

Monitoring result for Dress World Limited on site Dress World Ltd.

Monitoring

Monitored Party : Dress World Limited
amfori ID : 050-000684-000
Site : Dress World Ltd.
Site amfori ID : 050-000684-002
Address : Varari, Rajfulbaria, Tetuljhora, Savar.
: 1340, Dhaka-1340
: Dhaka
: Bangladesh
Monitoring Activity : amfori Social Audit - Manufacturing
Monitoring Type : Full Monitoring
Monitoring Partner : Intertek
Monitoring Start Date : 14/05/2023
Closing Meeting : 14/05/2023
Finished Date :
Submission Date : 16/05/2023
Expiration Date : 16/05/2025

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Overall rating



Section rating

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

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

General description

Auditing Company: ITS Latest Bangladesh Ltd.

Name of Auditors and APSCA Registration Number:

1) Nasrin Sultana Munny - RA 21703703

2) Umme Hunny Tabassum - ASCA 21705348

3) Mohammad Salah Uddin- ASCA 21701405

4) Anis Zaman- ASCA 21700677

5) Asim Kumar Mondal- ASCA 21700859

Audit Date: 14 May 2023

Factory license 10414/Dhaka- valid till 30 June 2023.

This is a full audit conducted in one day. Five auditors on the day of the audit verified the facility's operations against the amfori BSCI Code of Conduct and local legislation. The facility management was positive towards this audit and provided full access to the auditors. Note, in this audit 4.5 man-days were spent on-site, and 0.5 man-days were assigned for offsite report purposes. Dress World Limited is a 100% export-oriented readymade garments (Woven item) manufacturing facility. The facility is located at Vorari, Rajfulbaria, Savar, Dhaka, Bangladesh. The facility started its operation at this current location in November 2008. The total land area of the facility premises was approximately 283140 square feet including the production floor 48437.96 square feet and the warehouse area 39857 square feet.

The main production processes -Cutting, Sewing, and Finishing to Packing.

There is 01 general shift for management staff, and all production sections, which is from 08:00 am to 05:00 pm generally including 01-hour Interval for rest. Friday was the weekly holiday.

The facility has 03 shifts (06:00 am to 02:00 pm, 02:00 pm to 10:00 pm, and 10:00 pm to 06:00 am) for Security Section, including 01-hour Intervals for rest or meals in each shift. The Weekly holiday is provided on a rotation basis.

The total manpower of the facility is 1467, among them, 745 are female employees and 722 are male employees. And during the audit total strength was found same. The minimum age in the sample was found 20.

All employees were recruited directly for permanent positions and 100% receive wages monthly in local currency (Direct Banking). Currently, the factory uses an electronic system (Card Punch) to record daily attendance.

The auditor conducted an opening meeting, site observation, worker interview, worker representative interview, management interview, document review, and closing meeting. Mr. Shaymal Kumar Sarker– Deputy General Manager (Admin and Compliance) was responsible for the implementation of the social compliance system in the facility.

Opening meeting:

In opening, Mr. Shaymal Kumar Sarker– Deputy General Manager (Admin and Compliance), Mr. Md Kamal Pasha- Senior Manager (Environment management system), and Mrs. Salatunnasa Keya-Manager (Admin and compliance) and Mrs. Bonna– vice president of the Participation Committee were present at the opening meeting. The auditor described the whole audit process, standards, and scope, and explained the amfori BSCI code of conduct and local laws to what extent these are related to this audit in the opening meeting.

Site tour:

Right after the opening meeting, the audit team went out for a site/plant visit with the management's permission for photography and workers' interview. There was 02 more sister concern facility in the premises under the same owner and different management. During the site tour, all facility areas such as production and non-production areas were covered during the audit. Auditors also did a general health and safety visit in all other sister concern facilities including commonly used areas. Also, no comingling issue found.

Site Description:

The facility premises consist of total 17 buildings and 03 sheds. Short description is given below. Details is in attachment.

Building 1: Central Warehouse (Combine use).

Ground Floor to 3rd floor: Non production areas and storage.

Building 2 (2 Storied): (Combine use)

Ground Floor: Security and Child Care Center.

1st Floor: Medical Center.

Rooftop: Vacant.

Building 3 (3 Storied with Mezzanine):

Ground and Mezzanine Floor: used by sister concern facility.

1st and 2nd Floor: Utilities (Combine use).

Rooftop: 100% Vacant.

Building 4 (7 Storied):

Ground Floor: (Combine use): Fair Price Shop and nonproduction areas.

