



Daffodil
International
University

Faculty of Engineering
Department of Textile Engineering

Project (Thesis) Report

on

Improvement of Garment Worker Safety

Course Code: TE-4214

Course Title: Project (Thesis)

Submitted By

Name: Md Miraz Sarker

ID: 191-23-5622

Name: Shadman Rabib

ID: 191-23-5585

Name: Md Rabbi Hasan Manik

ID: 191-23-5638

Advised By

Mst. Murshida Khatun

Assistant Professor

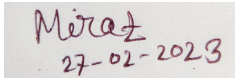
A Thesis submitted in Partial Fulfillment of the Requirements for the
Degree of Bachelor of Science in Textile Engineering

Advance in Apparel Manufacturing Technology

Spring-2022

Declaration

We declare that we are the sole authors of this project (thesis). It is the actual copy of the project that was accepted by our advisor **Mst. Murshida Khatun, Assistant Professor**, Department of Textile Engineering, Faculty of Engineering, Daffodil International University including any necessary revisions. We also grant Daffodil International University permission to reproduce and distribute electronic or paper copies of this project



.....
Signature and Date

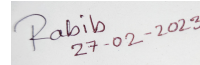
Md Miraz Sarker

ID: 191-23-5622

Department of TE

Daffodil International University

Email: miraz23-5622@diu.edu.bd



.....
Signature and Date

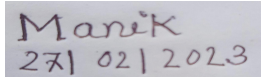
Shadman Rabib

ID: 191-23-5585

Department of TE

Daffodil International University

Email: rabib23-5585@diu.edu.bd



.....
Signature and Date

Md Rabbi Hasan Manik

ID: 191-23-5638

Department of TE

Daffodil International University

Email: rabbi23-5638@diu.edu.bd



Approval Sheet

This Project (Thesis) report entitled “ **Project (Thesis) Report on Improvement of Worker Safety**” has been prepared by **Md Miraz Sarker (ID: 191-23-5622)** , **Shadman Rabib (ID: 191-23-5585)** and **Md Rabbi Hasan Manik (ID: 191-23-5638)** In partial fulfillment of the requirement of degree of BACHELOR OF SCIENCE IN TEXTILE ENGINEERING has been examined and hereby recommended for approval and acceptance.

Supervisor

A handwritten signature in black ink, appearing to be 'Mst. Murshida Khatun', is written over a light grey rectangular background.

.....

Mst. Murshida Khatun

Assistant Professor

Department of TE

Daffodil International University

Acknowledgments

First and foremost, we want to express my gratitude to Almighty Allah for providing us the power and capacity to finish the industrial attachment and submit the report on time and without any issues. We want to express our gratitude to a few particular people who helped make our training feasible for the successful completion.

We want to express our gratitude in particular to **Md. Mominur Rahman, Head**, Department of TE, Daffodil International University.

We would like to take this wonderful opportunity to express our gratitude to our honorable supervisor, **Mst. Murshida Khatun, Assistant professor**, Department of TE, Daffodil International University for her unwavering support and direction during our training time. We want to express our gratitude to everyone who supported us during our internship.

We would like to thank the management of the **Ocean Sweater Ind. (Pvt.) Ltd.** and **APS Knit Composite Ltd.** For giving us the opportunity to work on different section and helping us in every possible way. Our deepest appreciation goes to **Shahriar Ripon, Assistant Manager (HR & Compliance, Admin)** at **Ocean Sweater Ind. (Pvt.) Ltd.** and **Md. Amirul Islam, Manager Merchandising** at **APS Knit Composite Ltd.** Special thanks for providing the required data and also for guiding in the profound way to complete our Project (Thesis)

Finally, we must acknowledge with due respect the constant support and patients of our parents.

ABSTRACT

We complete our thesis study on the Improvement of workers safety. Safety measures are very important in the garment industry, so it is the constitutional responsibility of the Organization to take remedial measures to avoid all the above hazards. Such workers lose their attention when they work in dangerous conditions or are in dangerous conditions without safety measures in the garment industry, productivity is severely hampered. Instead of fighting the danger after it occurs, prevention /Preventive measures should be taken in advance so that the danger does not occur. It protects the workers from danger as well as the productivity workers. It is important to have safety measures in this garment industry. Because any kind of accidents can happen in garments, such as fire accidents, accident by various machines. And those machines can poke needles in fingers, bruise fingers. And in safety measures are in place, those accident can be avoided. Many departments are employed in our garment factory. For example: Fabric store, yarn store, dyeing section, sample section, card section, cutting section, knitting section, swing section. Each of these sections have safety measures for garment workers. These is fire service in the factory deal with any accident. Test and consumption are also done. Fabric consumption, thread consumption, CM consumption. Industries in Bangladesh based upon the industry environment, their working environment.

Dedication

We dedicate this report to our parents, who have given us the opportunity to study textile engineering and have always supported us.

TABLE OF CONTENT

Chapter	Content	Page No.
	Declaration	ii
	Letter of approval	iii
	Acknowledgment	iv
	Abstract	v
	Dedication	vi
	Table of content	vii
	List of Figure	viii
	List of Chart	viii
1	Introduction	1
1.1	Introduction	2
1.2	Objective of this Project (Thesis)	2
2	Literature Review	3
2.1	Worker Safety	4
2.1.1	Objective of Worker Safety	4
2.1.2	Worker Safety in Garment Industry	4
2.1.3	Importance of Garment Worker Safety	4
2.2	Why Garment Worker Safety is Important in Bangladesh	5
2.2.1	Actual Scenario of Worker Safety in Bangladesh	5
2.2.2	Aftermath Situation of Tragedy	6
2.3	General Safety and Health Hazards in Garment Factory	6
2.3.1	Structural Error	6
2.3.2	Electrical Hazards	7
2.3.3	Chemical and Dust Hazards	7
2.3.4	Machine Hazards	7
2.3.5	Fire Accident Risk	9
2.3.6	External and Environmental Risk	10
2.3.7	Security Risks	10
3	Experimental Details	11
3.1	Safety Report	12
4	Discussion & Result	35
4.1	Solution and Finding of Structural Error	36
4.2	Solution and Finding of Electrical Hazards	36
4.3	Solution and Finding of Chemical Hazards	37
4.4	Solution and Finding of Machine Risks	38
4.5	Solution and Finding of Fire Accident	41
4.6	Solution and Finding of External and Environmental Hazards	41
4.7	Solution and Finding of Security Risks	42
4.8	Case Study	42
4.9	Report Chart of Garment Accident Types (2015-2019)	43
4.10	Report Chart of Death and Injury by Garment Factory Accident (2010-2021)	44
4.11	Findings	45
4.12	Limitations	45
5	Conclusion	46
	References	47

List of Figure

Chapter	Content	Page No.
3.1	Safety Audit Report by SMETA-Falabella	12
3.2	Safety and Social Audit Report by SGS Bangladesh	13
3.3	Safety and Social Audit Report by SGS Bangladesh	14
3.4	Safety and Social Audit Report by SGS Bangladesh	15
3.5	Safety Audit Report by BUREAU VERITAS (ISC)	16
3.6	Safety Audit Report by BUREAU VERITAS (ISC)	17
3.7	Safety Audit Report by BUREAU VERITAS (ISC)	18
3.8	Safety Monitoring Report by amfori	19
3.9	Safety Audit Report by SMETA (QIMA)	21
3.10	Safety Audit Report by SMETA (QIMA)	22
3.11	Safety Audit Report by SMETA (QIMA)	23
3.12	Safety Audit Report by KIABI	25
3.13	Safety Audit Report by KIABI	26
3.14	Safety Audit Report by KIABI	27
3.15	Safety Monitoring Report by amfori	28
3.16	Safety Monitoring Report by amfori and BSCI	30
3.17	Safety Monitoring Report by amfori and BSCI	31
3.18	Safety Monitoring Report by amfori and BSCI	32
3.19	Safety Monitoring Report by amfori and BSCI	33

List of Chart

Chapter	Content	Page No.
4	Report Chart of Garment Accident Types	43
4	Report Chart of Death and Injury by Garment Factory Accident (2010-2021)	44

CHAPTER – 1
INTRODUCTION

1.1 Introduction

Worker safety is an important aspect of any workplace as it helps to ensure that employees are protected from harm and are able to perform their jobs in a safe and healthy environment. Improving worker safety refers to the steps that companies, organizations, and governments take to create a safer working environment for employees and reduce the risk of workplace accidents and injuries. This involves identifying and addressing potential hazards, providing adequate equipment and facilities, and promoting best practices.[1] The garment industry has historically been known for its poor working conditions and lack of worker safety, with reports of dangerous factory conditions, low wages, and long working hours. However, in recent years, there has been a growing movement to improve worker safety in the garment industry. Other important aspects of improving worker safety include compliance with labor laws and safety regulations, regular safety assessments and audits, employee training, encouragement of worker feedback, and collaboration with suppliers and customers. A commitment to continuous improvement is also critical to ensuring that worker safety programs and processes are effective and up-to-date. Improving worker safety helps to create a healthier and more productive workforce and is an essential aspect of responsible and sustainable business practices.[2]

This has been driven by a combination of factors, including increased public awareness and scrutiny, changes in laws and regulations, and the implementation of industry-wide initiatives and standards. For example, many companies have adopted international labor standards such as the ILO's Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy, and the Fair Labor Association's Workplace Code of Conduct. Additionally, the creation of worker-centered organizations and advocacy groups has helped to empower workers and give them a voice in the industry.[3] Overall, the improvements in worker safety in the garment industry have led to better working conditions, increased job satisfaction, and improved health and well-being for workers. However, there is still much work to be done, and it is important for companies, governments, and workers to continue working together to ensure that workers in the garment industry are protected and treated fairly.[4]

1.2 Objective of this Project (Thesis)

- ❖ To know about worker safety
- ❖ To know about workplace safety
- ❖ To know about the things are responsible for occurring safety issue
- ❖ To know about safety guideline to prevent safety issue
- ❖ To know about factory safety program
- ❖ To know about safety audit
- ❖ To know about prevention of safety issue

CHAPTER – 2

LITERATURE REVIEW

2.1 Worker Safety

Worker safety refers to providing a safe environment, safe equipment, and safe procedures in the workplace to ensure workers' health and safety. While organizations have a moral obligation to ensure worker safety, an unsafe workplace can also have serious legal and financial ramifications for employers.

2.1.1 Objective of Worker Safety

The objective of worker safety is to protect employees from harm in the workplace. To reduce the possibility of worker injury or sickness, this entails identifying and managing dangers, offering suitable training and equipment, and putting procedures into place. All workers should be able to execute their duties successfully and efficiently without risk of injury by creating a safe and healthy work environment.

2.1.2 Worker Safety in Garments Industry

Hundreds or thousands of people are employed in the garment industry. The majority of factories employ thousands of workers, but the majority of garment factory employees are female. In any case, dangers in the apparel industry can come from a variety of sources, most of which are unknown and unexpected. We are all aware that workers are the most valuable assets for a successful garments company. As a result, garment workers must be protected from risks, dangers, hazards, unfavorable working conditions, injuries, toxic agents, chemicals, fire, and so on.

2.1.3 Importance of Garment Worker Safety

The importance of garment worker safety cannot be underestimated, as it impacts the lives and well-being of millions of workers, including many women and children. The following are key reasons for its importance:

Human Rights: Providing a safe and healthy working environment is a fundamental human right, and employers have a responsibility to ensure this for their workers.

Legal Requirements: Employers must comply with health and safety regulations and provide safe working conditions.

Reputation: Companies with a history of safety violations can face negative publicity and damage to their reputation.

Financial Costs: Accidents and injuries can lead to increased insurance costs, compensation claims, and decreased productivity, impacting the bottom line of companies.

Ethical Concerns: Ensuring garment worker safety is a moral obligation and helps create a sustainable and responsible supply chain.

In short, garment worker safety is critical for protecting worker rights, meeting legal obligations, maintaining a positive reputation, controlling financial risks, and promoting ethical business practices.

2.2 Why Garment Worker Safety is Important in Bangladesh?

In Bangladesh's economy, the Ready-Made Garments (RMG) sector holds a special place. It is Bangladesh's largest export sector and has shown incredible growth over the past 25 years. It quickly gained a high profile in terms of foreign exchange earnings, exports, industrialization, and GDP contribution by taking advantage of an isolated market under the conditions of the Multi Fiber Agreement (MFA) of GATT. The sector is important for creating jobs and giving the poor people access to income. The industry employs close to four million people directly, and more than twelve million people indirectly. The number of manufacturing facilities has increased from 180 to over 4000 over the last 25 years. The sector has also played an important role in the country's socioeconomic development. The RMG industry is Bangladesh's only multibillion-dollar manufacturing and export industry. Whereas the industry contributed only 0.001% of total export earnings in 1976, it now accounts for roughly 80% of total export earnings in 2014. Bangladesh exported garments worth \$7.9 billion in 2014, accounting for approximately 2.5% of global total value (\$276 billion) of garment exports. During the last 15 years, the country's RMG industry grew by more than 15% per year on average. The RMG sector's foreign exchange earnings and employment generation have been increasing at double-digit rates year after year. Currently, there are more than 4000 garment industry in Bangladesh.

If the Bangladesh garment industry were to collapse, it would likely have a significant impact on the country's economy and people. The garment industry is a major source of employment and income for many Bangladeshis, and a collapse could result in widespread job losses and economic hardship. Additionally, the industry is a significant contributor to the country's overall exports, so a collapse could also affect Bangladesh's balance of trade and its overall economic growth. The impact would likely be felt not just by workers and businesses in the industry, but also by others in the wider economy, as the loss of jobs and income could lead to reduced spending and further economic contraction.

2.2.1 Actual Scenario of Worker Safety in Bangladesh?

In the past Bangladesh garment and textile industry faces some dangerous tragedy. Thousands of worker died due to those accident.

The Tazreen Fashions garment factory outside Dhaka, Bangladesh, caught fire on November 24, 2012, died 117 workers — a tragedy that a preliminary government investigation concluded was caused by the owner's negligence. The incident raised serious concerns about the global fashion supply chain, drawing global attention to the harsh realities of the fast fashion industry, which enables the rapid mass production of low-cost versions of high-fashion styles.

On April 24, 2013, fast fashion in Bangladesh was thrust back into the spotlight five months later. Over 1,000 people were killed when Rana Plaza, an eight-story commercial building outside of Dhaka, collapsed, reigniting global outrage. The collapse has been called the worst garment industry disaster in history.

