data: Neither 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-1-3	Please describe these informal procedures:	
Facility Response:		
MS-PLA-2	Are policies and/or procedures endorsed by Senior Management?	
Facility Response:		
MS-PLA-3	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-3-1	Reference to national law	
Facility Response:		
MS-PLA-3-2	Reference to international law/ILO conventions	
Facility Response:		
MS-PLA-3-1	Please describe which international laws/ILO conventions are referenced:	
Facility Response:		
MS-PLA-3-3	Reference to other national or international requirements/declarations/goals/guiding principles etc.	
Facility Response:		
MS-PLA-3-2	Please describe which other national or international requirements / declarations / goals / guiding principles are referenced:	
Facility Response:		
MS-PLA-3-4	No references to any of the above	
Facility Response:		
MS-PLA-4	Which of the following topics are included within the facility's written policies and procedures? (SELECT all that apply with a "X")	
MS-PLA-4-1	Recruitment and hiring	
Facility Response:		
MS-PLA-4-1	Please provide a list of all written policies and procedures referencing recruitment and hiring:	
Facility Response:		
MS-PLA-4-2	Termination and retrenchment	
Facility Response:		
MS-PLA-4-2	Please provide a list of all written policies and procedures referencing termination and retrenchment:	
Facility Response:		
MS-PLA-4-3	Facility workplace rules	
Facility Response:		

MS-PLA-4.3	Please provide a list of all written policies and procedures referencing facility workplace rules:	
Facility Response:		
MS-PLA-4-4	Child labor and/or young workers	
Facility Response:		
MS-PLA-4.4	Please provide a list of all written policies and procedures referencing child labor and/or young workers:	
Facility Response:		
MS-PLA-4-5	Prohibition of forced labor	
Facility Response:		
MS-PLA-4.5	Please provide a list of all written policies and procedures referencing prohibition of forced labor:	
Facility Response:		
MS-PLA-4-6	Anti-harassment and abuse	
Facility Response:		
MS-PLA-4.6	Please provide a list of all written policies and procedures referencing anti-harassment and abuse:	
Facility Response:		
MS-PLA-4-7	Anti-discrimination	
Facility Response:		
MS-PLA-4.7	Please provide a list of all written policies and procedures referencing anti-discrimination:	
Facility Response:		
MS-PLA-4-8	Working hours	
Facility Response:		
MS-PLA-4.8	Please provide a list of all written policies and procedures referencing working hours:	
Facility Response:		
MS-PLA-4-9	Wages and benefits	
Facility Response:		
MS-PLA-4.9	Please provide a list of all written policies and procedures referencing wages and benefits:	
Facility Response:		
MS-PLA-4-10	Discipline	
Facility Response:		
MS-PLA-4.10	Please provide a list of all written policies and procedures referencing discipline:	
Facility Response:		
MS-PLA-4-11	Freedom of association and collective bargaining	
Facility Response:		
MS-PLA-4.11	Please provide a list of all written policies and procedures referencing freedom of association and collective bargaining:	
Facility Response:		
MS-PLA-4-12	Grievance systems	
Facility Response:		
MS-PLA-4.12	Please provide a list of all written policies and procedures referencing grievance systems:	
Facility Response:		
MS-PLA-4-13	Worker feedback	
Facility Response:		

MS-PLA-4.1 3	Please provide a list of all written policies and procedures referencing worker feedback:	
Facility Response:		
MS-PLA-4.1 4	Health and safety	
Facility Response:		
MS-PLA-4.1 4	Please provide a list of all written policies and procedures referencing health and safety:	
Facility Response:		
MS-PLA-4.1 5	Foreign migrant workers	
Facility Response:		
MS-PLA-4.1 5	Please provide a list of all written policies and procedures referencing foreign migrant workers:	
Facility Response:		
MS-PLA-4.1 6	Domestic migrant workers	
Facility Response:		
MS-PLA-4.1 6	Please provide a list of all written policies and procedures referencing domestic migrant workers:	
Facility Response:		
MS-PLA-4.1 7	Homeworkers	
Facility Response:		
MS-PLA-4.1 7	Please provide a list of all written policies and procedures referencing homeworkers:	
Facility Response:		
MS-PLA-4.1 8	Suppliers/subcontractors	
Facility Response:		
MS-PLA-4.1 8	Please provide a list of all written policies and procedures referencing suppliers/subcontractors:	
Facility Response:		
MS-PLA-4.1 9	Raw materials sourcing	
Facility Response:		
MS-PLA-4.1 9	Please provide a list of all written policies and procedures referencing raw materials sourcing:	
Facility Response:		
MS-PLA-4.2 0	Bribery and anti-corruption	
Facility Response:		
MS-PLA-4.2 0	Please provide a list of all written policies and procedures referencing Bribery and anti-corruption:	
Facility Response:		
MS-PLA-4.2 1	Other	
Facility Response:		
MS-PLA-4.2 1	If other, please describe and provide a list of the relevant written policies and procedures:	
Facility Response:		
MS-PLA-5	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-5-1	Facility minimum age requirement	
Facility Response:		
MS-PLA-5-2	Facility minimum age requirements for certain types of workers (if applicable)	
Facility Response:		