1st, 4th and 5th Floor: used by sister concerns

2nd Floor: production floor of the audited facility.

3rd Floor: (Combine use): production floor and office

6th Floor: commonly used nonproduction areas
Rooftop: Solar Panel and Approximately 95% Vacant.

Building 5 (6 Storied with Mezzanine): (Combine use)
Ground and Mezzanine Floor: Reception, Auditorium, and office.
1st Floor: Sample Display.
2nd to 4th Floor: Office.
Rooftop: Vacant.

Building 6 (6 Storied with Mezzanine): used by sister concern

Building 7 (6 Storied with Basement & Mezzanine): used by sister concern

Building 8 (1 Storied): (Combine use): Water Treatment Plant (WTP).

Building 9 (2 Storied): (Combine use)
Ground to 1st Floor: Utilities
Rooftop: Cooling Tower and Approximately 60% Vacant Area.

Building 10 (1 Storied): (Combine use): Electricity Sub-Station (Old).

Building 11 (2 Storied with Basement): (Combine use)
Basement: Water Pump.
Ground and 1st Floor: Workshop.
Rooftop: 100% Vacant.

Building 12 (1 Storied): Electricity Sub-Station-1 (Combine use).

Building 13 (1 Storied): Diesel Tank (Combine use).

Building 14 (1 Storied): Fire Hydrant Pump Room (Combine use)

Building 15 (2 Storied): Combine use by 3 sister concern facilities.
Ground Floor: Utilities
1st Floor: Security Post.
Rooftop: 100% Vacant.

Building 16 and 17 (1 Storied): Security Post (Combine use).

Shed 1: Wastage Store (Combine use).
Shed 2 and 3: Guard Post (Combine use).

All employees were hired for permanent positions. 35 permanent employees were selected for interviews from different production processes and non-production sections. Among them 15 were male and 20 were female. The audit scope was from May 2022 to April 2023, and among them, payroll records and timecards for the month of April 2023 (recently paid month), December 2022 (random month), and June 2022 (random month) were reviewed in detail.

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

Moreover, the auditors reviewed the attendance register, production records, and many other documents relevant to this audit. As per facility management, the factory has no peak season in terms of production.

Improvement areas:

Improvement areas were identified in PA 1, PA 2, PA 4, PA 5, PA 7, PA 10, and PA 13. Details have been pointed out in the respective checklist point.

For the areas (PA 3, PA 6, PA 8, PA 9, PA 11, and PA 12) no non-conformities were noted and the compliance noted is mentioned in relevant Performance areas.

Closing meeting:

A closing meeting was conducted at end of the audit. All the attendees of the opening meeting were present in the closing meeting. Auditors communicated all the areas of improvement to the auditees in detail. The auditee was positive about the discussion and agreed on the area of improvement. Mr. Shaymal Kumar Sarker– Deputy General Manager (Admin and Compliance), Mrs. Bonna–Vice president of the Participation Committee signed the findings report.

Note:

The below documents have not been uploaded as these were not applicable to this facility:

- Contractor license/permit, not applicable as there was no contractor used by the facility.
- Agency labor contract, not applicable as there was no contractor used by the facility.
- Government waivers are not applicable as this is not applicable for monitoring.
- Collective bargaining agreement, not applicable as there was no CBA at the facility.

The below photographs have not been uploaded as these were not applicable to this facility:

- Dormitories are not applicable as there was no dormitory at the facility.

- High-risk health and safety areas, not applicable as there was no such risky area at the production process, types of machinery, and workplace.
- Inconsistencies between time and production records, not applicable as there was no inconsistency found.

Site Details

Site : Dress World Ltd.

Site amfori ID : 050-000684-002

GICS Classification

Sector : Consumer Discretionary

Industry Group : Consumer Durables & Apparel

Industry : Textiles, Apparel & Luxury Goods

Sub Industry : Apparel, Accessories & Luxury Goods

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	1467 Workers
Legal minimum wage in local currency	8000 Monthly
Lowest wage paid for regular work at the site	8000 Monthly
Calculated living wage in local currency	23254 Monthly
Total sample	35 Workers

Other Metrics

Male workers	722 Workers
Female workers	745 Workers
Permanent workers - Male	722 Workers
Permanent workers - Female	745 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	5 Workers
Management - Female	2 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	30 Workers
Workers on probation - Female	34 Workers
Workers with night shift - Male	15 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	3 Workers
Domestic migrant workers - Male	489 Workers
Domestic migrant workers - Female	715 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	722 Workers
Workers hired directly - Female	745 Workers
Workers hired indirectly - Male	0 Workers
Workers hired indirectly - Female	0 Workers
Unionised workers - Male	0 Workers
Unionised workers - Female	0 Workers
Workers under CBA - Male	0 Workers
Workers under CBA - Female	0 Workers
Pregnant workers	3 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	0 Workers
Sample - Male	15 Workers
Sample - Female	20 Workers

