

Monitoring result for Azim & Son (Pvt) Ltd on site Azim & Son (Pvt.) Ltd.

Monitoring

Monitored Party	: Azim & Son (Pvt) Ltd
amfori ID	: 050-001451-000
Site	: Azim & Son (Pvt.) Ltd.
Site amfori ID	: 050-001451-002
Address	: 36/A, Indira Road, : 1215, Dhaka : Dhaka : Bangladesh
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Submission Date	: 16/02/2022
Expiration Date	: 16/02/2024

This is an extract of the online monitoring result, generated on 17/02/2022, 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	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

General description

"Azim & Son (Pvt.) Ltd." is a Private Limited Company which was founded & incorporated with the RJSC in 1984. Inception of its operations took place in the same year in its current location at 36/A, Indira Road, Tejgaon, Dhaka, Bangladesh. Their operations include manufacturing woven items. At present, there are 384 employees at audited factory inclusive of process workers, senior management members, mid-level management staffs administrative staffs. Workers include 115 male and 269 female while the Management includes only 03 male and 2 female. The employees comprise of permanent, workers-on-probation, all of whom are paid Fixed Salaries in mobile banking, calculated on the basis of Calendar Months. Orders from customers remain consistent round the year as reported by the management. The facility remains open from Saturday to Thursday while Friday is a weekly holiday. General working hours start from 08:00 hrs to 17:00 hrs which includes a Break from 13:00 hrs to 14:00 hrs. Security guards were working in three shifts, which are 06:00 hrs to 14:00 hrs; 14:00 hrs to 22:00 hrs and 22:00 hrs to 06:00 hrs. All employees working time have been recorded with electronic punch card (except security guards).

The main production processes are listed as follows: Cutting > Sewing > Finishing (Pressing to Packing)

Site Descriptions: The factory consists of mainly one 06 storied building. In addition, there is another one building and two sheds. Description of the factory premises is given below:

Building-01 (6 stored)

Ground floor: Cutting section, childcare room, office room, fire control panel, security post. Sub-station.

1st floor- Sewing section, Doctor Room.

2nd floor- Sewing section

3rd floor- Finishing section, Ironing Section.

4th floor-Finishing section, Inspection.

5th floor - Dining and Canteen and 25% area are found free

Roof top: approximate 80% free and two water tank 1 is for drinking and 1 is for fire reservoir tank.

Building-2: (1 stored): Generator room, mini accessories store

Shed-1: Bonded warehouse (fabric), Boiler room, fire pump room, maintenance room, leftover room.

Shed-2: Wastage room

Audit Process:

The Audit team has conducted the audit in 01 day. 03 auditors were present on 02 February 2022. In accordance with the internal protocol of TÜV Rheinland Bangladesh Pvt. Ltd. (applicable for semi-announced audits) auditors took a short tour of the auditee's factory. An opening meeting was held with the factory management and participation committee members, immediately after the short plant tour as per "As Audit Plan". During the opening meeting lead auditor explained the scope and process of audit, briefly presented on amfori BSCI, its upgraded system and approach of audit. After concluding the opening meeting, a floor visit was conducted with factory management. Subsequently, the supplied documents as per audit requirements had been thoroughly reviewed. The time scope applicable for this audit begins from January 2021 to till the audit date (last 12 months). For worker's interview, the auditors selected workers from different production processes and different age groups. Confidentiality and comfort of the interviewees were ensured. The total audit procedure was completed in one day as per "As Audited Plan".

Management Cooperation:

Facility management was cooperative with the audit team throughout the audit. They grant the auditors access to all areas, let auditors perform worker interview in separate confidential area without their presence, take photos, provide all required information and documents promptly.

Closing meeting:

A closing meeting was held at the end of the audit. Findings were discussed with all who were attended in the closing meeting. Onsite findings report was issued in the English language. Management representative and Vice President of the participation committee has signed the findings Report after the end of the closing of the meeting.

Audit Team and APSCA Registration Number:
Auditing Company Name: TUV Rheinland Bangladesh Pvt. Ltd.
Lead Auditor: Ikbal Hossain - RA 21701992
Member Auditor: Tania Hossain- RA 21701592
Member Auditor: Farjana Nahar- RA 21701687

Remarks:

i) The factory management has followed various strategies (e.g. hand sanitizing, temperature tracking and awareness of physical (social) distancing etc.) to control and preventive spread out of #COVID19.

ii) Below documents & photos are not applicable for this factory:

1. Contractor license/permit
2. Collective bargaining agreements
3. High-risk health and safety areas
4. Inconsistencies between time and production records.

