

Monitoring summary report for Standard Fashion

MONITORING ID: 25-0315218



Monitored Party Standard Fashion	amfori ID 050-002873-000	Address Plot-26763, Rohom Ali Road, Jamtola, Uttarkhan, , 1230 Dhaka, Dhaka, Bangladesh
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner SGS
Monitoring Start Date 24/03/2025	Closing Meeting Finished Date 24/03/2025	Submission Date 15/04/2025
Expiration Date 15/04/2027	Announcement Type Semi Announced	
Site Standard Fashion	Site amfori ID 050-002873-001	

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OVERALL RATING



SECTION RATING

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

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	B	

GENERAL DESCRIPTION

Name of lead auditor: Farhana Begum Remun; APSCA membership number: CSCA 21703465.

Name of team auditor: Taslima Rahman Tafsir; APSCA membership number: CSCA 21703754 & Mohammed Saiful Islam; APSCA membership number: CSCA 21701603 and Imran Ahmed; APSCA membership number: CSCA 21701483.

Name of observers, translators, trainees, advisors/consultants: No observer used for the audit.

Monitoring partner name: SGS Bangladesh Limited (Monitoring firm APSCA #: 11600006).

Audit schedule details: The audit was planned for 4 auditors (4 man-day onsite) in one day, as this was a combined (BSCI + SMETA) audit. The full monitoring (semi-announced) was conducted on March 24, 2025.

Business partner information: Standard Fashion (Business license: Factory License no: 25843/Dhaka issued by Deputy Chief Inspector of Factories and Establishment, Dhaka, Bangladesh is valid till 30th June 2025; Trade License: TRAD/DNCC/002338/2022, issue date: 3rd July 2024, issued by Dhaka North City Corporation is valid till 30th June 2025 and Fire License no: DD/Dhaka/30215/2020, issued by Bangladesh Fire Service & Civil Defense Authority, which is valid till 30th June 2025) is located at Plot-26763, Rohom Ali Road, Jamtola, Uttarkhan, Dhaka-1230, Bangladesh. The factory started its operation since 2021. The main auditee is specialized in Woven garments manufacturing.

The main production activities in audited factory: Cutting, Sewing, Finishing (Iron to Pack). Production capacity for Woven: Garments: 1,20,000 pieces per month.

Audited location information: Total land area of the factory is about 22,500 square feet, production area is about 20,000 square feet, storage area is about 2,500 square feet.

There is only one factory located in the premises named Standard Fashion. There is no other establishment in site the audited premises. Facility has one shed. Detail building description is given below:

Shed no.1:

Ground floor: Office, boiler, generator, compressor, security post, loading/unloading area, sample section, cutting section, sewing section, iron area, folding area, poly area, packing area, quality check, maintenance room, waste keeping area, finished goods store, fabric store area, idle machine keeping area.

Mezzanine floor: Medical room, accessories store, office room, conference room.

The facility has total 6 first aiders and 03 first aid boxes, 75 trained firefighters from internally, 03 hose pipes, 12 ABC fire extinguishers, 03 CO2 fire extinguishers, 01 foam fire extinguisher, 03 fire alarm, 17 smoke detectors, 17 emergency lights and at least 02 exit & staircases in main production building.

The main auditee has established a working hours policy. The facility operates a general shift from 08:00 AM to 05:00 PM for all employees including the security team. Regular working hours for employees are 8 hours per day, 6 days a week. Overtime is optional, with sampled workers recording a maximum of 2 hours per day and 12 hours per week in the reviewed months. The factory observes Friday as the designated day off, except for the security team, which follows a rotational holiday schedule. Overtime wages are paid in compliance with legal requirements.

Time recording system: The facility uses an electronic timekeeping system (Fingerprint) to track worker attendance.

Salary payment details: The factory established the procedures about wage and benefits, workers' minimum wage, statutory holidays, annual leaves, etc. were defined in the policy. The wages were paid through 100% cash. During audit, the factory provided the payroll records from March 2024 to February 2025 for review. The facility provides minimum wages (BDT. 12500) to the workers in accordance with Bangladesh Minimum Wages Gazette-2023 for the RMG sector (Published on December 20, 2023) and for probationary workers, minimum wage is BDT. 9875 per month. Facility wages are calculated monthly, covering the period from the 1st to the 30th or 31st of each month.

Worker number information: There is total 410 employees in the facility including 188 male and 222 female workers. There were no child labors, young workers, physically challenged employee, pregnant, lactating mother, no interns' workers in

the factory.

