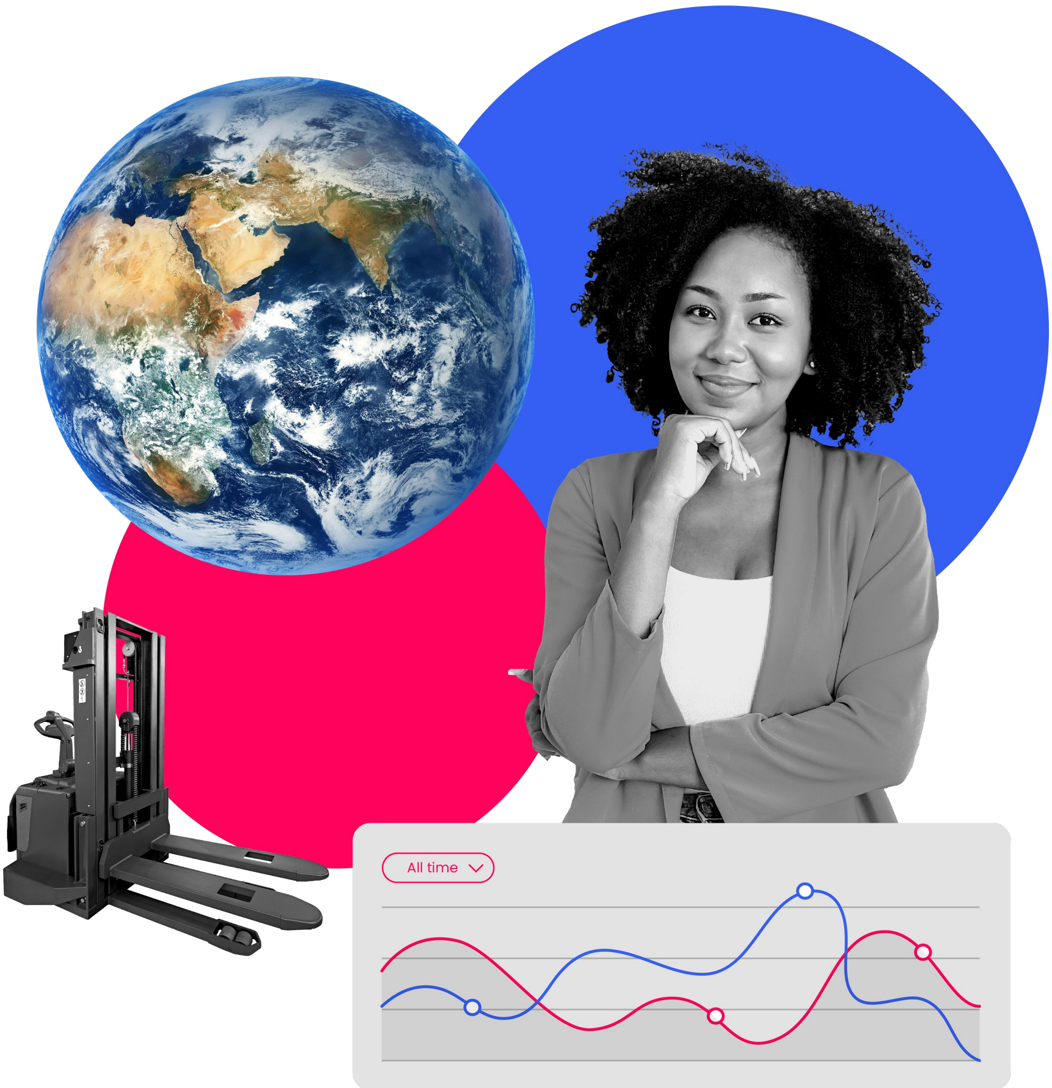
SMETA
Sedex Members Ethical Trade Audit

Sedex Members Ethical Trade Audit Report

Version 7



Contents

Audit content

(1) A SMETA audit was conducted which included some or all of Labour Standards, Health & Safety, Environment and Business Ethics. The SMETA Minimum Requirements were applied and the SMETA Auditor Manual was followed. The scope of workers included all types at the site e.g. direct employees, agency workers, workers employed by service providers and workers provided by other contractors. Any deviations from the SMETA Methodology are stated (with reasons for deviation) in the SMETA Declaration.

The audit scope includes an assessment of the Workplace Requirements and the Management Systems Assessment against the following Code Areas:

Included in a 2-Pillar audit:

1. Labour Standards Code Areas:
    - 0: Enabling accurate Assessment
    - 1: Employment is Freely Chosen
    - 1.A: Responsible Recruitment & Entitlement to Work
    - 2: Freedom of Association and Right to Collective Bargaining are Respected
    - 4: Child Labour Shall Not be Used
    - 5: Legal Wages are Paid
    - 5.A: Living Wages are Paid
    - 6: Working Hours are Not Excessive
    - 7: No Discrimination is Practiced
    - 8: Regular Employment is Provided
    - 8.A: Sub-contracting and Homeworkers are Used Responsibly
    - 9: No Harsh or Inhumane Treatment is Allowed
2. Health & Safety Code Area:
    - 3: Working Conditions are Safe and Hygienic
3. Environment Code Area:
    - 10.A: Environment 2-Pillar

Included in a 4-Pillar audit:

1. Labour Standards Code Areas
    - As 2-pillar
2. Health & Safety Code Area
    - As 2-pillar
3. Environment Code Area:
    - 10.A: Environment 2-Pillar
    - 10.B: Environment 4-Pillar
4. Business Ethics Code Area:
    - 10.C: Business Ethics

(2) Where appropriate, non-compliances or non-conformances were raised where either local law or the Base Code were not met, and recorded as non-compliances on both the audit report, CAPR and on the Sedex Platform.

(3) Any non-conformance against customer code shall not be uploaded to Sedex, but sent directly to the customer in question.

Audit and site details

Audit details

Sedex company reference	ZC5000052977	**Auditor company name**	SGS Bangladesh
Date of audit	2025-03-24	**Audit conducted by**	Sedex member
Audit pillars	Labour Standards | Health and safety		

Site details

Sedex site reference	ZS1000063110	**Site name**	STANDARD FASHION
Business name	STANDARD FASHION	**Site address**	1230 Plot-26763, Rohom ali Road, Jamtola, Uttarkhan, Dhaka, BD
Site phone	+8801711220830	**Site email**	jasim.icon@gmail.com

Audit parameters

Time in and out	Day 1	
	In	07:40
	Out	16:50
Audit type	Full initial	
Was the audit announced?	Semi announced	
Was the Sedex SAQ available for review?	Yes	
Who signed and agreed CAPR?	Mr. Jasim Uddin / Director	
Any conflicting information SAQ/Pre-Audit Info	No	
Is further information available?	No	

Audit attendance

	Senior management	Worker representative	Union representative
A: Present at the opening meeting?	Yes	Yes	No
B: Present at the audit?	Yes	Yes	No
C: Present at the closing meeting?	Yes	Yes	No
Reason for absence at the opening meeting	Not Applicable. In Bangladesh, there is no obligation to join trade union and freedom of association and collective bargaining. For an establishment where there is no trade union, until a trade union is formed, the workers 'representatives to the Participation Committee shall run activities related to workers' interests in the establishment concerned and worker's representative should be elected by direct vote of workers (amendment 22nd of July 2013, Labour Law 2006).		
Reason for absence during the audit	Not Applicable. In Bangladesh, there is no obligation to join trade union and freedom of association and collective bargaining. For an establishment where there is no trade union, until a trade union is formed, the workers 'representatives to the Participation Committee shall run activities related to workers' interests in the establishment concerned and worker's representative should be elected by direct vote of workers (amendment 22nd of July 2013, Labour Law 2006).		
Reason for absence at the closing meeting	Not Applicable. In Bangladesh, there is no obligation to join trade union and freedom of association and collective bargaining. For an establishment where there is no trade union, until a trade union is formed, the workers 'representatives to the Participation Committee shall run activities related to workers' interests in the establishment concerned and worker's representative should be elected by direct vote of workers (amendment 22nd of July 2013, Labour Law 2006).		

SMETA declaration

Auditor team

SMETA declaration	I declare that the audit underpinning the following report was conducted in accordance with SMETA Minimum Requirements and the SMETA Auditor Manual. 1. Where appropriate non-compliances/ non-conformances were raised against the Base Code and local law and recorded as non-compliances/ non-conformances on both the audit report, CAPR and on the Sedex Platform. 2. Any non-conformance against customer code alone shall not be uploaded to Sedex, and will be shared directly with the customer in question. This report provides a summary of the findings and other applicable information found/gathered during the social audit conducted on the above date only and does not officially confirm or certify compliance with any legal regulations or industry standards. The social audit process requires that information be gathered and considered from records review, worker interviews, management interviews and visual observation. More information is gathered during the social audit process than is provided here. The audit process is a sampling exercise only and does not guarantee that the audited site prior, during or post–audit, are in full compliance with the Code being audited against. The provisions of this Code constitute minimum and not maximum standards and this Code should not be used to prevent companies from exceeding these standards. Companies applying this Code are expected to comply with national and other applicable laws and where the provisions of law and this Code address the same subject, to apply that provision which affords the greater protection. The ownership of this report remains with the party who has paid for the audit. Release permission must be provided by the owner prior to release to any third parties.		
Any exceptions to the SMETA Methodology must be recorded here (e.g. different sample size)	The SMETA periodic audit (2-Pillar) was conducted as a combined audit with amfori BSCI, covering a total of 4 man-days onsite as per amfori BSCI requirement. The audit mode was semi-announced, with the window period running from March 22, 2025, to April 19, 2025.		
Lead auditor	Farhana Begum Remun	**APSCA Number**	21703465
Additional auditor	Taslima Rahman Tafsin	**APSCA Number**	21703754
	Mohammed Saiful Islam	**APSCA Number**	21701603
	Imran Ahmed	**APSCA Number**	21701483
Date of declaration	2025-03-24		

Site representation

Declaration	I acknowledge that details from this report can change during the review process and that I will be given the opportunity to dispute the content once the review has been published.
Full name	Mr. Jasim Uddin
Title	Director
Date of declaration	2025-03-24

Summary of findings

Code area	Workplace requirement	Local law	Finding
0. Enabling accurate assessment	0.C Provide an accurate site description and ...	§1	NC ZAF600873236
3. Working conditions are safe and hygienic	3.M Ensure all machinery is installed, mainta...	§2	NC ZAF600873237
	3.M Ensure all machinery is installed, mainta...	§3	NC ZAF600873238
	3.A Ensure a safe working environment. Put in...	§4	NC ZAF600873239
	3.R Provide clean and secure toilets, wash ar...	§5	NC ZAF600873240
	3.D Form a health and safety committee (or in...	§6	NC ZAF600873243
	3.K Ensure that all premises are safe and hav...	§7	NC ZAF600873245
	3.B Conduct risk assessments regarding the po...	§8	NC ZAF600873246
	3.N Maintain a log of all hazardous substance...	§9	NC ZAF600873248
	3.N Maintain a log of all hazardous substance...		NC ZAF600873249
	3.N Maintain a log of all hazardous substance...		NC ZAF600873250
	3.I Record all accidents and near misses and ...	§10	NC ZAF600873251
	3.A Ensure a safe working environment. Put in...		NC ZAF600873254
2. Freedom of association and right to collective bargaining are respected	2.B Not prohibit, discourage or interfere wit...	§11	NC ZAF600873241
5. Legal wages are paid	5.F Provide all workers with clearly written ...		GE ZAF600873242
	5.B Ensure that workers receive the insurance...	§12	NC ZAF600873244
5.A. Living wages are paid	5.A.A Review workers' total pay including ben...		NC ZAF600873247
8. Regular employment is provided	8.H Comply with all other applicable laws tha...	§13	NC ZAF600873252
	8.A Provide a written contract or other bindi...	§14	NC ZAF600873253

