

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>16/04/2025</b>	Closing Meeting Finished Date <b>08/05/2025</b>	Submission Date <b>08/05/2025</b>
Expiration Date <b>08/05/2027</b>	Announcement Type <b>Semi Announced</b>	
Site <b>Eve Dress-Shirts' Limited</b>	Site amfori ID <b>050-000121-002</b>	

This is an extract of the online Monitoring Result, generated on 09/05/2025, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available on the [amfori Sustainability Platform](#) - The English version is the legally binding one.

amfori does not assume any liability with regard to the compliance of this extract, or any versions of this extract, with the Regulation (EU) 2016/679 (General Data Protection Regulation).

All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent. © amfori, 2021

## OVERALL RATING



## SECTION RATING

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

PA 7: Occupational Health and Safety	<b>A</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, Forced Labour or Human Trafficking	<b>A</b>	
PA 12: Protection of the Environment	<b>A</b>	
PA 13: Ethical Business Behaviour	<b>A</b>	

## GENERAL DESCRIPTION

Name of lead auditor: Md. Muftadeul Islam; APSCA membership number: CSCA21704231.

Name of team auditor: Mohammad Shanjid Rahman Shaheen, APSCA membership number: ASCA21704468, and Bodrudduja Chowdhury, APSCA membership number: ASCA21704455.

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

The monitoring partner's name is TÜV Nord CERT GmbH.

Audit schedule details: The audit is planned for 3 auditors on the first day and 2 auditors on the second day (4.5 auditor days on-site).

Announcement Type: This is a semi-announced 'full monitoring'.

Business partner information:

Location: The factory is in Holding No. 219, Road: Anowar Jung, Ward No. 05, Block: A, Ashulia. Savar. 1341 Dhaka. Bangladesh. The factory was incorporated and started operation in 2006 in its current location.

Product and capacity: The factory manufactures woven garments; its current capacity is 420000 pieces monthly.

Production process: Raw materials > cutting > sewing > quality > embroidery > finishing > Packing

Audited location information: The factory is located in its own building. It consists of 7 buildings and 2 sheds, whose description is as follows:

Building 01: 7-storey.

Ground Floor: Embroidery section, sample section, office area, cutting section, bonded warehouse, store, fabric inspection area, band knife room, medical room.

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

2nd Floor: Sewing section, finishing section, spot removing room, maintenance room, chemical store, and laboratory.

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 around 70%.

Building-02: 7-storey.

Ground floor: Fire control panel, security guard room, fire pump room, childcare room, wastage 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: 7-storey.

Ground floor: Generator room, substation room.

1st floor: Utility store area.

2nd floor: Utility store area.

3rd floor: Utility 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.

Building 08: security post.

Shed 01: Workshop.

Shed 02: Water Reservoir.

The site does not have any dormitories.

The factory's normal working hours are from 08:00 am to 05:00 pm. The security section runs in three shifts (06:00 am to 02:00 pm; 02:00 pm to 10:00 pm; and 10:00 pm to 06:00 am). Employees are allowed a one-hour break (01.00 pm to 02.00 pm). Through worker interviews and checking records, it was noted that workers can take short breaks during their working hours, although it is not a requirement by local law. As there is no legal requirement, the factory maintains its flexibility. As per factory policy, if anyone is interested or feels required, he/she can take a short break twice for 10-15 minutes (apart from a break for toilet or drinking water), one before lunch and another after lunch. Employees work regularly 48 hours per week. Friday is their weekly off day.

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

Salary payment details: Workers are paid in cash, and the wage payment is ensured within the 7th working day after the completion of the wage period.

Worker number information:

- Total worker number: 1877 (1678 production and 199 management workers).
- Production worker number: 1678 (548 male and 1130 female workers).
- Vulnerable worker number: 30 (28 males working at night shift, 05 female workers on parental leave, and 02 pregnant workers ).
- Any other special group workers: None.

The factory formed a workers' participation committee through an election process on 20th May, 2024. There is a total of 18 members in the current committee, 12 (male 06 and female 06) from worker representatives, and 06 from management representatives (male 04, female 02). A female was elected by the workers as vice president. Workers' participation committee meeting is conducted regularly, where both workers and management. Try to discuss improving working conditions. The last meeting of the committee was held on 27th February, 2025.

Circumstances: There were no special circumstances during the audit.

Summary of findings: There are findings in PA 1- Social Management System (1.1 and 1.5), PA 2- Workers Involvement and Protection (2.3 and 2.4), PA 4: No Discrimination, Violence or Harassment (4.2), PA 5- Fair Remuneration ( 5.2 & 5.4), PA 7- Occupational Health and Safety (7.1, 7.3, 7.6,7.8, 7.10, 7.11 and 7.17 ) and PA 12: Protection of the Environment (12.3)

Living wage calculation: The decent living wage calculated by GLWC for the region is BDT 27,900 (Living Wage for Dhaka District; Living Wage Update Report No. 24-04-17)

Special Notes:

The government waiver is not applicable.

The factory has no collective bargaining agreements as they are not mandatory.