Findings

PA1: Social Management System

In accordance with BSCI Performance Area (Social Management System and Cascade Effect) No. 1.1 (Is there satisfactory evidence that the auditee has set up an effective management system to implement the BSCI Code of Conduct?): Finding: The facility management has taken many actions to integrate with BSCI requirements into their day-to-day business activities and social aspects. But some non-compliances are identified under different Performance Areas, which is the evidence of gaps identified in the overall management system against BSCI COC requirements. Note: The facility has other effective system, policy, and procedure in place to implement the BSCI COC in their business practice, so partial rating is given in this section.

In accordance with BSCI Performance Area (Social Management System and Cascade Effect) No. 1.3 (Is there satisfactory evidence that the auditee has a good overview of the significant business partners and their level of alignment with the BSCI Code of Conduct?) Finding: It was noted that, the facility has a supplier selection policy to select current and future business partners. And they conducted social performance monitoring of all their business partners. But monitoring was not completely in line with BSCI COC requirements. As a few performance areas like 'Workers Involvement and Protection', 'Ethical business behavior' etc were not covered. Note: As the facility has conducted internal monitoring of all business partners and has a policy and procedure for supplier selection, so partial rating is given in this checkpoint.

PA 2: Workers Involvement and Protection

In accordance with BSCI Performance Area (Workers Involvement and Protection) No. 2.2: (Is there satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the BSCI Code of Conduct?): Finding: It was noted that, the facility has set their mission and vision but there is no long-term goal of the factory by which it will reflect a step-by-step approach toward sustainable improvement. Note: as facility has mission, vision and objective, so partial rating was given in this question.

In accordance with BSCI Performance Area (Workers Involvement and Protection) No. 2.5 (Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?) Finding: It was noted that the facility has policy on grievance procedure for the workers, but the policy was not in line with amfori BSCI requirements as the policy did not define how to deal with "potential conflict of interest" and internal "Appeal process in the case of dissatisfaction". Note: The facility has other conventional industry practices, policies, and procedures to establish grievance mechanisms, so a partial rating is given in this section

PA 4: No Discrimination

In accordance with BSCI Performance Area (No Discrimination) No: 4.1 (Is there satisfactory evidence that the auditee takes the necessary measures to avoid or eradicate discrimination in the workplace?) Finding: It was noted that facility management adopted a policy and procedure on discrimination to protect workplace discrimination, and they conduct an internal assessment on the most frequent grounds used for discrimination as well as the most common activities through which discrimination may occur and did not identify the root cause of discriminatory behaviors. Note: Facility management has policy, procedure on harassment, discrimination, so partial rating has given in this questionnaire.

PA 5: Fair Remuneration

In accordance with BSCI Performance Area (Fair Remuneration) No. 5.4: (Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?): Finding: It was noted that the factory management has taken some initiative to calculate living wages, but no action plan is in place to fill up the gap between the present local minimum wage and a living wage. Though they are ensuring minimum wage as per law. Note: As the facility has calculated living wage, so partial rating is given in this checkpoint.

PA 7: Occupational Health and Safety

In accordance with amfori BSCI Performance Area (Occupational Health & Safety) No. 7.6 (Is there satisfactory evidence that the auditee enforces the use of Personal Protective Equipment in conjunction with other facility controls and safety systems?) & Bangladesh Labour Rules 2015, Rule 67(2): (In addition to the arrangement of safety and health protection measures mentioned in Sub-section (1), the concerned manufacturing institute must provide necessary equipments, including safety shoes, helmets, goggles, masks, hand gloves, ear muffs, ear plugs, waist belts, aprons etc. and arrange training programs for the workers in using these materials and ensure their usage). Finding: It was noted that, Personal Protective Equipment (PPE) was not used by the employee during work at 2nd floor of production building 4 as follows: • Required goggles was not used by 01 out of 01 employee during work in spot removing room. • Required face mask was not used by randomly checked 04 out of 08 employees during work with cutting machine in cutting section. Note: As other employees were using required Personal Protective Equipment (PPE) during work, so partial rating was given to this checkpoint.

