

Monitoring summary report for Perfect Sweaters Limited

MONITORING ID: 24-0262346-1



Monitored Party Perfect Sweaters Limited	amfori ID 050-000637-000	Address 923, Shewrapara, Begum Rokeya Saroni, Mirpur, Dhaka, 1216 Dhaka - 1216, Dhaka, Bangladesh
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner Intertek
Monitoring Start Date 02/09/2024	Closing Meeting Finished Date 15/09/2024	Submission Date 17/09/2024
Expiration Date 10/07/2026	Announcement Type Semi Announced	
Site Perfect Sweaters Limited	Site amfori ID 050-000637-002	

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OVERALL RATING



SECTION RATING

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

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

GENERAL DESCRIPTION

Lead auditor: A F M Amin Sharif- CSCA21703440

Monitoring partner: ITS Labtest Bangladesh Ltd.

This semi-announced urgent follow-up audit was conducted on 02 September 2024. 01 auditor verified the facility's operations against amfori BSCI Code of Conduct and local legislations. On-site man day 1 and offsite man day 0.5.

Perfect Sweaters Limited. is a 100% export-oriented readymade garments manufacturing factory located at 923, East Shewrapara, Mirpur, Dhaka-1216, Bangladesh. Facility management started operation in 2000 as per facility's incorporation certificate. Total area occupied by the facility is 43,742 square feet including production, non-production and warehouse areas (As per fire license coverage). The production process is winding, jacquard, linking, trimming, mending, sewing, wash & finishing.

The factory has a Factory License (Business License) No. 11388/Dhaka and valid up to 30 June 2025. Building description The detailed description is attached in the attachment section. Facility management provided a canteen and dining. There was no dormitory in place and is no legal requirement for this.

The facility operates from 8:00 AM to 5:00 PM including 1 hour of meal break. Friday is their weekly holiday. Jacquard section operates in 02 shifts of 08:00 AM to 05:00 PM and 08:00 PM to 05:00 AM. Security section operates in 3 shifts, 6:00 AM to 2:00 PM, 2:00 PM to 10:00 PM & 10:00 PM to 6:00 AM and enjoy weekly day off by rotation. All shifts have 1 hour rest break time. Currently, there is no pregnant and no workers are in maternity leave. No young workers in facility. The facility uses a card punch system to record daily attendance. 70% workers are monthly salary based else were piece rated. The wage period is calendar month e. g. 1 to 30th/31st and payment is made within 7 working days from the end of the wage period through the cash.

Currently, total no. of employees is 339 (male 176 and female 163). Among total, there are 258 production and 81 non-production employees. There are 308 domestic migrant workers and no disable workers. Among sample workers, highest salary: 16208 BDT. and lowest Salary: 12500 BDT, Average salary 14200 BDT. Facility management has introduced a policy on freedom of association and collective bargaining. According to the policy workers has right to form or join in union. There is no restriction from factory management to form the union and workers acknowledgement were same while interviewing.

There is an elected participation committee with 10 members (workers 05, management 05), and the election was conducted on 20 March 2024. There was no special circumstance during the audit.

Good practices: None.

Summary of findings:

This is urgent follow-up audit, only PA1 & PA 7 are covered.

Improvement areas were identified in PA1 & PA 7.

Details are in respective sections.

Summary of performance areas as follows:

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

PA 2 (Workers Involvement and Protection): This PA is not in the audit scope as this is an urgent follow-up audit.

PA 3 (The Rights of Freedom of Association and Collective Bargaining): This PA is not in the audit scope as this is an urgent follow-up audit.

PA 4 (No Discrimination, Violence or Harassment): This PA is not in the audit scope as this is an urgent follow-up audit.

PA 5 (Fair Remuneration): This PA is not in the audit scope as this is an urgent follow-up audit.

PA 6 (Decent Working Hour): This PA is not in the audit scope as this is an urgent follow-up audit.

PA-7: Gap was found as few workers were found not using PPE and hazardous chemical not stored properly.

PA 8 (No Child Labor): This PA is not in the audit scope as this is an urgent follow-up audit.

PA 9 (Special Protection for Young Workers): This PA is not in the audit scope as this is an urgent follow-up audit.

PA 10 (No Precarious Employment): This PA is not in the audit scope as this is an urgent follow-up audit.

PA 11 (No Bonded, Forced Labour or Human Trafficking): This PA is not in the audit scope as this is an urgent follow-up audit.