The factory does not use any contractors.

The client mentioned several employees as 1835 in the initial questionnaire, but during an audit, it was found to be 1877, as some of the employees have left the job, which does not change the audit man-days.

Some documents are uploaded in the platform as per the requirement of the amfori BSCI System, but data protection law/ requirement has been respected along with it.

S4C: During the current assessment, it was noted that the factory is still not well aware of the requirement of 'Speak for Change'. Hence, no awareness has been developed yet among the management and employees.



## SITE DETAILS

Site  
**Eve Dress-Shirts' Limited**

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

### 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.

### GS1 Classifications

---

N.A.

### NACE Classification

---

N.A.

### Water Stress Situation

---

N.A.

## METRICS

### Key Metrics

Total workforce	1,823	Workers
Legal minimum wage in local currency	12,500	Monthly
Lowest wage paid for regular work at the site	12,500	Monthly
Calculated living wage in local currency	27,900	Monthly
Total sample	40	Workers

### Other Metrics

Male workers	709	Workers
Female workers	1,114	Workers
Non-binary workers	0	Workers
Permanent workers - Male	737	Workers
Permanent workers - Female	1,140	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	179	Workers
Management - Female	20	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	28	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	0	Workers
Domestic migrant workers - Female	0	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	737	Workers
Workers hired directly - Female	1,140	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	2	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	5	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	18	Workers
Sample - Female	22	Workers
Sample - Non-binary	0	Workers

# FINDINGS



## PA1: Social Management System

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

**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

Through current assessment, it was noted that, though the factory has developed a social management system (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 PA 1, PA 2, PA 4, PA 5 and PA 7, PA 12. [amfori BSCI CoC]

This section has been rated as 'partial' as the factory has developed a social management system (team, organogram, internal monitoring) to integrate the amfori BSCI code of conduct into day-to-day business practice and the factory fully comply with the requirements of PA 3, PA 6, PA 8, PA 9, PA 10, PA11 and PA 13.

**Question:** 1.5 Is there satisfactory evidence that the auditee monitors how its business partners observe the amfori BSCI Code of Conduct?

### ENGLISH

#### Finding

Through document reviews and interviews, it was noted that factory management did not monitor all the business partners to see how they observe the amfori BSCI CoC. Internal assessment has done only for approximately 11 business partners to assess compliance with the code.

This has been rated as 'Partial' because the factory has developed a detailed policy and procedure for the selection and monitoring of business partners.



## PA 2: Workers Involvement and Protection

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

**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

Through management interview and documents review it was found that the factory did not arrange training yet on 'amfori BSCI Business Partners: Zero Tolerance for Violence and Harassment Training' for the workers. [amfori BSCI CoC]

### Finding

This sub-PA has been rated as 'Partial' because the factory has a practice to provide training and awareness program among the workforce by competent persons in regular manner regarding legal rights and regulations, displaced amfori BSCI code of conduct in visible place, arranges orientation training for the new workers and provided appointment letter clearly explain workers' rights and obligations.

**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

Through management interview and documents review it was found that the factory did not arrange training yet on 'amfori BSCI Business Partners: Zero Tolerance for Violence and Harassment Training' for the management. [amfori BSCI CoC]

This sub-PA has been rated as 'Partial' as the factory the factory arrange training among workers, workers' representatives, managers and other decision-makers on due diligence and social management processes regularly, management regularly receives on informative sessions on the amfori BSCI Code of Conduct, specific training for human resources, OHS and the grievance mechanism personnel.

## PA 4: No Discrimination, Violence or Harassment

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

**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

Through documents review as well as interview with the management, it was noted that though the factory has developed policy and procedure for 'No Discrimination' in workplace; but there were no initiatives/steps to verify the effectiveness of the measures taken by the factory to prevent and/or remediate discrimination based on workers' complaints (if there's any complain). [amfori BSCI CoC]

This PA rated partially because factory management has developed policy and procedure for 'No Discrimination' in workplace and conduct satisfaction survey on grievance in the factory.

## PA 5: Fair Remuneration

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

**Question:** 5.2 Is there satisfactory evidence that wages are paid in a timely, stable and regular manner, and fully in legal tender?

## ENGLISH

### Finding

Through management interviews and document reviews, it was found that the factory did not settle all final payments of dues, including salary, benefits, earned leave, etc., within the required 30 days following the termination of workers, whether due to retirement, discharge, retrenchment, dismissal, or any other reason. Instead, these payments were made 40 to 45 days after the termination of employment.. [Bangladesh Labour Act 2006, Section 30]

This section has been rated as 'Partial' as the factory has ensured timely payment and wages are stable and regular manner, and fully in legal tender, and wage slip is provided.

**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

It was noted through documents review as well as interview with the 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 BDT 27,900 (Living Wage for Dhaka District; Living Wage Update Report No. 24-04-17). Evidence from remuneration record (Sample months are March 2025, October 2024 and June 2024) reviews and worker interviews it was found that around 70% of the total employees are getting that lower than BDT 27,900 as per GLWC. Minimum wage paid by the factory found BDT 12500 in the sampled months. The factory management doesn't have any plan to ensure the living wage. [amfori BSCI CoC]

This sub-PA has been rated as 'partially' because the factory has estimated the decent living wage and around 30% workers are getting standard living wages.