Local law issues

§1	Bangladesh Labor Rules-2015, Rule-356(2) Schedule-7(1): (1)The Inspector General may amend license on receipt of application. (2) If any license needs to be amended due to change in class, name, address or ownership as a result of rise or decline in number of workers in factory, industrial firm, commercial firm, commercial bank or insurance firm, shop or contracting firm, then for such amendment an application shall have to be forwarded to the Inspector General in Form-77 on surrender of the original license by stating nature of amendment. (3) For amendment of license, 500 taka in all cases excepting shops and 200 taka in case of shops have to paid as fee and for increase in class of license of the factory of firm, fees have to be paid as stated in schedule-7 in accordance with number of workers (excluding fees given at time of taking the first license). (4) In case of change in ownership, the application shall be accompanied by information on dues of and facilities enjoyed by workers working under the previous owner.
§2	Bangladesh labor Law 2006, Section 205 (6): (6) In the case of an establishment where there is no trade union, the representatives of the workers in the participation committee shall be [elected] in the manner prescribed by rules from amongst the workers working in that establishment.
§3	1. Boiler Act 2022, section 18 (1) (Translated from Bangla): 18. (1) For use of any boiler within Bangladesh, it shall be registered at the office of the Chief Boiler Inspector. 2. In accordance with Bangladesh Energy Regulatory Commission Act 2006, Rule 9(b): Commission may waive from the necessity of the license by the written application of the person using captive generator up to 1mw of energy.
§4	Bangladesh Labour Law 2006, Section 63 (1) D (iii): Fencing of machinery. – (1) In every establishment the following shall be securely fenced by the safeguards of substantial construction which shall be kept in position while the part of machinery required to be fenced are in mention or in use, namely- (d) unless they are in such position or of such construction as to be as safe to every person employed in the establishment as they would be if they were securely fenced- (iii) every dangerous part of any machinery: Provided that for the purpose of determining whether any part of machinery is safe as aforesaid, any occasion of examination or operation made or carried out in accordance.
§5	Bangladesh labor Law 2006, Section 94 (1): 94. Rooms for children.(1) In every establishment, where 40 (forty) or more female workers are ordinarily employed, one or more suitable rooms shall be provided and maintained for the use of their children who are under the age of 6 (six) years.
§6	Bangladesh Labour Rules (amendment) 2022, Rule 87(1): 1) The Owner of the institute where more than 100 (one hundred) workers are employed shall arrange a canteen for the workers, facilitating adequate space for minimum 10% of total number of workers. However, if the aforesaid canteen can accommodate 20% of the total workers for having meals, the Owner is not obliged to arrange a separate meal room as per Section 93.
§7	Bangladesh Labor Rules 2015, Rule 81(1): 1) As per Section 90 (a), the Owners of the institute where 50 or more workers are employed or were employed in a certain period of time in the year shall form Safety Committee

§8	Building Construction Act 1952, Section-3(1): Notwithstanding anything contained in any other law for the time being in force, or in any agreement, no person shall, without the previous sanction of an Authorized Officer, construct or re-construct or make addition or alternation to any building, or excavate or re-excavate any tank within the area to which this Act applies;
§9	Bangladesh Labour Rules 2015, Schedule 4(2), B (1): Following matters shall be included in the guideline prepared under clause (a), Namely. 1. Risk and safety related management of the firm: (a) Identifying risky areas (like parts of building, stairs, premises, electric lines, machinery, etc) (b) Nature of risk (like crack, gate locked during working hours, dangerous electric connection, etc) (c) Risk level (like high/medium/general/not satisfactory) (d) Assessment of immediate duties (like prohibition of use, immediate repair, reforms, closure) (e) Assessment of necessary protection system in different nature and levels of risk; and (f) Assessment of technical and administrative liability.
§10	Bangladesh Labour Rules, 2015, Rules: 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.
§11	Bangladesh Labor Rules, 2015, Rule 73 (1): 73) Register of the accidents and Report of half-yearly accidents: 1) Authority of every institute shall preserve the record of each accident or mishap in the Register in accordance with Form-28. The authority would also accurately record the steps taken by the institute in relevant Register.
§12	Bangladesh Labor Rules 2015, Rule 107 (2): Any worker can have cash money against the unspent Earned leave. However, more than the half of the Earned leave cannot be cashed out at the end of the year. This type of cashing can be done only once in a year.
§13	Bangladesh Labour Law 2006, Section-6 Service book. (1) Every employer shall, at his own cost, provide a service book for every worker employed by him. (2) Every service book shall be kept in the custody of the employer. (3) Before employing a worker, the employer shall require him to submit his previous service book, if the worker claims that he has previously worked under any other employer. (4) If such worker has any service book, he shall hand over it to the new employer and the new employer shall keep the service book in his own custody giving him a receipt. (5) If such worker has no service book, a service book shall be provided under sub-section (1). (6) If the worker desires to keep and maintain a duplicate copy of his service book, he may do so at his own cost. (7) The employer shall hand over the service book to a worker on the termination of the service of such worker. (8) If any worker losses the service book which was handed over to him or the copy thereof, the employer shall provide him with a copy of the service book at the cost of such worker. (9) Nothing in this section shall apply to an apprentice, substitute or casual worker.
§14	Bangladesh Labour Law 2006, Section-5: Appointment letter and identity card. No employer shall employ any worker without giving such worker an appointment letter and every such employed worker shall be provided with an identity card with his photograph.

Management systems

	Policies and procedures	Resources	Communication and training	Monitoring
1. Employment is freely chosen	✓	✓	✓	✓
1.A. Responsible recruitment and entitlement to work	✓	✓	✓	✓
2. Freedom of association and right to collective bargaining are respected	✓	✓	⚠	⚠
3. Working conditions are safe and hygienic	✓	✓	⚠	⚠
4. Child labour shall not be used	✓	✓	✓	✓
5. Legal wages are paid	✓	✓	⚠	⚠
6. Working hours are not excessive	✓	✓	✓	✓
7. No discrimination is practiced	✓	✓	✓	✓
8. Regular employment is provided	✓	✓	⚠	⚠

✗ Not addressed

⚠ Fundamental improvements required

ⓘ Some improvements recommended

✓ Robust management systems

	Policies and procedures	Resources	Communication and training	Monitoring
8.A. Sub-contracting and homeworkers are used responsibly	✓	✓	✓	✓
9. No harsh or inhumane treatment is allowed	✓	✓	✓	✓
10.A. Environment 2-Pillar	✓	✓	✓	✓
10.C. Business ethics	✓	✓	✓	✓

✗ Not addressed

⚠ Fundamental improvements required

ⓘ Some improvements recommended

✓ Robust management systems

Site details

Company and site details

Sedex company reference	ZC5000052977	
Sedex site reference	ZS1000063110	
Company name	STANDARD FASHION	
Business ownership type	GOODS	
Site name	STANDARD FASHION	
Site name in local language		
GPS location	**GPS address**	26763, Rahmat Ali Road, Jamtola, Uttarkhan, Dhaka, Bangladesh
	Coordinates	Latitude: 23.8707605 and Longitude: 90.4287082
Is the worksite in a remote location, far from habitation?	No	
Site contact	**Contact name**	Mr. Jasim Uddin
	Job title	Director
	Phone number	+8801912455379
	Email	jasim@standard2020.com
Applicable business and other legally required business license numbers and documents	Trade License no: TRAD/DNCC/002338/2022, issue date: 3rd July 2024, Issued by Dhaka North City Corporation is valid till 30th June 2025. Factory License No: 25843/Dhaka issued by Deputy Chief Inspector of Factories and Establishment, Dhaka, Bangladesh is valid till 30th June 2025. Fire License - DD/Dhaka/30215/2020, issued by issued by Bangladesh Fire Service & Civil Defense Authority, which is valid till 30th June 2025. Group Insurance Benefit: Certificate Number: 20251177 issued by Bangladesh Garment Manufacturers & Exporters Association (BGMEA) which valid till on 31st December 2025.	

Site activities

Site function	Factory Processing/Manufacturer Finished Product Supplier

Site activities

Site activities	**Primary**	Manufacture of knitted and crocheted apparel
	Secondary	
	Other	
Product type	All kinds woven items	
Process overview	All kinds of woven garments are being produced. Main operations: Cutting-Sewing-Finishing (Iron to Pack). Number of sewing lines: 3 Main Equipment: Total sets- 248. Plain sewing machine (auto), Overlock lock machine, Flatlock machine, Bar tack machine, Feed of the arm, Hand cutter machine, cutter machine, Thread Sucker Machine, generator, boiler and compressor etc.	
What level of mechanization best describes the work at this site?	Fair mechanisation / manual Labour	

Site scope

Is the audited site a physically continuous area?	No The facility is not physically continuous area.	
Building 1	**Last construction works on site**	2022
	If building is shared, provide details	Not Applicable
	Number of floors	2
	Description of floor activities	Shed 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.
Is there any difference between the site scope of the audit and the Sedex site profile?	No	

Site scope

Does the scope of the audit subdivide any building or is limited to particular processes, products or businesses within the physical site?	No
Is any activity conducted onsite not included within the scope of the audit?	No

Worker accommodation and transport

Are there any site-provided worker accommodation buildings?	No
Does the site organise worker transport to the worksite?	Not applicable Not applicable as the facility did not provide any transportation to the workers and it is not required by law.

Work patterns

Approximate workers on site per month (% of peak)

January	95-100%	**February**	95-100%
March	95-100%	**April**	95-100%
May	95-100%	**June**	95-100%
July	95-100%	**August**	95-100%
September	95-100%	**October**	95-100%
November	95-100%	**December**	95-100%

Is there any night or back shift work at the site?	No

Site assessments

Does this site hold any certifications that address labour standards, human rights, corruption or environmental impact?	No

Site assessments

Has the site assessed for negative impacts on the human rights, lands, resources, territories, livelihoods or food security of indigenous peoples or the local community?	No The facility did not assess for negative impacts on the human rights, lands, resources, territories, livelihoods, or food security of indigenous peoples or the local community.
Has there been a Human Rights Impact Assessment (HRIA) conducted within the last three years at this site?	No The facility did not conduct a Human Rights Impact Assessment (HRIA) within the last three years at this site.

Worker analysis

Gender disaggregated data available	Men and women

Worker totals

	Men		Women		Other		Total	
Number of workers	150	*(40.9%)*	217	*(59.1%)*	-	-	367	*(100%)*

Workers by type

	Men		Women		Other		Total	
Permanent workers (employees)	150	*(40.9%)*	217	*(59.1%)*	-	-	367	*(100%)*
Temporary or fixed term employees	0	-	0	-	-	-	0	*(0%)*
Agency or subcontracted workers	0	-	0	-	-	-	0	*(0%)*
Seasonal workers	0	-	0	-	-	-	0	*(0%)*
Self-employed workers	0	-	0	-	-	-	0	*(0%)*
Informal workers including home workers	0	-	0	-	-	-	0	*(0%)*
Apprentices, trainees or interns	0	-	0	-	-	-	0	*(0%)*

* % of total workforce

Migrant workers

	Men		Women		Other		Total	
Domestic migrant workers	0	-	0	-	-	-	0	(0%)
International migrant workers	0	-	0	-	-	-	0	(0%)
Total migrant workers	0	-	0	-	-	-	0	(0%)

* % of total workforce

Where workers have migrated internally, list the most common internal states workers have moved from

Not applicable as no migrant workers employed by the factory.

Workers by age

	Men		Women		Other		Total	
18 - 24 years old	46	(45.1%)	56	(54.9%)	-	-	102	(27.8%)
15 - 17 years old	0	-	0	-	-	-	0	(0%)
Under 15 years old	0	-	0	-	-	-	0	(0%)

* % of total workforce

Is the worker analysis data relevant for peak season and current to the audit?	Yes
Please list the nationalities of all workers, with the three most common nationalities listed first	Bangladeshi

Most common nationalities as approximate % of workforce

	Men	Women	Other	Total
Bangladeshi	46%	54%	-	100%

Workers by remuneration type

	Men		Women		Other		Total	
Workers paid per unit (piece rate)	0	-	0	-	-	-	0	(0%)
Workers paid based on a mix of 'piece work' and hourly rate	0	-	0	-	-	-	0	(0%)
Workers paid hourly / daily rate	0	-	0	-	-	-	0	(0%)
Salaried workers	150	(40.9%)	217	(59.1%)	-	-	367	(100%)

* % of total workforce

Workers by payment cycle

	Men		Women		Other		Total	
Paid daily	0	-	0	-	-	-	0	(0%)
Paid weekly	0	-	0	-	-	-	0	(0%)
Paid monthly	150	(40.9%)	217	(59.1%)	-	-	367	(100%)
Other	0	-	0	-	-	-	0	(0%)

* % of total workforce

If other payment cycle entered, please provide details	Not Applicable

People in managerial, supervisorial and administrative roles

	Men		Women		Other		Total
Employees in management positions	3	*(100%)*	0	*(0%)*	-	-	3
Supervisors or team leaders	18	*(100%)*	0	*(0%)*	-	-	18
Administrative staff	17	*(77.3%)*	5	*(22.7%)*	-	-	22

Worker interview summary

Gender disaggregated data available	Men and women
Which methods of worker engagement were used?	Group interviews Individual interviews

Digital worker survey participants

	Men	Women	Other	Total
Number of workers	-	-	-	-

Were any of the audit findings attributable to the survey?	
Was the interview sample representative of all types of nationality and employment types of workers?	Yes
Was the interview sample representative of the gender composition of the workforce?	Yes
Number and size of group interviews	20 employees (4 groups of 5 employees in each group).
Did workers understand the purpose of the audit?	Yes
Were interviews conducted in circumstances to ensure privacy, with the confidentiality of the interview process communicated to the workers?	Yes
Was there any indication that workers had been 'coached' in how they should respond to questions?	No
What was the general attitude of the workers towards their workplace?	Favorable

Attitude of workers

In which areas did workers raise significant concerns or complaints?	Other (provide details) No issue was identified during worker interview.
What did the workers like the most about working at this site?	Equal opportunities Pay Job security Freedom of movement Training and development Work environment – comfort (e.g. temperature, noise or dust levels) Contracts Communication (e.g. from management) Diversity Grievance mechanisms Hours worked, rest days or breaks Overtime
Additional comments	As per the worker interview it observed that facility has good working environment. Facility Provides pay slips before salary disbursement. Facility paid salary timely manner. Facility arranges training program for worker health & others benefits.
Attitude of workers' committee/union representatives	The attitude of the worker committee members was positive towards the social management system. They reported that they have free access to worker committee related activities without any negative action. All issues or concerns raised in committee meetings are addressed and resolved by management in a timely manner.
Attitude of managers	The facility management showed a positive attitude during the whole audit process. All documentation requested for review was provided timely. At the end of the audit, all the non-compliances were accepted by the facility. No negative information reported.