PA 12 (Protection of the Environment): This PA is not in the audit scope as this is an urgent follow-up audit.

PA 13 (Ethical Business Behavior): This PA is not in the audit scope as this is an urgent follow-up audit.

#Living Wage: selected Global Living Wage Calculation (GLWC) website.

Below documents not uploaded as not applicable for this facility:

- Agency agreement, • Contractual Agreement. • Collective bargaining agreement.

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

- Dormitories. • High-risk health and safety areas. • Inconsistencies between time and production records.

Note:

1: Employee structure during the audit day was less than general workforce as few of the workers were absent and on leave during the audit day.

2: The auditee has not taken any initiative on S4C (speak for change) yet.

3: This was an urgent follow-up audit conducted on 02 September 2024 where focuses only on PA1 and PA7 due to an immediate business need.

SITE DETAILS

Site
Perfect Sweaters Limited

Site amfori ID
050-000637-002

GICS Classification

Sector	Industry Group	Industry
Industrials	Capital Goods	Industrial Conglomerates
Sub Industry		
Industrial Conglomerates		

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	302	Workers
Legal minimum wage in local currency	12,500	Monthly
Lowest wage paid for regular work at the site	12,500	Monthly
Calculated living wage in local currency	25,497	Monthly
Total sample	23	Workers

Other Metrics

Male workers	157	Workers
Female workers	145	Workers
Non-binary workers	0	Workers
Permanent workers - Male	176	Workers
Permanent workers - Female	163	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	5	Workers
Management - Female	0	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	30	Workers
Workers on probation - Female	20	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	54	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	165	Workers
Domestic migrant workers - Female	143	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	176	Workers
Workers hired directly - Female	163	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	0	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	13	Workers
Sample - Female	10	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Perfect Sweaters Limited | Site amfori ID: 050-000637-002

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

ENGLISH

Finding

This follow-up audit was conducted on 02 September 2024.
Status: Not corrected

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

Findings:

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

Note:

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

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

ENGLISH

Finding

Follow-up was conducted on 02 September 2024.
Status: Not Corrected.

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

Finding: Based on document reviews and management interviews during this follow-up audit, still the facility management has no good overview of the significant business partners and their level of alignment with the BSCI Code of Conduct due to followings:

- a) The facility management has yet to identify all the significant business partners and share the amfori COC and TOI with all significant business partners.
- b) The facility management did not monitor the social performance of all business partners.

Finding

Note: The facility has documented partial information for business partners and has a policy and procedure for supplier selection, so a partial rating is given at this checkpoint.

PA 2: Workers Involvement and Protection

Site: Perfect Sweaters Limited | Site amfori ID: 050-000637-002

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

ENGLISH

Finding

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

Finding: Based on the document review, management, and workers interview it was noted that the auditee has defined their mission and vision, however, the long-term goal was not in line with amfori expectations as the goal did not reflect a step-by-step approach toward sustainable improvement.

Note: The facility has other social practices in place, so a partial rating is given at this checkpoint.

Question: 2.3 CRUCIAL: Is there satisfactory evidence that the auditee takes specific steps to make workers aware of their rights and responsibilities?

ENGLISH

Finding

In accordance with amfori BSCI Code of Conduct PA 2 (Workers Involvement & Protection): Take specific steps, such as trainings, to make workers aware of their rights and responsibilities, with special attention to vulnerable persons. When relevant, intermediaries such as brokers, recruiters, and recruitment agencies should play an active role in achieving these steps.

Findings: Based on worker interview and training records review on the day of audit it was noted that the facility has provided training on workers' legal rights but 15 of 23 sampled interviewed employees were found not aware of their rights regarding leave e.g. earned leave; overtime rate; insurance benefits; long-term work benefits at the time of resignation.

Note: As few workers were known about legal rights, so partial rating is given in this section.

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

ENGLISH

Finding

In accordance with PA 2 (Workers Involvement and Protection): Build sufficient competence among the managers, workers, and worker representatives within their company, as well as in the supply chain, in order to embed the amfori BSCI Code of Conduct in their company culture and promote continuous education and training at each level of work.

Findings: Based on the document review, and workers' interviews during the audit it was noted that 15 out of 23 interviewed sampled employees of the factory were found not well aware of the requirements amfori BSCI Code of Conduct.

Note: Facility management has provided training to the workers and management, thus partial rating has been given at this checkpoint.