Rana Plaza was designed for retail and apartment housing, not for heavy machinery that could vibrate and weaken its structure. However, at the time of its collapse, Rana Plaza was home to several garment factories that supplied major Western brands such as Mango, Primark, and Walmart. Four illegal upper floors built without permits, as well as massive generators used to keep garment production going despite intermittent power in the city, all contributed to its demise.

The global reaction to the Rana Plaza collapse was swift and severe, not only because of the tragic loss of life, but also because the deaths could have been avoided. Several large cracks appeared on the building

just one day before the collapse, and despite the fact that many shopkeepers closed their offices, all garment workers were still ordered to report back the next day.

For those reason the garment industry faces impression crisis all over the world. Because most of garment industry running their business with foreign buyer. Sudden order from foreign buyers reduce and buyer issued safety audit. Nowadays buyers are more concern about worker safety.

2.2.2 Aftermath situation of tragedy

When the Rana Plaza building in Bangladesh collapsed in 2013, over 1,100 people were killed and thousands more were injured. It became clear that Bangladesh, the world's second largest garment industry after China, has very poor safety standards and regulations. Furthermore, it raised concerns about the brands' responsibility, as they continue to drive down prices in an era of fast fashion.

This opened consumers' eyes, and they began to demand better working conditions for garment workers. As a result, occupational health and safety (OHS) became increasingly important for brands. OHS encompasses everything from minimum food and housing standards to the risk of occupational diseases, serious injuries, and death.

Following the collapse of the Rana Plaza in 2013, the US suspended the *Generalized System of Preferences (GSP)* program for Bangladesh. Bangladesh has requested its withdrawal repeatedly, but it has not yet been done. Bangladesh benefited from trade advantages under the GSP facility.

2.3 General Safety & Health Hazards in Garment Factory

There are many safety issues can happen in garment factory. Some of them are mentioning here,

2.3.1 Structural error

Bangladesh has approximately 4000 garment factories. Bangladesh exports clothing to major western retailers , and industry leaders wield considerable power in the south asian country. Today Bangladesh is the second largest garment producer country. But , Bangladesh do not follow the building code to making a garment factory. A garment factory needs some space for worker and need proper safety equipment for good factory environment. The structure of a garment factory should be environmental friendly. But, most of garment do not follow the building code for this reason tragedy like Rana Plaza happened.

Reason behind structural error:

- Design error
- Poor Construction workmanship
- Extreme loads
- Time and cost restriction

Professional Ethics and Regulatory compliance Rana plaza tragedy. Rana Plaza building collapse due to not follow the building code. It is an error of structure.

2.3.2 Electrical Hazards

An electrical hazard is defined as anything or scenario that offers a risk of harm or death as a result of direct or indirect contact with an electrical conductor. Where unprotected, energized electrical lines are present, precise minimum approach distances based on the arborist's or worker's degree of training must be followed, as specified in this rule. In garments factory it's a very common and bad thing. Electricity can kill worker. So it is a big issue of worker safety if no precaution can take against it.

Reason behind Electrical Hazard:

- Uninsulated electrical wiring
- Cheap wire
- Unstable test equipment
- Cheap switch board
- Person not competent
- Poor control and work activity
- No training
- Unsafe system of work
- Poor maintenance

2.3.3 Chemical and Dust Hazards

Chemicals are especially present in the interplay of chemical dyeing for cleaning, finishing, and softening processes. These include benzedrine, optical brighteners, solvents and fixatives, formaldehyde, and antibacterial agents. Many illnesses are caused by formaldehyde exposure, including brain cancer, lung cancer, and blood cancer. In addition to chemical contact with the skin, chemical inhalation can have major health consequences.

Cotton dust is produced during the processing and spinning of cotton, and this dust is exposed to pesticide and soil particles. They all go into the air first, then into the lungs of employees, causing major lung problems, the most prevalent of which is "brown lung."

Reason behind Chemical and Dust hazards

- Poor work environment
- No regulatory
- No awareness
- Leck of knowledge

2.3.4 Machine Hazards

During production and maintenance garment worker faces various kind of machine. By this machine some time responsible for accident. Some are noticeable in naked eye.

Knitting Machine: During fabric production worker operate knitting machine. That moment worker need to focus about production. Sometimes hazards occur lack of maintenance. Rotating part are responsible for maximum incident during knitting. Some safety issue can happen by this machine

- I. Any accident can happen if the electrical connection is placed randomly.
- II. If the mask is not used while the machine is running, any accident may occur.
- III. Any accident can happen due to electric shock due to high voltage.
- IV. Failure to do servicing at least once a month can lead to accidents.
- V. Failure to pay attention while working can lead to accidents

Cutting Machine: Cutting machine is an important tools of garments factory. It is use during fabric cutting. The cutting machine is very sharp. Without safety gear if it operate then various kind of safety issue can happen

- I. If you do not use metal hand gloves while operating the cutting machine, a major accident may occur
- II. Accidents may occur if the cutting machine is not serviced within the specified time.
- III. If the wires of the cutting machine are not improved, a major accident may occur due to leakage
- IV. Accidents can happen if you are not aware while driving the machine

Heat cutter machine: Heat cutter machine basically use for cutting labels and barcode. Heat cutter machine create very high temperature by its wire. This machine is very dangerous and create major safety issue.

- I. Any accident can happen if the electrical connection is placed randomly.
- II. If the mask is not used while the machine is running, any accident may occur.
- III. Any accident can happen due to electric shock due to high voltage.
- IV. Failure to do servicing at least once a month can lead to accidents.
- V. Failure to pay attention while working can lead to accidents

Sewing machine: Sewing machine is one of the key elements in garment factory. By sewing machine a lot of accident happened daily if they are not properly maintained. Most common problem to see is needle punching on finger and broken needle can enter eye.

- I. The needle can come out and stick to the body
- II. If there is no eye guard, the needle may enter the eye and any major accident may occur.
- III. Accidents may occur during zigzag stitching.
- IV. If the machine is run continuously, the machine will heat up and any major accident will occur.
- V. If the oil level inside the machine is not properly filled, the machine will run dry and cause accident

Linking Machine: Linking machine is an important machine in sweater garment factory. It is used for link two part of sweater together. It's done with sharp needle which is very dangerous.

- I. The needle can come out and stick to the body
- II. If there is no eye guard, the needle may enter the eye and any major accident may occur.

- III. If the carter of the machine is not restrained by the scissor tape, accident may occur.
- IV. According to the machine maintenance check card, if the machine is not serviced within the specified time, various equipment of the machine may break down and cause an accident.

PMD:

Any accident can happen if the eye guard is not properly installed on the machine

- I. For personal safety, accidents may occur if rubber is not used on the pedals
- II. Accidents may occur if motor pulley cover is not fitted properly
- III. Accidents can happen if the tension springs are not properly
- IV. Accidents can occur if the belt cover is not fitted properly

Grander machine: Grander machine is use for grinding the garment. It has a rotating sand paper which is dangerous if no safety gear taken.

- I. If the eye guard is not used properly on the machine, accidents may occur
- II. Failure to use the grinding cover on the machine may cause accidents.
- III. Accidents may occur if the grinding stone is not fitted properly.
- IV. Failure to use grinding buffs may cause accidents.
- V. If the machine is not regularly serviced, any parts may break and cause an accident.

Fusing Machine:

- I. An accident may occur if the body of the machine receives an electric shock due to high voltage.
- II. An accident may occur if the belt suddenly breaks while the machine is running.
- III. Emergency switch may cause accidents if not working properly.
- IV. Accidents may occur if rubber mats are not used while operating the machine.

2.3.5 Fire Accident Risk

Fire accidents in garment factories can be a major risk, particularly due to the use of flammable materials and the presence of electrical and heating equipment. To minimize the risk of fire in garment factories. Lot of garment worker died due to fire accident.

Reason behind Fire accidents in garment factories:

- I. Lack of fire safety measures: Many garment factories may not have adequate fire safety measures, such as fire alarms, sprinkler systems, and fire extinguishers.
- II. Flammable materials: Garment factories often use flammable materials, such as textiles and chemicals, which can easily catch fire.
- III. Overcrowding and electrical hazards: Garment factories are often overcrowded and may have poorly maintained electrical systems, which can lead to electrical fires.

- IV. Poor building design and maintenance: Some garment factories may be housed in old buildings that were not designed to meet current fire safety standards, and the buildings may not be properly maintained.

2.3.6 External and Environmental Risk

External and environmental hazards are hazards caused by the environment in which workers work. That environment may be too noisy or too hot or too cold or too wet. Any of these environmental conditions can pose hazards and lead to injuries

Reason behind external and environmental risk:

- I. Natural disasters: Such as hurricanes, floods, earthquakes, and droughts, can cause physical damage to the factory, interrupt supply chains, and impact workers.
- II. Political and social instability: Political unrest, civil wars, and social unrest can disrupt the operation of the factory and put workers at risk.
- III. Environmental degradation: The production process in a garment factory can have a significant impact on the environment, including air and water pollution and the generation of waste.
- IV. Economic instability: Changes in the economic environment can impact the demand for products and result in changes to the supply chain.
- V. Health and safety concerns: The use of chemicals, exposure to hazardous materials, and poor working conditions can pose significant health and safety risks to workers.

2.3.7 Security Risks

Security risk in garment factory refers to the potential harm or loss that can result from a threat, vulnerability, or attack. Security risks can affect individuals, organizations, or entire systems, and can result in financial losses, theft of sensitive information, harm to reputation, or physical harm to people.

Examples of security risks include:

Physical safety: Workers may be at risk of injury from machinery and equipment, fire, or other workplace hazards.

Health and hygiene: Poor working conditions, inadequate ventilation, and lack of access to clean water and sanitation facilities can lead to illnesses among workers.

Labor exploitation: Workers may be subjected to long working hours, low wages, and poor working conditions, which can lead to exploitation and abuse.

Data protection: Garment factories may store sensitive information about workers and customers, which could be vulnerable to data breaches and cyberattacks.

Environmental pollution: Garment production can result in the release of harmful chemicals into the environment, which can have negative impacts on both workers and local communities.

CHAPTER – 3

EXPERIMENTAL DETAILS

3.1 Safety Report

Safety Audit Report by SMETA-Falabella:

Página 1

Reporte evaluación Falabella V Final_CAP

QIMA	RESPONSIBLE BUSINESS SERVICES	Código:	R7-GOP-CTS-SAS-001
	Reporte Hallazgos SMETA-Falabella	Revisión:	5
		Fecha:	07/2019
		Elaborado por:	C. Lopez / C. Prosser
		Aprobado por:	C. Lopez
Nombre auditor: Md. Aulad Hossain and M Golam Kibria		Constancia de Visita: 2022BDZA420961622	
Fecha de Auditoría: 21&22-Sep-2022		Fecha Emisión:	
		Resultado Auditoría: HR	
Proveedor (Razón Social): RUT: AHT-ARUC : Dirección:			

IA	HR	MR	LR	OBS			
0	6	7	4	0			
CATEGORY	ID	SUB CATEGORY	Type (Nueva o Carried over)	Description Hallazgo	Riesgo Falabella	Group Review Final Suggestion	Plazo
0. Management Systems	537	State Licenses & Certifications	New	Trade License of the factory has been expired from 01-Jul-2022. However, based on management interview it was noted that payment for the renewal of license has been made and management is working on the renewal process.	MR	Major	30 days
Other issue areas	144	Land rights	New	It was noted that facility doesn't have any land right policy. However, current land documents were checked and found accurate during audit.	0	Minor	60 days
0. Management Systems	570	State Awareness of Cost/Legal Requirements	New	It was noted that general workers and interviewed workers were not aware on EPI basic code. Note that factory has given training to worker and posted EPI basic code in the premises. Last training date was 09-Aug-2021.	MR	Minor	60 days
3. Health, safety & hygiene	170	Fire Safety - Licenses, Inspections & Training	New	It was noted through document review that factory has fire license coverage of 101680 SQF, but total area should be 121790 SQF. Hence, 20100 SQF area which is not included in the coverage of fire license. Note that factory has already applied for the same on Aug 14, 2022 to respective authority. Facility management assessed the risk for most of the areas. However, no risk assessment was noted for evaluating the arrangements for workers doing overtime.	HR	Critical	30 days
3. Health, safety & hygiene	201	Health & Safety Management	New	During plant tour, it was observed that around 50% of lockers of worker dining hall were in poor condition, where sharp edges appeared due to broken wooden furniture.	MR	Major	30 days
3. Health, safety & hygiene	504	Hygiene Facilities & Housekeeping	New	During plant tour, it was noted that there was no identification/labelling for the extinguishers at 1st and 2nd floor of new extension building.	MR	Major	30 days
3. Health, safety & hygiene	484	Machinery	New	During plant tour, grinding machine was found in operational state at 2nd floor without any security perimeter. Moreover there were combustible materials in proximity of this grinding machine which could cause fire hazard.	MR	Major	30 days
3. Health, safety & hygiene	353	Chemicals	New	Based on facility walkthrough it was observed that exhaust fan of spot removing room has been installed such way that the chemical fumes release towards the production floor (near parking section at new building - 1st floor) instead of outside in free air. As a result there (around 15) workers of parking section are exposed to chemical vapour.	LR	Minor	60 days
3. Health, safety & hygiene	278	Machinery	New	It was noted that from production floor walkthrough that no safety lock device was installed at hydro-extractor machine used at wash section (ground floor).	HR	Major	30 days
3. Health, safety & hygiene	425	Chemicals	New	Based from floor tour, it was noted that proper labelling was not ensured for following chemicals: Acetone at Ground floor and Diesel at outside & in-front of factory gate.	LR	Minor	60 days
3. Health, safety & hygiene	337	Chemicals	New	During one tour, it was noted that proper secondary containment was not ensured for following chemicals: Acetone at Ground floor and Diesel at outside & in-front of factory gate.	HR	Major	30 days
3. Health, safety & hygiene	360	Chemicals	New	During one tour, it was noted that detail MSDS was not posted for following chemicals: Lub oil of compressor room and insulating varnish at maintenance section.	LR	Minor	60 days
Other issue areas	345	Human rights	New	It was noted through management interview that facility did not identify stakeholders, their impact and related issues.	HR	0	0
Other issue areas	345	Human rights	New	It was noted through management interview that the facility did not measure their direct, indirect, and potential impacts on stakeholders (rights holders) human rights.	HR	0	0
Other issue areas	345	Human rights	New	It was noted through management interview that the facility did not have any system to address adverse impact on human rights within any of their stakeholders and enable effective remediation.	HR	0	0
3. Health, safety & hygiene	181	First Aid / Accidents	New	Based on management interview, it was noted that there is no nurse / medical assistant for night shift. However, designated first aid was found available.	MR	Minor	60 days
3. Health, safety & hygiene	373	Fire Safety - Fire Fighting Equipment	New	During plant tour, it was noted that operating instruction of fire alarm call system was not available in local language.	MR	Major	30 days

Factory management Sign & date: _____




Auditor Sign & date:  22-09-2022

Fig 3.1: Safety Audit Report by SMETA-Falabella

Description: This is Reporte Hallazgos SMETA-Falabella. Nombre auditor: Md. Aulad Hossain & M. Golam Kibria. Fecha de Auditoría: 21 & 22 September -2022. Constancia visita: 2022BDZA420961622. Resultado Auditoría: HR.