MS-PLA-5-3	Age Verification Process	
Facility Response:		
MS-PLA-5-4	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-5-5	Children visiting facility production areas (i.e. for when those under the legal working are visiting the production floor)	
Facility Response:		
MS-PLA-5-6	Work restrictions for young workers	
Facility Response:		
MS-PLA-5-7	Work restrictions for apprentices/interns/trainees	
Facility Response:		
MS-PLA-5-8	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 the prohibition of forced labor? (SELECT all that apply with a "X")	
MS-PLA-6-1	Prohibition of forced labor	
Facility Response:		
MS-PLA-6-2	Prohibition of bonded labor	
Facility Response:		
MS-PLA-6-3	Prohibition of indentured labor	
Facility Response:		
MS-PLA-6-4	Prohibition of prison labor	
Facility Response:		
MS-PLA-6-5	Prohibition of human trafficking	
Facility Response:		
MS-PLA-6-6	Voluntary employment	
Facility Response:		
MS-PLA-6-7	Voluntary overtime	
Facility Response:		
MS-PLA-6-8	Freedom of movement	
Facility Response:		
MS-PLA-6-9	Voluntary end of employment	
Facility Response:		
MS-PLA-6-10	Ethical recruitment/ use of employment agencies, recruiters, and/or labor agents	
Facility Response:		
MS-PLA-6-11	State-imposed forced labor/ Government-mandated forced labor	
Facility Response:		
MS-PLA-6-12	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-harassment and abuse? (SELECT all that apply with a "X")	
MS-PLA-7-1	Appropriate behavior among/between workers, management, supervisors	



Facility Response:		
MS-PLA-7-2	Appropriate behavior by security guards (if applicable)	
Facility Response:		
MS-PLA-7-3	Violence and harassment in the workplace	
Facility Response:		
MS-PLA-7-4	Anti-discrimination	
Facility Response:		
MS-PLA-7-5	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 anti-discrimination? (SELECT all that apply with a "X")	
MS-PLA-8-1	Non-discrimination based on race / ethnic group / skin color	
Facility Response:		
MS-PLA-8-2	Non-discrimination based on sex / gender	
Facility Response:		
MS-PLA-8-3	Non-discrimination based on religion	
Facility Response:		
MS-PLA-8-4	Non-discrimination based on political opinion	
Facility Response:		
MS-PLA-8-5	Non-discrimination based on national extraction	
Facility Response:		
MS-PLA-8-6	Non-discrimination based on social origin	
Facility Response:		
MS-PLA-8-7	Non-discrimination based on disability	
Facility Response:		
MS-PLA-8-8	Non-discrimination based on HIV/AIDS status (real or perceived)	
Facility Response:		
MS-PLA-8-9	Non-discrimination based on sexual orientation	
Facility Response:		
MS-PLA-8-10	Non-discrimination based on pregnancy/maternity status	
Facility Response:		
MS-PLA-8-11	Non-discrimination based on marital status	
Facility Response:		
MS-PLA-8-12	Non-discrimination based on age	
Facility Response:		
MS-PLA-8-13	Non-discrimination based on membership in worker organizations	
Facility Response:		
MS-PLA-8-14	Non-discrimination based on Nationality/foreign migrant worker status	
Facility Response:		
MS-PLA-8-15	Non-discrimination based on family responsibilities	
Facility Response:		
MS-PLA-8-16	Non-discrimination in recruitment and hiring	

Facility Response:		
MS-PLA-8-17	Non-discrimination in compensation and promotion	
Facility Response:		
MS-PLA-8-18	Non-discrimination in working conditions	
Facility Response:		
MS-PLA-8-19	Non-discrimination in discipline	
Facility Response:		
MS-PLA-8-20	Non-discrimination in termination	
Facility Response:		
MS-PLA-8-21	Unconscious bias	
Facility Response:		
MS-PLA-8-22	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 working hours? (SELECT all that apply with a "X")	
MS-PLA-9-1	Regular hours	
Facility Response:		
MS-PLA-9-2	Overtime - Including maximum hours possible	
Facility Response:		
MS-PLA-9-3	Premium rates	
Facility Response:		
MS-PLA-9-4	Overtime applicability and corresponding rates of pay	
Facility Response:		
MS-PLA-9-5	Overtime accessibility for all workers	
Facility Response:		
MS-PLA-9-6	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 wages and benefits? (SELECT all that apply with a "X")	
MS-PLA-10-1	Wage payments	
Facility Response:		
MS-PLA-10-2	Wage calculations	
Facility Response:		
MS-PLA-10-3	Rates by unit	
Facility Response:		
MS-PLA-10-4	Overtime pay	
Facility Response:		
MS-PLA-10-5	Paid leave	
Facility Response:		