PA 4: No Discrimination, Violence or Harassment

Site: Perfect Sweaters Limited | Site amfori ID: 050-000637-002

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

ENGLISH

Finding

In accordance with amfori BSCI Code of Conduct PA 4 (No Discrimination, Violence or Harassment): Ensure that workers are not subject to any form of violence, harassment, and inhumane or degrading treatment in the workplace, as well as threats of violence and abuse, including corporal punishment, verbal, physical, sexual, economic or psychological abuse, mental or physical coercion, or other forms of harassment or intimidation,

Findings:

Based on document review, management & workers interview during the audit it was noted that the auditee did not conduct employee satisfaction survey on discrimination.

Note: As no harassment and discrimination was noted during the audit, so partial rating has given in this checkpoint.

PA 5: Fair Remuneration

Site: Perfect Sweaters Limited | Site amfori ID: 050-000637-002

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

ENGLISH

Finding

In accordance with amfori BSCI Code of Conduct, PA 5 (Fair Remuneration) Assess the pay gap

Finding

accurately and work progressively towards the payment of a living wage that is sufficient to afford a decent standard of living for the workers and their families.

Findings: Based on document review, management, and worker interviews during audit time, it was noted that the factory management has taken some initiative to calculate living wages, but 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.

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

ENGLISH

Finding

(A) In accordance with Bangladesh Labor Law 2006, Section-27 (4) [The permanent worker who has terminated his employment under this section shall be paid by the employer compensation for every completed year of service - (a) at the rate of fourteen days wages if his continued service is more than five years and not less than ten years; and (b) at the rate of thirty days wages if his continued service is more than ten years; or gratuity, if any, whichever is higher and this compensation shall be in addition to any other benefit to which he may be entitled.]

(B) In accordance with Bangladesh Labor Law 2006, Section-46,(1) [Every woman employed in an establishment shall be entitled to, and her employer shall be liable for, the payment of maternity benefit in respect of the period of eight weeks preceding the expected day of her delivery and eight weeks immediately following the day of her delivery]

Findings: (A) Based on document review and interview with workers and management, it was noted that the facility doesn't have any provision to provide compensation for long term service, un-availed annual leave payment during resign time.

(B) Based on document review, interview with management and workers' during the audit day it was noted that the facility facility doesn't have any provision to provide maternity benefits to female workers. Note that Facility operation started from 2016 and 40 % workers are working in this factory. However, facility is going to start to provide maternity benefits to the female workers.

Note: As the factory has ensured other benefits as per local regulations, partial rating is given for this checkpoint.

PA 7: Occupational Health and Safety

Site: Perfect Sweaters Limited | Site amfori ID: 050-000637-002

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

ENGLISH

Finding

Follow-up was conducted on 02 September 2024.

Status: Not Corrected.

(A) In accordance with Bangladesh Labor law 2006 section 94 (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.

(B) BNBC(2006), Part- 4, Appendices, Section A 4.8.11.1.A [Assemble on the ground floor at the location indicated on the following plan. For clarification, contact the Warden or Deputy Warden. (plan of assembly point in ground floor to be provided here]

(C) BNBC 2006, Part-3 Chapter 1 Section-1.8.2.6 : [For buildings more than six storeys or 20 m high, the following arrangements shall be provided: a) Lifts of adequate size, capacity and number]

Findings: Based on document reviews and management interviews during this follow-up audit, still facility management did not establish childcare facility in the premises for the female workers.

(B) there is no assembly area for the workers during emergency situation.

(C)The facility located a 8 storied multi-tenant building but facility did not install elevator (lift) facility in the facility building.

Note: As factory has ensured other facility including training, risk assessment, partial rating is provided in this check point.

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

ENGLISH

Finding

Follow-up was conducted on 02 September 2024.

Status: New finding.

In accordance with BSCI Questionnaire 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?) and Bangladesh Labor Rules-2015, Rule 67 (2): (The concerned manufacturing institute must provide necessary equipments, including safety shoes, helmets, goggles, masks, hand gloves, earmuffs, ear plugs, waist belts, aprons etc. and arrange training programs for the workers in using these materials and ensure their usage.)

Finding: Based on site tour during follow audit on 02 September 2024 it was noted that, 05 of 10 employees found not wearing any protective gear (PPE) at winding section on 7th floor to reduce the noise exposer level and the risk of hearing lose while working.

Note, as other section employees were using relevant PPE, a partial rating was given to this checkpoint.

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

ENGLISH

Finding

Follow-up was conducted on 02 September 2024.

Status: New finding.