Health, Safety and Hygiene Description: Facility management, assessed the risk for most of the areas. However, no risk assessment was noted for evaluating the arrangements for workers doing overtime. Fire safety-fire fighting Equipment description. During plant tour, it was noted that there was no identification labelling for fire extinguishers at 1st and 2nd floor of new extension building.

Safety and Social Audit Report by SGS Bangladesh:


SOCIAL AUDIT REPORT				
AUDIT ID 119855	AUDIT DATE 08/09/2022	AUDIT FIRM SGS - BANGLADESH		
TYPE OF TAX - TAX ID No.	TIN Number 850543707030			
COMPANY NAME	OCEAN SWEATER IND(PVT.) LTD.			
<table border="1" style="margin: 0 auto; border-collapse: collapse;"> <tr> <td style="padding: 2px;">Total employees</td> </tr> <tr> <td style="text-align: center; padding: 2px;">889</td> </tr> </table>			Total employees	889
Total employees				
889				
Address Islampur, Joydebpur, Gazipur				
Region (State/Province) Gazipur				
Town (City/Village) Gazipur				
Market BANGLADESH				
Zip/Postcode N/A				
6. SAFE AND HYGIENIC WORKING CONDITIONS				
Health and Safety Assessment				
Finding	Corrective Action	Timescale		
<p>Issue Title: Insufficient risk assessment.</p> <p>Finding Description: Based on the document review and workers and management interview it was noted that, facility management conducted risk assessment periodically, but they didn't identify specific hazard for some areas like, finished goods boxes stacked at excessive height located at ground floor of shed no.1 of which may cause bodily injury by falling object. Moreover, facility management didn't provide risk assessment related training for the respective employees to make them aware about their occupational hazard.</p> <p>Local law and/COC requirement: In accordance with Inditex code of conduct for external manufacturer and suppliers question no. 6.1.4 and Bangladesh Labor Rules 2015, Schedule 4(2) B (1).</p>				
<p>It is recommended that facility management should conducted risk assessment for mention area in the facility.</p>		06/10/2022		
<div style="display: flex; justify-content: space-around; align-items: flex-end;"> <div style="text-align: center;">  <p style="margin: 0;">COMPANY REPRESENTATIVE</p> <p style="margin: 0; font-size: small;">Mr. Md. Shahriar Ripon - Assistant General Manager (HR, Admin & Compliance)</p> </div> <div style="text-align: center;">  <p style="margin: 0;">AUDITOR</p> <p style="margin: 0; font-size: small;">Imran Ahmed, Farhana Begum Remun & Most. Mahfuza Akter</p> </div> </div>				
1 / 4				

Fig 3.2: Safety and Social Audit Report by SGS Bangladesh

Legal benefits		
Finding	Corrective Action	Timescale
<p>Issue Title: No earn leave encashment</p> <p>Finding Description: It was noted through management and workers interview that the factory management did not have any provision to provide annual leave to the existing workers . However facility en-cash the un-avail leave amount to the resign workers at the time of resignation.</p> <p>Local law or COC Check Point: In accordance with Inditex code of conduct for external manufacturer and suppliers 7.13 and Bangladesh Labor Rules 2015 Rule 24.</p>	It is recommended that factory management should provide annual leave encashment as per requirement.	08/12/2022

8.WORKING HOURS ARE NOT EXCESSIVE

Overtime		
Finding	Corrective Action	Timescale
<p>Issue Title: Employees do overtime on a regular basis.</p> <p>Issue Description: Based on documents review, workers and management interview it was noted that the workers of the factory did overtime work almost in every sampled month. Daily overtime hour found 0.30 to 13.3 hours in sampled months.</p> <p>Local law or COC Check Point: In accordance with Inditex code of conduct for external manufacturer and suppliers – 8.8.1 and Gazette notification published in May 11, 2022 as per section 324 Bangladesh Labour Law-2006 for 06 months relaxing daily overtime hours:</p> <p>In accordance with the Clause/Condition No. – 3 of this notification, no worker shall work more than 04 hours of overtime in any day without his/her consent. This exemption has been extended several times in last few years and latest extension was on May 11, 2022 and it will be in effect from April 17, 2022 to next 06 months relaxing daily overtime hours.</p>	It is recommended that factory should reduce its overtime and not do overtime work on a regular basis.	08/12/2022

Working hours		
Finding	Corrective Action	Timescale
<p>Issue Title: Working hour found excessive.</p> <p>Issue Description: Based on provided document review (salary sheet, Job card & payment record), employees and management interview it was noted that workers of the facility had worked more than 10 hours in a day and 60 hours in a week, which is as follows –</p> <p>In the month July 2022 (Current month), 09 out of 15 sampled employees have worked highest 77.30 to 100 hours in a week. Maximum daily work found 21.30 hours (regular 8 hours + overtime 13.30 hours)</p> <p>No excessive work (daily and weekly) found for the month of April 2022 (Peak month) and November 2021 (Off peak month).</p> <p>Local law or COC Check Point: In accordance with Inditex code of conduct for external manufacturer and suppliers 8.10 and with Bangladesh Labor Law 2006, Section-102(1), (2):</p>	It is recommended that the facility management should keep the working hour within the allowable limit as per law.	08/12/2022

11.CODE IMPLEMENTATION


COMPANY REPRESENTATIVE
Mr. Md. Shahriar Ripon - Assistant General Manager (HR, Admin & Compliance)




AUDITOR
Imran Ahmed, Farhana Begum Remun & Most. Mahfuza Akter

Fig 3.3: Safety and Social Audit Report by SGS Bangladesh

Documentation		Corrective Action	Timescale
Issue Title	Finding		
Issue Title: Trade License was expired.	It is recommended that, facility should collect updated trade license from the concern authority.		06/10/2022
<p>Finding Description: It was noted through trade license review and management interview that the trade license of the factory expired on July 01, 2022. However, the facility has applied to the concerned authority on 28th June 2022 but not yet received.</p> <p>Local law or COC Check Point: In accordance with Inditex code of conduct for external manufacturer and suppliers 11.18 and The City Corporation Taxation Rules 1986, Rule 43 (1)]</p>			
Issue Title: Non-inclusion of few areas in fire license.	It is recommended that the facility should include all floors in the fire license.		09/11/2022
<p>Finding Description: Based on plant tour, fire license review and management interview, it was noted that factory did not include basement to roof top of building no.3 (3 storied) in their existing fire license. Factory used these areas as fire pump and finished goods store. Total area is approximately 16645 square feet.</p> <p>Local law and/COC requirement: In accordance with Inditex code of conduct for external manufacturer and suppliers question no. 11.29 and Fire Prevention and Extinction Act-2003, section 4 (1):</p>			
Issue Title: 01 out of 02 Unregister boiler found.	It is recommended that the factory should register the boiler as per law.		09/11/2022
<p>Finding Description: Based on the plant tour and management interview it was noted, 01 out of 02 unregister steam boiler found in the facility.</p> <p>Note: Auditor observed that, above unregister steam boiler installation work is going on in the facility.</p> <p>Local law and/COC requirement: In accordance with Inditex code of conduct for external manufacturer and suppliers question no. 11.30 and The Boilers Act, 1923, Section-6:</p>			



COMPANY REPRESENTATIVE
Mr. Md. Shahriar Ripon - Assistant General Manager (HR, Admin & Compliance)



AUDITOR
Imran Ahmed, Farhana Begum Remun & Most. Mahfuza Akter

4 / 4

Fig 3.4: Safety and Social Audit Report by SGS Bangladesh

Description: This is social audit Report. Audit ID Number -119855.Audit Date- 08/09/2022.Audit firm-SGS-BANGLADESH. TIN Number -850543707030.This company name is Ocean sweater Ind. (Pvt) Ltd. Total employees -889.Address -Islampur, Joydebpur, Gazipur, Bangladesh.

Health and safety Assessment: Based on the document review and workers and management interview it was noted that, facility management conduct risk assessment periodically, but they didn't identify specific

©Daffodil International University

hazards for some areas like, finished goods boxea stacked at excessive height located at ground floor or shed no.01 of which may cause bodily injury by falling object.


Safety device -machine safety guards were displaced approximate 10% upper pully cover or linking machine found in displaced condition at linking section located at 1st floor and 3rd floor of building no.03.

Safety Audit Report by BUREAU VERITAS (ICS):

CORRECTIVE ACTION PLAN							
		Name	Ocean Sweater Ind. (Pvt.) Ltd.		Business License	16068/ Gazipur	
Factory Location		Islampur, Joydebpur, Gazipur.			Type of Audit	REALDIT	
Audit First Day		01/08/2022		Audit Last Day	01/08/2022	Last Target Date	28/02/2023
Factory Location		Gazipur		Bangladesh	Audit Company	BUREAU VERITAS	
SECTION TITLE/NO	NON CONFORMITY / BEST PRACTICE	RECOMMENDED CORRECTIVE ACTION	TARGET DATE	RESPONSIBLE	COMMENTS OF THE FACTORY (IF APPLICABLE)	COMMENTS OF PRINCIPAL	
0. MANAGEMENT SYSTEM, TRANSPARENCY AND TRACEABILITY							
0.4	<p>1. Re-audit [01/08/2022] Not corrected. It was noted that facility's Environmental Clearance Certificate was expired on 22/12/2021 and applied for renewal on 23/02/2022. Legal Requirement: In accordance with The Environment Conservation Rules, 1997, Section # 7, No industrial unit or project shall be established or adopted without obtaining environmental clearance from the Director General of Department of Environment, in the manner prescribed by the rules. Re-audit [12/08/2020] It was noted that the factory did not have an Environmental Clearance Certificate from the Department of Environment. However, they have applied for the stated certificate on 26th July 2020.</p> <p>2. Re-audit [01/08/2022] New Finding It was noted that 17815 square feet of 19510 square feet were not included in fire license. However, the factory had applied to the concerned authority on 19/06/2022 to add the excess areas in the fire license. Legal Requirement: In accordance with Fire Protection Act, 2003 (Fire Service & Civil Defence), Section -4, every factory or, warehouse should have fire licenses. Re-audit [12/08/2020]: The issue was not exist at the time of the previous auditor due to all areas were included in the fire license at previous audit.</p> <p>3. Re-audit [01/08/2022]</p>	<p>1. It is recommended that management adopt practices and controls to ensure that up to date Environmental Clearance Certificate shall be obtained from the concerned department for review. 2. It is recommended that management adopt practices and controls to ensure that the factory shall update the fire license.</p>	30/09/2022	Md. Shahriar Ripon- AGM (HR & Compliance)		Nil	
6. WORKING HOURS AND OVERTIME							

CORRECTIVE ACTION PLAN							
		Name	Ocean Sweater Ind. (Pvt.) Ltd.		Business License	16068/ Gazipur	
Factory Location		Islampur, Joydebpur, Gazipur.			Type of Audit	REALDIT	
Audit First Day		01/08/2022		Audit Last Day	01/08/2022	Last Target Date	28/02/2023
Factory Location		Gazipur		Bangladesh	Audit Company	BUREAU VERITAS	
SECTION TITLE/NO	NON CONFORMITY / BEST PRACTICE	RECOMMENDED CORRECTIVE ACTION	TARGET DATE	RESPONSIBLE	COMMENTS OF THE FACTORY (IF APPLICABLE)	COMMENTS OF PRINCIPAL	
6.7 Automatic rating	<p>a. In Chapter 6, the Alert Notification is raised when the total number of hours worked (regular + overtime) equals or exceeds 84 hours per week. b. If the total amount of hours worked per week (regular + overtime) equals or exceeds 72 hours, then Chapter 6 and the audit questionnaire will be rated E. c. If the total amount of hours worked per week (regular + overtime) exceeds 56 hours and is lower than 72 hours and if the average number of hours worked over three consecutive weeks exceeds 56 hours, then Chapter 6 and the audit questionnaire will not be rated higher than C.</p> <p>Re-audit [01/08/2022] Not corrected. It was noted that over time work is not in accordance with ILO standard for per day/week. A review of the 60 sample population employee's attendance records: 20 from June 2022, 20 from May 2022 & 20 from January 2022 yielded the following: 20 (selected from different sections) of 20 sample population employees worked in excess of 8 hours for overtime hours per week (i.e. 12 hours) in June 2022; 20 (selected from different sections) of 20 sample population employees worked in excess of 8 hours for overtime hours per week (i.e. 12 hours) in May 2022; and 20 (selected from different sections) of 20 sample population employees worked in excess of 8 hours for overtime hours per week (i.e. 12 hours) in January 2022, which exceeded the ILO standard. ICS Standard: ICS Standard. Facility should be compliant to the principles set out in the international labour standards. To be compliant according to the International Labour Organization (ILO), the sum of regular and overtime hours must not exceed 56 hours per week on average over three consecutive weeks. Re-audit [12/08/2020] It was noted that over time work is not in accordance with ILO standard for per day/week. A review of the 60 sample population employee's attendance records: 20 from June 2020, 20 from March 2020 & 20 from December 2019 yielded the following: 20 (selected from different sections) of 20 sample population employees worked in excess of 8 hours for overtime hours per week (i.e. 12 hours) in June 2020; 20 (selected from different sections) of 20 sample population employees worked in excess of 8 hours for overtime hours per week (i.e. 12 hours) in March 2020; and 20 (selected from different sections) of 20 sample population employees worked in excess of 8 hours for overtime hours per week (i.e. 12 hours) in December 2019, which exceeded the ILO standard.</p>	<p>It is recommended that the factory management adopt practices and controls to ensure that workers' weekly overtime hours do not exceed the ILO standard of 8 hours per week.</p>	28/02/2023	Md. Shahriar Ripon- AGM (HR & Compliance)		Nil	
7. REMUNERATION AND BENEFITS							
7.24 Best Practice	The factory provided BOT 300 to all workers as attendance bonus.						
7.25 Best Practice	The factory provided 15% to 20% bonus on production.						
8. HEALTH AND SAFETY							