## PA 7: Occupational Health and Safety

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

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

## ENGLISH

### Finding

Through plant tour, documents review as well as interview with the workers and management, it was noted that a) although the factory has developed a comprehensive occupational health and safety system but some lacking was observed in the applicability of regulations; those are noted in each sub-head (7.1, 7.3, 7.6, 7.8, 7.10, 7.11 and 7.17) [As per amfori BSCI CoC] and b) the factory has a room for the use of children of workers (as day care room), but the room is not well equipped as per law (like, cot, bed, suitable toys, area as per child required by law, area to play etc.) for the use of day care room [Bangladesh Labor Law 2006 (94), (1)]

This sub-PA has been rated as 'Partial' because the factory works in line with the regulations on

## Finding

occupational health and safety relevant for its activities, involving workers and their representatives in the drafting and enforcement of the internal procedure on occupational health and safety, recognizing that women and men have different and health needs, workers are informed on the specific health risks, has a mechanism to lodge grievances concerning potentially unhealthy or insecure working conditions and keeping accident records towards the OHS regulations.

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

## ENGLISH

### Finding

Through documents review as well as interview with management, it was noted that though the factory has a practice to assess the risk, but few areas were not taken into consideration like child care room, stair case, drinking water facility and vehicle movement in the premises. [Bangladesh Labor Rules 2015, Schedule 4]

This sub-PA has been rated as 'Partial' because the factory is conducting OHS risk assessments on a regular basis, develop and maintain an action plan which contains all the necessary measures to promote and maintain safe, healthy and hygienic working conditions, allocate adequate human and financial resources to ensure that the identified risks are mitigated and arranged sufficient training regarding associated risks.

**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

Through plant tour, it was noted that:

- a) 1 out of 2 bend knife machine's operators in cutting section was not using hand gloves in both hands [Bangladesh Labour Rules 2015, Rules 67];
- b) 1 out of 3 fusing machine's operators was not using hand gloves while working [Bangladesh Labour Rules 2015, Rules 67] and
- c) 20% long standing workers were not using cushioned effect rubber mat under the feet [Bangladesh Labour Rules 2015, Rules 67]

This sub-PA has been rated as 'Partial' because the factory provides PPE to all workers at free of cost and providing training to all workers about the PPE usage.

**Question:** 7.8 Is there satisfactory evidence that the auditee has developed and implemented accident and emergency procedures?

## ENGLISH

### Finding

Through plant tour, documents review as well as interview, it was noted that it was noted that the factory did not mention the blood group, NID number and emergency contact number in the provided ID cards to workers. [Bangladesh Labor Rules, Form- 6]

This sub-PA has been rated as 'Partial' because the factory has developed emergency policy and they have developed system for accident and emergency procedures in the premises to ensure better health and safety system of the workers.

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

### ENGLISH

### Finding

Through documents review and interview, it was noted that the factory has recorded injuries or accidents that happened in the workplace but there is no adequate procedure and system for investigation of the accident and injuries to identify root cause of them. For example, last injury happened on 19th March, 2025 and it was a minor needle injury in sewing section, but proper investigation to identify the root cause of it was not done. [amfori BSCI CoC]

This sub-PA has been rated as 'Partial' because the factory recorded all kinds of accidents/injuries in the registers and developed proper procedure for reporting and giving awareness training on near-misses (incident that could have been turned into accident).

**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

Through documents review as well as interview, it was noted that 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 BERC yet. [section-27(a) of Energy Regulatory Commission Act 2003] [Bangladesh Labour Rules 2015, Rule-355(4) & 356 (2)]

This sub-PA has been rated as 'Partial' because the factory obtained constructional approval and lay out from the concerned authority, all the equipment maintained properly, and no visible issues (damp, cracks) observed on the buildings. Besides no issues found regarding the applicable licenses.

**Question:** 7.17 Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?

### ENGLISH

### Finding

Through plant tour, it was noted that, 30% sewing machine's eye safety guards was found displaced while

### Finding

the workers were working with the machines. [Bangladesh Labour Act 2006, Section 63, 1(a)]

This sub-PA has been rated as 'Partial' because the factory ensures valid inspection and insurance for machinery, ensures maintenance is carried out by competent personnel, workers are properly instructed on how to handle potential hazards related to machines and has documented accident records which resulted from machines.

## PA 12: Protection of the Environment

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

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

### ENGLISH

#### Finding

Through document review as well as an interview, it was noted that the factory did not obtain an 'Environmental Clearance Certificate' for its process and CPP (Captive Power Plant). However, the factory applied for obtaining 'the Environmental Clearance Certificate' for CPP to the concerned authority on 6th March, 2025. [Environment Conservation Rules 2023, Rule 6]

This sub-PA has been rated as 'Partial' because the factory has applied for the Environmental Clearance Certificate, and the application process is currently ongoing.