MS-PLA-10-6	Annual leave	
Facility Response:		
MS-PLA-10-7	Sick leave	
Facility Response:		
MS-PLA-10-8	Maternity leave	
Facility Response:		
MS-PLA-10-9	Paternity leave	
Facility Response:		
MS-PLA-10-10	Emergency family leave	
Facility Response:		
MS-PLA-10-11	Benefits	
Facility Response:		
MS-PLA-10-12	Deductions	
Facility Response:		
MS-PLA-10-13	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 discipline? (SELECT all that apply with a "X")	
MS-PLA-11-1	Facility rules concerning discipline	
Facility Response:		
MS-PLA-11-2	Worker appeals process	
Facility Response:		
MS-PLA-11-3	Worker grievance process	
Facility Response:		
MS-PLA-11-4	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 freedom of association and collective bargaining? (SELECT all that apply with a "X")	
MS-PLA-12-1	Right to freedom of association / Right to form or join a trade union	
Facility Response:		
MS-PLA-12-2	Rights to freely choose worker representatives (or facility commitments to not obstruct this)	
Facility Response:		
MS-PLA-12-3	Rights to bargain collectively	
Facility Response:		
MS-PLA-12-4	Non-discrimination and non-retaliation of workers on basis of trade union membership/non-membership or activities	
Facility Response:		
MS-PLA-12-5	Non-discrimination and non-retaliation of workers on basis of their worker representative role or activities	

Facility Response:		
MS-PLA-12-6	Democratic election and engagement of worker representatives	
Facility Response:		
MS-PLA-12-7	Communications and consultation process	
Facility Response:		
MS-PLA-12-8	Right to participate in strikes / industrial action	
Facility Response:		
MS-PLA-12-9	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 grievance systems? (SELECT all that apply with a "X")	
MS-PLA-13-1	Grievance system and process	
Facility Response:		
MS-PLA-13-2	Non-reprisal for workers filing a grievance/complaint	
Facility Response:		
MS-PLA-13-3	Equal access to grievance systems for female and male workers and workers who neither identify as male or female	
Facility Response:		
MS-PLA-13-4	Worker Feedback	
Facility Response:		
MS-PLA-13-5	Equal importance given to all concerns and grievances	
Facility Response:		
MS-PLA-13-6	Commitment to confidentiality throughout the entire grievance process	
Facility Response:		
MS-PLA-13-7	Providing time off (including monetary compensation) during a grievance process	
Facility Response:		
MS-PLA-13-8	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 health and safety? (SELECT all that apply with a "X")	
MS-PLA-14-1	Occupational health and safety laws	
Facility Response:		
MS-PLA-14-2	General work environment (i.e. ventilation, cleanliness, noise, etc.)	
Facility Response:		
MS-PLA-14-3	Building safety	
Facility Response:		
MS-PLA-14-4	Powered Motor Vehicles (PMV) procedures	
Facility Response:		

MS-PLA-14-5	Emergency preparedness	
Facility Response:		
MS-PLA-14-6	Chemicals/Hazardous substances	
Facility Response:		
MS-PLA-14-7	Nanomaterials	
Facility Response:		
MS-PLA-14-8	Worker Protection (personal protective equipment, machinery and equipment etc. )	
Facility Response:		
MS-PLA-14-9	Pressure vessels safety	
Facility Response:		
MS-PLA-14-10	Materials handling and storage	
Facility Response:		
MS-PLA-14-11	Above Ground Storage Tanks & Underground Storage Tanks	
Facility Response:		
MS-PLA-14-12	Electrical safety	
Facility Response:		
MS-PLA-14-13	First aid/Medical	
Facility Response:		
MS-PLA-14-14	Bloodborne pathogens procedures	
Facility Response:		
MS-PLA-14-15	Contractor safety	
Facility Response:		
MS-PLA-14-16	Dormitories	
Facility Response:		
MS-PLA-14-17	Canteens	
Facility Response:		
MS-PLA-14-18	Childcare	
Facility Response:		
MS-PLA-14-19	Standard operating procedures (SOPs) for how to perform each job safely	
Facility Response:		
MS-PLA-14-20	Steps for workers to raise health and safety concerns	
Facility Response:		
MS-PLA-14-21	Protection against retaliation for workers who raise health and safety concerns	
Facility Response:		
MS-PLA-14-22	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 foreign migrant workers? (SELECT all that apply with a "X")	