Good practices: The factory has system of the following good practices: The facility provides an attendance bonus of BDT. 300 to BDT. 500 for workers monthly as per company policy.

Worker organization details: Facility established a Participation Committee Worker which was formed on 04.01.2025 through selection. This Participation Committee consists of total 12 members (06 from Worker & 06 from Management).

Circumstances: There were no special circumstances noted during the audit. Auditors were provided full access for all audit functions and the management was co-operative and extended their fullest support throughout the audit.

Audit Process: The audit for amfori BSCI (full monitoring) was conducted on 24 March 2025 by 4 auditors used in one day total covered onsite 4 mandays, as this was a combined (BSCI + SMETA) audit. An opening meeting was held where Jasim Uddin- Director, Md. Mohiuddin Sarkar- Manager (Accounts, Admin & Compliance), Md. Ashiquir Rahman- Jr. Executive (Admin), Shopna Akter- Vice President of Participation Committee, Sharmin Sultana- Member of Participation Committee.

Closing meeting: At the end of the assessment a closing meeting was held on 24 March 2025 to discuss all the areas of improvement in the findings report with Jasim Uddin- Director, and his team. Facility management agreed on all findings and signed on findings report. Auditor informed the management regarding the submission of remediation plan to the amfori sustainability platform through amfori sustainability platform against the findings raised on the audit within 60 days.

Summary of findings: Non-compliance were noted in "Social Management System", "Workers Involvement and Protection", "No Discrimination, Violence or Harassment", "Fair Remuneration", "Decent Working Hours", "Occupational Health and Safety", "No Precarious Employment", "Ethical Business Behaviour" and "Protection of the Environment". Details of the findings are listed in respective sections. For other areas, no findings were noted.

Living wage calculation: Here the auditors followed the Anker Methodology of GLWC website. As per the website calculated living wage around the audited facility was BDT 27,900. The relevant document is attached under report attachment.

Note:

- a) Facility provided poster on Speak for Change (S4C) at notice board in the factory.
- b) As per management information and document review, it was noted that facility remained closed on August 05 & 06, 2024 due to nationwide political unrest. Besides, August 07 & 08, 2024 the facility was closed as per government instructed holiday.

SITE DETAILS

Site

Standard Fashion

Site amfori ID

050-002873-001

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

N.A.

METRICS

Key Metrics

Total workforce	376	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	27,900	Monthly
Total sample	26	Workers

Other Metrics

Male workers	176	Workers
Female workers	200	Workers
Non-binary workers	0	Workers
Permanent workers - Male	188	Workers
Permanent workers - Female	222	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	35	Workers
Management - Female	2	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	26	Workers
Workers on probation - Female	32	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	0	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	0	Workers
Domestic migrant workers - Female	0	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	188	Workers
Workers hired directly - Female	222	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	0	Workers
Unionised workers - Female	0	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	0	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	11	Workers
Sample - Female	15	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Standard Fashion | Site amfori ID: 050-002873-001

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

The main auditee partially respected this question as the auditee has set up a management system for implementation of amfori BSCI COC as day-to-day business practices but the system is still not effective enough for continuous improvement & monitoring as few gaps identified i.e. "Social management system" area, no updated business partner list, not monitor & share updated amfori COC with the business partners, "Workers involvement and protection" area selected PC, did not properly define potential conflict of interest in the grievance policy, insufficient grievance survey, "No Discrimination, Violence or Harassment" area, insufficient survey on non-discrimination, harassment & violence, "Fair remuneration" area not properly calculate living wage, not provide earn leave payment, "Decent Working Hour" including weekend work, "Occupational health and Safety" area insufficient risk assessment, insufficient chemical safety, improper safety committee, insufficient machine safety, no near miss recording system, no generator waiver, no NOC for 01 electric boiler, Insufficient factory license category, construction approval was not taken from concerned authority, loose and multiple wire connection, ebonite sheet missing, no dining and canteen facility & no child care room, "No Precarious Employment" including no appointment letter provided for 04 out of 04 newly joined employee, did not maintain service book for the employee, "Protection of the Environment" improper waste management, no program on water conservation, "Ethical business behavior" area training did not provided training on anti-corruption and bribery to responsible personnel and poor record keeping system due to lack of management awareness & monitoring. [As per amfori BSCI system manual requirement of the question 1.1].