Workers interviewed by type

	Total
Permanent workers	26
Temporary or fixed-term employees	0
Agency or subcontracted workers	0
Seasonal workers	0
Other workers	0
Total number of workers interviewed	26

Workers interviewed by group/individual

	Men	Women	Other	Total
Workers interviewed in groups	10	10	-	20
Workers interviewed individually	1	5	-	6

Migrant workers interviewed

	Men	Women	Other	Total
Domestic migrant workers interviewed	0	0	-	0
International migrant workers interviewed	0	0	-	0
Total migrant workers interviewed	0	0	-	0

Measuring workplace impact

Gender disaggregated data available	Men and women

Annual worker turnover (%)*

	Men	Women	Other	Total
Last full quarter (90 days)	1.0%	2.0%	-	3.0%
Last full calendar year (2024)	2.0%	1.0%	-	3.0%
Previous full calendar year (2023)	1.0%	2.0%	-	3.0%

* Number of workers leaving in last 12 months as a % of average total number of workers on site over the year.

Rate of absenteeism (%)*

	Men	Women	Other	Total
Last full quarter (90 days)	0.5%	0.5%	-	1.0%
Last full calendar year (2024)	0.5%	0.5%	-	1.0%
Previous full calendar year (2023)	0.4%	0.6%	-	1.0%

* Number of days lost through job absence in the year, calculated as (the number of employees on 1st day of the year + number employees on the last day of the year) / 2)* number available workdays in the year*100

Are accidents recorded?	No It was noted through plant tour, documentation review and first aider interview that factory has no system for tracking minor injury, which is treated by the first aider, occurred in the production floor to take corrective/ preventive action by analyzing root cause.

Annual number of work related accidents and injuries (per 100 workers)*

	Men	Women	Other	Total
Last full quarter (90 days)	1.0%	1.0%	-	2.0%
Last full calendar year (2024)	1.0%	1.0%	-	2.0%
Previous full calendar year (2023)	1.0%	1.0%	-	2.0%

* Calculated as (number of work related accidents and injuries * 100) / number of total workers.

Lost day work cases (per 100 workers)*

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	0.0%	-	0.0%
Last full calendar year (2024)	0.0%	0.0%	-	0.0%
Previous full calendar year (2023)	0.0%	0.0%	-	0.0%

* Calculated as (number of lost days due to work accidents and work related injuries * 100) / number of total workers.

Percentage of workers that work on average more than 48 standard hours in a given week

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	0.0%	-	0.0%
Last full calendar year (2024)	0.0%	0.0%	-	0.0%
Previous full calendar year (2023)	0.0%	0.0%	-	0.0%

Percentage of workers that work on average more than 60 standard hours in a given week

	Men	Women	Other	Total

Percentage of workers that work on average more than 60 standard hours in a given week

Last full quarter (90 days)	0.0%	0.0%	-	0.0%
Last full calendar year (2024)	0.0%	0.0%	-	0.0%
Previous full calendar year (2023)	0.0%	0.0%	-	0.0%

0. Enabling accurate assessment

Summary of findings

Code area	Workplace requirement	Local law	Finding
0. Enabling accurate assessment	0.C Provide an accurate site description and ...	§1	NC ZAF600873236

Systems and evidence examined to validate this code section	1. The facility allowed the auditor to conduct and complete the audit without obstruction to access the entire facility (site), all relevant areas and employees, and required audit documents/processes. The facility was also cooperative during the audit process and provided genuine and authentic records. 2. The facility is well aware of anti-bribery and corruption laws and regulations. There was no offer of bribe or threat to the auditor, nor in any way induce the auditor to be dishonest. 3. The audited facility named Standard Fashion. Currently 410 employees (male: 188 and female: 222) are working in the factory including management, staff & security guards. Among them, 367 are workers (male: 150 and female: 217). All employees are Bangladeshi by born. The facility is situated on rented premises and Documents of agreement are available in the facility. They provided accurate site descriptions and Sedex site profiles declared before or during the audit. 4. They maintain a written policies on recruitment, female employees right, etc. to ensure human rights which is approved at the most senior level, communicated to all personnel through awareness training, and trained to relevant persons accordingly. 5.The facility has ensured accurate wages records are shown and audit has been conducted wit full transparency and integrity. Evidence Examined: 1. Documents review (recruitment, female employees right, Policies & procedures, factory license and trade license, attendance record, training record, etc.) 2. Factory tour 3. Management interview 4. Worker interview.

Findings: non-compliances

ZAF600873236

Non-compliance

Due 2025-05-06

Code area

0 Enabling accurate assessment

Workplace requirement

0.C Provide an accurate site description and Sedex site profile declared prior to or during the audit.

Issue title

34 - Site is operating without all required in-date licences and permits (e.g. business/factory licence has expired)

Description

It was noted through documents review that the category of the factory license is “E” instead of “F” (As per current workforce 410).

Corrective and preventative actions

It is recommended that the facility should amend the category of the factory as per law.

Local law reference

Bangladesh Labor Rules-2015, Rule-356(2) Schedule-7(1):
(1)The Inspector General may amend license on receipt of application.
(2) If any license needs to be amended due to change in class, name, address or ownership as a result of rise or decline in number of workers in factory, industrial firm, commercial firm, commercial bank or insurance firm, shop or contracting firm, then for such amendment an application shall have to be forwarded to the Inspector General in Form-77 on surrender of the original license by stating nature of amendment.
(3) For amendment of license, 500 taka in all cases excepting shops and 200 taka in case of shops have to paid as fee and for increase in class of license of the factory of firm, fees have to be paid as stated in schedule-7 in accordance with number of workers (excluding fees given at time of taking the first license).
(4) In case of change in ownership, the application shall be accompanied by information on dues of and facilities enjoyed by workers working under the previous owner.

Status

Open*

Time given to resolve

30 days

Verification method

Desktop audit

Area of non-compliance/non-conformance

Local law

Base code

* PDF generated at 10:09 (UTC) on 06 Apr 2025. View this finding on the Sedex platform for live updates and closure details.

0. Enabling accurate assessment

Data points

Has the site received an official notice, fine, prosecution, or withhold release order (WRO) for non-compliance with legislation, regulation, consent, or permits within the last three years, relating to Health and Safety, labour rights or the environment?	No
Did any workers selected by the auditor decline to be interviewed?	No
Were sufficient documents for non-employee (e.g. agency or other subcontracted) workers available for review?	Yes Not applicable as the facility did not have any non-employee (e.g. agency or other subcontracted) workers.

1. Employment is freely chosen

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	The facility has developed and implemented appropriate policies & procedures on the employment freely chosen to lead to sustainable compliance. The policy is regularly updated and last updated on 01.01.2025. As per the policy, the facility is following the local laws, relevant ILO conventions, and customer code of conduct. The policy defined the roles and responsibilities to implement the policies. If any worker wants to leave the job, they can leave with a 2-month notice period as per law. The facility management appointed a senior person named Md. Mohiuddin Sarker-Manager (Accounts, Admin & Compliance) to implement and monitor the effectiveness of policies and procedures for compliance with the Code. He is well aware of the requirements of the code and responsible for changes in the policy and procedure if any changing circumstances arise. The facility communicated the policy and procedures with workers including managers and supervisors through the policy board and training regularly as per the training plan. The facility updates the training content as and when required. The training ended with the assessment of key learnings. The last training on the ETI code was conducted on 03.12.2024 following the assessment. The facility monitors the effectiveness of procedures to meet policy and workplace requirements through an internal audit at least once a year. The last internal audit was conducted on 05.01.2025. The overall observation shows that the auditee has fulfilled the requirements as all workers can freely move and no evidence of forced labour was identified during the audit. The facility ensure that employment is freely chosen, reinforcing its commitment to ethical labor practices through continuous monitoring and corrective actions, the facility aims to uphold fair labor standards and create a transparent, respectful, and compliant working environment.

Summary of findings

Code area	Workplace requirement	Local law	Finding

No findings

Systems and evidence examined to validate this code section	Current Systems: 1. There was no forced labour, prison labour, human trafficking, debt bondage/ bonded labour or any other modern slavery evidence found during the audit. 2. The facility respects workers' rights and does not subject workers (or their family members) to control through threats, penalties, coercion, physical force, violence, or harsh or inhumane treatment. 3. The workers are free to leave the workplace if workers want to leave their jobs, they are free to do so. Security guards or other authoritative figures do not restrict workers' freedom of movement beyond what is reasonable. 4. The facility has CCTV cameras installed in the C-TPAT area to ensure product safety and security. However, these cameras are not utilized for any form of control or disciplinary action. 5. Facility does not unreasonably prevent workers from communicating with others inside or outside the workplace. 6. The factory does not hold any original certificate, experience certificate or any identity papers and does not withhold any advances such as salary, training fees, or any other form of monetary payment in exchange for employment either at this facility or any other parties involved in the employment process. 7. Facility allows all workers to resign at the end of their contract or at any time, without paying a fee, and receiving the full wages owed including any holiday pay/benefits, provided they give a period of notice in line with applicable law. 8. Facility Pay workers according to a regular pay schedule, in line with applicable law and not more than on a monthly basis. 9. They ensure the legal minimum wage to all employees without breaching applicable laws. Evidence examined: 1. Facility Management Interview 2. Document review (Recruitment policy, working hour policy, workers' personal file, copy of national ID, date of birth certificates, school certificates, security guard's job description, etc.) 3. Workers Interview.

1. Employment is freely chosen

Data points

If required under local law, is there a published 'modern slavery' or similar statement?	Not Applicable
Does the site utilise any workers who are prisoners?	No
Does the site use the labour of persons required to work under any government scheme?	No

1.A. Responsible recruitment and entitlement to work

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	The facility has developed and implemented appropriate policies & procedures on responsible recruitment to lead to sustainable compliance. The policy is regularly updated and last updated on 01.01.2025. As per the policy, the facility is following the local laws, relevant ILO conventions, and customer code of conduct. The policy defined the roles and responsibilities to implement the policies. The facility recruits 100% of workers directly. The facility management appointed a senior person, Md. Mohiuddin Sarker- Manager (Accounts, Admin & Compliance) to implement and monitor the effectiveness of policies and procedures for compliance with the Code. He is well aware of the requirements of the code and responsible for changes in the policy and procedure if any changing circumstances arise. The facility communicated the policy and procedures with workers including managers and supervisors through the policy board and training regularly as per the training plan. The training ended with the assessment of key learnings. The last training on the ETI code was conducted on 03.12.2025 following the assessment. The facility monitors the effectiveness of procedures to meet policy and workplace requirements through an internal audit at least once a year. The last internal audit was conducted on 05.01.2025. The overall observation shows that the auditee has fulfilled the requirements as all workers can freely move and no evidence of forced labour was identified during the audit. The facility is committed to responsible recruitment practices and ensuring that all employees have a legitimate entitlement to work. The facility verifies the legal right of all employees to work, ensuring compliance with labor laws and regulations. Additionally, it provides clear employment terms, respects workers' rights, and promotes a supportive work environment. By prioritizing responsible recruitment, the facility fosters a culture of integrity, fairness, and respect, ensuring a positive and ethical workplace for all. No recruitment fees were required. The facility recruits 100% of workers directly. The facility use did not use any labour provider. All the relevant documents were available during the audit.