Fig 3.5: Safety Audit Report by BUREAU VERITAS (ICS)

CORRECTIVE ACTION PLAN						
		Name	Ocean Sweater Ind. (Pvt.) Ltd.		Business License	16068/ Gazipur
Factory Location		Islampur, Joydebpur, Gazipur.			Type of Audit	REALDIT
Audit First Day		01/08/2022		Audit Last Day	01/08/2022	Last Target Date
					Audit Company	BUREAU VERITAS
						28/02/2023
SECTION TITLE/NO	NON CONFORMITY / BEST PRACTICE	RECOMMENDED CORRECTIVE ACTION	TARGET DATE	RESPONSIBLE	COMMENTS OF THE FACTORY REPRESENTATIVE	COMMENTS OF PRINCIPAL
8.2 Critical	Re-audit (01/08/2022) New Finding It was noted that 17815 square feet of 119510 square feet were not included in fire license. However, the factory had applied to the concerned authority on 19/06/2022 to add the excess areas in the fire license. Legal Requirement: In accordance with Fire Protection Act, 2003 (Fire Service & Civil Defence), Section -4, every factory or, warehouse should have fire licenses. Re-audit (12/08/2020): The issue was not exist at the time of the previous auditor due to all areas were included in the fire license at previous audit.	It is recommended that management adopt practices and controls to ensure that the factory shall update the fire license.	30/09/2022	Md. Shahriar Ripon-AGM (HR & Compliance)		Nil
8.7	Re-audit (01/08/2022) New Finding: It was noted that facility did not conduct the risk assessment annually to identify health and safety risk that include fire safety. However, the risk assessment was conducted on 20/06/2021. ICS Standard: In accordance with ICS standard, the facility conduct a risk assessment at least once per year to identify health and safety risks that include fire safety. Re-audit (12/08/2020) This issue was not exist at the time of the previous auditor due to facility conducted the risk assessment annually to identify health and safety risk that include fire safety.	It is recommended that management adopt practices and controls to ensure that the facility conduct a risk assessment at least once per year to identify health and safety risks that include fire safety.	30/09/2022	Md. Shahriar Ripon-AGM (HR & Compliance)		Nil
8.40	Re-audit (01/08/2022) New finding It was noted that both side handrails were not installed for 1 of 4 staircases from ground to 2nd floor of building#1. Legal Requirement: In accordance with The Labour Rules, 2015, Chapter-6, Section-54 (4), Each staircase to be used for coming out in case of fire should be with durable hand rail and the said staircase and its rail will be made with non-conducting and fire-resistant materials and the staircase will be rough. Re-audit (12/08/2020): The issue was not exist at the time of the previous auditor due to both side handrails were installed at all staircases in previous audit.	It is recommended that management adopt practices and controls to ensure that both side handrails are installed at all staircases.	31/10/2022	Md. Shahriar Ripon-AGM (HR & Compliance)		Nil


CORRECTIVE ACTION PLAN						
		Name	Ocean Sweater Ind. (Pvt.) Ltd.		Business License	16068/ Gazipur
Factory Location		Islampur, Joydebpur, Gazipur.			Type of Audit	REALDIT
Audit First Day		01/08/2022		Audit Last Day	01/08/2022	Last Target Date
					Audit Company	BUREAU VERITAS
						28/02/2023
SECTION TITLE/NO	NON CONFORMITY / BEST PRACTICE	RECOMMENDED CORRECTIVE ACTION	TARGET DATE	RESPONSIBLE	COMMENTS OF THE FACTORY REPRESENTATIVE	COMMENTS OF PRINCIPAL
8.41 Critical	Re-audit (01/08/2022) New finding It was noted that emergency light was not installed for 1 of 4 staircases from ground to 2nd floor of building#1. Legal Requirement: In accordance with Bangladesh Labor Law 2006, Chapter 6, Section - 62, In every factory every window, door, or other exit affording means of escape in case of fire, other than the means of exit in ordinary use, shall be distinctively marked in a language understood by the majority of the workers and in red letters of adequate size or by some other effective and clearly understood sign. In accordance with Bangladesh Labor Law 2006, Chapter 5, Section - 57, In every part of a factory where workers are working or, passing there shall be provided and maintained sufficient and suitable lighting, natural or artificial, or both. Re-audit (12/08/2020): The issue was not exist at the time of the previous auditor due to emergency lights were installed at all required areas in previous audit.	It is recommended that management adopt practices and controls to ensure that exit sign with light are installed for all required staircases.	31/10/2022	Md. Shahriar Ripon-AGM (HR & Compliance)		Nil
8.66	Re-audit (01/08/2022) It was noted that upper pulley guards were not installed for 12 of 12 linking machines in the sample section on the 1st floor of Building#1. Moreover, the facility had provided safety guards in all required machines but safety guards of 18 of 45 single needle machines were not in proper place. Legal Requirement: In accordance with Bangladesh Labour law 2006, Section-63, In every establishment the following shall be securely fenced by the safeguards of substantial construction which shall be kept in a position while the part of machinery required to be fenced are in motion or in use, every dangerous part of any machinery. Re-audit (12/08/2020) This issue was not exist at the time of the previous auditor due to facility had installed protective safety devices all required machines and all safety devices were in proper place while working at the previous audit.	It is recommended that management adopt practices and controls to ensure that protective safety devices are provided on all required machines.	31/08/2022	Md. Shahriar Ripon-AGM (HR & Compliance)		Nil

Fig 3.6: Safety Audit Report by BUREAU VERITAS (ICS)


CORRECTIVE ACTION PLAN						
		Name	Ocean Sweater Ind. (Pvt.) Ltd.		Business License	16068/ Gazipur
Factory Location		Islampur, Joydebpur, Gazipur.			Type of Audit	REAUDIT
Audit First Day		01/08/2022		Audit Last Day	01/08/2022	
		Gazipur			Audit Company	BUREAU VERITAS
					Last Target Date	28/02/2023
SECTION TITLING	NON CONFORMITY / BEST PRACTICE	RECOMMENDED CORRECTIVE ACTION	TARGET DATE	RESPONSIBLE	COMMENTS OF THE FACTORY REPRESENTATIVE	COMMENTS OF PRINCIPAL
8.81	<p>Re-audit (01/08/2022) New finding It was noted that 1 of 1 coning machine operator on the 3rd floor and 4 of 6 rewinding machine operators on the ground floor of building#1 were not using earplug. Legal Requirement: In accordance with The Labour Rules, 2015, Chapter-6, Section-67 (1), Safety measures and health safety must be arranged in accordance with the directions of this Rule or the regulations of the concerned govt. department for the workers who are employed in the procedures of manufacturing processes that have high risks of physical injury or loss. In accordance with The Labour Rules, 2015, Chapter-6, Section-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 equipment's, 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. In accordance with The Labour Rules, 2015, Chapter-6, Section-67 (3), No worker can be employed in the relevant works without ensuring safety and health protection measures and the training related therewith. In addition, personal safety equipment's must be reserved in accordance with Information Form-23.</p> <p>Re-audit (12/08/2022): The issue was not exist at the time of the previous auditor due to coning machine and weaving machine operators were using ear plug while working in the mentioned areas at previous audit.</p>	It is recommended that, management adopt practices and controls to ensure that all workers are using appropriate PPE during work time.	31/08/2022	Md. Shahriar Ripon- AGM (HR & Compliance)		Nil
8.92 Best Practice	The factory has signed contract with a nearby hospital named City Medical College Hospital, Gazipur					
A closing meeting has been undertaken and corrective actions were discussed and agreed:		Yes				
Length of the closing meeting (in minutes):		30 minutes				
Auditor Name:	Junaid Hasan (RA 21701260); Rabeya Gulshan Ara Nupur (ASCA 32200201) & SK. Rezwan-Ul-Islam(ASCA 21704591)	Factory representative name:	Md. Shahriar Ripon		Principal representative:	Nil
			AGM (HR & Compliance)			
Were workers' representatives present at the Opening meeting?		YES		Were workers' representatives present at the Closing meeting?		
Date:	01/08/2022	Date:	01/08/2022	Date:	01/08/2022	
Signature:		Signature:		Signature:		
Please detail how information will be communicated to workers' representatives and/or trade union representatives. Workers' participation Committee will be communicated through meeting and public announcement.						

Fig 3.7: Safety Audit Report by BUREAU VERITAS (ICS)

Description: This is corrective action plan. This factory name is Ocean sweater Ind. (Pvt) Ltd. This factory location Islampur, Joydebpur, Gazipur, Bangladesh. Type of Audit- REAUDIT. Audit company name is BUREAU VERITAS. Audit first day-01/08/2022 and Audit last day-01/08/2022.last target date-28/02/2023.

01.Re-Audit (01/08/2022) It was noted that facility's environmental clearance certificate was expired on 22/12/2021 and applied for renewal on 23/02/2023.

01.Re-Audit (01/08/2022) It was noted that 17815 square feet of 119510 square feet were not include in fire licensees.

Re-Audit (12/08/2022) The issue was not exist at the time of the previous auditor due to coning machine and weaving machine Operators were using ear plug while working in the mentioned areas at previous Audit.

Safety Monitoring Report by amfori:

Monitoring result for Ocean Sweater Ind. (Pvt.) Ltd. on site Ocean Sweater Ind. (Pvt.) Ltd.



Monitoring

Monitored Party	: Ocean Sweater Ind. (Pvt.) Ltd.	amfori ID	: 050-000243-000
Site	: Ocean Sweater Ind. (Pvt.) Ltd.	Site amfori ID	: 050-000243-002
Address	: Islampur, Joydebpur, Gazipur	Monitoring Activity	: amfori Social Audit - Manufacturing
	: 1700, Gazipur-1700	Monitoring Type	: Full Monitoring
	: Dhaka	Submission Date	: 29/10/2021
	: Bangladesh	Expiration Date	: 29/10/2023

This is an extract of the online monitoring result, generated on 30/10/2021, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available [here](#) - 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
PA 2: Workers Involvement and Protection	A
PA 3: The Rights of Freedom of Association and Collective Bargaining	A
PA 4: No Discrimination	A
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

Fig 3.8: Safety Monitoring Report by amfori

Description: This is monitoring result for Ocean sweater Int. (Pvt) Ltd. Monitored party name ocean sweater Int.(Pvt)Ltd. Site name Ocean sweater Int.(Pvt)Ltd. Address no- Islampur, Joydebpur, Gazipur. Amfori ID number -050-000243-000.Site amfori ID number -050-000243-002.Monitoring activity -Amfori social audit -Manufacturing. Monitoring type-Full monitoring. This section rating is PA-1- Social management system -B.

PA-2: Workers involvement and protection -A.

PA-3: The right of freedom of Association and collection Bargaining -A.

Health, safety & Hygiene description: During plant tour, it was observed that around 50% tools/Benches of worker dining hall were in poor condition, where sharp edges appeared due to broken wooden furniture.


The audit team gave thanks for transparency and showing the actual working hour records and their effort and support to the audit team.

Safety Audit Report by SMETA (QIMA):



Sedex Audit Reference: 2022BDZAA420961622 • Sedex Members Ethical Trade Audit Report Version 6.1

Audit Details			
Sedex Company Reference: <i>(only available on Sedex System)</i>	ZC:420081575	Sedex Site Reference: <i>(only available on Sedex System)</i>	ZS: 420266798
Business name <i>(Company name):</i>	Ocean Sweater Ind. (Pvt.) Ltd.		
Site name:	Ocean Sweater Ind. (Pvt.) Ltd.		
Site address: <i>(Please include full address)</i>	Islampur, Joydebpur, Gazipur-1700	Country:	Bangladesh
Site contact and job title:	Mr. Shahriar Ripon-Asst. General Manager (HR & Compliance)		
Site phone:	Cell No: +8801783178050	Site e-mail:	shahriar@oceansweater.com
SMETA Audit Pillars:	<input checked="" type="checkbox"/> Labour Standards	<input checked="" type="checkbox"/> Health & Safety (plus Environment 2-Pillar)	<input type="checkbox"/> Environment 4-pillar <input type="checkbox"/> Business Ethics
Date of Audit:	21 st & 22 nd Sep 2022		

Audit Company Name & Logo: 	Report Owner (payer): Ocean Sweater Ind. (Pvt.) Ltd.
--	--

Audit Conducted By					
Affiliate Audit Company	<input checked="" type="checkbox"/>	Purchaser	<input type="checkbox"/>	Retailer	<input type="checkbox"/>
Brand owner	<input type="checkbox"/>	NGO	<input type="checkbox"/>	Trade Union	<input type="checkbox"/>
Multi-stakeholder	<input type="checkbox"/> Combined Audit (select all that apply)				

If you have any concerns or queries about this SMETA report or the associated SMETA audit, please contact grievance@sedex.com.

