

Monitored Party <b>Eve Dress-Shirts' Limited</b>	amfori ID <b>050-000121-000</b>	Address <b>Holding No. 219, Road: Anowar Jung, Ward No: 05, Block: A, Ashulia, Savar, 1341 Dhaka, Dhaka, Bangladesh</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Full Monitoring</b>	Monitoring Partner <b>TÜV NORD CERT GmbH</b>
Monitoring Start Date <b>02/05/2023</b>	Closing Meeting Finished Date <b>19/05/2023</b>	Submission Date <b>19/05/2023</b>
Expiration Date <b>19/05/2025</b>	Announcement Type <b>Fully Announced</b>	
Site <b>Eve Dress-Shirts' Limited</b>	Site amfori ID <b>050-000121-002</b>	

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## OVERALL RATING



## SECTION RATING

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

PA 7: Occupational Health and Safety	<b>B</b>	
PA 8: No Child Labour	<b>A</b>	
PA 9: Special Protection for Young Workers	<b>A</b>	
PA 10: No Precarious Employment	<b>A</b>	
PA 11: No Bonded Labour	<b>A</b>	
PA 12: Protection of the Environment	<b>C</b>	
PA 13: Ethical Business Behaviour	<b>A</b>	

## GENERAL DESCRIPTION

Name of lead auditor: Sohalur Rahman Mazumder; APSCA membership number: RA21700864.

Name of team auditor (if applicable): Md. Muftadeul Islam; APSCA membership number: ASCA21704231; Bodrudduja Chowdhury; APSCA membership number: ASCA21704455.

Name of observers, translators, trainees, advisors/consultants (if applicable): None.

Monitoring partner name: TÜV Nord CERT GmbH.

Audit schedule details: e.g. The audit is planned for 3 auditors x 1 day and 2 auditor x 1 day. Team auditor Md. Muftadeul Islam attended to the first and second days; Team auditor Bodrudduja Chowdhury attended only the first day of the audit.

Business partner information:

Location: Holding # 219, Road # Anowar Jung, Ward # 05, Block # A, Ashulia, Savar, Dhaka – 1341. The factory started its operation on 2005.

Product and capacity: The factory is manufacturing woven garments and production capacity is 450,000 pieces per month.

Production process: Raw materials > cutting > embroidery > sewing > finishing.

Audited location information:

The factory is located on its own building. It consists of 7 buildings and 2 sheds which description is as follows:

Building-01: seven storey.

Ground Floor: Embroidery section, sample Section, office area, cutting section, bonded warehouse, store, compliance office, band knife room, medical room

1st Floor: Sewing section, finishing, section, spot removing room, maintenance room.

2nd Floor: Sewing section, finishing section, spot removing room, maintenance room.

3rd Floor: Fusing section, packing section, finished goods store, bonded warehouse, accessories store, training room, inspection room.

4th Floor: Sewing section, finishing section, spot removing room, maintenance room.

5th Floor: Cutting section, idle machine store, finished goods store, canteen, dining hall.

6th Floor: Office area and open roof.

Building-02: seven storey.

Ground floor: Fire control panel, security guard room, fire pump room, childcare room.

1st floor: Finished goods area.

2nd floor: Store area.

3rd floor: Finished goods area.

4th floor: Finished goods area.

5th floor: Finished goods area.

6th floor: Training room.

Building-03: seven storey.

Ground floor: Generator room, substation room

1st floor: Store area.

2nd floor: Wastage store area.

3rd floor: Store area.

4th floor: Vacant area.

5th floor: Vacant area.

6th floor: Vacant area.

Building-04: Boiler room.

Building-05: Compressor room.

Building-06: Cooling Pump Tower.

Building-07: Kitchen.

Shed 01: Workshop.

Shed 02: Water Reservoir.

The factory does not have any 'Dormitories'.

Operating shifts and hours: Factory's normal working hour start from 08:00 am to 05:00 pm. Employees are allowed for one-hour meal break in one shift (01:00 pm to 02:00 pm). Security section (directly hired by the factory) runs in three shifts in a day: 06:00 am to 02:00 pm; 02:00 pm to 10:00 pm; 10:00 pm to 06:00 am. Employees work regularly 48 hours/week. Sunday is weekly off day for the factory.

Time recording system: The factory maintains attendance records through electronic time keeping systems.

Salary payment details: Workers are paid on monthly basis and the factory follows calendar month (1 to 30). Employees are paid through mobile banking and bank account (Islami Bank Bangladesh Ltd.).

Worker number information:

- Total worker number 1785 (1704 production and 81 management workers).
- Production worker number 1704 (634 male and 1070 female workers).
- Vulnerable worker number 5. (5 pregnant workers).
- Any other special group workers: none.

Good practices: The factory provide BDT 500 as attendance bonus for 100% attendance in a month.

Worker organization details: The factory does not have any union and it is not mandatory by law. But it has participation committee which is formed through election process on 20th February 2022. There is total 18 members in the current committee, 12 (male 05 and female 07) from worker representatives and 06 from management representatives (male 04, female 02).