In accordance with BSCI Performance Area (Occupational Health and Safety) No. 7.7 (Is there satisfactory evidence that the auditee implements engineering and administrative control measures to avoid or minimise the release of hazardous substances into the work environment, keeping the level of exposure below internationally established or recognized limits?) and Bangladesh Labour Law 2006, Section 52 (1) (Effective and suitable provisions shall be made in every work room for securing and maintaining in every workroom adequate ventilation by the circulation of fresh air) and Bangladesh Labor Rules 2015, section-68(10)(The owner shall place Material Safety Data Sheet (MSDS) of dangerous materials in an easily noticeable place so that the employed worker can be well informed about the possible hazards.):

Finding: Based on site tour during follow audit on 02 September 2024 It was noted that, workers found using spot removing chemical e.g. thinner on the 4th floor at finishing section in open floor, which posing risk to health of the employees working nearby. In addition, no MSDS and hazard identification found provided for those chemicals over there.

Note: chemicals found stored with MSDS in washing on 5th floor, so partial rating has given in this checkpoint.

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

ENGLISH

Finding

Follow-up was conducted on 02 September 2024.

Status: Not Corrected.

In accordance with Building Construction Act 1952, Section-3 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; and such sanction shall be subject to such terms and conditions as the Authorized Officer may think fit to impose.

Findings: Based on document review & management interview during this follow up audit on 02 September 2024 it was noted that, the construction approval of the building is obtained as commercial cum residential purpose instead of industrial purpose. The approval was obtained from RAJUK on 29 October 1997.

Note: As factory ensured construction approval from concern authority, so, partial rating is provided in this check point.

PA 10: No Precarious Employment

Site: Perfect Sweaters Limited | Site amfori ID: 050-000637-002

Question: 10.2 Is there satisfactory evidence that the auditee engages workers based on recognised and documented employment relationships?

ENGLISH

Finding

In accordance with 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.

Findings:

Based on document review and interviews with management and worker during audit time it was identified that, facility management did not maintain nominee form for 12 out of 23 sampled workers.

Note:

As the facility had provided Identity Card to all the employees and maintained nomination form as required by law for all other employees, so partial rating was given to this checkpoint.

PA 12: Protection of the Environment

Site: Perfect Sweaters Limited | Site amfori ID: 050-000637-002

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

ENGLISH

Finding

The Bangladesh Environment Conservation Act, 2023, section 12 (1) & Schedule 01 No industrial unit or project under orange category shall be established or undertaken without obtaining, in the manner prescribed by rules, an Environmental Clearance Certificate from the Director General of Dept. of Environment.

Findings: Based on the document review and management interview during audit it was noted that the facility did not obtain Environmental Clearance Certificate (ECC) from concerned authority (Department of Environment). However, factory has applied to concern authority on 02 March 2023 but the certificate is not received yet..

Note: The auditee has other required valid licenses and applied for Environmental Clearance Certificate, so a partial rating is given at this checkpoint.

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

ENGLISH

Finding

In accordance with amfori BSCI COC PA12 (Protection of Environment) Identify the environmental impacts of their operations, and implement adequate measures to prevent, mitigate and remediate adverse impacts on the surrounding communities, natural resources, climate, and the overall environment.

Finding: Based on documents review and management interview during the audit it was noted that the auditee is not have any procedure to prevent water loss and have a system to preserve natural water

Finding

resources (recycling practices, preserving rainwater, etc.) to ensure a better environment in the premises.

Note, as the facility management is planning to do so, partial rating has given in this check point.

PA 13: Ethical Business Behaviour

Site: Perfect Sweaters Limited | Site amfori ID: 050-000637-002

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

ENGLISH

Finding

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

Finding: Based on document and management interview, it was identified that the factory management did not provide training to the persons related to ethical behavior (staff level employees from purchase department, supervisors etc.)

Note: Facility has developed anti-corruption policy, so partial rating has been given on this section.

Question: 13.4 Is there satisfactory evidence that the auditee collects uses and otherwise processes personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements?

ENGLISH

Finding

In accordance with amfori BSCI Code of Conduct PA 13 (Ethical Business Behaviour): Collect, use, and otherwise process personal information (including that from workers, business partners, customers and consumers in their sphere of influence) with reasonable care. The collection, use and other processing of personal information must comply with privacy and information security laws and regulatory requirements

Findings: Based on documents review & management interview during the audit it was noted that the facility did not have any policy or procedure for workers personal data protection, exchange and handling etc.

Note, as facility management respect workers personal data, so partial rating is given in this section.