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

The main auditee partially complied this question because based on document review and management interview, though the facility has developed supplier selection policy and procedures but did not have updated supplier list as facility did not include printing & embroidery process in their significant business partner list. Moreover, facility did not conduct proper social performance monitoring of their 07 out of 07 significant business partners. In addition, the factory did not share updated amfori BSCI COC with their 02 out of 07 significant business partners due to lack of awareness. [As per requirement of amfori BSCI system manual question 1.3]



PA 2: Workers Involvement and Protection

Site: Standard Fashion | Site amfori ID: 050-002873-001

Question: 2.1 Is there satisfactory evidence that the auditee has good management practices that involve workers and their representatives in sound information exchange on workplace issues?

ENGLISH

Finding

The main auditee partially respected this question, it was noted from document review and management interview that; participation committee was formed through selection instead of election as per requirement due to lack of proper management system. [As per requirement of Bangladesh labor Law 2006, Section 205 (6)].

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

The main auditee partially respected this question because based on document review, workers and management interview it was noted that, though the facility management has provided training to the workers and workers' representative on terms of amfori BSCI code of conduct, but proper awareness was not found from 20 out of 26 sampled interviewed workers and workers' representatives on amfori BSCI COC due to lack of awareness. [As per amfori BSCI system manual requirement of question 2.4]

Question: 2.5 Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?

ENGLISH

Finding

The main auditee partially respected this question because based on onsite check, documents review, workers and management interview it was noted that:

- a. Though the factory has policy and procedures on grievance mechanism, but facility did not include properly "Potential Conflict of Interest" in the existing grievance policy due to lack of management awareness.
- b. Facility did not install any grievance box at the facility gate for the community to raise their complains if they have any.
- c. Facility performs insufficient grievance satisfaction survey as facility performed survey on 15 employees in last one 01 audit scope due to lack of awareness, however total manpower found during audit 410.
- d. In addition, facility did not maintain verbal grievance register in last 01-year audit scope.
- e. During review of written grievance register it was noted that, facility did not maintain the date to solve the grievances raised by the workers in the grievances register due to lack of awareness. Note that, facility has started maintaining grievance register since January 2025. [As per amfori BSCI system manual requirement of question 2.5]

PA 4: No Discrimination, Violence or Harassment

Site: Standard Fashion | Site amfori ID: 050-002873-001

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

The main auditee partially respected this question as though the facility has anti-discrimination & harassment policy and procedure, and facility has conducted satisfaction surveys on harassment, violence and discrimination also, but it was insufficient due to lack of knowledge and awareness. Facility has conducted survey on 15 employees in last 01-year audit scope whereas during audit total manpower found 410. [As per amfori BSCI system manual requirement of question 4.2].

PA 5: Fair Remuneration

Site: Standard Fashion | Site amfori ID: 050-002873-001

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

The main auditee partially respected this question because based on documents review, workers and management interview it was observed that the facility management is not well aware of collection and calculation of fair remuneration. Facility has conducted general survey on 07 workers food baskets but no market survey. Moreover, they did not identify possible gaps between actual remuneration and the fair remuneration figure in the factory. In addition, factory did not take potential actions to fill the gap. So, gap has still been identified in ensuring fair remuneration to the employees due to lack of knowledge. [As per requirement of amfori BSCI system manual question 5.4].

Question: 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted without negative impact on their pay, level of seniority, position, or promotion prospects?

ENGLISH

Finding

(a) It was noted from management and worker interview that; facility did not have system to encash half of unspent earn leave as per rules due to lack of system. [As per requirement of Bangladesh Labour Rules 2015, Rule 107]

(b) During the audit, the verification of maternity benefits provision could not be carried out, as no maternity-related cases have been reported at the facility since 2021. Note that 54% of the total workforce, equivalent to 222 employees, were found to be female during the audit. [As per Bangladesh Labour Law 2006, Section- 46, 47 & 48].

This question is partially rated as facility comply all other benefits.

PA 6: Decent Working Hours

Site: Standard Fashion | Site amfori ID: 050-002873-001

Question: 6.4 CRUCIAL: Is there satisfactory evidence that the auditee grants workers the right to at least one day off in every seven days?

ENGLISH

Finding

The main auditee partially respected this question because based on document review, workers, and management interview it was noted that one day off in every seventh day was not ensured. During review of attendance record, workers' and management interview it was observed that selected sampled workers found worked on their weekly day off (Friday).

24 out of 26 sampled employees had worked on weekly holidays on February 7, 14 & 28, 2025 (Current month), and maximum consecutive days were found 20 days. As per facility management they will adjust this weekly day off work with festival leave with Eid Ul Fitr 2025 with the consent of workers and worker representative due to workers demand to get additional leave along with festival leave.