Circumstances: During opening meeting, the Lead Auditor explained the audit purpose and scope to the management team. It was also communicated that workers will be interviewed in private, detailed document checking and a payroll record review shall be carried out. A visit of the plant, with permission for photography was requested. Confidentiality of all information was guaranteed by the auditor. The management team permitted to carry out the whole process as per the client's requirement. After the completion of the opening meeting, auditors were divided into teams for plant tour and document review. All management staff remained with the assessment team throughout the assessment process and was very cooperative throughout the assessment process.

Summary of findings:

There are findings in PA 1 (1.1 and 1.3), PA 2 (2.4 and 2.5), PA 4 (4.1), PA 5 (5.4), PA 7 (7.1, 7.3, 7.5, 7.8, 7.10, 7.11, 7.17, 7.19 and 7.21) PA 12 (12.1, 12.3 and 12.5) and PA 13 (13.1).

Living wage calculation: Living wage was taken from GLWC website were (based on the Anker Methodology).

Precautions taken about #COVID-19 in the facility: The factory has taken precautionary measures regarding covid- 19: thermal checking for all employees and visitors, regular trainings to all employees for covid- 19 precautions, sanitization of the factory regularly, covid- 19 awareness poster was found available in different areas in the facility.

Special Notes:

There are no contractor and agencies used by the auditee, which makes the agency labor contract not applicable.

No Govt. waiver is available.

The factory has no trade Union and no collective bargaining agreements as it is not mandatory.

The factory does not have any "Dormitories"; hence uploading pictures related to dormitory is not applicable.

## SITE DETAILS

Site  
**Eve Dress-Shirts' Limited**

Site amfori ID  
**050-000121-002**

### GICS Classification

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Sector  
**Consumer Discretionary**

Industry Group  
**Consumer Durables & Apparel**

Industry  
**Textiles, Apparel & Luxury Goods**

Sub Industry  
**Apparel, Accessories & Luxury Goods**

### amfori Process Classifications

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N.A.

### GS1 Classifications

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N.A.

### NACE Classification

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N.A.

### Water Stress Situation

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N.A.

# METRICS

## Key Metrics

Total workforce	1607	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	19255	Monthly
Total sample	40	Workers

## Other Metrics

Male workers	625	Workers
Female workers	982	Workers
Permanent workers - Male	634	Workers
Permanent workers - Female	1070	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Management - Male	69	Workers
Management - Female	12	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers with night shift - Male	29	Workers
Workers with night shift - Female	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Domestic migrant workers - Male	0	Workers
Domestic migrant workers - Female	0	Workers
Foreign migrant workers - Male	0	Workers
Foreign migrant workers - Female	0	Workers
Workers hired directly - Male	634	Workers
Workers hired directly - Female	1070	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	5	Workers

Workers on parental leave - Male	<b>0 Workers</b>
Workers on parental leave - Female	<b>0 Workers</b>
Sample - Male	<b>15 Workers</b>
Sample - Female	<b>25 Workers</b>

## FINDINGS

### PA1: Social Management System

Site: Eve Dress-Shirts' Limited | Site amfori ID: 050-000121-002

#### ENGLISH

##### Finding(s)

Through current assessment, it was noted that though the factory has developed a social management system (a team, organogram, internal monitoring) to integrate the amfori BSCI code of conduct into day-to-day business practice and to contribute customers and stakeholders in possible continuous improvement of the facility but some gap was identified in other Performance Area. [As per amfori BSCI]

Through documents review as well as interview, it was noted that the factory management did not make a proper supplier mapping yet. Amfori BSCI code of conduct & terms of implementation was not shared with all of the suppliers. In addition, monitoring system of the social management system of the suppliers is not developed yet. [As per amfori BSCI CoC]

### PA 2: Workers Involvement and Protection

Site: Eve Dress-Shirts' Limited | Site amfori ID: 050-000121-002

#### ENGLISH

##### Finding(s)

It was noted that lack of competence identified to successfully embed responsible practices in the business operation as around 20% interviewed workers and midlevel management of the factory were found not well aware about the requirements of amfori BSCI Code of Conduct. [As per amfori BSCI CoC]

Through documents review as well as interview with the management and workers, it was noted that though the factory has a policy and procedure to record and solve grievance obtained from the workers but the procedure did not define properly how to deal with 'Appeal Procedure' and 'Potential Conflict of Interest'. Beside proper satisfaction survey on grievance mechanism was not conducted. In addition, gap identified in proper recording of grievance received through verbal communication and hotline numbers. [As per amfori BSCI CoC]

### PA 4: No Discrimination

Site: Eve Dress-Shirts' Limited | Site amfori ID: 050-000121-002

#### ENGLISH

##### Finding(s)

It was noted through workers and management interview that the factory management has conducted satisfaction survey on the grievance mechanism. But facility did not conduct periodic satisfaction surveys on harassment and discrimination to their workers. [As per amfori BSCI CoC]

### PA 5: Fair Remuneration



**ENGLISH**

**Finding(s)**

Through documents review and management and employee interview it was found that the factory has estimated the decent living wage; but the factory was paying the remuneration lower than the decent living wage calculated by GLWC for the region 19255 (outside Dhaka). Evidence from remuneration record reviews and worker interviews it was found that around 78% of the total employees are getting that lower than BDT 19255 as per GLWC. [As per amfori BSCI CoC].