MS-PLA-15-1	Reference to following all local laws for recruitment in both the sending and receiving countries	
Facility Response:		
MS-PLA-15-2	Recruitment fees and expenses	
Facility Response:		
MS-PLA-15-3	Employment contracts	
Facility Response:		
MS-PLA-15-4	Deposits	
Facility Response:		
MS-PLA-15-5	Bank accounts	
Facility Response:		
MS-PLA-15-6	Handling of government-issued identification documents	
Facility Response:		
MS-PLA-15-7	Accommodations	
Facility Response:		
MS-PLA-15-8	Arrival orientation	
Facility Response:		
MS-PLA-15-9	Freedom of movement	
Facility Response:		
MS-PLA-15-10	Non-discrimination in employment	
Facility Response:		
MS-PLA-15-11	Harassment and abuse in employment	
Facility Response:		
MS-PLA-15-12	Discipline in employment	
Facility Response:		
MS-PLA-15-13	Repatriation / end of employment	
Facility Response:		
MS-PLA-15-14	Early termination of contract by migrant worker	
Facility Response:		
MS-PLA-15-15	Involuntary termination of contract by employer	
Facility Response:		
MS-PLA-15-16	Requirements for labor agents/brokers	
Facility Response:		
MS-PLA-15-17	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 domestic migrant workers? (SELECT all that apply with a "X")	
MS-PLA-16-1	Recruitment fees and expenses	
Facility Response:		

MS-PLA-16-2	Employment contracts	
Facility Response:		
MS-PLA-16-3	Deposits	
Facility Response:		
MS-PLA-16-4	Wages and benefits	
Facility Response:		
MS-PLA-16-5	Working Hours	
Facility Response:		
MS-PLA-16-6	Accommodations	
Facility Response:		
MS-PLA-16-7	Freedom of movement	
Facility Response:		
MS-PLA-16-8	Non-discrimination in employment	
Facility Response:		
MS-PLA-16-9	Harassment and abuse in employment	
Facility Response:		
MS-PLA-16-10	Discipline in employment	
Facility Response:		
MS-PLA-16-11	End of employment	
Facility Response:		
MS-PLA-16-12	Requirements for labor agents/brokers	
Facility Response:		
MS-PLA-16-13	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 suppliers/subcontractors? (SELECT all that apply with a "X")	
MS-PLA-17-1	Definition of supplier which includes service providers and raw materials suppliers	
Facility Response:		
MS-PLA-17-2	NEW and EXISTING suppliers/subcontractors - Risk assessment to differentiate high risk suppliers/subcontractors within the supply chain	
Facility Response:		
MS-PLA-17-3	NEW suppliers/subcontractors - Initial screening based on social and labor practices / conducting social and labor due diligence	
Facility Response:		
MS-PLA-17-4	EXISTING suppliers/subcontractors - Training and communication of the facility's social and labor procedures	
Facility Response:		
MS-PLA-17-5	EXISTING suppliers/subcontractors - Monitoring system of social and labor performance/ continued social and labor due diligence	
Facility Response:		

MS-PLA-17-6	Requiring suppliers to conduct social and labor due diligence of their supply chains	
Facility Response:		
MS-PLA-17-7	Other	
Facility Response:		
MS-PLA-17.1	If other, please describe:	
Facility Response:		
MS-PLA-18	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-18-1	Customer and/or legal requirements for raw materials identification, reporting and/or due diligence	
Facility Response:		
MS-PLA-18-2	Raw material supply chain policy applicable to suppliers/subcontractors through facility's sourcing agreements with its suppliers/subcontractors	
Facility Response:		
MS-PLA-18-3	Risk assessment to differentiate high risk materials within the supply chain	
Facility Response:		
MS-PLA-18-4	Other	
Facility Response:		
MS-PLA-18.1	If other, please describe:	
Facility Response:		
<b>Strategy and Goals</b>		
MS-PLA-19	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-19-1	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-19.1	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-19-2	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-19-3	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-19-4	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-19-5	Reference to a risk assessment process, specifically a strategy for responsible sourcing from high-risk suppliers or high-risk raw material origins	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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	Reference to integration with business objectives	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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	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-19-8	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-19-9	Key stakeholders are involved in strategy development (i.e. customers, etc.)	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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 describe the key stakeholders involved:	
Facility Response:		
MS-PLA-19-10	No written strategy/goals document exists (but informal strategies/goals may exist)	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-20	Has the facility set targets for social and labor performance addressing the following points? (SELECT all that apply with a "X")	
MS-PLA-20-1	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-20-1	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-20-2	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-20.2	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-20-3	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-20.3	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-20-4	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-20.4	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-20-5	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-20.5	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-20-6	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-20.6	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-20-7	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-20.7	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-20-8	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-20.8	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-20-9	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-20.9	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-20-10	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-20.10	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-20-11	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-20.11	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-20-12	Foreign migrant workers	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-20.12	Please briefly describe any associated targets/KPIs:	
Facility Response:		
MS-PLA-20-13	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-20.13	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-20-14	Homeworkers	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-20.14	Please briefly describe any associated targets/KPIs:	
Facility Response:		
MS-PLA-20-15	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-20.15	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-20-16	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-20.16	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-20-17	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-20.17	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-20-18	Other	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-20.18	If other, please describe:	
Facility Response:		
MS-PLA-20-19	The facility does not set targets / key performance indicators	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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>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:		
Verification Selection: Accurate		
Verification Data: Neither 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-1-3	The facility has not defined responsible person(s)	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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	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:		
Verification Selection: Accurate		
Verification Data: Neither 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-2-16	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:		
Verification Selection: Accurate		
Verification Data: Neither 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-2-18	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:		
Verification Selection: Accurate		
Verification Data: Neither 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-2-20	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:		
Verification Selection: Accurate		
Verification Data: Neither 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-2-1	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:		
Verification Selection: Accurate		
Verification Data: Neither 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-4-3	The facility does not provide communication and training on social and labor practices	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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	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	NEW 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	EXISTING 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-5-5	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-5-6	Subcontractors / Suppliers	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-5-7	Other	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-5.1	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:		
Verification Selection: Accurate		
Verification Data: Neither 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-6.1	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-7-13	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-7-14	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-7-15	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-7-16	Migrant workers	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-7-17	Homeworkers	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-7-18	Suppliers/subcontractors	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-7-19	Raw materials sourcing	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-7-20	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-7-21	Other	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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	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:		
Verification Selection: Accurate		
Verification Data: Neither 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-8-6	Other	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-8.1	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 individuals 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:		
Verification Selection: Accurate		
Verification Data: Neither 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-9-17	Homeworkers	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-9-18	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:		
Verification Selection: Accurate		
Verification Data: Neither 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-9-20	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:		
Verification Selection: Accurate		
Verification Data: Neither 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	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:		
Verification Selection: Accurate		
Verification Data: Neither 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-10-5	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 are 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:		
Verification Selection: Accurate		
Verification Data: Neither 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-10-1	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-11-11	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-11-12	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-11-13	Worker Feedback	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-11-14	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-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-11-15	Migrant workers	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-11-16	Homeworkers	



Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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 7	Suppliers/subcontractors	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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 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:		
Verification Selection: Accurate		
Verification Data: Neither 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	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 receive written notification regarding changes to company handbooks)	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-12-3	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:		
Verification Selection: Accurate		
Verification Data: Neither 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-12-5	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:		
Verification Selection: Accurate		
Verification Data: Neither 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-12-1	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-13-15	Migrant workers	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-13-16	Homeworkers	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-13-17	Suppliers/subcontractors	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-13-18	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-13-19	Other	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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	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:		
Verification Selection: Accurate		
Verification Data: Neither 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-14-4	Multi-media communication (i.e. new workers watch a video, online learning, etc.)	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-14-5	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:		
Verification Selection: Accurate		
Verification Data: Neither 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-14.1	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:		
Verification Selection: Accurate		
Verification Data: Neither 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-15.1	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:		

Verification Selection: Accurate		
Verification Data: Neither 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-1-3	Facility keeps records of these assessments and any violations that were uncovered	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-1-4	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:		
Verification Selection: Accurate		
Verification Data: Neither 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>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:		
Verification Selection: Accurate		
Verification Data: Neither 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-2-4	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:		
Verification Selection: Accurate		
Verification Data: Neither 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-2-6	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:		
Verification Selection: Accurate		
Verification Data: Neither 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-2-11	Industry body briefings	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-2-12	Other	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-2-1	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:		
Verification Selection: Accurate		
Verification Data: Neither 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	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 Annually & immediate as per requirements
Facility Response: Bi Annually & 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 Annually & immediate as per requirements
Facility Response: Bi Annually & 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 Annually & immediate as per requirements
Facility Response: Bi Annually & 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-3-4	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 Annually & immediate as per requirements
Facility Response: Bi Annually & 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-3-5	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 Annually & immediate as per requirements
Facility Response: Bi Annually & 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-3-6	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 Annually & immediate as per requirements
Facility Response: Bi Annually & 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-3-7	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 Annually & immediate as per requirements
Facility Response: Bi Annually & 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-3-8	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 Annually & immediate as per requirements
Facility Response: Bi Annually & 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-3-9	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 Annually & immediate as per requirements
Facility Response: Bi Annually & 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-3-10	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 Annually & immediate as per requirements
Facility Response: Bi Annually & 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-3-1 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-CHE-3.11	Please describe how often (or when) the policies and procedures are reviewed/updated:	Bi Annually & immediate as per requirements
Facility Response: Bi Annually & 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-3-1 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-CHE-3.1 2	Please describe how often (or when) the policies and procedures are reviewed/updated:	Bi Annually & immediate as per requirements
Facility Response: Bi Annually & 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-3-1 3	Worker Feedback	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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 3	Please describe how often (or when) the policies and procedures are reviewed/updated:	
Facility Response:		
MS-CHE-3-1 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-CHE-3.1 4	Please describe how often (or when) the policies and procedures are reviewed/updated:	Bi Annually & immediate as per requirements
Facility Response: Bi Annually & 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-3-1 5	Foreign migrant workers	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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 5	Please describe how often (or when) the policies and procedures are reviewed/updated:	
Facility Response:		
MS-CHE-3-1 6	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-3.1 6	Please describe how often (or when) the policies and procedures are reviewed/updated:	Bi Annually & immediate as per requirements
Facility Response: Bi Annually & 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-3-1 7	Homeworkers	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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 7	Please describe how often (or when) the policies and procedures are reviewed/updated:	
Facility Response:		
MS-CHE-3-1 8	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-3.1 8	Please describe how often (or when) the policies and procedures are reviewed/updated:	Bi Annually & immediate as per requirements
Facility Response: Bi Annually & 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-3-1 9	Raw materials sourcing	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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 9	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-3.2 0	Please describe how often (or when) the policies and procedures are reviewed/updated:	Bi Annually & immediate as per requirements
Facility Response: Bi Annually & 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-3-21	Other	
Facility Response:		
Verification Selection: Accurate		

