

Monitored Party IRIS Fabrics Limited	amfori ID 050-000816-000	Address Zirani Bazar, Kashimpur, Joydevpur, 1349 Gazipur, Dhaka, Bangladesh
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Intertek
Monitoring Start Date 22/06/2025	Closing Meeting Finished Date 23/06/2025	Submission Date 01/07/2025
Expiration Date 01/07/2027	Announcement Type Semi Announced	
Site IRIS Fabrics Limited	Site amfori ID 050-000816-002	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	C	
PA 2: Workers Involvement and Protection	B	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination, Violence or Harassment	B	
PA 5: Fair Remuneration	A	
PA 6: Decent Working Hours	A	
PA 7: Occupational Health and Safety	A	

PA 8: No Child Labour	A	
PA 9: Special Protection for Young Workers	A	
PA 10: No Precarious Employment	A	
PA 11: No Bonded, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	B	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Lead Auditor:

Md. Golam Kibria- CSCA 21704401

Team Auditor:

Md. Tarequzzaman- CSCA21704534

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Monitoring partner: ITS Labtest Bangladesh Ltd.

Audit date: 22 June 2025

This semi-announced audit was conducted on 22 June 2025. Five auditors in one day verified the facility's operations against the amfori BSCI Code of Conduct and local legislation. The facility management was positive towards this audit and provided full access to the auditors. Note, in this audit 5 man-days were spent on-site, and 0.5 man-days were assigned for offsite report preparation.

Iris Fabrics Limited is a 100% export-oriented readymade Knit garments manufacturer. The facility started operation in 2007 at this premises. The facility is located at Zirani Bazar, Kashimpur, Joydebpur, Gazipur, Bangladesh.

Factory license: 14239/Gazipur and valid until 29 August 2025. Total area occupied by the facility is 612,962 square feet including production, non-production and warehouse areas (As per fire license coverage).

The manufacturing process is as follows: Knitting, Dyeing, Cutting, Printing, Embroidery, Sewing & Finishing.

Total employees found 2980, including 1639 male and 1341 female. Total production employees were 2896 and 84 management employees. Domestic migrant employees were 2847, among them 1539 male and 1308 female. No outsourced employee was found employed. All employees were permanent and receive wages monthly in local currency within the 7th working day of the following month through the banking system (Mobile and direct). The facility uses face scan system to record attendance of the employees.

Facility's General shift starts from 8:00 AM to 5:00 PM. For knitting, dyeing & security guards has 03 shifts of work which are 6:00 am to 2:30 pm, 2:00 pm to 10:30 pm and 10:00 pm to 6:30 am. 01-hour personal break is ensured to all employees. Friday is a weekly off day for general shift & shifted sections enjoyed by rotation. Friday is their general weekly holiday. The youngest employee of the facility is 19 years.

Highest wage found paid BDT 26,326, lowest wage found BDT 12500 and average wage found BDT 15,171.

40 disabled, 15 in maternity leave and 23 pregnant employees were found. No young/ intern/ apprentice workers were found employed. The facility wage cycle was from 1-30/31st of each month.

Few good examples were observed e.g. Donation to workers for medical treatment of their family members, financial support to employees for the education of their children etc. The audit scope was from June 2024 to May 2025.

The facility consists of a total of 14 operational buildings, 05 shed and 04 containers. Due to the word limits the detailed description is attached to the attachment section. Facility management provided a canteen and dining. There was no dormitory in place and there is no legal requirement for this.

The facility has trade union named Iris Fabrics Sromik Union, Registration No.- 5816. The last election was held on 21 June 2024. The union has 11 executive members from worker's side. Facility management had an open-door policy for forming or joining unions independently. Trade union members regularly conduct meetings. The last meeting was

conducted on 27 April 2025 among trade union members.

There was no special circumstance during the audit.

Improvement areas were identified in PA 1, PA 2, PA 4, PA 5, PA 7, PA12 & PA 13. No area of improvement was identified in other performance areas.

Summary of performance areas as follows:

PA 1 (Social Management System): Though facility management implemented many points as per amfori BSCI requirements. But still there is an improvement point under this PA.