To confirm the validity of this report, please visit <https://www.sedex.com/audit-verifier/>

Audit company: QIMA Limited Report reference: R-Cloud-22174613 Date: 21&22-Sep-2022

Sedexglobal.com



Fig 3.9: Safety Audit Report by SMETA (QIMA)

Summary of Findings

Issue <small>(please click on the issue title to go direct to the appropriate audit results by clause) Note to auditor, please ensure that when issuing the audit report, hyperlinks are retained.</small>	Area of Non-Conformity <small>(Only check box when there is a non-conformity, and only in the box/es where the non-conformity can be found)</small>				Record the number of issues by line*:			Findings <small>(note to auditor, summarise in as few words as possible NCs, Obs and GE)</small>
	ETI Base Code	Local Law	Additional Elements	Customer Code	NC	Obs	GE	
0A Universal Rights covering UNGP	0	0	<input checked="" type="checkbox"/>	<input type="checkbox"/>		03	0	Obs: <ul style="list-style-type: none"> Facility did not identify stakeholders, their impact and salient issues. Facility did not measure their direct, indirect, and potential impacts on stakeholders (rights holders) human rights. Facility did not have any system to address adverse impact on human rights within any of their stakeholders and enable effective remediation.
0B Management systems and code implementation		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		03	0	NC: <ul style="list-style-type: none"> Trade License of the factory has been expired from 01-July-202 but applied. Facility doesn't have any land right policy. Interviewed workers were not aware on ETI base code.
1. Freely chosen Employment	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>		0	0	<ul style="list-style-type: none"> No finding or Observation and good example was identified.
2. Freedom of Association	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>		0	0	<ul style="list-style-type: none"> No finding or Observation and good

Audit company: QIMA Limited Report reference: R-Cloud-22174613 Date: 21&22-Sep-2022

3	Safety and Hygienic Conditions	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		<input type="checkbox"/>	10	2	0	<p>example was identified.</p> Obs: <ul style="list-style-type: none"> No nurse / medical assistant for night shift. However, designated first aider was found available. Operating instruction of fire alarm call point was not posted in detail in local language. NC: <ul style="list-style-type: none"> Fire license coverage of 101695 SQF, but total area should be 121730 SQF. Hence, 20035 SQF area which is not included in the coverage of fire license. No risk assessment was noted for evaluating the arrangements for workers doing overtime. Around 50% tools/benches of worker dining hall were in poor condition, where sharp edges appeared due to broken wooden furniture. No identification/labelling for fire extinguishers at 1st and 2nd floor of new extension building. Grinding machine was found in operational state at 2nd floor without any security perimeter. Moreover there were combustible materials in proximity of this grinding machine which could cause fire hazard. Exhaust fan of spot removing room has been installed such way that the chemical fumes releases towards the
---	--	-------------------------------------	-------------------------------------	--	--------------------------	----	---	---	---

Audit company: QIMA Limited Report reference: R-Cloud-22174613 Date: 21&22-Sep-2022

Fig 3.10: Safety Audit Report by SMETA (QIMA)

Audit Results by Clause

<p>6A: Universal Rights covering UNDP Click here to refer to summary of findings</p> <p>6.A. Guidance for Observations</p> <p>6.A.1 Businesses should have a policy, endorsed at the highest level, covering human rights impacts and issues and ensure it is communicated to all appropriate parties, including its own suppliers.</p> <p>6.A.2 Businesses should have a designated person responsible for implementing standards concerning human rights.</p> <p>6.A.3 Businesses should identify their stakeholders and salient issues.</p> <p>6.A.4 Businesses should measure their direct, indirect, and potential impacts on stakeholders (rights holders) human rights.</p> <p>6.A.5 Where businesses have an adverse impact on human rights within any of their stakeholders, they should address these issues and enable effective remediation.</p> <p>6.A.6 Businesses should have a transparent system in place for confidentiality reporting, and dealing with human rights impacts without fear of reprisals towards the reporter.</p> <p>Note for auditors and readers: This is not a Human Rights Assessment but instead a check on the business implementation of processes to meet their universal rights covering UNDP responsibilities.</p> <p>Current Systems and Evidence Examined</p> <p>To complete current system Audits, SMETA requires businesses to provide information on their management systems, to understand and report what controls and processes are in place (e.g. record what policies are in place, what standard procedures are carried out, which are responsible for the management of the level of the code, evidence checked should detail any documentation or verbal evidence shown to support the system).</p> <p>Current systems:</p> <ol style="list-style-type: none"> 1. The company has different policies covering human rights impacts and issues and communicated to all appropriate parties. 2. One designated person was found responsible for implementing standards concerning human rights. 3. The factory did not identify their stakeholders and salient issues. 4. The factory did not measure their direct, indirect, and potential impacts on stakeholders (rights holders) human rights. 5. The factory did not have any system to address adverse impact on human rights within any of their stakeholders and enable effective remediation. 6. The factory has policy on transparent system and for confidentiality reporting system. <p>Evidence examined - to support system description (Documents examined & relevant comments. Include general equality date where appropriate).</p> <p>Details:</p> <ul style="list-style-type: none"> Policy review Stakeholder list review Management interview <p>Any other comments:</p> <p>None</p>	
--	--

<p>C: Is there any evidence of retention of wages /deposits</p>	<p>B1: If yes, please give details and category of worker affected: N/A</p> <p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No C1: If yes, please give details and category of worker affected: N/A</p>
<p>D: Are there any restrictions on workers' freedom to terminate employment?</p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No D1: Please describe finding: N/A</p>
<p>E: If any part of the business is UK based or registered there & has a turnover over £36m, is there a published a "modern day slavery statement"?</p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input checked="" type="checkbox"/> Not applicable E1: Please describe finding: N/A</p>
<p>F: Is there evidence of any restrictions on workers' freedoms to leave the site at the end of the work day?</p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No F1: Please describe finding: No such evidence was noted during audit.</p>
<p>G: Does the site understand the risks of forced / trafficked / bonded labour in its supply chain</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not applicable G1: If yes, please give details and category of workers affected: Factory has developed subcontract policy and have internal audit report for all of its supply chain. As per report and interview, factory didn't allow forced / trafficked / bonded labour to any of its supply chain. If any such case identified, they have strict policy and can terminate the business relation with that supplier. However, currently no such case and worker was found in its supply chain.</p>
<p>H: Is the site taking any steps taking to reduce the risk of forced / trafficked labour?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No H1: Please describe finding: Facility has developed different policies complying local laws and regulation. Further, different internal social compliance audits have been performed. Last internal audit date was 02-July-2022.</p>

Non-compliance:	
<p>1. Description of non-compliance:</p> <p><input type="checkbox"/> NC against E11 <input type="checkbox"/> NC against Local Law: <input type="checkbox"/> NC against customer code:</p> <p>None Observed</p> <p>Local law and/or E11 requirement</p> <p>Not Applicable</p> <p>Recommended corrective action:</p> <p>Not Applicable</p>	<p>Objective evidence observed:</p> <p>Not Applicable</p>

<p>A: Policy statement that expresses commitment to respect human rights?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No A1: Please give details: The facility has human rights policies, e.g.: freedom of association policy, Child labour policy, Forced labour policy, Safe and Healthy workplace policy, etc.</p>
<p>B: Does the business have a designated person responsible for implementing standards concerning human rights?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: Name: Ms. Shikhar Eilon Job title: Asst. General Manager (HR & Compliance)</p>
<p>C: Does the business have a transparent system in place for confidentiality reporting, and dealing with human rights impacts without fear of reprisals towards the reporter?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No C1: Please give details: The factory has established a transparent system for confidentiality reporting, and dealing with human rights impacts.</p>
<p>D: Does the grievance mechanism meet UNGP expectations (Legitimate, Accessible, Predictable, Equitable, Transparent, Rights-compatible, source of continuous learning and based on stakeholder engagement)?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No D1: If no, please give details: N/A</p>
<p>E: Does the business demonstrate effective data privacy procedures for worker information, which is implemented?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No E1: Please give details: Employees personal files with all information are kept in secured place where entry of unauthorized person is restricted. Besides, human resource employees are also trained on which includes the confidentiality of information.</p>
Findings	
<p>1. Finding: Observation [X] Description of observation: It was noted through management interview that facility did not identify stakeholders, their impact and salient issues. Additional elements: Additional element 6.A.3 Businesses should identify their stakeholders and salient issues. Comments: Facility should identify stakeholders, their impact and salient issues.</p>	<p>Company NC [X]</p> <p>Objective evidence observed: 1. Management interview</p>
<p>2. Finding: Observation [X] Description of observation: It was noted through management interview that the facility did not measure their direct, indirect, and potential impacts on stakeholders (rights holders).</p>	<p>Company NC [X]</p> <p>Objective evidence observed: 2. Management interview</p>

<p>Human rights.</p> <p>Additional elements: Additional element 6.A.4 Businesses should measure their direct, indirect, and potential impacts on stakeholders (rights holders) human rights.</p> <p>Comments: Facility should measure their direct, indirect, and potential impacts on stakeholders (rights holders) human rights.</p>	<p>3. Management interview</p>
<p>3. Finding: Observation [X] Description of observation: It was noted through management interview that the facility did not have any system to address adverse impact on human rights within any of their stakeholders and enable effective remediation.</p> <p>Additional elements: Additional element 6.A.5 Where businesses have an adverse impact on human rights within any of their stakeholders, they should address these issues and enable effective remediation.</p> <p>Comments: Facility should have system to address adverse impact on human rights within their stakeholders and enable effective remediation.</p>	
<p>Good examples observed:</p> <p>Description of Good Example (GE): None Observed</p>	<p>Objective Evidence Observed: Not Applicable</p>

Observation:	
<p>Description of observation:</p> <p>None Observed</p> <p>Local law or E11 requirement:</p> <p>Not Applicable</p> <p>Comments:</p> <p>None</p>	<p>Objective evidence observed:</p> <p>Not Applicable</p>

Good Examples observed:	
<p>Description of Good Example (GE):</p> <p>None Observed</p>	<p>Objective evidence observed:</p> <p>Not Applicable</p>

Fig 3.11: Safety Audit Report by SMETA (QIMA)

Description: This is sedex members ethical trade audit report. Audit company name is QIMA. Sedex company Reference: ZC:420081575. Sedex site Reference :ZS:420266798. Business name(company name):Ocean sweater Ind.(Pvt)Ltd. Site name: Ocean sweater Ind.(Pvt)Ltd. Site Address: Islampur, Joydebpur, Gazipur -1700. Country Name: Bangladesh.

SMETA total audit pillars -06.

Date of Audit- 21st & 22nd September, 2022.

The total production area of the factory is about 83,000 Square feet. The site was established in 10-August 2006 and shifted at the current location since the year 2014. In view of the facilities, the factory is established in 05 building and 01 shed.

Health, safety & Hygiene description: Based from floor tour, it was noted that proper labelling was not ensured for following chemicals :Acetone at ground floor and Diesel at outside and in-front of factory gate

Safety Audit Report by KIABI:

KIABI	Doc. No.: 1 Rev: 1 Page 1 of 3
Doc. Title: Product Safety Checklist during QA/PE Visit	
Vendor / Factory: <u>AKS knit composite</u>	Date: <u>12/09/2021</u>
Type of product: <u>All kinds of knit product</u>	

A. CONTROL OF BROKEN NEEDLE PROCEDURE N/A

1. Does the factory keep a master log of all needles used in production? Yes No
2. Does needle issue section fully separated with entry restriction? Yes No
3. Does workers using small box for carrying needle to issue section in the event of changing? Yes No
4. Is the record updated with all entries filled? Yes No
- **5. Is entire factory free of spare needles / needle fragments? If no, please specify: _____ Yes No
6. The needle log in/out record for the total quantity balance tracing. Factory to do the broken needle control record counting for the quantity balance tracing? Yes No
7. Is the machine maintenance record updated? Yes No

B. USE OF NEEDLE DETECTOR N/A

1. Has the factory installed conveyor type needle detector? Yes No
2. Does factory use hand needle detector and do record of using hand needle detector? Yes No
3. Has the factory have the "Red Box"? The bulk fails metal detection must be quarantined in a locked box which must be stored next to the metal detector to prevent contamination with good garments. Yes No
4. Does the factory have the record with higher level management signature for the further action about the bulk in the "Red Box"? Yes No
5. Is the needle detector being used during visit? If no, please specify why: _____ Yes No

-1-

Fig 3.12: Safety Audit Report by KIABI

KIABI		Doc. No.: 1
Doc. Title: Product Safety Checklist during QA/PE Visit		Rev: 1
		Page 2 of 3
**6. Are all products passed thru needle detector prior to ex-factory? If no, please mark the details: _____	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
7. Is a daily activity log kept at needle detector for recording quantity passed / failed in needle detector?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
8. Are the calibration card / block (Ø 1.2mm) kept at detector / factory?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
9. Is the needle detector operational for alarming Ø 1.2mm ferrous ball at 9 points calibration?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
10. Does the factory conduct 9 points calibration prior to start of every work shift and during shift hours (Every 2 Hour)?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
11. Is the calibration record updated with all entries filled?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
12. Does factory identify & separate the batches between two calibration intervals until detector calibration is finished?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
C. Pull Test Control	<input type="checkbox"/> N/A	
1. Does the factory keep the Trims Data Sheet provide from trims supplier for machine setup?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
2. Has the factory installed any pull gauge with appropriate clamping tools?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
**3. Does the factory conduct regular testing on the performance of attachment machine (e.g. snap attachment, button sewing, etc.) with the mock-up in actual construction every 2 hours per machine?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
4. Does factory identify & separate the batches between two calibration intervals until pull test done or pinch setting checked?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
5. Is the pull testing record update and keep with all mock-up samples tested?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
6. Does the factory apply "Pull to Failure" on trim attachment to evaluate its safety margin?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
7. Does the factory check the pinch setting in regular interval with record?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
8. Does factory check the operation cycle of tooling / die mould and consult trim supplier for maximum operation life allowed?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
9. Does factory clean up all left-over trims and tooling / die mould on machine after production finished?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
10. Does factory conduct daily calibration of pull gauge with records (i.e. with dead weight to calibrate)?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No

Fig 3.13: Safety Audit Report by KIABI

KIABI Doc. Title: Product Safety Checklist during QA/PE Visit	Doc. No.: 1 Rev: 1 Page 3 of 3
--	--------------------------------------

D. Sharp Tools Control N/A

1. Does factory maintain a master log of sharp tools used in production? Yes No

**2. Does factory maintain a record to monitor the In & Out status of sharp tools in production? Yes No

3. Are the sharp tools (e.g. snips, blades, pointers) tied securely or any effective procedure to prevent dropping into products / cartons? Yes No

Action Needed:	Time Line:
1. _____	1. _____
2. _____	2. _____
3. _____	3. _____
4. _____	4. _____
5. _____	5. _____

Signature of Factory Representative Title QDGM Name: Md. Mizanur Rahman	Signature of Auditor Date 12/09/2022 Name: Md. Hasan
---	--

Fig 3.14: Safety Audit Report by KIABI

Description: This is the KIABI Buyer's product safety report. This factory name APS knit composite Ltd. Type of product name All kinds of knit product. Date :12/09/2022. Use of needle defector - Has the factory have the ("Red Box")the bulk fails metal detection must be quarantined in a locked box which must be stored next to the metal detector to prevent contamination with good garments. Pull test control - Does the factory conduct regular testing on the performance of attachment machine (e.g. snap attachment, button sewing etc.).

Health, Safety & Hygiene description: It was noted through document review that factory has the fire licenses coverage of 101695 SQF, but total area should be 121730 SQF. Hence, 20035 SQF area which is not included in the coverage of fire licensees. Note that factory has already applied for the same on August 14, 2022 to respective.