Verification Data: Neither 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 1	If other, please describe:	
Facility Response:		
MS-CHE-3- 22	Facility does not review/update policies and procedures (written or informal)	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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>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:		
Verification Selection: Accurate		
Verification Data: Neither 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-1-3	Plans include grievances and suggestions raised by workers	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-1-4	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:		
Verification Selection: Accurate		
Verification Data: Neither 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-1.1	If other, please describe:	
Facility Response:		
MS-ACT-1-7	The facility does not create improvement plans	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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	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	X
Facility Response: X		
Verification Selection: Accurate		
Verification Data: Neither 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-2-4	Other	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-2.1	If other, please describe:	
Facility Response:		
Facility Comments		
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		
	<p>This information related to Step 3 of the SLCP report provides more context/ explanation concerning the Accredited Host/ Platform used to complete this assessment/ verification:</p>	<p>Scope of BW advisory in relation to step 3 self-assessment</p> <p>The data received for Step 3 is self-assessed data completed on the Better Work (BW) platform and transmitted to the ITC-SLCP Gateway. BW does not assess or verify Step 3. BW data is not a verification of the factory's SLCP self-assessment. SLCP considers the self-assessment data for Step 3 that are provided by BW-registered factories to be “accurate” verified, enhanced self-assessment data, due to the close engagement between Better Work and the Factory.</p> <p>While the use of self-assessments is not part of the BW service model, Better Work encourages and facilitates workers’ representatives and management to take leadership in populating the SLCP self-assessment, so that it represents the joint views of workers and management, with a focus on key questions on OSH, social dialogue, industrial relations and grievance systems. Following the assessment, any new issues that surface during BW training and advisory services are reflected on Better Work improvement plans through Better Work's online Portal</p> <p>The Better Work factory engagement model invests in the long-term capacity of factories to sustain improvements, by focusing on transformative processes including robust social dialogue, gender equality and inclusion, and sound management systems, among other thematic priorities. In doing so, Better Work supports factories to be self-sufficient and uphold and build upon positive change. Better Work advisory is also aimed at supporting factories in the identification of root causes of non-compliance, the development and implementation of improvement plans to attain sustainable compliance, and guiding factories to self-report on realized progress and future goals. For further information, please visit the Better Work website.</p>
Section Instructions		

	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: • Workplace Well-being • Community Impact	
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:		
Verification Selection: Accurate		
Verification Data: Neither 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-1.1	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:		
Verification Selection: Accurate		
Verification Data: Neither 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-1.5	If other, please describe:	
Facility Response:		
AB-WOR-1-6	None of the above	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-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 & family finance)
Facility Response: By Classroom Awareness / Training program (Planning , personal & family 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:		
Verification Selection: Accurate		
Verification Data: Neither 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-3-3	Please describe:	
Facility Response:		
AB-WOR-3-4	Other	
Facility Response:		

Verification Selection: Accurate		
Verification Data: Neither 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-3-4	If other, please describe:	
Facility Response:		
AB-WOR-3-5	None of the above	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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>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:		
Verification Selection: Accurate		
Verification Data: Neither 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-4.1	Please describe:	
Facility Response:		
AB-WOR-4-2	External program	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-4.2	Please describe:	
Facility Response:		
AB-WOR-4-3	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.		
AB-WOR-4.3	If other, please describe:	BGMEA/BKMEA Central Fund for Scholarship, Medical & Maternity.
Facility Response: BGMEA/BKMEA Central Fund for Scholarship, Medical & Maternity.		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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-4-4	None of the above	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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:		

Verification Selection: Accurate		
Verification Data: Neither 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-5.1	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:		
Verification Selection: Accurate		
Verification Data: Neither 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	If other, please describe:	
Facility Response:		
AB-WOR-5-6	None of the above	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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>HS Recognition</b>		
AB-WOR-6	Has the facility received recognition (award) from a PUBLICLY KNOWN institution for their achievement on Health and 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		
AB-WOR-6.1	If yes, please describe:	Best Workers Friendly Award from Government, Recognition from ACCORD/RSC.
Facility Response: Best Workers Friendly Award from Government, Recognition from ACCORD/RSC.		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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-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:		
Verification Selection: Accurate		
Verification Data: Neither 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-1.1	Please describe:	
Facility Response:		
AB-COM-1.2	Mentoring/ sponsorship program	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-1.2	Please describe:	
Facility Response:		
AB-COM-1.3	Educational opportunities	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-1.3	Please describe:	