PA 2 (Workers Involvement and Protection): The facility management has developed a vision, mission, long-term goal and objectives. The facility has a policy on grievance procedure for the workers but was not in line with amfori BSCI requirements. But still there is an improvement point under this PA.

PA 3 (The Rights of Freedom of Association and Collective Bargaining): Facility has policy on Rights of Freedom of Association and Collective Bargaining. They have formed workers committee as required by law.

PA 4 (No Discrimination, Violence or Harassment): The facility has conducted employee satisfaction survey in line with the requirement. But still there is an improvement point under this PA.

PA 5 (Fair Remuneration): Facility management ensures minimum wage, overtime wage as per legal requirement. However, living wages are not guaranteed by workers.

PA 6 (Decent Working Hour): Working hours were found within legal limits. Factory management has a policy on working hours. The factory management has displayed notices regarding the working hours, overtime hours, lunch breaks, and weekly and festival holidays on notice boards.

PA 7 (Occupational Health and Safety): The facility has recorded injuries properly as well as did further analysis in line with amfori BSCI COC to improve the occupational health and safety procedures. But still there are improvement points under this PA.

PA 8 (No Child Labor): Management preserves copies of Birth Certificates, Educational Certificates, and NID cards in each worker's personal file for better verification of their age. Further, child labor policy and remediation policy have developed.

PA 9 (Special Protection for Young Workers): Has a robust recruitment procedure and policies. All the employees recruited here are over 18 years of old.

PA 10 (No Precarious Employment): Facility management is maintaining this PA in a good level.

PA 11 (No Bonded, Forced Labour or Human Trafficking): The facility has a robust recruitment procedure and policies against No Bonded Labor. The facility did not keep any original documentation from workers and workers were free to leave after their working.

PA 12 (Protection of the Environment): The facility has no procedures to preserve natural water resources (recycling practices, preserve rainwater etc.) to ensure a better environment in the premises. But still there is an improvement point under this PA.

PA 13 (Ethical Business Behavior): There was an Anti-Corruption Policy that was communicated with relevant people and parties. But still there is an improvement point under this PA.

#Living Wage: Living wage is written following the Global Living Wage Calculation (GLWC) website.

Note-1: There is a difference in workers on the day of audit and general, as workers work in other shifts and few workers

were found on leave.

Note-2: Through management, worker interview & site tour, the audit team has cross-checked & informed the facility management initiative's on S4C program. The management acknowledged and as per their statement, they'll take proper initiative through awareness session and providing flyer & poster within premises with auditee's amfori ID & grievance channel information.

Note: Below documents have not been uploaded as these were not applicable for this facility:

- Agency agreement, not applicable as there was no agency worker.
- Contractual Agreement, not applicable as there was no contract worker.
- Collective bargaining agreement, not applicable as there was no CBA at the facility.

Below photographs have not been uploaded as these were not applicable for this facility:

- Dormitories, not applicable as there was no dormitory at the facility.
- High-risk health and safety areas, not applicable as there was no such risky area at workplace.

Note-3: Initially, auditor Nazirul Islam Tutul & Md. Kamrul Hasan, was assigned in the amfori platform, but due to internal re-arrangement, they did not join this audit, Mohammad Salah Uddin and Nasrin Sultana Munny was joined instead.

SITE DETAILS

Site

IRIS Fabrics Limited

Site amfori ID

050-000816-002

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Textiles, Apparel & Luxury Goods

Sub Industry

Apparel, Accessories & Luxury Goods

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	2,865	Workers
Legal minimum wage in local currency	12,500	Monthly
Lowest wage paid for regular work at the site	12,500	Monthly
Calculated living wage in local currency	23,100	Monthly
Total sample	45	Workers

Other Metrics

Male workers	1,575	Workers
Female workers	1,290	Workers
Non-binary workers	0	Workers
Permanent workers - Male	1,639	Workers
Permanent workers - Female	1,341	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	78	Workers
Management - Female	6	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	204	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	28	Workers
Workers with disabilities - Female	12	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	1,539	Workers
Domestic migrant workers - Female	1,308	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	1,639	Workers
Workers hired directly - Female	1,341	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	389	Workers
Unionised workers - Female	232	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	23	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	15	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	25	Workers
Sample - Female	20	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: IRIS Fabrics Limited | Site amfori ID: 050-000816-002

Question: 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

ENGLISH

Finding

In accordance with amfori BSCI Code of Conduct PA 1 (Social Management System) Adopt and publicly communicate a written human rights policy statement, in line with the complexity and size of operations, approved at the most senior level. Implement a process- and risk-based due diligence management system in their business practices in line with the UNGPs and adjust to the business model of the company. The expectations set in this Code of Conduct should be embedded in the system.