Summary of findings

Code area	Workplace requirement	Local law	Finding
No findings			

Systems and evidence examined to validate this code section	Current Systems: 1. Facility management reviews original photographic identification such as national Identity card or birth certificate, school certificate, etc. to validate that all workers (including non-directly hired workers) have the legal right to work. They monitor the effectiveness of responsible recruitment through internal audits. 2. The facility has a process in place to verify that no recruitment or employment fees are charged to workers during recruitment including non-directly hired workers. Neither the facility nor any third party charged workers any recruitment fees or any other expenses to obtain the job or continue employment noted through workers and management interview. 3. Each employee had signed an appointment letter with the facility, and they had obtained a copy of the appointment letter. 4. Based on the interview statements of workers, workers understood well the content of the appointment letter, and no illegal employment was identified during the audit. In addition, these contracts included basic wages, working hours, payment dates, training, etc. They provided basic awareness about wages, working hours, payment, benefits, and human rights through orientation training. The last orientation training was conducted on 26.02.2025 with 17 participants. 5. Workers could choose overtime work (if any) and leave voluntarily. All the process and service workers have been recruited as permanent. They have effective systems in place to verify that all workers are recruited legally and fairly, including conducting appropriate due diligence following ethical practices. 6. All necessary information about workers was kept in the workers' personal files. Service record is maintained in personal files and software. No unlawful apprenticeship scheme, seasonal workers, or home workers have been identified in the factory during the audit. 7. The facility recruited 100% workers directly. No labor provider of process subcontractor was used for recruitment. 8. Based on document review, worker, and management interviews, no recruitment fees were required. Evidence examined: 1. Workers and management interview 2. Site tour 3. Document review (Recruitment policy, appointment letter, personal files, Training etc.)

1.A. Responsible recruitment and entitlement to work

Data points

Labour hire

Does the site use labour providers and/or formal, temporary, seasonal or guest worker programmes?	Workers are recruited, selected, and hired directly by our company
How do the labour providers recruit and hire workers?	N/A - Recruitment providers not used
Where labour providers were used to recruit, what was the highest number of tiers identified in a workers recruitment journey?	0
Are there any subcontracted workers (including dispatched labour) on site?	No
Were all non-employee (e.g. agency or subcontracted) workers included within the scope of this audit for the purpose of document review and (if onsite on date of audit) interview?	Not Applicable
Were sufficient documents for non-employee (e.g. agency or other subcontracted) workers available for review?	Not Applicable

Migrant workers

Do any workers migrate across international borders to work at this site?	No
Percentage of workers that are migrant	0%
Do any workers migrate from other states, provinces or regions within the country to work at this site?	No

Recruitment fees

Were you able to detect recruitment fees and costs paid by workers during the recruitment and employment process?	Not Applicable
Were recruitment fees or costs identified during worker interviews?	No There was no cost or recruitment fees to get the job in this facility noted through workers and management interviews.

2. Freedom of association and right to collective bargaining are respected

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Fundamental Improvements Required
Monitor the effectiveness of procedures to meet policy and workplace requirements	Fundamental Improvements Required
Explanation for management systems grades	The factory has developed and implemented appropriate policies and procedures on Freedom of association to ensure the right of workers to form worker's participation committee (PC), and workers' right to bargain collectively was respected. The policy is regularly updated and last updated on 01.01.2025. As per the policy, the facility is following the local laws, relevant ILO conventions, and customer code of conduct. The policy defined the roles and responsibilities to implement the policies. The facility management appointed a senior person, named Md. Mohiuddin Sarker-Manager (Accounts, Admin & Compliance) to implement and monitor the effectiveness of policies and procedures for compliance with the Code. He is well aware of the requirements of the code and responsible for changes in the policy and procedure if any changing circumstances arise. The facility communicated the policy and procedures with workers including managers and supervisors through the policy board and training regularly as per the training plan. The training ended with the assessment of key learnings. The last training on the ETI code was conducted on 03.12.2024 following the assessment. The facility monitors the effectiveness of procedures to meet policy and workplace requirements through an internal audit at least once a year. The last internal audit was conducted on 05.01.2025. The overall observation shows that the auditee has partially fulfilled the requirements as noted through documents review, management and employees’ interview that facility formed (PC) Participation Committee through selection instead of election. The facility faces risks of non-compliance, lack of fair employee representation, potential bias, reduced worker engagement, and increased labor disputes due to forming the Participation Committee through selection instead of election. To mitigate these risks, the facility should consider transitioning to a democratic election process that ensures fair and transparent employee representation. However, the facility is committed to forming the Participation Committee through election within a short time.

Summary of findings

Code area	Workplace requirement	Local law	Finding
2. Freedom of association and right to collective bargaining are respected	2.B Not prohibit, discourage or interfere wit...	§1	NC ZAF600873241

Systems and evidence examined to validate this code section	Current Systems: 1. All the employees are allowed to participate and elect the committee members of their choice. 2. There is no trade union in the facility, and it is not mandated by law. There is a Participation Committee (PC) as a parallel means for trade unions by slection. The last selection was held on 04.01.2025. All documents have been varied during the audit and found actual. 3. Verified and confirmed through records review and interview process that the facility does not discriminate against any of the workers such as worker's representatives. 4. Participation Committee members are allowed to carry out their duties within working hours without affecting their pay. 5. The factory provides adequate facilities to conduct the regular meeting. Participation committee (PC) meetings are held on a regular basis. The last PC meeting was held on 08.03.2025. PC meeting minutes recorded, and action taken. 6. During Grievance box opening PC members were present. 7. Grievance boxes are easy to accessible for the Participation Committee members. Evidence examined: 1. Facility management interview. 2. Worker interview. 3. Complaint box register (Suggestions from the complaint box and actions taken). 4. Participation Committee formation record review and PC meeting records review. 5. Grievance handling policy & procedure

Findings: non-compliances

ZAF600873241

Non-compliance

Due 2025-05-06

Code area

2 Freedom of association and right to collective bargaining are respected

Workplace requirement

2.B Not prohibit, discourage or interfere with workers' rights to join a trade union of their own choosing or other form of worker representation, including worker committees or similar arrangements where the right to freedom of association is restricted under law. This should include the fair and free selection and election of representatives, and their rights to engage in collective bargaining.

Issue title

129 - Worker/union representatives are not freely elected (e.g. they are assigned by management)

Description

It was noted through documents review, management and employees' interview that facility formed (PC) Participation Committee through selection instead of election.

Corrective and preventative actions

It is recommended that facility should form (PC) Participation Committee through election instead of selection as per law.

Local law reference

Bangladesh labor Law 2006, Section 205 (6):

(6) In the case of an establishment where there is no trade union, the representatives of the workers in the participation committee shall be [elected] in the manner prescribed by rules from amongst the workers working in that
establishment.

Status

Open*

Time given to resolve

30 days

Verification method

Desktop audit

Area of non-compliance/non-conformance

Local law

Base code

* PDF generated at 10:09 (UTC) on 06 Apr 2025. View this finding on the Sedex platform for live updates and closure details.

2. Freedom of association and right to collective bargaining are respected

Data points

Are trade unions allowed by law in the national context?	Yes
Are there any registered trade unions in the workplace?	No
Are they active?	
Does the employer recognise the trade union?	Not Applicable
Are the worker representative bodies, trade union or otherwise, accessible to all workers, including more vulnerable workers (such as female, migrant, agency, and seasonal workers)?	Yes
Are the worker representatives freely elected by the workforce as a whole?	No
Does union/worker committee membership reflect the gender composition of the workforce?	Yes
Does the membership reflect the nationality composition of the workforce?	Not Applicable
Has there been any industrial action (e.g. strikes, unrest, or cases raised to formal tribunals or labour courts) in the past two years?	No

3. Working conditions are safe and hygienic

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Fundamental Improvements Required
Monitor the effectiveness of procedures to meet policy and workplace requirements	Fundamental Improvements Required

Management systems

Explanation for management systems grades	The factory has developed and implemented appropriate policies and procedures on health and safety to ensure the worker's health and safety in the workplace. The policy is regularly updated and last updated on 01.01.2025. As per the policy, the facility is following the local laws, relevant ILO conventions, and customer code of conduct. The policy defined the roles and responsibilities to implement the policies. The facility management appointed a senior person named Md. Mohiuddin Sarker-Manager (Accounts, Admin & Compliance) to implement and monitor the effectiveness of policies and procedures for compliance with the Code. He is well aware of the requirements of the code and responsible for changes in the policy and procedure if any changing circumstances arise. The facility communicated the policy and procedures with workers including managers and supervisors through the policy board and training regularly as per the training plan. The training ended with the assessment of key learnings. The last training on health and safety was conducted on 27.02.2025 following the assessment. The facility monitors the effectiveness of procedures to meet policy and workplace requirements through an internal audit at least once a year. The last internal audit was conducted on 05.01.2025. The overall observation indicates that the auditee has partially fulfilled the requirements but faces a moderate to major risk due to gaps in compliance, primarily caused by insufficient monitoring and communication. Key concerns include uncertified boiler operations, inadequate risk assessments for specific hazards, lack of operation permits for the generator, deficiencies in MSDS documentation, labeling, and secondary containment, absence of child care, dining, and a canteen for workers, failure to form a safety committee as per law, unrecorded minor injuries, lack of ergonomic back support, and not to obtain a building construction plan from the concerned authority. The lack of an effective communication and monitoring system has contributed to these non-compliances, posing potential risks to worker safety, regulatory adherence, and operational efficiency. Addressing these gaps through structured oversight and proactive risk management will be essential for mitigating future risks and ensuring compliance. However, the facility is committed to improving workplace safety and hygiene standards to ensure a secure and healthy environment for all employees.

Summary of findings

Code area	Workplace requirement	Local law	Finding

3. Working conditions are safe and hygienic	3.M Ensure all machinery is installed, mainta...	§1	NC	ZAF600873237
	3.M Ensure all machinery is installed, mainta...	§2	NC	ZAF600873238
	3.A Ensure a safe working environment. Put in...	§3	NC	ZAF600873239
	3.R Provide clean and secure toilets, wash ar...	§4	NC	ZAF600873240
	3.D Form a health and safety committee (or in...	§5	NC	ZAF600873243
	3.K Ensure that all premises are safe and hav...	§6	NC	ZAF600873245
	3.B Conduct risk assessments regarding the po...	§7	NC	ZAF600873246
	3.N Maintain a log of all hazardous substance...	§8	NC	ZAF600873248
	3.N Maintain a log of all hazardous substance...		NC	ZAF600873249
	3.N Maintain a log of all hazardous substance...		NC	ZAF600873250
	3.I Record all accidents and near misses and ...	§9	NC	ZAF600873251
	3.A Ensure a safe working environment. Put in...		NC	ZAF600873254

Systems and evidence examined to validate this code section

Current Systems:
1. The facility conducts risk assessment on health and Safety for all areas and functions, new & expectant mothers, vulnerable workers' risk, and transmittable and non-transmittable diseases on a regular basis. The last risk assessment was conducted on 01.01.2025. and different initiatives were taken to control the risks.
2. The factory posted evacuation plans on work floors, which indicated escape routes and the location of the fire extinguishers. Exit signs were found illuminated and emergency lights were installed with IPS backup.
3. Factory has a medical facility available with 1 full-time Doctor- Dr. Mrs. Sharmin Siddique & 1 nurse- Israt Jahan Mukta. The medical room is fully equipped. Sufficient first aid kits stocked are provided in workshops. The total no. of first aid boxes–03 nos. & first aiders– 06 persons.
4. Workers receive regular and recorded health & safety training. The last health & safety training was provided on 27.02.2025 with 15 participants. Firefighting training is provided as per law. The last firefighting training was provided on 20.02.2025 with 15 participants. First aid training is provided regularly. The last first aid training was provided on 23.02.2025 with 15 participants. PPE training is provided regularly. The last PPE training was provided on 19.02.2025 with 10 participants.
5. Workers' toilets segregated for males and females, adequate number as per law, wash facility provided. Total no. of male toilets– 06 and female toilets– 09.
6. The facility has done maintenance of the machines on a regular monthly basis confirmed through the documents reviewed. All switches in the electrical control panels have been labeled. The factory has a regular fire equipment maintenance system.
7. The facility has not provided dining room in the facility for the workers.
8. The facility conducted the last internal day fire drill on 20.03.2025 with 385 participants. The facility formed a safety committee (Total member: 06, Workers- 03 & management- 03) on 19.01.2025.

Evidence examined:
1. Plant tour.
2. Document review (Training record review, daily machine maintenance register, electrical installation checking register, injury register, fire drill register, fire equipment's checking register).
3. Facility management interview.
4. Worker interview.

Findings: non-compliances

ZAF600873237

Non-compliance

Due 2025-05-06

Code area

3 Working conditions are safe and hygienic

Workplace requirement

3.M Ensure all machinery is installed, maintained, and used in a safe manner.

Issue title

267 - No/inadequate certificates for inspections of machinery, or machines not registered as required by law

Description

1. It was noted through plant tour and management interview that no NOC (No Objection Certificate) were taken for 01 out of 02 electric boilers of the factory from concern authority.
2. It was noted through plant tour and management interview that facility did not have waiver certificate for 01 (one) diesel power generator (160 KW) from the concerned authority.

Corrective and preventative actions

1. It is recommended that the facility management should obtain NOC for using electric Boiler.
2. It is recommended that factory should collect waiver certificate for using power generator.

Local law reference

1. Boiler Act 2022, section 18 (1) (Translated from Bangla):
18. (1) For use of any boiler within Bangladesh, it shall be registered at the office of the Chief Boiler Inspector.