PA 7: Occupational Health and Safety

In accordance with amfori BSCI Performance Area (Occupational Health and Safety) No. 7.11 (Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?) and (A) Bangladesh Energy Regulatory Commission Act, 2003-Section 27(a) (1) No person shall engage himself in the following business unless he is empowered by a license or exempted from having it under this Act or any other Act, such as:- (a) power generation; (b) energy transmission; (c) energy distribution and marketing; (d) energy supply; and (e) energy storage. (B) Bangladesh Labor Rules, Rule 353(4): (Without written permission of the inspector general, no change in any approved layout plan may be brought). Findings: It was noted that, (A) Total 05 generators having capacity of 4.34MW (1030KW+1030KW+1000KW +280+1000) are combine use by 3 sister concern facilities through central electricity distribution channel. But the Captive Power Plant (CPP) License was found taken for 3.34 MW of electricity by 04 Generators. However, the facility management has applied for the amendment of CPP License to the Bangladesh Energy Regulatory Commission (BERC) to increase the capacity from 3.34MW to 4.34MW of electricity dated on 27 October 2022 and yet to get the Certificate. Note: The Captive Power Plant (CPP) certificate was found taken under other sister concern facility. (B) Misalliance was found between actual floor layout and approved layout plan as follows: • At 1st & 2nd floors of building 1: The approved layout plan taken as Four Layer rack, but on actual floor layout was found Accessories Store at 1st floor and Finished Goods Store at 2nd floor. • At 2nd floor of building 4, in the approved layout plan a room shows vacant but on the actual floor layout was found Boiler room. Note: As facility management maintained all other updated licenses and permissions as per requirement, so partial rating has been given in this section.

In accordance with amfori BSCI Performance Area (Occupational Health and Safety) No. 7.17 (Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?) and Bangladesh Labor Law 2006, Section 63(1) D (3): (63. Fencing of machinery. (1) In every establishment the following machinery, while in motion or in use, shall be securely fenced by the safeguards of substantial construction, namely: (d) Unless the following machinery are in such position or of such construction as to be safe to every person employed in the establishment as they would be if they were securely fenced- (3) Every dangerous part of any machinery). Finding: It was noted that, safety guard of machine was found displaced from its position while working in sewing section located at 2nd floor of production building 4 as follows: (A) Needle guard was found displaced with approximately 25% of sewing machine. As per the statement of facility management there were approximately 449 sewing (single & double needle) machines was in operation in the production floors. (B) Eye guard was found displaced with approximately 10% of kanchai, over lock, buttonhole and button attach machines. As per the statement of facility management there were approximately 12 kanchai, 50 over lock 25 buttonhole and 22 button attach machines was in operation in the production floors. Note: As facility management has ensured safety guard for all the machines, so partial rating was given to this checkpoint.

PA 10: No Precarious Employment

In accordance with amfori BSCI Performance Area (No Precarious Employment) No. 10.2: (Is there satisfactory evidence that the auditee engages workers based on recognised and documented employment relationships). A) Bangladesh Labor Rules 2015, Rule 19(5): (Each owner will provide identity card with the photograph to each worker working in the firm at the costs of the owner as per Form-6.). and B) Bangladesh Labor Rules 2015, Rule 118: (Following the description of Form-41, every worker must nominate a person who can receive undisbursed payment and other dues in the absence of him/her, at the time of his/her employment in the workforce). Finding: It was noted that, A) Emergency Contact Number & Blood Group of respective employees and Ticket/Card no. was not mentioned in the randomly checked 19 out of 35 employees Identity Card. B) Form of declaration and nomination was not found for randomly checked 16 out of 35 sampled workers. Moreover, following required information's were not included in the rest 19 out of 19 forms of declaration and nomination: Photograph, Address, National ID Number, Signature of nominated person and workers; Thumb impression of the worker. Note: As the facility had provided Identity Card to all the employees and maintained nomination form, so partial rating was given to this checkpoint.

PA 13: Ethical Business Behaviour

In accordance with amfori BSCI Performance Area (Ethical Business Behaviour) No. 13.2 (Is there satisfactory evidence that the auditee keeps accurate information regarding its own activities, structure and performance?) Finding: It was noted that facility was maintaining a manual time recording system for security guards where all "IN" and "OUT" time were mentioned manually, and it does conflict with actual "IN" and "OUT" time of employees. However, the facility provided sampled months' payroll records with employee signatures and those were consistent with other documents. Note that facility has 15 directly hired security guards. Note: Facility has documented partial information for business partners and has a policy and procedure for supplier selection, so partial rating is given in this checkpoint.