Findings:

Based on site visit, document review and interviews with management & workers during the audit it was noted that the established management system of the facility needs some improvement in implementing BSCI Code of Conduct in their business practice in few performance areas.

Note:

As the auditee has other effective systems, policies, and procedures in place to implement the BSCI COC in its business practice, so partial rating is given in this checkpoint.

Question: 1.3 Is there satisfactory evidence that the auditee has identified their significant business partners and their level of alignment with the amfori BSCI Code of Conduct?

ENGLISH

Finding

In accordance with amfori BSCI Code of Conduct PA 1 (Social Management System) Require their business partners to cascade the information to the relevant business partners and stakeholders in the supply chain, require and follow-up with their business partners to work towards full observance of the amfori BSCI Code of Conduct within the sphere of their influence, including intermediaries that are involved in the worker recruitment process, such as brokers, recruiters and recruitment agencies.

Finding:

Based on the document review and management interview on the day of the audit it was noted that -
A) Facility did not have a complete list of all the significant suppliers. Thus, the facility didn't share amfori BSCI COC, TOI and relevant documents to all the significant suppliers.

(B) The facility hasn't performed social performance monitoring for all the significant business suppliers.

Note: The facility has documented partial information for business partners and has a policy and procedure for supplier selection and already shared relevant policies and social monitoring of already sorted suppliers, so a partial rating is given at this checkpoint.

Question: 1.5 Is there satisfactory evidence that the auditee monitors how its business partners observe the amfori BSCI Code of Conduct?

ENGLISH

Finding

In accordance with amfori BSCI Code of Conduct PA 1 (Social Management System) Have the strategy, processes, and sufficient resources in place to meet the responsibilities related to the amfori BSCI Code of Conduct and ensure that there is continuous improvement in its implementation.

Finding:

Based on document review and interview, it was noted that the auditee does not monitor all the business partners on how they observe the amfori BSCI Code of Conduct.

Note: As the facility has monitored some significant business partners so partial rating is given in this check point.

PA 2: Workers Involvement and Protection

Site: IRIS Fabrics Limited | Site amfori ID: 050-000816-002

Question: 2.2 Is there satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the amfori BSCI Code of Conduct?

ENGLISH

Finding

In accordance with amfori BSCI Code of Conduct PA 2 (Workers Involvement & Protection) Define Long-term goals to protect workers in line with the aspirations of the amfori BSCI Code of Conduct.

Findings:

Based on document review and interviews during audit it was noted that facility management has developed vision, mission and objectives of the company but did not define long-term goals in coherence with amfori BSCI values and principles with a step-by-step approach toward long-term sustainable improvement in line with the amfori BSCI code of conduct.

Note:

As the facility management has developed vision, mission and objectives as per requirement, so partial rating was given to this checkpoint.

Question: 2.4 Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?

ENGLISH

Finding

In accordance with PA 2 (Workers Involvement and Protection): Build sufficient competence among the managers, workers, and worker representatives within their company, as well as in the supply chain, in

Finding

order to embed the amfori BSCI Code of Conduct in their company culture and promote continuous education and training at each level of work.

Findings:

Based on the document review, and workers' interviews during the audit it was noted that 22 out of 45 interviewed sampled employees of the factory were found not well aware of the requirements amfori BSCI Code of Conduct.

Note:

As facility management provided training on BSCI CoC and other workers were aware of BSCI CoC, thus partial rating has been given at this checkpoint.

PA 4: No Discrimination, Violence or Harassment

Site: IRIS Fabrics Limited | Site amfori ID: 050-000816-002

Question: 4.2 Is there satisfactory evidence that the auditee takes the necessary preventative and/or remedial measures to ensure workers are not disciplined, dismissed, harassed or otherwise discriminated against because of their complaints against infringements of their rights?