2. In accordance with Bangladesh Energy Regulatory Commission Act 2006, Rule 9(b):
Commission may waive from the necessity of the license by the written application of the person using captive generator up to 1mw of energy.

Status

Open*

Time given to resolve

30 days

Verification method

Desktop audit

Area of non-compliance/non-conformance

Local law

Base code

* PDF generated at 10:09 (UTC) on 06 Apr 2025. View this finding on the Sedex platform for live updates and closure details.

ZAF600873238

Non-compliance

Due 2025-05-06

Code area

3 Working conditions are safe and hygienic

Workplace requirement

3.M Ensure all machinery is installed, maintained, and used in a safe manner.

Issue title

264 - Machines lack appropriate safety guards (e.g. eye or needle guards on sewing machines, belt/hand guards on other machines)

Description

Based on plant visit & workers interview it was noted that approximately 10% eye guard of over lock machine were displaced during work located at ground floor of shed no 1.

Status

Open*

Time given to resolve

30 days

Verification method

Desktop audit

Area of non-compliance/non-conformance

Local law

Base code

Corrective and preventative actions

It is recommended that the facility should ensure the machine guards of mentioned machines and provide effective training to the workers to ensure the use of relevant machine safety guards with the mentioned machines.

Local law reference

Bangladesh Labour Law 2006, Section 63 (1) D (iii):
Fencing of machinery. – (1) In every establishment the following shall be securely fenced by the safeguards of substantial construction which shall be kept in position while the part of machinery required to be fenced are in mention or in use, namely-
(d) unless they are in such position or of such construction as to be as safe to every person employed in the establishment as they would be if they were securely fenced-
(iii) every dangerous part of any machinery:
Provided that for the purpose of determining whether any part of machinery is safe as aforesaid, any occasion of examination or operation made or carried out in accordance.

Evidence

[Eye guard of over lock machine found displace at sewing section..JPG]

* PDF generated at 10:09 (UTC) on 06 Apr 2025. [View this finding on the Sedex platform] for live updates and closure details.

ZAF600873239

Non-compliance

Due 2025-05-06

Code area

3 Working conditions are safe and hygienic

Workplace requirement

3.A Ensure a safe working environment. Put in place adequate controls to prevent accidents and injury (including long-term injury) to health arising out of, associated with, or occurring in the course of work.

Issue title

397 - Childcare facilities are not provided in alignment with legal requirements

Description

It was noted through plant tour, management and employees interview that there was no child care facility in the factory where the female workers were 222.

Status

Open*

Time given to resolve

30 days

Verification method

Desktop audit

Area of non-compliance/non-conformance

Local law

Base code

Corrective and preventative actions

It is recommended that the factory should provide childcare facility at the factory.

Local law reference

Bangladesh labor Law 2006, Section 94 (1):

94. Rooms for children.(1) In every establishment, where 40 (forty) or more female workers are ordinarily employed, one or more suitable rooms shall be provided and maintained for the use of their children who are under the age of 6 (six) years.

* PDF generated at 10:09 (UTC) on 06 Apr 2025. View this finding on the Sedex platform for live updates and closure details.

ZAF600873240

Non-compliance | Due 2025-06-05

Code area

3 Working conditions are safe and hygienic

Workplace requirement

3.R Provide clean and secure toilets, wash areas, and worker changing facilities, with adequate hygiene supplies separated by gender or with effective privacy. Ensure potable water is easily accessible by workers and, where appropriate, clean storage facilities for food and personal belongings.

Issue title

335 - No canteen facility provided as per local law

Description

1. It was noted through plant tour, management and workers interview that facility did not have any canteen facility for the employees from where workers can purchase light food or snacks during their work period as facility total manpower is 410.

2. It was noted through plant tour, management and workers interview that the factory does not have dining hall facility for the workers to take meal as facility total manpower is 410.

Corrective and preventative actions

1. It is recommended that facility management should arrange canteen facility for the workers where worker can purchase light food or snacks during their work period.

2. It is recommended that factory management should arrange dining facility for workers to take meal.

Local law reference

Bangladesh Labour Rules (amendment) 2022, Rule 87(1): 1) The Owner of the institute where more than 100 (one hundred) workers are employed shall arrange a canteen for the workers, facilitating adequate space for minimum 10% of total number of workers. However, if the aforesaid canteen can accommodate 20% of the total workers for having meals, the Owner is not obliged to arrange a separate meal room as per Section 93.

Status

Open*

Time given to resolve

60 days

Verification method

Desktop audit

Area of non-compliance/non-conformance

Local law

Base code

* PDF generated at 10:09 (UTC) on 06 Apr 2025. View this finding on the Sedex platform for live updates and closure details.

ZAF600873243

Non-compliance | Due 2025-06-05

Code area

3 Working conditions are safe and hygienic

Status

Open*

Workplace requirement

3.D Form a health and safety committee (or include H&S in worker committees) which includes workers, and/or their representatives.

Issue title

147 - No/inadequate health and safety committee or representative(s) as required by law

Description

It was noted from document review and management interview that safety committee was not formed as per rules

Corrective and preventative actions

It is recommended that factory should form "Safety Committee" as per rules.

Local law reference

Bangladesh Labor Rules 2015, Rule 81(1):
1) As per Section 90 (a), the Owners of the institute where 50 or more workers are employed or were employed in a certain period of time in the year shall form Safety Committee

Time given to resolve

60 days

Verification method

Desktop audit

Area of non-compliance/non-conformance

Local law

Base code

* PDF generated at 10:09 (UTC) on 06 Apr 2025. View this finding on the Sedex platform for live updates and closure details.

ZAF600873245

Non-compliance

Due 2025-07-05

Code area

3 Working conditions are safe and hygienic

Workplace requirement

3.K Ensure that all premises are safe and have valid safety certifications for their current layout and use. If it is currently not possible for a required license or certificate to be obtained, implement inspections by appropriate third parties to ensure building safety.

Issue title

853 - Buildings at the site are missing key legal permissions/certifications but do have third party certification assuring their safety (e.g. the site has the Construction Safety Appraisal Report, but no Building Construction Acceptance Report or House Property Certificate) - Major

Description

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.

Corrective and preventative actions

It is recommended that the factory management should obtain updated building approval plan from the concerned authority.

Local law reference

Building Construction Act 1952, Section-3(1):
Notwithstanding anything contained in any other law for the time being in force, or in any agreement, no person shall, without the previous sanction of an Authorized Officer, construct or re-construct or make addition or alternation to any building, or excavate or re-excavate any tank within the area to which this Act applies;

Status

Open*

Time given to resolve

90 days

Verification method

Desktop audit

Area of non-compliance/non-conformance

Local law

Base code

* PDF generated at 10:09 (UTC) on 06 Apr 2025. View this finding on the Sedex platform for live updates and closure details.

ZAF600873246

Non-compliance

Due 2025-05-06

Code area
3 Working conditions are safe and hygienic

Workplace requirement
3.B Conduct risk assessments regarding the potential hazards arising from work. The risk assessment shall be reviewed whenever processes change and at least annually considering any incidents and findings.

Issue title
152 - Health and safety risk assessment conducted, but not suitable, sufficient and/or documented

Description
Based on through plant visit it was noted that facility management conducted risk assessment periodically but following area were not identify specific hazard like,
(a) A compressor machine found without safety barrier in production floor but associate risk was not identified.
(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 rood as fire assembly point. However, such issue was not considered in the existing risk assessment.
(d) Loose & multi electrical wire connection found located on ground floor at sewing section of shed no.1.
(e) randomly check 02 out of 03 ebonite sheet for electrical distribution board was missing located on ground floor of shed no.1.

Corrective and preventative actions
It is recommended that factory should conduct risk assessment in mentioned areas also provide training to the workers regarding workplace risk and take actions to eliminate the risks

Local law reference
Bangladesh Labour Rules 2015, Schedule 4(2), B (1):
Following matters shall be included in the guideline prepared under clause (a), Namely.
1. Risk and safety related management of the firm:
(a) Identifying risky areas (like parts of building, stairs, premises, electric lines, machinery, etc)
(b) Nature of risk (like crack, gate locked during working hours, dangerous electric connection, etc)
(c) Risk level (like high/medium/general/not satisfactory)
(d) Assessment of immediate duties (like prohibition of use, immediate repair, reforms, closure)
(e) Assessment of necessary protection system in different nature and levels of risk; and
(f) Assessment of technical and administrative liability.

Evidence

Status
Open*

Time given to resolve
30 days

Verification method
Desktop audit

Area of non-compliance/non-conformance
Local law

Base code

compressor machine found without safety barrier in production floor.JPG

Electric ebonite sheet was missing for electrical distribution board..JPG

Uneven and broken floor observed on production floor located on ground floor of shed no.1. (2).JPG

The facility used the front road as fire assembly point which is excluding existing risk assessment. (2).JPG

Loose and multi electrical wire connection found in the facility. (2).JPG

* PDF generated at 10:09 (UTC) on 06 Apr 2025. View this finding on the Sedex platform for live updates and closure details.

ZAF600873248

Non-compliance Due 2025-06-05

Code area
3 Working conditions are safe and hygienic

Workplace requirement
3.N Maintain a log of all hazardous substances (e.g. chemicals and pesticides) on site. Ensure that these are managed appropriately at all times in line with safety instructions, including storage, use and disposal.

Issue title
231 - Material safety data sheet (MSDS) is incomplete/inaccurate/not in worker language/not understood by workers

Description
Based on plant visit it was noted that 04 machine oil containers & WD 40 rust removal containers were found without MSDS located on ground floor of shed 1 due to lack of monitoring.

Corrective and preventative actions
It is recommended that facility should ensure proper MSDS at the mentioned areas.

Status
Open*

Time given to resolve
60 days

Verification method
Desktop audit

Area of non-compliance/non-conformance
Local law
Base code

Local law reference

Bangladesh Labour Rules, 2015, Rules: 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.

Evidence

[No MSDS observed for WD 48.JPG]

[No MSDS observed for machine oil.JPG]

* PDF generated at 10:09 (UTC) on 06 Apr 2025. View this finding on the Sedex platform for live updates and closure details.

ZAF600873249

Non-compliance

Due 2025-06-05

Code area

3 Working conditions are safe and hygienic

Workplace requirement

3.N Maintain a log of all hazardous substances (e.g. chemicals and pesticides) on site. Ensure that these are managed appropriately at all times in line with safety instructions, including storage, use and disposal.

Issue title

232 - Non-hazardous chemicals are stored unlabelled or labelling is incorrect

Description

Based on plant visit it was noted that 04 machine oil containers & WD 40 rust removal containers were found without labelling located on ground floor of shed 1 due to lack of monitoring.

Corrective and preventative actions

It is recommended that facility should ensure proper labeling at the mentioned areas.

Evidence

Status

Open*

Time given to resolve

60 days

Verification method

Desktop audit

Area of non-compliance/non-conformance

Base code

[No labelling observed for WD 48.JPG]

[No labelling observed for machine oil.JPG]

* PDF generated at 10:09 (UTC) on 06 Apr 2025. View this finding on the Sedex platform for live updates and closure details.

ZAF600873250

Non-compliance Due 2025-05-06

Code area

3 Working conditions are safe and hygienic

Workplace requirement

3.N Maintain a log of all hazardous substances (e.g. chemicals and pesticides) on site. Ensure that these are managed appropriately at all times in line with safety instructions, including storage, use and disposal.

Issue title

240 - No/inadequate safety measures/anti-explosion measures for chemicals (e.g. no anti-leaking system/secondary container/unbunded)

Description

Based on plant visit it was noted that 04 machine oil containers & WD 40 rust removal containers were found without secondary containment located on ground floor of shed 1 due to lack of monitoring.

Corrective and preventative actions

It is recommended that facility should ensure proper secondary containment at the mentioned areas.

Evidence

[No secondary observed for WD 48.JPG]

[No secondary observed for machine oil.JPG]

Status

Open*

Time given to resolve

30 days

Verification method

Desktop audit

Area of non-compliance/non-conformance

Base code

* PDF generated at 10:09 (UTC) on 06 Apr 2025. View this finding on the Sedex platform for live updates and closure details.

ZAF600873251

Non-compliance

Due 2025-05-06

Code area

3 Working conditions are safe and hygienic

Workplace requirement

3.I Record all accidents and near misses and ensure these are investigated. Ensure accident/incident log is routinely reviewed by appropriate personnel and appropriate corrective and preventative actions are taken.

Issue title

284 - No/inadequate recording of accidents and incidents at the site

Description

It was noted through plant tour, documentation review and first aider interview that factory has no system for tracking minor injury, which is treated by the first aider, occurred in the production floor to take corrective/ preventive action by analyzing root cause.

Corrective and preventative actions

It is recommended that factory management should keep record of all injuries to find out the root cause.

Local law reference

Bangladesh Labor Rules, 2015, Rule 73 (1):
73) Register of the accidents and Report of half-yearly accidents:
1) Authority of every institute shall preserve the record of each accident or mishap in the Register in accordance with Form-28. The authority would also accurately record the steps taken by the institute in relevant Register.