Facility Response:		
AB-COM-1-4	Other	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-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-2.1	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:		
Verification Selection: Accurate		
Verification Data: Neither 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-2-3	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 carrier progress.
Facility Response: By We Women project & Oporajeeta Project, We are planning to develop women carrier 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:		
Verification Selection: Accurate		
Verification Data: Neither 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-2-6	If other, please describe:	
Facility Response:		
AB-COM-2-7	None of the above	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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>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 Efficiency light donation to school.
Facility Response: Regular Donation to Mosque, Madrasha, Third/ Lower gender, energy Efficiency 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:		
Verification Selection: Accurate		

Verification Data: Neither 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-3.2	Please describe:	
Facility Response:		
AB-COM-3.3	Other	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-3.3	If other, please describe:	
Facility Response:		
AB-COM-3.4	None of the above	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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 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:		
Verification Selection: Accurate		
Verification Data: Neither 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-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:		
Verification Selection: Accurate		
Verification Data: Neither 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-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:		
Verification Selection: Accurate		
Verification Data: Neither 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-4.3	Please describe:	
Facility Response:		
AB-COM-4.4	Other	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-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:		
Verification Selection: Accurate		
Verification Data: Neither 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-5-2	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:		
Verification Selection: Accurate		
Verification Data: Neither 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-5-4	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:		
Verification Selection: Accurate		
Verification Data: Neither 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-5-6	Other	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-5-5	If other, please describe:	
Facility Response:		
AB-COM-5-7	None of the above	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-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:		
Sourcing Practices		
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:		
Land Grabbing		
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:		
Climate Adaptation		
AB-COM-11	Does the facility have a climate adaptation action 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		
AB-COM-11.1	If yes, please describe what the facility is undertaking to adapt to extreme climate related hazards:	Climate Action Roadmap, Reduce 50% Absolute GHG Emissions from Baseline by 2030
Facility Response: Climate Action Roadmap, Reduce 50% Absolute GHG Emissions from Baseline by 2030		
Verification Selection: Accurate		
Verification Data: Neither assessed nor verified 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		
Public Disclosure & Transparency		
AB-COM-12	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-13	Did the facility communication include any of the following? (SELECT all that apply with a "X"):	
AB-COM-13-1	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-13-2	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-13-3	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-13-4	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-13-5	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-13-6	Facility/company/group reporting externally on progress against social compliance goals and objectives per Global Reporting Initiative (GRI) 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.		
AB-COM-13-7	Facility/company/group reporting externally on progress against social compliance goals and objectives per International Sustainability Standards Board (ISSB, formerly SASB Standards) requirements	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-13-8	None of the above	
Facility Response:		
Verification Selection: Accurate		
Verification Data: Neither 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-14	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		
Other		
AB-COM-15	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-15.1	If yes, please describe:	
Facility Response:		
Facility Comments		
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		
VERIFICATION/ASSESSMENT DETAILS		
Number	Question	Final Verified Response
Verification/Assessment Details		
Validation Method		
VD-VERI-1	How was this assessment validated?	BW Compliance Assessment
Facility Response: BW Compliance Assessment		
Verification/Assessment Dates		
VD-VERI-2	Verification/Assessment Start Date (YYYY-MM-DD):	2025-01-14
Facility Response: 2025-01-14		
VD-VERI-3	Verification/Assessment End Date (YYYY-MM-DD):	2025-01-15
Facility Response: 2025-01-15		
Verification/Assessment Duration		
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-5.1	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:		
Verification/Assessment Window		
VD-VERI-6	Verification/Assessment Window:	Unannounced
Facility Response: Unannounced		
Verifier/Assessor Information		
VD-VERI-7	Verifier Body Type:	3rd Party (Service Provider)
Facility Response: 3rd Party (Service Provider)		