Safety Monitoring Audit Report by amfori:

Monitoring result for APS Holdings Ltd. on site APS Holdings Limited



Monitoring

Monitored Party	: APS Holdings Ltd.	amfori ID	: 050-000656-000
Site	: APS Holdings Limited	Site amfori ID	: 050-000656-002
Address	: Tusher Tower, Block - F, 58/4 Nawjor, Ward No.: 13, : 1346, Gazipur -1346 : Dhaka : Bangladesh	Monitoring Activity	: amfori Social Audit - Manufacturing
		Monitoring Type	: Follow-up Monitoring
		Submission Date	: 08/07/2021
		Expiration Date	: 29/09/2022

This is an extract of the online monitoring result, generated on 08/07/2021, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available [here](#) - 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	C
PA 2: Workers Involvement and Protection	B
PA 3: The Rights of Freedom of Association and Collective Bargaining	A
PA 4: No Discrimination	A
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

Fig 3.15: Safety Monitoring Audit Report by amfori

Description: This is Monitoring result for APS Apparels limited. Monitored party name APS Apparels limited. Site name APS Apparels limited. This address: Holding no-106, ward no-05, Baitur Rahmat Jame mosque Road, East Faidabad, Atipara, Dakkhin khan, Dhaka-1230.Amfori ID number :050-000796-000.Site amfori ID number -050-000796-002.Monitoring activity: amfori social Audit- Manufacturing. Monitoring type: Follow- up monitoring.

Submission Date:28/07/2021

Expire Date:09/08/2022.

This section rating is PA1: Social management system -B, PA2: Workers Involvement and Protect - A,PA3:The right of freedom of Association and collective Bargaining -A.

Occupational health and safety description:

- i)Facility has done risk assessment but during review of the assessment it was noted that facility only considered environmental risk in dining, canteen, child care, cutting and finishing.
- ii)Water flow at 1 out of 2 eye wash station was found insufficient at 6th floor.

Safety Audit Report by amfori and BSCI:

Producer : APS Knit Composite Ltd.

DBID : 354412 and Audit Id : 208231

Audit Date : 12/04/2021

Audit Type : Follow-up Audit



Auditee :	APS Knit Composite Ltd.
Audit Date From :	12/04/2021
Audit Date To :	12/04/2021
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV Rheinland
Auditor's Name(s) :	A.S.M. Al Kausar(Lead), Md. Sadiqui Amin Rased, Mohammad Mozibul Haque Masum
Auditing Branch (if applicable) :	TUV Rheinl. Bangladesh



This is an extract of the on line Audit Report. The complete report is available in the amfori BSCI Platform.
Access www.bsplatform.org, for entitled users only.

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.

This is an extract of the amfori BSCI Audit Report, which is available in the amfori BSCI Platform. © amfori, 2018 - The English version is the legally binding One.

Fig 3.16: Safety Audit Report by amfori and BSCI

Audit Details

Audit Range :	<input type="checkbox"/> Full Audit	<input checked="" type="checkbox"/> Follow-up Audit
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural <input type="checkbox"/> Small Producer
Audit Announcement :	<input type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced <input checked="" type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No	
Audit extent (if applicable) :	none	
Audit interferences or contingencies (if applicable) :	none	
Overall rating :	B	
Need of follow-up :		If YES, by :

Rating per Performance Area (PA)

PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
C	A	A	A	A	A	A	A	A	A	A	A	A

Executive summary of audit report

The audit was conducted at "APS Knit Composite Ltd." which is located at "Kamargaon, Pubail, Gazipur Sadar, Gazipur, Dhaka, Bangladesh". Since the beginning the auditee is located in the factory premises. There is another factory situated in the same complex under the same owner. This sister concern factory produces knit dyed fabrics. It was confirmed through management interview, workers interview and document review that there were no workers exchange happening between two factories. All workers worked for their own recruited factory. At present, the factory has 1695 workforce including all (i.e. process workers, senior management members, mid-level management staff, administrative staffs and contracted security guards). Currently there are 371 number of piece rated workers and 05 contracted security guards are working in the audited factory. Factory has paid in Cash to the workers and paid through bank transfer to the other staffs/officers. Pay period was English calendar month. All employees working time have been recorded by electronic time keeping system. The facility remains open from Saturday to Thursday while Friday is a weekly day off. There is no specific high/low season. Orders from customers remain consistent round the year as reported by the Management.

Factory has manufactured all kinds of knit garments. The main production processes are listed as follows:
 Cutting- Sewing > Finishing (Pressing to Packing)

During audit all the business licenses found accurate and found updated. Name and address of the factory found same in all areas. Legally 02 hours overtime is allowed per day. However Bangladesh government has waived overtime hours upto 04 hours for export oriented garment industry. Audit plan slightly modified during the course of the audit and the revised audit plan (As Audited Plan) uploaded into the amfori BSCI platform.

Site Descriptions: The factory consists of 7(seven) buildings and 13(Thirteen) sheds. Total boundary land area is 220250 SQF and total floor area (including production, warehouse, office, medical, child care, utility, dining, etc.) is 120538 SQF.

Description of the building is furnished below:

Building 01: (02 Storied, commonly used)
 Ground floor: Gas generator, maintenance office.
 1st floor: Generator control room.
 Roof top: water cooler and 50% vacant.

Building 02: (02 Storied, commonly used)
 Ground floor: security post.
 1st floor: Fire control room.
 Roof top: 100% vacant.

Building 03: (02 Storied, commonly used)
 Ground floor: sub-station.
 1st floor: Ansar (Hired from government authority) dormitory.
 Roof top: 100% vacant.

Building 04: [single Storied, used by APS Apparels (Dyeing Unit) Ltd. (Sister concern)]
 Chemical store.
 Roof top: 100% vacant.

Building 05: (02 Storied, commonly used)
 Ground floor: General store, wastage store, medial, child care room.
 1st floor: Staff dining hall, dormitory, maintenance store.
 Roof top: 100% vacant.

Building 06: (06 Storied)
 Ground floor: used by APS Apparels (Dyeing Unit) Ltd. (Sister concern)
 1st floor: Office, CAD, fabrics store, bonded ware house, left over store. (Used by audited facility)
 2nd floor: Cutting section, sewing section, finishing section, spot removing room, maintenance room, sub store. (Used by audited facility)
 3rd floor: Cutting section, sewing section, finishing section, spot removing room, maintenance room, sub store. (Used by audited facility)
 4th floor: Cutting section, sewing section, finishing section, spot removing room, maintenance room, sub store. (Used by audited facility)
 5th floor: Dining hall, canteen, prayer room, accessories store, finished goods store, sample section.
 Roof top: 100% vacant.

Building 07: (03 Storied building)
 Ground Floor: Fully Vacant
 1st Floor: Fully Vacant
 2nd Floor: Compressor

Fig 3.17: Safety Audit Report by amfori and BSCI

Performance Area 2 : Workers Involvement and Protection	
1- Followup Audit [Audit Id - 208231] Audit Date: 12/04/2021 PA Score: A	Deadline date:
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: Overall observation revealed that that company management had fulfilled the requirements and developed a policy and procedure for bringing the workers and management into sync for improving work-place efficiency. A complaint box had been installed in the Toilet area so that the workers are able to report their problems and receive respective solutions. Facility arranges training on regular interval to increase the competency among manager, workers and workers representatives to successfully anticipate their responsibilities in business operation. Interviewed workers were found well aware of the legal rights and benefits, fire safety, etc. On a regular basis factory management arranges training for owners, directors, newcomers, managers and workers representatives etc. on the amfori BSCI Code. Training materials were found up to date. Interviewed workers and midlevel management of the factory were found well aware about the requirements of amfori BSCI Code of Conduct. Facility has grievance policy and procedure for the workers. Previous Findings Closeout Comments/Status: 2.2 (Closed)-Through document review, workers and management interview it was noted that. The facility has set up the company's mission and vision with specific long term goals or objectives were set with involvement of workers and workers representative in line with BSCI CoC that reflecting step-by-step approach towards sustainable improvement.	
Remarks from Auditee: None	
Full Audit [Audit Id - 190075] Audit Date: 18/08/2020 PA Score: A	Deadline date:31/12/2020
Good practices: None Observed	
Areas of Improvement Overall observation shows that facility has set up policies and procedure related to workers participation with the management for development of workplace condition. Facility has formed trade union "APS Knit Composite Sromik Kormochari Union" dated on March 09, 2016 which Reg. No. # Dhaka -5084. Besides factory has formed participation committee (PC) through selection process by trade union and latest formation date of PC was June 15, 2020. The facility has developed a system to meet periodically with workers representative to discuss different issues. Latest meeting was held in July 22, 2020. Facility management has established grievance handling procedure and workers were aware about the procedure. Factory management has installed complain box inside the toilet areas to ventilate workers grievance in a confidential manner. Different types of grievances were recorded. Last training on amfori BSCI was arranged on August 17, 2020. Factory has established satisfaction survey system on grievance mechanism. However, gaps have been identified in implementation related to company's long-term goals. 2.2 - Factory has set mission, vision and values but which those were not aligned with company's future goal/plan. Note that factory has listed some topics those were not fulfill the requirement of amfori BSCI expectation related to company's long-term goals.	
Remarks from Auditee None	
Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
1- Followup Audit [Audit Id - 208231] Audit Date: 12/04/2021 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: During this follow-up audit this Performance Area (PA) was "Not rated" due to no finding was raised in previous audit.	
Remarks from Auditee:	
Full Audit [Audit Id - 190075] Audit Date: 18/08/2020 PA Score: A	Deadline date:
Good practices: None Observed	
Areas of Improvement Overall observation shows that the auditee has fulfilled the requirement of this performance area. Auditee respects the requirement for freedom of association and/or collective bargaining. The facility has policy and procedures on freedom of association and collective bargaining. Workers are free to form and join in the trade union and/or PC. No restriction was noticed from document review and workers interview. Facility has formed trade union "APS Knit Composite Sromik Kormochari Union" dated on March 09, 2016 which Reg. No. # Dhaka -5084. Besides factory has formed participation committee (PC) through selection process by trade union and latest formation date of PC was June 15, 2020. The facility has developed system to meet periodically with workers representative to discuss different issues. Latest meeting was held in July 22, 2020. No evidence was identified and reported that workers representatives are discriminated.	
Remarks from Auditee None	

Fig 3.18: Safety Audit Report by amfori and BSCI

Performance Area 7 : Occupational Health and Safety	
1- Followup Audit [Audit Id - 208231] Audit Date: 12/04/2021 PA Score: A	Deadline date:31/08/2021
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: <p>It appeared from overall observation that the company management is in progress for fulfilling most essential conditions of this performance area to an extent. Building construction approval is taken from Tongi Pouroshova on April 18, 2012. In-house safety training had been provided to existing and new workers. Factory had documented emergency preparedness procedure for handling of accidents and emergency situations. In case of emergency medical need, facility can take services from Care General Hospital. No visible defect found at the factory building. During site-tour, it was noted that working environment with respect to ventilation and lighting of the factory were acceptable. 03 Emergency Exit found in each floor, were clearly marked with back-up power system. Evacuation plans has been posted in local language and it is placed showing the closest escape routes including emergency exits. Childcare room and medical room were found properly separated. Facility management is providing pure drinking water to its workers. Seating capacity in workers dining was insufficient, it was clean and hygienic. Canteen was available. All the toilets were found clean and maintained properly by the management. Emergency light found 198. There were aisles marking and evacuation plot plan. The number of firefighting equipment (Fire extinguisher=155, Fire hose pipe=15, Fire alarm call point=23, Fire alarm bell=30, Smoke detector=513, and first aid box (Total=16) were available in the factory. There are 330 fire fighters trained by the facility. Question-7.23 is remained as not rated as factory did not provide transportation facility to the workers. However gaps has been identified in implementation.</p> <p>Previous Findings Closeout Comments/Status: 7.3 (Closed) - Through document review and management interview it was noted that, facility has identified potentials risks on health and safety for the workers who works in night period. 7.5 (Closed) - Through document review, workers and management review it was noted that, facility has arranged night fire drill. Last night fire drill happened 25 March 2021. 7.17 (Closed)- i) Through documents review it was confirmed that factory has ensured valid boiler licenses for the 03 out of 03 boilers those were used by the factory. ii) Through documents review it was confirmed that factory has received provisional license for generation of 3.461 MW electricity by captive power plant (CPP)/ 03 generators and license found valid till January 25, 2022. iii) Through documents review, boiler operator and management interview it was confirmed that factory has recruited one first class certified boiler operator dated on December 07, 2020. Beside facility has another 2nd class certified 03 boiler operators. 7.20 (Closed)- Through documents review it was confirmed that factory has ensured drinking water test by recognized authority (Zonal laboratory of DPHE, Tongi, Gazipur) dated on August 31, 2020 and test report shows that required parameters within the acceptable limit.</p> <p>7.1 - The facility is in progress of implementing health & safety related legal requirements. Gaps found related to chemical management and fire license.</p> <p>7.7 - MSDS, labeling and secondary containment was not ensured for the couple of lubricant oil drums near gas generator room. [Reference: rule 68(10) of Bangladesh Labour rules 2015]]</p> <p>7.11 - Newly constructed three storied Building 07 was not included in the factory fire license. [Reference: Fire Prevention Act-2003, Section-4]</p>	
Remarks from Auditee: None	
Full Audit [Audit Id - 190075] Audit Date: 18/08/2020 PA Score: D	Deadline date:31/01/2021
Good practices: None Observed	
Areas of improvement: <p>Facility is in progress for implementing amfori BSCI and applicable occupational legal requirements to ensure workers safety. Factory has developed several policy and procedures and assigned personnel to ensure better occupational health and safety. Facility has appointed fire safety officer to ensure fire equipment are properly managed and workers are trained on fire safety. Medical staffs are recruited to ensure treatment facility. Beside factory has taking medical facility from nearby contracted hospital. Facility has developed a system for regular inspection of fire fighting equipment, machineries. Inspection report has been kept by concern person. During audit house keeping condition found satisfactory. No fire incident and critical accident was noted during interview with workers and management. Factory is not located in shared building. However another one sister concern factory located inside the factory premises. Building construction plan and floor layout plan approved by concern authority. Factory has arranged dormitory facility for their security personnel in the premises (total 18 persons currently living in the dormitory). Training Evidences: Last orientation was done on August 17, 2020; Last First aid training was provided on August 09, 2020; Last fire safety training was arranged on August 16, 2020; Last health safety training was arranged on July August 11, 2020; Last PPE training was arranged on August 13, 2020; Last fire drill was performed on July 11, 2020; PA.7.23 marked as N/A because no transportation provided to the workers by the factory management. However, during audit gaps have been identified in overall implementation.</p> <p>7.1 - The facility is in progress of implementing health & safety related legal requirements. Gaps found related to risk assessment, night fire drill, injury records, drinking water test report, boiler license, generator license & boiler operators competency certificate.</p> <p>7.3 - Facility did not identify potentials risks on health and safety for the workers who works in night period.</p> <p>7.5 - Based on document review, management and workers interview it was noted that factory did not conduct any night fire drill within last one year. Note that, facility had to do overtime till mid night sometimes. [Reference: Labor Law 2006, Section 62 (8) and with Bangladesh Labor Rules- 2015, Rule- 55 (14)]</p> <p>7.17 - i) Boiler license of 2 out of 3 boilers of the factory was expired on 05 August 2020. However, facility management has applied to the concern authority on 12 August 2020 for renewal of certificate, but did get yet. [Reference: Boilers Act, 1923, Section-8] ii) The facility has no permission for using generators (capacity-3.461 MW). Note that, facility has applied to the concern authority on 10 October 2019, but did not get the permission yet. [Reference: Energy Regulatory Commission Rules-2006, Rule-9(b)] iii) Through plant tour, boiler license review and management interview noted that facility has total three boiler and considering individual capacity of 02 out of 03-boiler facility management has not recruited first class certified boiler operator. Note: Facility has total 03 boiler operators and all are 2nd class certified [Reference: Boiler Attendant Rules 2010, Rules 8]</p> <p>7.20 - Latest drinking water test report done on November07, 2019 (from BUET) where 02 important drinking water parameters "Arsenic (As) and Iron (Fe)" were found missing. Note that mentioned 02 drinking water parameters "Arsenic (As) and Iron (Fe) last tested on July 25, 2019 from (icddr/b). [Reference: Bangladesh Labor Rules- 2015, Section 50 (5)].</p>	
Remarks from Auditee: None	