**PA 7: Occupational Health and Safety**

**ENGLISH**

**Finding(s)**

Through plant tour, documents review as well as interview with the workers and management, it was noted that, though the factory has developed a comprehensive occupational health and safety system, but some lacking was in application; those relevant issues are noted in each improvement areas.

The auditee did not identify proper risk of accessories store, boiler, compressor, spot removing room, cutting section, fabrics and finished goods area. [As per Bangladesh Labor Rules, 2015, Schedule-4, Matters relating to safety committee (1) and amfori BSCI COC]

It was noted that a) insufficient fire fighter found in the facility as per law. Note that facility had 85 firefighters instead of 321. [Bangladesh Labour Rules 2015, Rule 55(10 & 14)] b) It was noted from plan tour that, 04 out of 05 fire fighters are not aware about fire equipment's. c)As per Bangladesh Labour Rules 2015, Rule 5 5(14): It was noted that fire drills are not noticed before 15 days to the fire department as required by the law.

Although the factory has developed emergency policy and procedure but responsible persons was not aware on the emergency system which does not ensure a functioning system for accident and emergency procedures in the premises to ensure better health and safety system. [As per amfori BSCI CoC]

Through documents review and management interview, it was noted that a) the factory has recorded injury but investigation to identify root cause of the injuries were not done properly and b) the factory has no proper procedure to record the near misses' accidents.

During plan tour it was noted that, a) Factory's floor layout does not include few areas of building 1, 2, 3 and layout does not match with the existing layout. [Bangladesh Labour Rules-2015, Rule 353(1)]  
 b) The factory did not collect any "Structural Certificate" from the concern authority.  
 c) The factory is using 4 generators (1000 kw, 400 kw, 320 kw and 198 kw) for power generation but does not have any permission for 03 out of 4 generators from BEREC yet. In addition, they applied for CPP on 8/7/2015. [section-27(a) of Energy Regulatory Commission Act 2003] [Bangladesh Labour Rules 2015, Rule-355(4) & 356 (2)]

During factory visit it was found that around 30% operators kept their eye guards and needle guard displaced while working at sewing section. [Bangladesh Labor Amendment Act 2013, 78A]

Through documents review as well as interview, it was noted that though the factory has an emergency

### Finding(s)

procedure to deal with trauma and serious illness but interviewed workers were found less knowledgeable regarding trauma or serious illness.

Inadequate seating capacity was found in the workers dining and canteen area. Currently, facility has 360 seating capacity in their dining and canteen together instead of required 535 as per law. [Ref: Bangladesh Labor Rules 2015, rule 87(1) & 92(1)]

## PA 12: Protection of the Environment

Site: Eve Dress-Shirts' Limited | Site amfori ID: 050-000121-002

### ENGLISH

#### Finding(s)

Although the factory has performed 'Environmental Impact Assessment' with assistance of a service provider (Envirocare International Ltd.) on January 2019, but the resource consumption pattern has changed a lot as the manpower has increased around 600 till then, one more generator has been added to power generation and fire hydrant system has been added in the factory. All of these are related with energy consumption and natural resource usage. Thus, it is required to revise the impact assessment for environment. [As per amfori BSCI CoC]

The factory has only cutting, sewing and finishing process & the 'Environmental Clearance Certificate' will not be required for this factory. On October 3, 2007 a gazette came out which exclude 'Garments and sweater production' from ORANGE-B Category [SRO No. 237-Act/2007 and Memo No: DOE/Clearance/3064(2nd Part)/76].

But the factory has total 4 generators (198 kW, 1000kW, 400kW, 320kW) which exceed 1MW of total power generation and it is considered as captive power plant (CPP). Thus, environmental clearance certificate is required for it. [Environment Conservation Rules 2023, Rules 6]

Through current assessment it was noted that the factory management has conducted risk assessment on water waste reduction and also provided awareness training to the employees for water waste reduction but the facility did not have any procedure to preserve natural water resource (recycling practices, preserve rain water etc.) to ensure better environment in the premises.

## PA 13: Ethical Business Behaviour

Site: Eve Dress-Shirts' Limited | Site amfori ID: 050-000121-002

### ENGLISH

#### Finding(s)

It was noted that a) The factory management did not identify the potential areas of corruption and possible solution of mitigate anti-corruption issue. b) The facility has not provided any training to the persons related to ethical behavior. c) It was noted that there no reward system to maintain ethical behavior.