VD-VERI-8	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-9	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. BWB-EA-27 Enterprise Advisor, BWB-EA-63 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. BWB-EA-27 Enterprise Advisor, BWB-EA-63 Enterprise Advisor		
APSCA ID		
VD-VERI-10	Verifier(s) APSCA ID(s)	Not Applicable
Facility Response: Not Applicable		
Verification/Assessment Participants		
VD-VERI-11	Were any interpreters present during verification/assessment?	No
Facility Response: No		
VD-VERI-12	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		
Exception Requests		
VD-VERI-13	Were any exception requests granted by the Verification Oversight Organization for this verification?	No
Facility Response: No		
VD-VERI-13.1	If yes, please describe:	
Facility Response:		
Worker Interviews		
VD-VERI-14	What is the total number of worker interviews conducted?	41
Facility Response: 41		
VD-VERI-15	What is the total number of interviews conducted with contract workers/ workers employed by third party who are not part of the production process?	0
Facility Response: 0		
VD-VERI-16	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 41, male- 18, female- 23. Individual interviews: total 23, male- 11, female- 12. Group interviews (Fire Fighter, 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 41, male- 18, female- 23. Individual interviews: total 23, male- 11, female- 12. Group interviews (Fire Fighter, 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.		
Management Interviews		
VD-VERI-17	Provide the titles of the management staff interviewed, as well as the titles of senior management who attended the opening and/or closing meetings:	Better Work is not a Verifier Body. Better Work has conducted an assessment, not a verification. Refer to VD-VER-22. General Manager-Administration, Human Resource & Compliance. Assistant General Manager – Maintenance. Senior Manager-Compliance. Manager- Human Resource. Assistant Manager- Sustainability. Manager, Construction. Manager, Fire & Electrical. Executive- Environmental & Chemical. Senior Executive- Welfare and Officer- Welfare.
Facility Response: Better Work is not a Verifier Body. Better Work has conducted an assessment, not a verification. Refer to VD-VER-22. General Manager-Administration, Human Resource & Compliance. Assistant General Manager – Maintenance. Senior Manager-Compliance. Manager- Human Resource. Assistant Manager- Sustainability. Manager, Construction. Manager, Fire & Electrical. Executive- Environmental & Chemical. Senior Executive- Welfare and Officer- Welfare.		
Physical Scope Covered		
VD-VERI-18	How many onsite dormitories were visited? (provide total)	0
Facility Response: 0		
VD-VERI-19	How many off-site dormitories were visited? (provide total)	0
Facility Response: 0		

VD-VERI-20	Did the Assessor/ Verifier visit all applicable canteens (onsite and off-site managed by the facility) in the assessment/ verification scope?	Yes
Facility Response: Yes		
<b>Facility Cooperativeness</b>		
VD-VERI-21	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.
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.		
<b>Integrity / Honest Data</b>		
VD-VERI-22	Which of the following behaviors impacting integrity/ honest data did the facility engage in? (SELECT all that apply with an "X"):	
VD-VERI-22-1	Bribery	
Facility Response:		
VD-VERI-22-2	Coaching of workers	
Facility Response:		
VD-VERI-22-3	Falsification of payroll records	
Facility Response:		
VD-VERI-22-4	Falsification of pay slips	
Facility Response:		
VD-VERI-22-5	Falsification of working hours records	
Facility Response:		
VD-VERI-22-6	Falsification of age records	
Facility Response:		
VD-VERI-22-7	Falsification of personnel files	
Facility Response:		
VD-VERI-22-8	Falsification of other records (not incl. payroll, pay slips, working hours, age, personnel records)	
Facility Response:		
VD-VERI-22-9	Denied access to workers	
Facility Response:		
VD-VERI-22-10	Denied access to trade union representative (if applicable)	
Facility Response:		
VD-VERI-22-11	Denied access to worker representative (if applicable)	
Facility Response:		
VD-VERI-22-12	Denied access to documentation	
Facility Response:		
VD-VERI-22-13	Denied access to facility areas	
Facility Response:		
VD-VERI-22-14	Other behavior impacting process integrity	
Facility Response:		
VD-VERI-22-1	If other, please describe:	
Facility Response:		
VD-VERI-22-15	Facility did not engage in any behavior that impacted process integrity/ the sharing of honest data	
Facility Response:		

Management Practices		
VD-VERI-23	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.		
Other Comments		
VD-VERI-24	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> . None
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> . None		
Photos		
VD-VERI-25	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		
Documentation Review		
VD-VERI-26	Which of the following documentation for verification did the facility fail to provide access to? (SELECT all that apply with an "X"):	
VD-VERI-26-1	Age records	
Facility Response:		
VD-VERI-26-2	Payroll (Wage records)	
Facility Response:		
VD-VERI-26-3	Working Hours records	
Facility Response:		
VD-VERI-26-4	Receipts of Social Security remittance / payments to appropriate public agencies	
Facility Response:		
VD-VERI-26-5	None of the above (all listed documentation was provided and none of the provided documentation was falsified)	
Facility Response:		
VD-VERI-27	Payroll: How many workers were sampled?	
Facility Response:		
VD-VERI-28	Payroll: Of the workers sampled, how many workers received less than the minimum wage?	
Facility Response:		
VD-VERI-29	Payroll: What percentage of the sampled workforce was impacted?	
Facility Response:		
VD-VERI-30	Working Hours Records: How many weeks were sampled?	
Facility Response:		
VD-VERI-31	Working Hours Records: Of the weeks sampled, in how many weeks did workers work >60 hours per week?	
Facility Response:		
VD-VERI-32	Working Hours Records: For each week when >60 hours occurred, what percentage of the sampled workforce was impacted?	
Facility Response:		
Quality/Report Review Information		
VD-VERI-33	QA/Report Reviewer Name (First Initial and Last Name):	Better Work is not a Verifier Body. Better Work has conducted an assessment, not a verification. Refer to VD-VER-22. Abdul Munim

Facility Response: Better Work is not a Verifier Body. Better Work has conducted an assessment, not a verification. Refer to VD-VER-22. Abdul Munim