Fig 3.19: Safety Audit Report by amfori and BSCI

Description: This is amfori BSCI trade with purpose. This auditee name: APS knit composite ltd. Audit date from:12/04/2021. Audit date to:12/04/2021.Expiry date of the audit: Please refer to the procedure profile in the amfori BSCI platform. Auditing company name: TUEV Rheinland. Auditor's name: A.S.M.AL Kausar (Lead), Md.Sadiqul Amir Rased, Mohammad Mozibul Haque Masum. Auditing Branch: TUV Rheinl. Bangladesh. The audit was conducted at APS knit composite ltd. which is located at Kamargaon, Pubail, Gazipur sadar, Dhaka, Bangladesh. Since the beginning the audits is located in the factory premises. There is a another factory situation in the same complex under the same owner. At present, the factory has 1695 workforce including all workers, senior management members. All employees working time have been recorded by electronic time keeping system. The main production processes are listed as follows: Cutting > Sewing > Finishing > (Pressing to packing).

CHAPTER – 4
DISCUSSION & RESULT

4.1 Solution and Finding of Structural Error

To prevent Garment factory structural error and building collapse, it's crucial to ensure proper design, construction, and maintenance of the building. Here are some steps that can be taken to prevent building collapse:

- I. **Adhere to building codes and standards:** Building codes and standards are in place to ensure the safety and stability of buildings. It's crucial to comply with these codes during the design and construction phases.
- II. **Use quality materials:** Using quality materials that meet the required specifications and standards can help ensure the stability and durability of the building.
- III. **Hire qualified professionals:** Ensure that architects, engineers, and contractors involved in the design and construction of the building are qualified and experienced in their respective fields.
- IV. **Regular inspections and maintenance:** Regular inspections and maintenance of the building can help identify and fix potential problems before they become serious.
- V. **Emergency response planning:** Having an emergency response plan in place and conducting regular drills can help ensure the safety of occupants in the event of a building collapse.

If there is no possible to build an ideal building for factory then factory owner can follow some safety rule about maintenance

- I. **Repair:** Minor errors can be fixed by repairing the damaged part of the building.
- II. **Reinforcement:** In case of load-bearing issues, reinforcing the structure may be the solution.
- III. **Redesign:** In some cases, the building may need to be redesigned to correct the structural error.
- IV. **Demolition and rebuild:** In severe cases, the building may need to be demolished and rebuilt from scratch to correct the structural error.

4.2 Solution and Finding of Electrical Hazards

Electrical hazards can pose a serious threat to Garment worker safety and can cause serious injury or death. Here are some steps that can be taken to minimize electrical hazards:

Regular inspection and maintenance: Regular inspection and maintenance of electrical systems, including wiring, appliances, and outlets, can help identify and address potential hazards before they become serious.

Use of circuit breakers and ground-fault circuit interrupters: These devices help protect against electrical shock, fire, and other hazards.

Use of proper electrical wiring techniques: Ensuring proper electrical wiring techniques are used, such as using appropriate wire sizes, conduit, and grounding, can reduce the risk of electrical hazards.

Use of electrical safety devices: Using electrical safety devices, such as surge protectors and safety switches, can help protect against electrical hazards.

Proper use of electrical appliances: Ensuring that electrical appliances are used properly, including avoiding overloading outlets and using appliances as intended, can reduce the risk of electrical hazards.

Safety training: Providing safety training to employees and others who work with electrical systems can help prevent electrical hazards and promote safe practices.

It's important to prioritize electrical safety and take the necessary steps to minimize the risk of electrical hazards. Consult with a qualified electrician if you have any concerns or need help addressing electrical hazards.

4.3 Solution and Finding of Chemical and Dust Hazards

To mitigate chemical hazards, the following measures can be taken:

- I. **Proper storage:** Store chemicals in a secure, well-ventilated area, away from heat and ignition sources.
- II. **Labeling:** Label containers clearly and accurately, including information on the chemical's properties, hazards, and storage requirements.
- III. **Personal Protective Equipment (PPE):** Use appropriate PPE such as gloves, goggles, and protective clothing when handling chemicals.
- IV. **Training:** Provide training for workers on the safe handling, storage, and disposal of chemicals.
- V. **Emergency response:** Have a plan in place for responding to chemical spills or releases, including evacuation procedures and access to emergency equipment and medical treatment.
- VI. **Ventilation:** Use proper ventilation when handling chemicals to minimize exposure to fumes and vapors.
- VII. **Substitution:** Whenever possible, substitute less hazardous chemicals for more hazardous ones.
- VIII. **Disposal:** Properly dispose of chemicals and their containers in accordance with local, state, and federal regulations.

To mitigate dust hazards in a garment factory, the following measures can be taken:

- I. **Proper ventilation:** Install and maintain effective ventilation systems to remove dust and particulate matter from the air.
- II. **PPE:** Provide workers with appropriate personal protective equipment, such as masks, respirators, and goggles, to minimize exposure to dust.
- III. **Work practices:** Implement safe work practices, such as using vacuum cleaners or damp cloths to clean surfaces, to reduce dust buildup.
- IV. **Equipment maintenance:** Regularly maintain and clean machinery, such as cutting and sewing machines, to reduce dust emissions.
- V. **Housekeeping:** Maintain good housekeeping practices, such as frequently sweeping or vacuuming the floor, to reduce dust accumulation.
- VI. **Substitution:** Whenever possible, substitute materials that generate less dust for those that generate more.
- VII. **Employee training:** Provide training for workers on the dangers of dust exposure and the proper use of PPE and safe work practices.
- VIII. **Monitoring:** Regularly monitor the air quality in the factory to ensure it remains within safe levels.
- IX. **Medical surveillance:** Offer medical surveillance to workers who are at risk of exposure to dust, including regular health assessments and monitoring of symptoms.

4.4 Solution and Finding of Machine Risks

Knitting Machine: To prevent accidents while using a knitting machine, follow these guidelines:

- I. **Read the manual:** Make sure to read the manual thoroughly before using the machine. It will contain important information on how to use it safely.
- II. **Check for defects:** Before you start using the machine, inspect it for any defects or signs of damage. If you find anything, have it repaired or replaced before using it.
- III. **Wear appropriate clothing:** Make sure to wear comfortable and loose-fitting clothing that won't get caught in the machine. Avoid wearing jewelry or loose clothing that could get caught in the moving parts.
- IV. **Keep the work area clean:** Keep the area around the machine free of any obstructions, such as boxes or piles of fabric. This will prevent you from tripping or bumping into something while working.
- V. **Keep children and pets away:** Children and pets can accidentally get too close to the machine and get hurt. Keep them away from the machine while it's in use.
- VI. **Turn off the machine when not in use:** When you're not using the machine, make sure to turn it off and unplug it. This will prevent any accidental start-ups while you're away from it.
- VII. **Follow proper technique:** Always follow the proper technique for using the machine, and avoid overreaching or straining your muscles. Take breaks if you need to, and use a comfortable chair with good back support.

By following these safety tips, you can help prevent accidents while using your knitting machine.

Cutting Machine: Fabric cutting machines can be dangerous if not used properly. Here are some tips for preventing accidents while using a fabric cutting machine:

- I. **Read the manual:** Before using the machine, make sure to read the manual thoroughly. It will contain important information on how to use the machine safely.
- II. **Check for defects:** Inspect the machine for any defects or signs of damage before using it. If you find anything, have it repaired or replaced before using it.
- III. **Wear appropriate clothing:** Make sure to wear clothing that won't get caught in the machine, such as long sleeves and pants. Avoid wearing jewelry or loose clothing that could get caught in the moving parts. Must wear metal hand gloves for safety.
- IV. **Keep the work area clean:** Keep the area around the machine free of any obstructions, such as boxes or piles of fabric. This will prevent you from tripping or bumping into something while working.
- V. **Keep children and pets away:** Children and pets can accidentally get too close to the machine and get hurt. Keep them away from the machine while it's in use.
- VI. **Turn off the machine when not in use:** When you're not using the machine, make sure to turn it off and unplug it. This will prevent any accidental start-ups while you're away from it.
- VII. **Follow proper technique:** Always follow the proper technique for using the machine, and avoid overreaching or straining your muscles. Take breaks if you need to, and use a comfortable chair with good back support.
- VIII. **Use proper blade:** Make sure to use the proper blade for the type of fabric you are cutting. Dull blades can cause the machine to work harder and increase the risk of accidents.
- IX. **Guard the blade:** Make sure the blade guard is in place and functioning properly before using the machine. This will help prevent accidental contact with the blade.

By following these safety tips, you can help prevent accidents while using your fabric cutting machine.

Heat Cutter Machine: Heat cutters can be dangerous if not used properly. Here are some tips for preventing accidents while using a heat cutter machine:

- I. **Read the manual:** Before using the machine, make sure to read the manual thoroughly. It will contain important information on how to use the machine safely.
- II. **Check for defects:** Inspect the machine for any defects or signs of damage before using it. If you find anything, have it repaired or replaced before using it.
- III. **Keep the work area clean:** Keep the area around the machine free of any obstructions, such as boxes or piles of fabric. This will prevent you from tripping or bumping into something while working.
- IV. **Keep children and pets away:** Children and pets can accidentally get too close to the machine and get hurt. Keep them away from the machine while it's in use.
- V. **Turn off the machine when not in use:** When you're not using the machine, make sure to turn it off and unplug it. This will prevent any accidental start-ups while you're away from it.
- VI. **Follow proper technique:** Always follow the proper technique for using the machine, and avoid overreaching or straining your muscles. Take breaks if you need to, and use a comfortable chair with good back support.
- VII. **Wear protective gear:** Wear gloves, safety glasses, and a mask to protect yourself from any sparks or hot debris that may be created during the cutting process.
- VIII. **Check Electrical Connection:** Check the electrical connection is okay and there is no error in wire.

By following these safety tips, you can help prevent accidents while using your heat cutter machine.

Sewing Machine: To prevent accidents while using a sewing machine, follow these guidelines:

- I. Read and understand the manual before using the machine.
- II. Keep the work area clean and well-lit.
- III. Make sure the machine is properly threaded and adjusted before use.
- IV. Keep loose clothing and long hair tied back to avoid getting caught in the machine.
- V. Never reach under the needle while it is moving.
- VI. Always use the presser foot to hold the fabric in place.
- VII. Turn off and unplug the machine when not in use.
- VIII. Use the proper needle and thread for the fabric being sewn.
- IX. Avoid overloading the machine with too many layers of fabric.
- X. Regularly clean and maintain the machine according to the manual's instructions.

By following these safety tips, you can reduce the risk of accidents and injuries while using a sewing machine.

Linking Machine: To prevent accidents while using a Linking machine, follow these guidelines:

- I. Read and understand the manual before using the machine.
- II. Keep the work area clean and well-lit.
- III. Make sure the machine is properly threaded and adjusted before use.
- IV. Keep loose clothing and long hair tied back to avoid getting caught in the machine.
- V. Never reach under the needle while it is moving.
- VI. Always use the presser foot to hold the fabric in place.
- VII. Turn off and unplug the machine when not in use.
- VIII. Use the proper needle and thread for the fabric being sewn.
- IX. Avoid overloading the machine with too many layers of fabric.
- X. Regularly clean and maintain the machine according to the manual's instructions.

By following these safety tips, you can reduce the risk of accidents and injuries while using a linking machine.

Grander Machine: To prevent accidents while using a grinder machine, follow these guidelines:

- I. Read and understand the manual and safety instructions before using the machine.
- II. Wear appropriate personal protective equipment, such as safety glasses, gloves, and hearing protection.
- III. Make sure the machine is properly mounted and securely fastened.
- IV. Check the machine for any signs of damage or wear before use.
- V. Use the correct type of grinding wheel for the material being worked on.
- VI. Do not exceed the recommended speed for the grinding wheel.
- VII. Keep the workpiece secure and stable while grinding.
- VIII. Hold the workpiece firmly with both hands to maintain control.
- IX. Avoid using excessive force or pressure while grinding.
- X. Turn off the machine and unplug it before making adjustments or changing accessories.

By following these safety tips, you can reduce the risk of accidents and injuries while using a grinder machine.

Fusing Machine: To prevent accidents while using a fusing machine, follow these guidelines:

- I. Read and understand the manual and safety instructions before using the machine.
- II. Wear appropriate personal protective equipment, such as heat-resistant gloves, long sleeves, and eye protection.
- III. Make sure the machine is properly grounded and has been tested for electrical safety.
- IV. Check the machine for any signs of damage or wear before use.
- V. Ensure the machine's temperature controls are set correctly for the material being fused.

- VI. Keep the work area clean and free of flammable materials.
- VII. Avoid touching hot surfaces on the machine while it is in use.
- VIII. Do not attempt to repair or modify the machine without proper training and tools.
- IX. Turn off and unplug the machine before making adjustments or changing components.
- X. Regularly inspect and maintain the machine to ensure it is operating correctly.