Status

Open*

Time given to resolve

30 days

Verification method

Desktop audit

Area of non-compliance/non-conformance

Local law

Base code

* PDF generated at 10:09 (UTC) on 06 Apr 2025. View this finding on the Sedex platform for live updates and closure details.

ZAF600873254

Non-compliance

Due 2025-06-05

Code area

3 Working conditions are safe and hygienic

Status

Open*

Workplace requirement

3.A Ensure a safe working environment. Put in place adequate controls to prevent accidents and injury (including long-term injury) to health arising out of, associated with, or occurring in the course of work.

Issue title

320 - Ergonomic support not given to employees adequate to their job including mats for standing, back rest for seats, other materials to support

Description

It was noted through plant tour that workers of sewing machine operators were found working without ergonomic chairs with proper back support located on ground floor of shed no.1, posing a risk to their health.

Corrective and preventative actions

It is recommended that facility should ensure ergonomic chairs with proper back support be provided at each workstation.

Evidence

[Worker as sewing machine operators were found working without back support..JPG]

Time given to resolve

60 days

Verification method

Desktop audit

Area of non-compliance/non-conformance

Base code

* PDF generated at 10:09 (UTC) on 06 Apr 2025. [View this finding on the Sedex platform] for live updates and closure details.

3. Working conditions are safe and hygienic

Data points

Is someone within the company responsible for health and safety?	Yes, senior manager or business owner
Do workers operate high risk or heavy machinery or vehicles as part of their jobs?	Yes
Do workers handle or have access to hazardous substances (e.g. chemicals or pesticides)?	Yes Workers are effectively trained on hazardous materials storage, handling, hazardous communication, and emergency action. The last chemical handling training was conducted on 24.02.2025 with 05 participants.
Who organises accommodation for workers?	Workers independently arrange their own accommodation
Who organises worker transportation between accommodation and worksite?	Workers organise their own transport
Who organises worker transportation while at work?	Not applicable
Do all structural additions (e.g. added floors) have a valid permit/inspection report as per local law?	No 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 dated 16.04.2016. The facility has taken the existing floor layout plan from the concerned Authority, The Department of Inspection for Factories and Establishments (DIFE) on 07.02.2024.
Does the visual appearance of the building give you any immediate concerns about the structural integrity of the building?	No
Are there any cracks observed in the walls, floors, ceilings or other areas of the facility, both internally or externally?	No
Does the site have a structural engineer evaluation?	Yes

4. Child labour shall not be used

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	The facility has developed and implemented appropriate policies & procedures for child labor to lead to sustainable compliance. The policy is regularly updated and last updated on 01.01.2025. As per the policy, the facility is following the local laws, relevant ILO conventions, and customer code of conduct. The policy defined the roles and responsibilities to implement the policies. The facility recruits 100% of workers above 18 years. The facility management appointed a senior person named Md. Mohiuddin Sarker-Manager (Accounts, Admin & Compliance) to implement and monitor the effectiveness of policies and procedures for compliance with the Code. He is well aware of the requirements of the code and responsible for changes in the policy and procedure if any changing circumstances arise. The facility communicated the policy and procedures with workers including managers and supervisors through the policy board and training regularly as per the training plan. The training ended with the assessment of key learnings. The last training on the ETI code was conducted on 03.12.2024 following the assessment. The facility monitors the effectiveness of procedures to meet policy and workplace requirements through an internal audit at least once a year. The last internal audit was conducted on 05.01.2025. The overall observation shows that the auditee is fully committed to preventing child labor and strictly adheres to all legal and ethical standards to ensure a child labor-free workplace. Through robust age verification processes and strict hiring policies, the facility ensures that only legally eligible workers are employed. Regular audits and training programs reinforce awareness and compliance with child labor laws. By upholding these standards, the facility demonstrates its dedication to ethical labor practices, protecting children's rights, and fostering a responsible and compliant work environment.

Summary of findings

Code area	Workplace requirement	Local law	Finding
No findings			

Systems and evidence examined to validate this code section	Current Systems: 1. The factory establishes a policy that discourages the employment of child labor and no child labor was found in the factory during the audit. The factory has a strong recruitment process to verify the worker's age. 2. 26 sampled workers' personal files were provided for review. In addition, each worker's file includes a bio-data sheet, a recent photo, and age proof records (copy of birth registration certification, national ID card). 3. Moreover, if there is any doubt regarding anyone's age then the factory's registered doctor certifies his/her age. 4. The facility did not recruit any workers under below 18 years, and no historical child labor found. Evidence examined: 1. Policy review of prohibition of child labour 2. Document review (National ID card, Birth certificate, age verification report, etc.) 3. Management interview 4. Worker interview 5. Factory tour

4. Child labour shall not be used

Data points

Percentage of workers that are age 24 or younger	27%
Enter the legal age of employment	14
Enter the age of the youngest worker identified	19
Enter the number of workers under local legal minimum age	0
Enter the number of workers under 15 years old	0
Percentage of workers that are apprentices, trainees or interns	0.0%
Were there children present on the work floor but not working at the time of audit?	No
Do children live at the accommodation provided to workers?	Not Applicable

5. Legal wages are paid

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Fundamental Improvements Required
Monitor the effectiveness of procedures to meet policy and workplace requirements	Fundamental Improvements Required
Explanation for management systems grades	The facility has developed and implemented appropriate policies & procedures for wages and benefits to lead to sustainable compliance. The policy is regularly updated and last updated on 01.01.2025. As per the policy, the facility is following the local laws, relevant ILO conventions, and customer code of conduct. The policy defined the roles and responsibilities to implement the policies. The facility pays the legal minimum wage to all workers. The facility management appointed a senior person Md. Mohiuddin Sarker- Manager (Accounts, Admin & Compliance) to implement and monitor the effectiveness of policies and procedures for compliance with the Code. He is well aware of the requirements of the code and responsible for changes in the policy and procedure if any changing circumstances arise. The facility communicated the policy and procedures with workers including managers and supervisors through the policy board and training regularly as per the training plan. The training ended with the assessment of key learnings. The last training on wages and benefits was conducted on 26.02.2025 following the assessment. The facility monitors the effectiveness of procedures to meet policy and workplace requirements through an internal audit at least once a year. The last internal audit was conducted on 05.01.2025. The overall observation indicates that the auditee has partially fulfilled the requirements but faces a moderate to major risk due to gaps in compliance, primarily caused by insufficient monitoring and communication. Key concerns include the absence of a provision for annual leave encashment for existing workers and the inability to implement maternity benefits, as no maternity-related cases have been reported at the facility since 2021. The absence of annual leave encashment may lead to financial grievances, while the lack of maternity benefits implementation could raise concerns about workplace inclusivity and fair treatment, potentially increasing the risk of labor disputes. Facility committed that facility will pay the annual leave encashment for existing worker and will ensure more awareness program about the maternity benefits for female workers.

Summary of findings

Code area	Workplace requirement	Local law	Finding
5. Legal wages are paid	5.F Provide all workers with clearly written ...		GE ZAF600873242
	5.B Ensure that workers receive the insurance...	§1	NC ZAF600873244

Systems and evidence examined to validate this code section

Current Systems:
1. The facility is providing a minimum wage of BDT 12500/month as facility follows Ready Made Garments Gazzette. Local legal minimum wage is BDT 12500.
2. Facility management pays wages to the employee within the 7th working day at the end of the wage period.
3. All employees are provided with written and understandable information about their employment conditions with respect to wages before they enter employment and about their wages for the pay period concerned each time that they are paid. Each employee was given a pay slip.
4. No deduction found from worker's pay for disciplinary sanctions. Only a deduction found for unauthorized absence which is acceptable by local law.
5. Wages have been recorded according to the documents checked.
6. All workers get salary by 100% Cash.
7. The facility has conducted an audit with full transparency and integrity, ensuring that accurate wage records are shown.

Evidence examined:
1. Document review (wage sheet review, worker’s personal file, bonus payment sheet review, maternity register review, wage & benefits policy, etc.)
2. Worker interview
3. Management interview

Findings: non-compliances

ZAF600873244

Non-compliance

Due 2025-05-06

Code area

5 Legal wages are paid

Workplace requirement

5.B Ensure that workers receive the insurances and benefits (including leave entitlements) they are legally or contractually entitled to.

Issue title

416 - Failure to provide workers with legally required leave entitlement (e.g. annual, maternity, paternity, sick leave) - systemic

Description

1. It was noted through documents review and management and worker interview that facility did not have any provision for 50% encash of earn leave amount yearly as per rules for existing workers. In addition, workers were not aware about this legal benefit. However, facility provided 40 days earn leave payment during resign period of worker.

2. 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.

Corrective and preventative actions

1. It was recommended that facility should encash earn leave amount as per local law.

2. It is recommended that the facility should proactively review and reinforce awareness of maternity benefits among employees to ensure accessibility and compliance, given the significant female workforce representation.

Local law reference

Bangladesh Labor Rules 2015, Rule 107 (2): Any worker can have cash money against the unspent Earned leave. However, more than the half of the Earned leave cannot be cashed out at the end of the year. This type of cashing can be done only once in a year.

Status

Open*

Time given to resolve

30 days

Verification method

Follow up audit

Area of non-compliance/non-conformance

Local law

Base code

* PDF generated at 10:09 (UTC) on 06 Apr 2025. View this finding on the Sedex platform for live updates and closure details.

Findings: good examples

ZAF600873242

Good example

Code area

5 Legal wages are paid

Workplace requirement

5.F Provide all workers with clearly written information, in a language workers understand, outlining wage information (rates of and total pay, overtime, payment frequency, deductions, benefits and insurances, and paid leave) before employment begins, and with clearly written information relating to any changes of the same during the course of employment.

Description

Facility provides attendance bonus BDT. 300 to BDT. 500 to the workers for full presence in the month.

5. Legal wages are paid

Data points

What is the basic wage paid to workers?	The legal minimum wage
Does the site use digital payment methods (i.e. money paid directly into a bank account) to pay workers?	Does not use digital payments (give details) Facility pay the salary through 100% cash.
How much as a percentage of their pay does a worker receive as 'payment-in-kind' benefits?	None

Worker renumeration

Which benefits are provided to permanent or full-time workers that are not provided to temporary or part-time workers?	Not applicable

Summary information

Is legal wage/legally recognised CBAs data available for any of these options?	Monthly	
Is actual wage data available on site for any of these options?	Monthly	
Maximum legal working hours	**Max hours per day**	8.0
	Max hours per week	48.0
	Max hours per month	Non applicable
Actual required working hours	**Required hours per day**	8.0
	Required hours per week	48.0
	Required hours per month	208.0
Maximum legal overtime hours	**Max hours per day**	2.0
	Max hours per week	12.0
	Max hours per month	Non applicable

Actual overtime hours	Max hours per day	2.0
	Max hours per week	12.0
	Max hours per month	54.0
Minimum legal wage	Min per hour	Non applicable
	Min per day	Non applicable
	Min per week	Non applicable
	Min per month	12500.0
Actual minimum wage	Actual per hour	Non applicable
	Actual per day	Non applicable
	Actual per week	Non applicable
	Actual per month	12500.0
Minimum legal overtime wage	Min per hour	200.0
	Min per day	200.0
	Min per week	200.0
	Min per month	200.0
Actual minimum overtime wage	Actual per hour	200.0
	Actual per day	200.0
	Actual per week	200.0
	Actual per month	200.0

Wage analysis

Number of workers' records checked	78
Provide the date and details of the records	26 sampled employees from February 2025 (Current month) 26 sampled employees from November 2024 (Random month) 26 sampled employees from April 2024 (Random month)

Are there different legal minimum/ legally recognised CBAs wage grades?	Yes The Government has announced the new pay structure which was implemented from 1st December 2023 for the workers of the Garments Industries. The Gazette Notification has been published on December 20, 2023. There are two separate pay structures: for the garment workers (Schedule A) 1. Grade Monthly basic wage House rent 50% of the basic Medical allowance Conveyance allowance Food subsidy Gross monthly wage: Grade 1 TK 8,390 TK 4,195 TK 750 TK 450 BDT1,250 TK 15,035 Grade 2 TK 7,882 TK 3,941 TK 750 TK 450 TK 1,250 TK 14,273 Grade 3 TK 7,400 TK 3,700 TK 750 TK 450 TK 1,250 TK 13,550 Grade 4 TK 6,700 TK 3,350 TK 750 TK 450 TK 1,250 TK 12,500 Apprentice TK 4,950 TK 2,475 TK 750 TK 450 TK 1,250 TK 9,875
For the lowest paid workers, are wages paid for standard/contracted hours (excluding overtime) below or above the legal minimum/ legally recognised CBAs?	Above legal minimum
Indicate the breakdown of workforce per earnings	0.0% of workforce earning under minimum wage 18% of workforce earning minimum wage 82% of workforce earning above minimum wage
Are there any bonus schemes used?	Yes 1. Facility provides two festival bonuses to all the eligible workers as per law. 2. Factory management provides attendance bonus BDT.300 to BDT. 500 per month to all the workers as per company policy.
Were accurate records shown at the first request?	Yes
Were any inconsistencies found?	No

5.A. Living wages are paid

Summary of findings

Code area	Workplace requirement	Local law	Finding
5.A. Living wages are paid	5.A.A Review workers' total pay including ben...		NC ZAF600873247

Systems and evidence examined to validate this code section	Current Systems: The facility management & worker interview and document review that the facility calculated the living wage and facility has conducted general survey within 07 workers and conducted food basket also but no market survey or food cost analysis was found during audit scope which is one of the element of Living Wages Analysis. Moreover, they did not identify possible gaps between actual remuneration and the fair remuneration figure in the factory. Evidence Examined: 1. Policy of living wage. 2. Site tour 3. Workers and management interviews

Findings: non-compliances

ZAF600873247

Non-compliance

Code area
5.A Living wages are paid

Workplace requirement
5.A.A Review workers' total pay including benefits and compare it with a credible 'living wage' to calculate a 'living wage gap', and understand what proportion of the workforce has a gap.