However, no weekend work violation was noted in the month of November 2024 (Random month) & April 2024 (Random month). [As per amfori BSCI system manual requirement of question 6.4]

PA 7: Occupational Health and Safety

Site: Standard Fashion | Site amfori ID: 050-002873-001

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?

ENGLISH

Finding

The main auditee partially respected this principle because, based on onsite checks, plant visits, document review, worker and management interview, facility is in progress of complying with health & safety rules and regulations and assigned one person to monitor and implement them, but still there are some gaps identified in occupational health and safety performance area including insufficient risk assessment, insufficient chemical safety, improper safety committee, insufficient machine safety, no near miss recording system, no generator waiver, no NOC for 01 electric boiler, no MSDS, Labeling, Secondary Containment, Insufficient factory license category, construction approval was not taken from concerned authority, loose and multiple wire connection, ebonite sheet missing, no dining and canteen facility & no child care room due to lack of awareness and monitoring. [As per amfori BSCI system manual requirement of question 7.1]

Question: 7.3 Is there satisfactory evidence that the auditee set up an effective management system that ensures they regularly carry out risk assessments for safe, healthy and hygienic working conditions?

ENGLISH

Finding

The main auditee partially respected this principle because based on through plant visit it was noted that

Finding

facility management conducted risk assessment periodically but following area were not identify specific hazard like,

- (a) The facility did not conduct proper risk assessment on ergonomic risk of worker as sewing machine operators were found working without back support located on ground floor of shed no.1 due to lack of awareness.
- (b) Uneven and broken floor observed on production floor located on ground floor of shed no.1 due to lack of monitoring.
- (c) The facility has not conducted a proper risk assessment of safe evacuation as the fire assembly point of the facility, where employees gather in the event of a fire or other emergency that found to be inadequate due to lack of space e.g., the facility used the front road as fire assembly point.
- (d) A compressor machine found without safety barrier in production floor, but associate risk was not identified due to lack of awareness and monitoring. [As per requirement of Bangladesh Labour Rules, 2015, Schedule-4, Matters relating to safety committee (1)].

Question: 7.4 Is there satisfactory evidence of active cooperation between management and workers (and/or their representatives) when developing and implementing systems towards ensuring OHS?

ENGLISH

Finding

The main auditee partially respected this question as it was noted from document review and management interview that, safety committee was not formed as per rules, due to lack of management awareness and monitoring. [As per requirement of Bangladesh Labor Rules 2015, Rule 81(1)]

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

The main auditee partially respected this principle because based on plant visit it was noted that 04 machine oil containers & WD 40 rust removal containers were found without MSDS, labeling and secondary containment located on ground floor of shed 1 due to lack of monitoring. [As per requirement of Bangladesh Labour Rules 2015, Rule 68 (10)].

Question: 7.10 Is there satisfactory evidence that the auditee has and properly uses procedures and systems for reporting and recording occupational accidents and injuries?

ENGLISH

Finding

The main auditee partially respected this question because the facility has an injury recording system based on which treatment is given in the medical room, but facility did not have any near miss (unplanned event that has the potential to cause injury but does not actually result in human injury) recording and

Finding

reporting system. Moreover, minor injuries (e.g., needle or cut injury) for which treatment is given by a first aider on the production floor were not included in the injury record and in the investigation process properly due to lack of awareness, which were confirmed through document review, first aider interview, and management interview. [As per requirement of Bangladesh Labor Rules 2015, Rule 73 (1)]

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

The main auditee partially respects this principal as based on document review, worker and management interview below issues were identified:

(a) The category of the factory license is "E" instead of "F" (As per current workforce 410). [As per requirement of Bangladesh Labor Rules, 2015, Rule 355 (1)]

(b) No Objection Certificate (NOC) were taken for 01 out of 02 electric boilers of the factory from concern authority due to lack of awareness. [As per requirement of Boiler Act 2022, Section 18 (1)]

(c) Facility did not have waiver certificate for 01 (one) diesel power generator with capacity of 160 KW from the concerned authority. [As per requirement of Bangladesh Energy Regulatory Commission Act 2006, Rule 9 (b)].

(d) It was noted through documentation review and management interview that facility management did not take building construction approval plan from concerned authority (e.g-Rajuk). Facility had taken building construction approval from Chairman of Uttarkhan Union Parishad. [As per requirement of Building Construction Act 1952, Section-3 (1)]

Question: 7.13 Is there satisfactory evidence that the auditee makes sure a competent person periodically checks the electrical installations and equipment?