By following these safety tips, you can reduce the risk of accidents and injuries while using a fusing machine.

4.5 Solution and Finding of Fire Accident Risk :

To prevent fire accidents in a garment factory, follow these guidelines:

- I. Implement a fire safety plan and conduct regular fire drills.
- II. Ensure that all employees are trained in fire safety procedures.
- III. Install smoke detectors and fire alarms throughout the factory.
- IV. Provide fire extinguishers in easily accessible locations and make sure employees know how to use them.
- V. Make sure all electrical equipment and wiring are properly installed and maintained.
- VI. Store flammable materials and chemicals properly, away from heat sources.
- VII. Use fire-resistant materials for construction and furnishings, where possible.
- VIII. Establish clear emergency exits and make sure they are well-lit and marked.
- IX. Conduct regular inspections to identify and address potential fire hazards.
- X. Have a fire response team in place to respond quickly and effectively in the event of a fire.

By following these safety tips, you can reduce the risk of fire accidents in a garment factory and protect the safety of employees and the facility

4.6 External and Environmental Hazards:

Here are some measures that garment factories can take to prevent environmental hazards:

- I. **Proper waste management:** Garment factories should have a system for managing waste, including segregation, storage, and disposal. This includes ensuring that hazardous waste is properly labeled, stored, and disposed of in accordance with local regulations.
- II. **Chemical safety:** The factory should ensure that all chemicals are stored and used safely, and that workers are trained on proper handling and disposal.
- III. **Air and water pollution control:** The factory should install and maintain effective pollution control measures, such as filters and treatment systems, to reduce air and water pollution.
- IV. **Energy efficiency:** The factory should implement energy-efficient practices, such as using LED lighting and investing in energy-efficient machinery, to reduce energy consumption and minimize greenhouse gas emissions.
- V. **Worker safety:** The factory should ensure that workers are provided with appropriate protective equipment and training to reduce the risk of accidents and exposure to hazards.

Regular monitoring and auditing: Regular monitoring and auditing of the factory's environmental performance can help identify potential hazards and ensure that environmental standards are being met.

4.7 Solution and Finding of Security Risk:

The garment industry faces a variety of potential security risks including theft, vandalism, cybercrime, and more. In order to minimize these risks, visibility within the manufacturing process should be improved with CCTV systems, access control measures such as biometrics, alarm systems and regular security patrols of sites. Establishing good security policies that outline employee obligations also helps protect businesses against employee-related misconduct or negligence. Finally, companies operating in the garment industry must remain up-to-date on the latest security measures to protect their assets and information. This may involve regularly changing passwords or conducting risk assessments at regular intervals to identify any potential vulnerabilities. It is essential for organizations in this sector to be proactive about their own physical and digital security as well as embracing technological solutions that are proven to reduce overall risk.

4.8 Case Study

Rana Plaza Tragedy:

The Rana Plaza tragedy was a shocking example of the terrible consequences of negligence and inequality. On the morning of April 24, 2013, a building in Dhaka, Bangladesh housing garment factories collapsed without warning, killing 1,134 people and injuring more than 2,500 others. The building's owner had ignored warnings that it was structurally unsafe due to being built on too weak of a foundation on top of an adjacent water tank, and failed to take any action to prevent its collapse. The victims were predominantly workers in the factory whose wages did not reflect the risks they took with their lives each day; meanwhile corporate interests prioritized profits over safety and regulation. This tragic event highlighted the gaps between corporations' supply chain and those affected by it—with little legal protection or protection against workplace violations for those at the lowest rungs of labor in countries like Bangladesh—and opened up urgent dialogue about international standards for crisis management and sustainability in global trade.

Action Against This Tragedy:

In response to this tragedy, the Accord on Fire and Building Safety in Bangladesh was formed. This is an independent agreement between global trade unions and numerous apparel companies that has worked to create a holistic approach towards preventing similar tragedies from happening in the future. Through its efforts, inspectorship of numerous garment factories around the world has been occurring for both safety and ethical compliance. The Accord has made strides towards increasing safety standards by incorporating mandatory training initiatives for garment workers as well as developing systematic systems for reporting violations in garments factories. These measures have helped improve workplace safety overall while giving much needed power back to the garment workers who were mostly at risk during the Rana Plaza tragedy. Moving forward, it is essential that we continue to prioritize workplace safety so that no one ever has to experience such tragic circumstances again.

Tazreen Garment Fire Accident:

The Tazreen garment factory fire accident in November 2012 highlighted the need for improved workplace safety standards within garment factories. The tragedy occurred when a three-story building in an unregistered factory caught fire, killing 112 people and injuring over 100. Inadequate emergency exits, blocked staircases, and the alleged failure of managers to stop machines after the fire alarm was activated, were just some of the reasons why so many perished. This case study has since become a powerful example of what can happen when factories fail to adhere to proper health and safety regulations. Moreover, it has helped draw attention towards more thorough inspection procedures as well as better employee training on preventing and responding to such disasters.

Action Against This Accident:

Implementation of the ‘Bangladesh Fire and Safety Accord’ is already helping improve fire safety, which could have lessened the severity of this case. Regular third-party inspections are also essential in order to motivate factories to prioritize safety measures while encouraging compliance with ethical codes. Furthermore, increased cooperation from international factory buyers should also be sought in order to create a chain of responses that better protect vulnerable workers from dangerous working conditions. Finally, proper workplace monitoring, government action and compensation for victims can help ensure that all parties in Tazreen's supply chain feel responsible for its employees’ safety and wellbeing

4.9 Report Chart of Garment Accident Types (2015-2019)

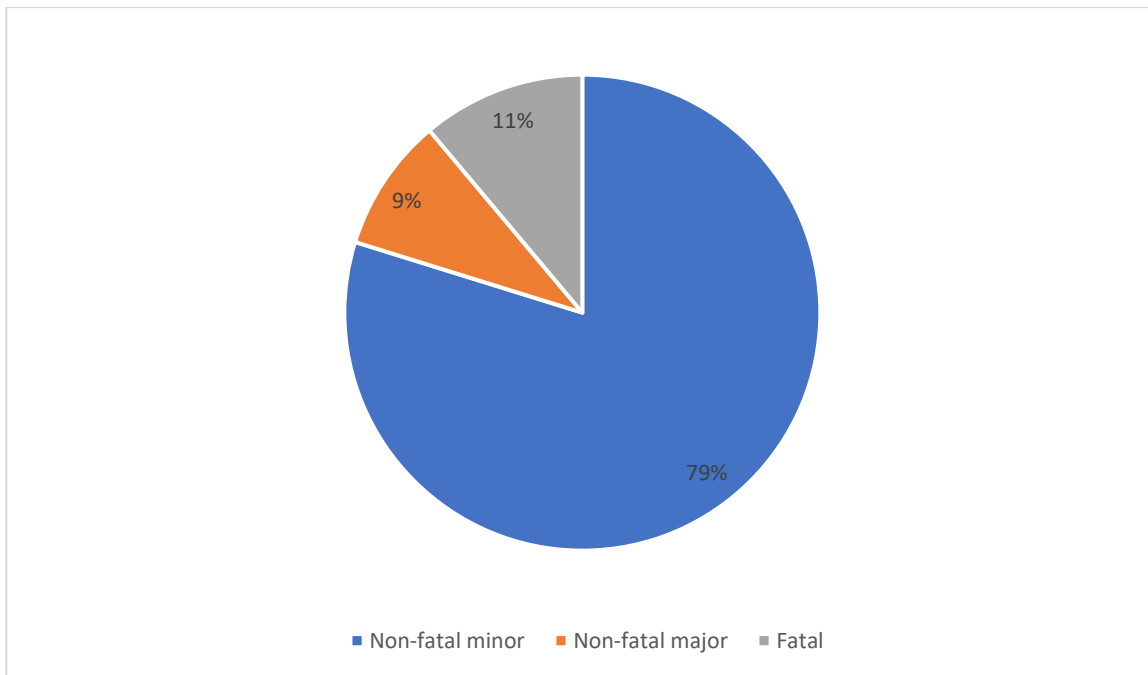


Chart 4.1: Report Chart of Garment Accident Type

Description:

Total accident: 494

Non-fatal minor accident: 448

Non-fatal major accident: 20

Fatal accident: 26

The RMG sector has recorded the highest injuries for the years 2015 to 2018, which may be attributable to greater awareness brought on by many safety programs launched by the ILO, the National Initiative, the Accord, and the Alliance. However, the majority of injuries in the RMG sector are minor and non-fatal, whereas the shipbuilding and shipbreaking sector reports the majority of fatal injuries. Additionally, there are several recorded fatal injuries in the construction industry.

4.10 Report Chart of Death and Injury by Garment Factory Accident (2010-2021)

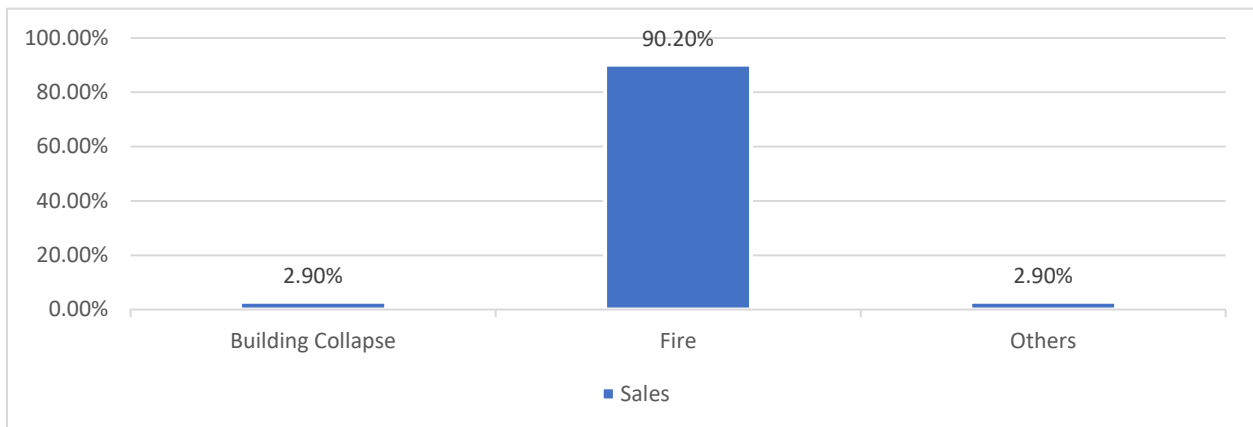


Chart 4.2: Report Chart of Death and Injury by Garment Factory Accident (2010-2021)

Description:

Total Death and Injured: 6455

Total Death: 1626

Death by Building collapse: 1196

Death by Fire: 395

Death by Others: 35

Total Injured: 4829

Injured by Building Collapse: 2474

Injured by Fire: 2281

Injured by others: 74

4.11 Findings

Environment Friendly: The role of environment friendly factory is immense for the development of a garment factory. Being environmentally friendly makes a garment factory charming. Garment workers are interested to work there. One aspect we should focus on is to make the environment around the factory beautiful. By doing this the productivity of worker increase tremendously.

In January, three factories were recognized as green factories.

Machine: There are many types of safety in a garment out of which machine safety is one. There are different parts of the machine which are dangerous for the garment worker. But there is enough safety in these machines. Surely the garment workers can work. There is no risk in these machines

Health: The health safety is very low in the garment factories of our country. It is almost non-existent. A hospital with 20/25 beds can be made in each garment factory. 2/3 doctors and nurses are appointed there. Garment workers may fall ill this situation, he can be given first aid. I think that health care and safety are very important for a garment worker

Fire Safety: Another important safety for garment workers is water fire safety. Any time accidents can happen in garments. Many workers may be harmed. But for that the garment owners have arranged fire safety for the workers. This fire safety can deal with any accident and provide safety to the workers

Baby Care Center: Baby care centers are now being built in garment factories in Bangladesh. Baby care centers can be seen in large garment factories. For example, we can say Fokir Apparels. Baby care center for children from 6 months to 3 years. 2/3 people are kept in the baby care center to look after the small children for the safety of the children. There are many children in baby care centers. Some of are studying, some are playing sports, some are mischievous. For a mother, the safety of her child is most important. If there is a baby care center in a garment factory then a baby will be safe and a mother will be at ease. Then those mothers will be interested and focused to work in the garment factory. Because her child is safe.

4.12 Limitations

Environmentally Friendly: It should be seen whether a garment factory is suitable for making it environmentally friendly. For example, whether there is space and money for the garment factory.

Healthcare: Healthcare is most important for a garment factory. It is the responsibility of the garment owner to ensure the health care of the workers. But whether a garment factory will be able to provide health care and whether it has the capacity to provide all the things have to be seen For example: whether there is a certain amount of space in the factory, whether there is money, whether there is capacity to hire doctors and nurses. If the above mentioned things are there, then it is possible to provide healthcare

Fire Safety: Fire safety is also an important part of a garment factory. Every garment factory has a fire safety system. All kinds of limitations are kept for this fire safety

Machines: There are various types of machines in a garment factory, such as cutting machine, sweeping machine, knitting machine, grander machine etc. These machines also have a limitation For example, how many machines can be kept, whether new machines can be added, whether there is money to buy machines, and whether there is a certain amount of space to keep the machines. If the factory has the capacity to add new machines then it will do it and if not then keep it according to its limitations.

CHAPTER – 5
CONCLUSION

Conclusion:

Alhamdulillah! At last, we have completed our thesis after long time and lots of workers safety, experiments and discussions. We are discussing the pros and cons of Garment Workers Safety. If there are pros, what benefits garment workers will get and if there are cons, what can we face? Various types of machines have been discussed. Knitting Machine, Cutting Machine, Heat Cutter Machine, Swing Machine, PMD Machine, Grinder Machine, Fusing Machine. The types of accidents that can happen to us with these machines have been discussed. We have discussed in this thesis that if a garment factory changes and takes steps, the garment factory will improve. Environmental friendly garment factory plays an essential role for improvement. Why is this environmental friendly factory essential have tried to highlight as many workers safety as there are in this thesis. We have collected different types of buyer's reports in garments which I think is very important in this thesis. We found in the industry every person is a very helpful and positive attitude. Finally, we can recommend that this project will be very helpful in our job life.

References:

- [1] <https://www.workersrights.org>
- [2] <https://www.aljazeera.com>
- [3] <https://bdlaws.minlaw.gov.bd>
- [4] <https://ilo.org>