Issue title
904 - CAR: A living wage gap analysis has been completed but it is missing key elements

Description
Based on documents review, workers and management interview it was observed that the facility has conducted general survey within 07 workers and conducted food basket also but no market survey or food cost analysis was found during audit scope which is one of the element of Living Wages Analysis. Moreover, they did not identify possible gaps between actual remuneration and the fair remuneration figure in the factory.

Corrective and preventative actions
It is recommended that the facility shall meet all key elements of living wages & properly complete the gap analysis as required.

Status
Open*

Time given to resolve

Verification method
Collaborative action required

Area of non-compliance/non-conformance
Base code

* PDF generated at 10:09 (UTC) on 06 Apr 2025. View this finding on the Sedex platform for live updates and closure details.

6. Working hours are not excessive

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	The facility has developed and implemented appropriate policies & procedures for working hours to lead to sustainable compliance. The policy is regularly updated and last updated 01.01.2025. As per the policy, the facility is following the local laws, relevant ILO conventions, and customer code of conduct. The policy defined the roles and responsibilities to implement the policies. The facility works 8 hours per day and 48 hours per week as standard working hours. If any need, the facility works 2 hours overtime per day and 12 hours per week as per law. All overtime hours found voluntary. The facility management appointed a senior person named Md. Mohiuddin Sarker-Manager (Accounts, Admin & Compliance) to implement and monitor the effectiveness of policies and procedures for compliance with the Code. He is well aware of the requirements of the code and responsible for changes in the policy and procedure if any changing circumstances arise. The facility communicated the policy and procedures with workers including managers and supervisors through the policy board and training regularly as per the training plan. The training ended with the assessment of key learnings. The last training on working hours was conducted on 26.02.2025 following the assessment. The facility monitors the effectiveness of procedures to meet policy and workplace requirements through an internal audit at least once a year. The last internal audit was conducted on 05.01.2025. The overall observation shows that the auditee has strictly adheres to legal working hour regulations, ensuring that employees do not work excessive hours and maintain a healthy work-life balance. Overtime is managed responsibly, with proper compensation and voluntary participation, in full compliance with labor laws. By prioritizing employee well-being and productivity, the facility fosters a positive and supportive work environment that values fairness, efficiency, and respect for workers' rights.

Summary of findings

Code area	Workplace requirement	Local law	Finding
No findings			

Systems and evidence examined to validate this code section	Current Systems: Noted through working hour policy review that facility has implemented working hour as per law. Facility has maintained working hour related document accurately. No inconsistency was identified during document review. 1. Standard working hours found 48 hours in the facility. Facility has general shift working time from 8:00 am to 5:00 pm as per working hour policy including one hour lunch break provided from 1:00 pm to 2.00 pm. Also, facility has three shifts starting from 06.00 am to 2.00 pm, 2.00 pm to 10.00 pm & 10.00 pm to 06 am for security sections including one hour lunch & dinner break by rotation. The facility maintains an electronic time recording system (Fingerprint). 2. Through employees' interviews it was noted that they were aware of voluntary overtime policy. As per the company policy, all overtime will be compensated at a premium rate (200%). 3. Casual leave, sick leave, and festival leave were provided as per local law. 4. All employees of the factory work 6 days (Saturday to Thursday) in a week and Friday is declared as a weekly holiday of the factory. 5. During review of attendance record, workers' and management interview it was observed that selected sampled workers found worked on their weekly day off (Friday). Note: 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 upcoming Eid Ul Fitr 2025 with the consent of workers and worker representative due to workers demand to get additional leave along with festival leave, which is in line with legal requirements. However, no weekend work violation was noted in the month of November 2024 (Random month) & April 2024 (Random month). Evidence examined: 1. Employee interview and management interview. 2. Payroll records 3. Job card records 4. Production records 5. Working hour, overtime hour policies & procedures etc. 6. Site tour

6. Working hours are not excessive

Data points

Is the sample size the same as in the wages section?	Yes
Normal day overtime premium as a percentage of standard wages	200%
If the site pays an overtime premium of less than 125% and this is allowed under local law, are there other considerations?	Facility has a policy to pay 200% of basic per hour for overtime work as per law.
Excluding overtime, what are the regular working hours per week for workers at this site?	48.0
Including overtime, what is the average number of working hours per week for full-time workers at this site?	54.0
In the sample, what was the maximum number of hours worked in a single week, including overtime, for any worker at this site?	60.0
Maximum number of days worked without a day off in sample	20

7. No discrimination is practiced

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	The facility has developed and implemented appropriate policies & procedures for discrimination to lead to sustainable compliance. The policy is regularly updated and last updated on 01.01.2025. As per the policy, the facility is following the local laws, relevant ILO conventions, and customer code of conduct. The policy defined the roles and responsibilities to implement the policies. The facility did not discriminate any worker based on age, sex, race, nationality, etc. The facility management appointed a senior person, Md. Mohiuddin Sarker- Manager (Accounts, Admin & Compliance) to implement and monitor the effectiveness of policies and procedures for compliance with the Code. He is well aware of the requirements of the code and responsible for changes in the policy and procedure if any changing circumstances arise. The facility communicated the policy and procedures with workers including managers and supervisors through the policy board and training regularly as per the training plan. The training ended with the assessment of key learnings. The last training on the ETI code was conducted on 03.12.2024 following the assessment. The facility monitors the effectiveness of procedures to meet policy and workplace requirements through an internal audit at least once a year. The last internal audit was conducted on 05.01.2025. The facility recruits employees through open competition through impartial pre-recruitment technical assessment. They are using a dedicated equity approach regarding recruitment, training, development, and promotion processes. The overall observation shows that the auditee has fulfilled the requirements as no practice of discrimination was identified during the audit. The facility is committed to maintaining a fair and inclusive workplace where no discrimination is practiced. All employees are treated with respect and given equal opportunities, regardless of gender, age, religion, ethnicity, or background. Recruitment, training, promotion, and workplace policies are based on merit and competence, ensuring a diverse and supportive work environment. By upholding these principles, the facility fosters a culture of equality, respect, and fairness for all.

Summary of findings

Code area	Workplace requirement	Local law	Finding
No findings			

Systems and evidence examined to validate this code section	Current Systems: 1. There is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership, or political affiliation. 2. There uses dedicated equity approach regarding recruitment, training, development and promotion processes. Fairness, inclusivity, and equal opportunities are embedded into every stage of the employee lifecycle. In terms of training and development, employees receive equitable access to learning programs, skill enhancement initiatives, and professional growth opportunities. The facility provides tailored support to help individuals from diverse backgrounds succeed in their roles. 3. No gender discrimination was found in the facility; both female and male employees were distributed in all types of work. 4. Discrimination in medical tests was forbidden during the recruitment process and HIV or pregnancy tests were prohibited during the recruitment process. 5. The facility provides the same wage amount to male/female employees of the same rank. 6. No complaint or records found for a pregnancy test. 7. There is no restriction for the formation of a trade union in the facility. Evidence examined: 1. Management and Worker interview 2. Local and national law 3. Personal files 4. Compensation records 5. Termination & retirement records 6. Training records 7. Complaint Register.

7. No discrimination is practiced

Data points

Percentage of women workers in skilled or technical roles (e.g. where specific qualifications are needed, such as engineer/laboratory analyst)?	0%
Representation of women in managerial roles (ratio of women workers to women managers)	0%
Representation of women in supervisory roles (ratio of women workers to women supervisors)	0%
Three most common nationalities in managerial and supervisory roles	100% workers and management are Bangladeshi.

8. Regular employment is provided

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Fundamental Improvements Required
Monitor the effectiveness of procedures to meet policy and workplace requirements	Fundamental Improvements Required
Explanation for management systems grades	The facility has developed and implemented appropriate policies & procedures for regular employment to lead to sustainable compliance. The policy is regularly updated and last updated on 01.01.2025. As per the policy, the facility is following the local laws, relevant ILO conventions, and customer code of conduct. The policy defined the roles and responsibilities to implement the policies. The facility provided ID card, keeping a personal file with all required documents. The facility management appointed a senior person named Md. Mohiuddin Sarker-Manager (Accounts, Admin & Compliance) to implement and monitor the effectiveness of policies and procedures for compliance with the Code. He is well aware of the requirements of the code and responsible for changes in the policy and procedure if any changing circumstances arise. The facility communicated the policy and procedures with workers including managers and supervisors through the policy board and training regularly as per the training plan. The training ended with the assessment of key learnings. The last training on the ETI code was conducted on 03.12.2024 following the assessment. The facility monitors the effectiveness of procedures to meet policy and workplace requirements through an internal audit at least once a year. The last internal audit was conducted on 05.01.2025. The overall observation indicates that the auditee has partially fulfilled the requirements facility did not maintain service book for the employee as per law due to lack of system and 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. The facility risks non-compliance with labor laws, employee disputes, and lack of transparency in employment terms due to the absence of service books and appointment letters. Facility ensured that they will keep the service book in their personal file and ensure appointment letter for all the workers.

Summary of findings

Code area	Workplace requirement	Local law	Finding
8. Regular employment is provided	8.H Comply with all other applicable laws tha...	§1	NC ZAF600873252
	8.A Provide a written contract or other bindi...	§2	NC ZAF600873253

Systems and evidence examined to validate this code section

Current Systems:
1. The facility provides appointment letter with the terms and conditions offered at the time of recruitment in a language that workers can understand which meets all legal requirements.
2. Facility provides ID card for all workers in the time of recruitment.
3.There is no home working from the site.

Evidence examined:
1.Management interview
2.Worker interview
3.Local and national law
4.Workers' personal files and service books
5.Policies and procedures
6.Wage sheets

Findings: non-compliances

ZAF600873252

Non-compliance Due 2025-05-06

Code area
8 Regular employment is provided

Workplace requirement
8.H Comply with all other applicable laws that impose conditions on Code Area 8.

Issue title
534 - Information about internal rules and regulations is not available (e.g. by providing handbooks or terms & conditions for workers and it is a legal requirement)

Description
Based on personal file review and management interview it was noted that, facility did not maintain service book for the employee as per law due to lack of system

Corrective and preventative actions
It is recommended that facility should maintain maintain service book for the employee as per law.

Local law reference
Bangladesh Labour Law 2006, Section-6

Service book. (1) Every employer shall, at his own cost, provide a service book for every worker employed by him.
(2) Every service book shall be kept in the custody of the employer.
(3) Before employing a worker, the employer shall require him to submit his previous service book, if the worker claims that he has previously worked under any other employer.
(4) If such worker has any service book, he shall hand over it to the new employer and the new employer shall keep the service book in his own custody giving him a receipt.
(5) If such worker has no service book, a service book shall be provided under sub-section (1).
(6) If the worker desires to keep and maintain a duplicate copy of his service book, he may do so at his own cost.
(7) The employer shall hand over the service book to a worker on the termination of the service of such worker.
(8) If any worker losses the service book which was handed over to him or the copy thereof, the employer shall provide him with a copy of the service book at the cost of such worker.
(9) Nothing in this section shall apply to an apprentice, substitute or casual worker.

Status
Open*

Time given to resolve
30 days

Verification method
Desktop audit

Area of non-compliance/non-conformance
Local law
Base code

* PDF generated at 10:09 (UTC) on 06 Apr 2025. View this finding on the Sedex platform for live updates and closure details.

ZAF600873253

Non-compliance Due 2025-05-06

Code area
8 Regular employment is provided

Status
Open*

Workplace requirement

8.A Provide a written contract or other binding agreement that specifies the terms and conditions of employment, that meet all legal requirements, in a language workers can understand.

Issue title

522 - Systemic occurrence of no contracts/letters of appointment in place

Description

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.

Corrective and preventative actions

It is recommended that facility should provide appointment letter to the all workers.