ENGLISH

Finding

The main auditee partially respected this principle because based on management interview and documents review following issue noted that, loose & multi electrical wire connection found located on ground floor at sewing section of shed no.1 due to lack of monitoring. Moreover, randomly check 02 out of 03 ebonite sheet for electrical distribution board was missing located on ground floor of shed no.1 due to lack of monitoring and awareness. [As per requirement of Bangladesh Labour Rules 2015, Rule 58 (1 & 2)]

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

The main auditee partially respected this principle because based on plant visit & workers interview it was noted that approximately 10% eye guard of over lock machine were found displaced during work located at ground floor of shed no.1 due to lack of monitoring. [As per requirement of Bangladesh Labour Law 2006, section 63 (1) D (3)]

Question: 7.21 Is there satisfactory evidence that the auditee provides workers with access to an appropriate, clean area for storing food, eating and/or cooking?

ENGLISH

Finding

Based on site visit, worker and management interview, it was noted that the facility had not provided dining & canteen facility for the workers. Note that facility has now 410 employees due to lack of management awareness and monitoring. [As per requirement of the Bangladesh Labour Rules, 2015, Rules 87 (1)].

Question: 7.22 Is there satisfactory evidence that the auditee provides workers with clean washing facilities, changing rooms and toilets that are also respectful of local customs?

ENGLISH

Finding

It was noted through plant tour, management and employees' interview that there was no childcare facility in the factory where the female workers were 222. [As per requirement of Bangladesh labor Law 2006, Section 94 (1)].

PA 10: No Precarious Employment

Site: Standard Fashion | Site amfori ID: 050-002873-001

Question: 10.3 Is there satisfactory evidence that the auditee provides workers with understandable information before entering into employment?

ENGLISH

Finding

(a) The main auditee partially respects this principal as based on personal file review and management interview it was noted that, facility did not maintain service book for the all employees as per law due to lack of system. [As per requirement of Bangladesh Labour Law 2006, Section 6].

(b) It was noted from document review and management interview that; facility did not provide appointment letter for the 04 out of 04 newly joined employee out of 26 sample due to lack of management system. [As per requirement of Bangladesh Labour Law 2006, Section 5]

(c) It was noted from management interview that; facility did not maintain personal file for 05 sample employee with required document out of 26 employee due to lack of management awareness and monitoring. [As per requirement of amfori BSCI system manual requirement of question 10.3]

PA 12: Protection of the Environment

Site: Standard Fashion | Site amfori ID: 050-002873-001

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

The main auditee partially respected this question because based on onsite check through plant visit, documents review and management interview it was noted that the different types of waste e.g., poly, paper, wastes sacks, empty carton, empty chemical jar etc. were not segregated by their types or hazards located on ground floor of shed no.1 due to lack of monitoring of management. [As per requirement of Bangladesh Labor Law 2006, Section 54]

Question: 12.5 Is there satisfactory evidence that water is managed in a way that respects the environment, particularly but not limited to preserving local water sources?

ENGLISH

Finding

The main auditee partially respected this question because it was noted from management interview that facility did not have plan to preserve natural water resource (recycling practices, preserve rainwater etc.) to ensure better environment in the premises also facility didn't implement any significant program to promote conservation of water and reduction of water waste. [As per amfori BSCI system manual requirement of question 12.5]

PA 13: Ethical Business Behaviour

Site: Standard Fashion | Site amfori ID: 050-002873-001

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

Based on document review and management interview it was noted that the facility management did not provide any training to the responsible personnel (GM, HR, accounts, merchandisers, stores, and security) related to ethical behavior due to lack of awareness. [As per amfori BSCI system manual requirement of question 13.1].

This question is partially rated as facility has anti corruption policy.

Question: 13.2 Is there satisfactory evidence that the auditee keeps accurate information regarding its own activities, structure and performance?

ENGLISH

Finding

The main auditee partially respected of this question as poor time record keeping system of employee's job card was observed during audit. Based on wage record review, workers and management interview it was noted that 03 out of 26 sample employee's job card shows 54 hours and payment shows 52 hours. After calculating the overtime time hour in the job card, it shows that, facility has paid actual amount of overtime payment but due to software issue the calculation found incorrect and inaccurate in the provided job card. [As per requirement of amfori BSCI system manual question 13.2]