ENGLISH

Finding

In accordance with amfori BSCI Code of Conduct PA 4 (No Discrimination, Violence or Harassment): Verify that workers are not harassed, disciplined, or retaliated upon for reporting issues on any of the grounds listed above.

Findings:

Based on document review and interviews with management and workers, it was noted that the auditee conducted periodic and partial satisfaction surveys regarding the grievance mechanism, harassment, discrimination, and related topics. However, these surveys were not conducted in an appropriate manner — specifically, they were not anonymous, which may compromise the confidentiality and protection of workers, potentially deterring honest feedback.

Note:

As the facility has a policy and procedure for grievance mechanism, harassment and discrimination, a partial rating was given in this checkpoint.

PA 5: Fair Remuneration

Site: IRIS Fabrics Limited | Site amfori ID: 050-000816-002

Question: 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

ENGLISH

Finding

In accordance with amfori BSCI Code of Conduct, PA 5 (Fair Remuneration) Assess the pay gap accurately and work progressively towards the payment of a living wage that is sufficient to afford a decent standard of living for the workers and their families.

Findings:

Based on document review, management, and worker interviews during audit time, it was noted that the factory management has taken some initiative to calculate living wages, but proper action plan is not in place to fill up the gap between the present local minimum wage and a living wage. Though they are ensuring minimum wage as per law.

Note:

As the facility has calculated living wage, so partial rating is given in this checkpoint.

PA 7: Occupational Health and Safety

Site: IRIS Fabrics Limited | Site amfori ID: 050-000816-002

Question: 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH

Finding

In accordance with Bangladesh Labour Rules 2015, Rule 67(2): (In addition to the arrangement of safety and health protection measures mentioned in Sub-section (1), the concerned manufacturing institute must provide necessary equipment's, including safety shoes, helmets, goggles, masks, hand gloves, ear muffs, ear plugs, waist belts, aprons etc. and arrange training programs for the workers in using these materials and ensure their usage).

Findings:

Based on facility visits during audit time it was identified that some employees were not using the required Personal Protective Equipment (PPE) while performing their tasks in building 1.

The details are as follows:

Cutting Section: Located on 6th floor.

Approximately 10% of employees randomly checked were not wearing the required face masks and headscarves while operating cutting machines. Fabric dust was visibly present on their faces and heads, indicating exposure during the production process.

Sewing Section: Located on 2nd & 3rd floors.

Approximately 10% of employees randomly checked were not wearing the required face masks and headscarves while operating over lock machines. Fabric dust was visibly present on their faces and heads, indicating exposure during the production process.

Knitting Section: Located on Ground floor.

02 out of 07 employees randomly checked were not wearing the required face masks and ear plug while operating knitting machines.

Embroidery Section: Located on Ground floor.

Finding

02 out of 04 employees randomly checked were not wearing the required face masks and ear plug while operating embroidery machines.

Note:

As other employees were using the required Personal Protective Equipment (PPE) during work, so partial rating was given to this checkpoint.

Question: 7.7 Is there satisfactory evidence that the auditee implements engineering and administrative control measures to avoid or minimise the release of hazardous substances into the work environment, keeping the level of exposure below internationally established or recognised limits?

ENGLISH

Finding

In accordance with Bangladesh Labor Rules 2015, section- 68(10) (The owner shall place Material Safety Data Sheet (MSDS) of dangerous materials in an easily noticeable place so that the employed worker can be well informed about the possible hazards).

Findings:

Based on site tour and employee interview, it was noted that randomly checked 05 out of 30 hazardous substances containers (that is production and utility chemical containers) were found stored without secondary containment, MSDS and labelling at ground floors of building 04 as well as adjacent to building 08, to make aware workers working over there about exposures of respective chemical.

Note:

As the facility has kept other chemicals in the chemicals store in an organized way, so partial rating has been given in this checkpoint.

Question: 7.11 Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?

ENGLISH

Finding

In accordance with Bangladesh Energy Regulatory Commission Rules 2006, Rule 16 (1&3): 1. In general validity of the license will be 2 years. 3. To renew the license, an application must be submitted to the commission in the prescribed form, after depositing the fees mentioned in schedule- B, 30 days before the expiry of validity.