Local law reference

Bangladesh Labour Law 2006, Section-5:
Appointment letter and identity card. No employer shall employ any worker without giving such worker an appointment letter and every such employed worker shall be provided with an identity card with his photograph.

Time given to resolve

30 days

Verification method

Desktop audit

Area of non-compliance/non-conformance

Local law

Base code

* PDF generated at 10:09 (UTC) on 06 Apr 2025. View this finding on the Sedex platform for live updates and closure details.

8. Regular employment is provided

Data points

Percentage of workers that are permanently or temporarily employed	100.0%
Percentage of workers that have been engaged via irregular, sub-contracted or non-employment models of labour, rather than permanent or temporary contracts of employment	0.0%
Percentage of workers employed as apprentices, trainees or interns	0.0%

8.A. Sub-contracting and homeworkers are used responsibly

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	The facility has developed and implemented appropriate policies & procedures for sub-contracting and homework to lead to sustainable compliance. The policy is regularly updated and last updated on 01.01.2025. As per the policy, the facility is following the local laws, relevant ILO conventions, and customer code of conduct. The policy defined the roles and responsibilities to implement the policies. The facility does not use any sub-contracts, nor the facility does not use any home workers. The facility management appointed a senior person named Md. Mohiuddin Sarker-Manager (Accounts, Admin & Compliance) to implement and monitor the effectiveness of policies and procedures for compliance with the Code. He is well aware of the requirements of the code and responsible for changes in the policy and procedure if any changing circumstances arise. The facility communicated the policy and procedures with workers including managers and supervisors through the policy board and training regularly as per the training plan. The training ended with the assessment of key learnings. The last training on the ETI code was conducted on 03.12.2024 following the assessment. The facility monitors the effectiveness of procedures to meet policy and workplace requirements through an internal audit at least once a year. The last internal audit was conducted on 05.01.2025. The overall observation shows that the auditee has fulfilled the requirements as no non-compliance was identified during the audit. The facility operates with full transparency and does not engage in unrecorded sub-contracting or the use of homeworkers. All production processes are managed in-house, ensuring strict compliance with labor laws, quality standards, and ethical employment practices. This commitment reinforces the facility's dedication to maintaining direct oversight of working conditions, fair wages, and employee well-being while upholding the highest standards of integrity and accountability.

Summary of findings

Code area	Workplace requirement	Local law	Finding
	No findings		

Systems and evidence examined to validate this code section	Current Systems: 1. Noted through document review, site tour, management and employee interview that the facility does not engage any homeworkers. 2. Facility use 03 subcontracting process from outside of the facility. a) Process: Washing Facility Name: Mother Washing & Dyeing. Address: Motherbari Mollartak, Dhakkhinkhan, Dhaka, Bangladesh. b) Process: Printing Facility Name: Unity Print Address: Chalabon, Dakkhinkhan, Dhaka-1230,, Bangladesh. c)Process: Embroidery Facility Named: Mahi Embroidery Address: Mazar Road, Uttarkhan, Dhaka, Bangladesh. 3. The facility maintained a sub-contracting policy, if subcontract required then they will make agreement with the subcontractor and communicated with the client. 4. The facility will communicate to the subcontractor all relevant standard and the company code of conduct before start working with them. 5. There is no unrecorded work or undeclared sub-contracting found during audit. Evidence examined: 1. Management Interview 2. Workers Interview 3. Documents Review (subcontractor policy and procedure, production records etc.) 4. Facility site tour 5. Goods in & out register

8.A. Sub-contracting and homeworkers are used responsibly

Data points

Are homeworkers employed directly or engaged through an agent?	Not applicable
Gender disaggregated data available	

Number of homeworkers used

	Men	Women	Other	Total
Number of workers	-	-	-	-

What processes are carried out by homeworker?	
Are full records of homeworkers available at the site?	
Does the supplier buy products or services from suppliers that use homeworkers?	No The facility does not buy products or services from suppliers who use homeworkers.

Sub-contracting

Are there any concerns about unrecorded work or undeclared sub-contracting on site, giving considerations to the workers' capacity?	No Based on the document review and management interview, it was noted that there are no concerns about unrecorded work or undeclared sub-contracting on site, considering the workers' capacity.
Are any sub-contractors used?	Yes

Sub-contractor 1	**Processes subcontracted**	Washing
	Name of factory	Mother Washing & Dyeing.
	Address	Motherbari Mollartak, Dhakkhinkhan, Dhaka, Bangladesh
	Dates used	04.02.2025
Sub-contractor 2	**Processes subcontracted**	Printing
	Name of factory	Unity Print
	Address	Chalabon, Dakkhinkhan, Dhaka-1230, Bangladesh
	Dates used	10.02.2025
Sub-contractor 3	**Processes subcontracted**	Embroidery
	Name of factory	Mahi Embroidery
	Address	Mazar Road, Uttarkhan, Dhaka, Bangladesh
	Dates used	20.01.20225

9. No harsh or inhumane treatment is allowed

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	The facility has developed and implemented appropriate policies & procedures for anti-harsh or inhumane treatment which state that physical abuse or discipline, the threat of physical abuse, sexual or other harassment, and verbal abuse or other forms of intimidation shall be prohibited to lead to sustainable compliance. The policy is regularly updated and last updated on 01.01.2025. As per the policy, the facility is following the local laws, relevant ILO conventions, and customer code of conduct. The policy defined the roles and responsibilities to implement the policies. The facility management appointed a senior person named Md. Mohiuddin Sarker- Manager (Accounts, Admin & Compliance) to implement and monitor the effectiveness of policies and procedures for compliance with the Code. He is well aware of the requirements of the code and responsible for changes in the policy and procedure if any changing circumstances arise. The facility communicated the policy and procedures with workers including managers and supervisors through the policy board and training regularly as per the training plan. The training ended with the assessment of key learnings. The last training on the disciplinary action was conducted on 03.12.2024 following the assessment. The facility monitors the effectiveness of procedures to meet policy and workplace requirements through an internal audit at least once a year. The last internal audit was conducted on 05.12.2025. The overall observation shows that the auditee has fulfilled the requirements as no harassment or inhuman treatment was identified during the audit. The facility ensures a respectful workplace, strictly prohibiting any harsh or inhumane treatment. Fair policies, open communication, and ethical standards promote a positive environment where employees are treated with dignity and respect.

Summary of findings

Code area	Workplace requirement	Local law	Finding

No findings

Systems and evidence examined to validate this code section	Current Systems: 1. No evidence of gender-based violence or harassment was noticed from employees' interviews & plant tours. 2. The factory has communicated this procedure through orientation training which states that physical abuse or discipline, the threat of physical abuse, sexual or other harassment, and verbal abuse or other forms of intimidation shall be prohibited. The last orientation training was held on 26.02.2025 with 17 participants. 3. Through the factory management and workers' interviews, it was noted that no physical abuse or discipline happened in the factory. 4. A grievance mechanism is available for workers, communities, and suppliers. The factory installed a complaint box in the workers' toilet area. No complaint records were found regarding physical abuse or harassment. Evidence examined: 1. Document review (Policy review, grievance handling procedure, complaint record, disciplinary record, etc.) 2. Management interview and Worker interview 3. Factory site tour.

9. No harsh or inhumane treatment is allowed

Data points

Is there a formal process for workers to report concerns, complaints, or problems ('grievance mechanism')?	Yes, there is a formal grievance process The grievance process is available to all workers
What type of grievance mechanism(s) are available?	There is an open channel for all at the facility which anybody can report to management about any act properly or corruptly, or to accept or give a bribe or gift and health & safety issues. Grievance mechanism is available for workers, communities and suppliers. Factory has fixed some complaint boxes in workers toilet area. No complaint records were found regarding physical abuse or harassment.
Number of grievances raised in the last 12 months	2
Number of grievances resolved in the last 12 months	2

10.A. Environment 2-Pillar

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	The facility has developed and implemented appropriate policies & procedures for environment to lead to sustainable compliance. The policy is regularly updated and last updated on 01.01.2025. As per the policy, the facility is following the local laws and customer code of conduct. The policy defined the roles and responsibilities to implement the policies. The facility conducted an environmental impact assessment. The facility management appointed a senior person named Intaz Ali- Officer (Fire Safety) to implement and monitor the effectiveness of policies and procedures for compliance with the Code. He is well aware of the requirements of the code and responsible for changes in the policy and procedure if any changing circumstances arise. The facility communicated the policy and procedures with workers including managers and supervisors through the policy board and training regularly as per the training plan. The training ended with the assessment of key learnings. The last training on environmental awareness was conducted on 04.03.2025 following the assessment. The facility monitors the effectiveness of procedures to meet policy and workplace requirements through an internal audit at least once a year. The last internal audit was conducted on 05.01.2025. The overall observation shows that the auditee has fulfilled the requirements as no non-compliance was identified during the audit. The facility is fully committed to environmental responsibility and complies with the Environmental 2-Pillar standards. It actively implements sustainable practices, including proper waste management, resource conservation, and pollution control. This dedication reflects its commitment to sustainability, regulatory compliance, and a greener future.

Summary of findings

Code area	Workplace requirement	Local law	Finding

No findings

Systems and evidence examined to validate this code section	Current Systems: 1. The facility is well aware of the local, regional, and national environmental laws. They provide awareness training to all related personnel. The last environmental awareness training was conducted on 04.03.2025 with 15 participants. 2. Factory surrounding environment found acceptable. 3. The facility uses water from Municipality for domestic use. 4. The facility assessed noise level, air emission, temperature and humidity on 08.03.2025 from a third party which was found acceptable limit. They conducted an Environmental Impact Assessment (EIA) in 08.03.2025 from a third-party organization. 5. The facility has a system to maintain clients' requirements regarding chemical and environmental issues in the destination countries. They maintained a chemical register and inventory for hazardous and non- hazardous chemicals. Evidence examined: 1. Document review (Environment policy, training record etc.) 2. Factory tour 3. Management interview 4. Worker interview

10.A. Environment 2-Pillar

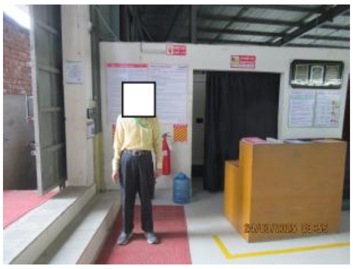
Data points

Has the site received an official notice, fine or prosecution for any non-compliances with environmental legislation, regulation, consent or permits (within the last three years)?	No
Does the site have any valid environmental or energy management certificates?	Site didn't received an official notice, fine or prosecution for any non-compliances with environmental legislation, regulation, consent or permits . Facility collected Environmental NOC from local authority.
Are there any other sustainability certifications present (e.g. Forest Stewardship Council (FSC), Marine Stewardship Council (MSC)?	No
Has the site implemented or made plans to implement any adaptive measures to protect workers from the impact of climate change?	No

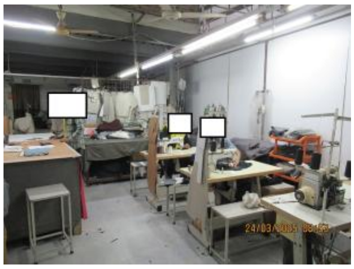
Attachments

Facility Gate.JPG

Facility Name.JPG



Security Post.JPG



Sample Section.JPG

Cutting Section.JPG

Sewing Section.JPG

Pressing Section.JPG

Quality Checking Area.JPG

Folding Section.JPG

Poly Section.JPG

Packing Section.JPG

Finished Goods Store.JPG

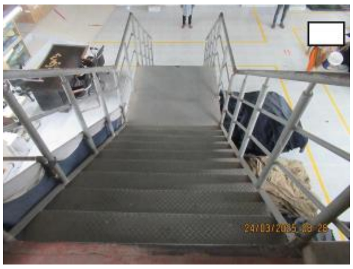
Fabric Store.JPG

Accessories Store.JPG

Time Keeping Machine.JPG

Generator.JPG

[No Smoking Sign.JPG]



[Staircase.JPG]

[ETI Base Code.JPG]

[Grievance Box.JPG]

[Exit Sign.JPG]

[Fire Fighting Equipments.JPG]

[Smoke Detector.JPG]

[PA System.JPG]

[Fire Alarm bell.JPG]

[Fire Extinguisher.JPG]

[Drinking Water Facility.JPG]

[Risk Assessment Poster.JPG]

[Firts Aid Box.JPG]

[Compressor.JPG]

[Fire Hose Pipe.JPG]

[Electric Sub Distribution Box.JPG]

Electric Boiler.JPG

Fire Hose Pipe Demonstration.JPG

Fire Alarm Switch.JPG

Exhaust Fan.JPG

Doctor Room.JPG

Emergency Light.JPG

Standard Fashion-9012586-SMETA 2 Pillar-Initial-Scan CAPR.pdf

Toilet.JPG

Facility Building.JPG

Evacuation Plan.JPG

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