Findings:

Based on site tour, document review and management interview it was noted that the generator license of the factory has been found expired for 02 gas-based generators with a total capacity of 2.06 MW (that is 2 X 1030 KW) from 15 November 2023. However, the facility management is already in progress for renewal application towards concerned authority.

Note:

As the facility has got other licenses updated, this question has been rated as partial.

Question: 7.17 Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?

ENGLISH

Finding

In accordance with Bangladesh Labor Law 2006, Section 63(d) (unless the following machinery are in such position or of such construction as to be safe to every person employed in the establishment as they would be if they were securely fenced (i) every part of an electric generator, a motor or rotary converter, (ii) every part of transmission machinery, (iii) every dangerous part of any machinery.)

Findings:

Based on facility visit during audit time it was identified that the safety guard of machines found displaced from its proper position while working with sewing machine located on 2nd & 3rd floors of facility Building 1 as follows:

- (A) Needle guard was found displaced with randomly checked approximately 10% of sewing machine.
- (B) Eye guard was found displaced with randomly checked approximately 10% of over lock and bar tuck machine.

Note:

As facility management has ensured safety guard for all the machines to avoid potential injury, so partial rating was given to this checkpoint.

PA 12: Protection of the Environment

Site: IRIS Fabrics Limited | Site amfori ID: 050-000816-002

Question: 12.3 Is there satisfactory evidence of the auditee's required environmental permits and licences?

ENGLISH

Finding

In accordance with the condition # 6.3 of the CPP license provided by "Bangladesh Energy Regulatory Commission" and Environment Conservation Rules, 2023, Section 05 (01): & Schedule 01 - Factory should collect environment clearance certificate for the Captive power plant from Department of Environment (DOE)." The department shall divide the industries into the following categories by considering the possible harmful effects on the environment and human health along with its radius & concentration, for the purpose of providing locational & consecutively environmental clearance & the categories are - Green, Yellow, Orange & Red - "Categorization of factories - Orange".

Findings:

During current assessment it was noted that the environmental clearance certificate (ECC) for existing 02 gas generators with a total capacity of 2.06 MW was found expired from 02 January 2025. Note that the facility has already applied for renewal towards the concerned authority on 04 May 2025.

Note:

As the facility has got other business licenses updated and developed relevant environmental policy and procedures, thus this question has been rated as partial.

Question: 12.4 Is there satisfactory evidence that waste is managed in a way that does not lead to the pollution of the environment?

ENGLISH

Finding

In accordance with Bangladesh Labor Rules 2015, Rule 40 (1) (2): (With a view to fulfilling the purposes of the section 51(a), wastes should be removed in the box with lid as the appropriate measure so that bad smell or germs can't be spread from these. Metallic objects waste with terrible odor, chemical waste and medical wastes should be removed in separate boxes every day).

Findings:

Based on facility visit, worker and management interview it was observed that although the facility produces different kinds of solid and liquid wastes (like paper, plastic bag, construction material, empty chemical containers etc.), however these wastes were kept without maintaining proper segregation both within as well as at adjacent to shed 03 (waste shed).

Note:

As the facility had a designated wastage keeping area and had an environmental policy, so partial rating was given to this checkpoint.

PA 13: Ethical Business Behaviour

Site: IRIS Fabrics Limited | Site amfori ID: 050-000816-002

Question: 13.1 Is there satisfactory evidence that the auditee actively opposes any act of corruption, extortion or embezzlement, or any form of bribery in its activities as a business enterprise?

ENGLISH

Finding

In accordance with amfori BSCI Code of Conduct PA 13 (Ethical Business Behavior). Develop and adopt adequate internal controls, programmes or measures for preventing and detecting corruption, extortion, embezzlement or any form of bribery, developed on the basis of a company-specific risk assessment.

Findings:

Based on document review, management & workers interview during the audit it was noted that,

(a) The auditee did not identify the potential areas of corruption and possible solution of mitigate anti-corruption issues.

(b) The audit did not conduct any training for staff level employee like supervisor, purchase officer, store keeper etc. related to ethical behavior.

Note:

The auditee has anti-corruption policy, thus the question is rated as partial.