Site Details

Site : Azim & Son (Pvt.) Ltd.

Site amfori ID : 050-001451-002

GICS Classification

Sector : Consumer Discretionary

Industry Group : Consumer Durables & Apparel

Industry : Textiles, Apparel & Luxury Goods

Sub Industry : Apparel, Accessories & Luxury Goods

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	346 Workers
Legal minimum wage in local currency	8000 Monthly
Lowest wage paid for regular work at the site	8000 Monthly
Calculated living wage in local currency	21648 Monthly
Total sample	22 Workers

Other Metrics

Male workers	104 Workers
Female workers	242 Workers
Permanent workers - Male	115 Workers
Permanent workers - Female	269 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	3 Workers
Management - Female	2 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	5 Workers
Workers on probation - Female	17 Workers
Workers with night shift - Male	17 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	0 Workers
Domestic migrant workers - Female	0 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	115 Workers
Workers hired directly - Female	269 Workers
Workers hired indirectly - Male	0 Workers
Workers hired indirectly - Female	0 Workers
Unionised workers - Male	0 Workers
Unionised workers - Female	0 Workers
Workers under CBA - Male	0 Workers
Workers under CBA - Female	0 Workers
Pregnant workers	1 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	3 Workers
Sample - Male	7 Workers
Sample - Female	15 Workers

Findings

PA1: Social Management System

Factory is in progress to integrate the amfori BSCI code of conduct in day-to-day business. Still some gaps were identified on implementation in some performance areas including management system, workers involvement and protection, The rights of Freedom of Association and Collective Bargaining, fair remuneration, Occupational health and safety, ethical business behavior etc.

The facility management has identified only 04 local sub-suppliers for supply chain mapping, conducted internal audit and have communicated "amfori BSCI CoC", "amfori BSCI ToI" and company's internal policies with them. However, during plant visit, 03 local supplier's name have been observed in their production area which have also not been included in the supply chain mapping. Hence, "amfori BSCI CoC & TOI" and complany's internal policy have not been communicated and no social performance monitoring was done for their 03 suppliers.

PA 2: Workers Involvement and Protection

The facility management has set up company mission, vision and long term goals, but the long term goals were not specific or measurable. Also, no strategic plan is developed or documented to achieve the goals.

PA 3: The Rights of Freedom of Association and Collective Bargaining

Through document review and management interview it was noted that the minutes of every meeting of the participation committee was not submitted to the Director of Labour and the Arbitrator within 7 (seven) days of the date of the meeting. Note that, last meeting of Participation Committee was held on 01 January 2022 and minutes was sent on 12 January 2022. Moreover, minutes of previous other meetings were not sent to concerned authority. [Reference: Bangladesh Labor Law 2006, Section 207(2)]

PA 5: Fair Remuneration

The facility management were partially aware about living wages. Factory has calculated general survey among workers to identified their living cost but factory did not conduct any survey to identify standard living cost/wages figure. Moreover management has not taken potential actions to fill the gap if any. So that still gap has been identified to ensure fair remuneration to the employees.

PA 7: Occupational Health and Safety

Facility management has developed occupational health safety procedure and monitoring system but still have some improvement area related to occupation health safety like risk assessment, inadequate emergency assembly point, building approval, child care etc.

Facility did not complete ergonomic risk assessment. Swing and finishing workers 50% working siting on lower table without back support.

The facility has arranged an emergency assembly point in front of the factory building. which is not sufficient as per manpower to use during emergency as that is much closed to the busy road and lots of vehicles moved.

Factory management has taken building construction approval on 26 May 1980 from DIT as commercial but the facility management is using this building for industrial purposes. [Reference: Building Construction Act 1952, Section-3a.]

The facility management has arranged Childcare room not found adequately furnished and equipped. During audit no breast feeding area was found in the childcare room. [Reference: Bangladesh Labor Law 2006, section 94]

PA 12: Protection of the Environment

The facility management has arranged waste(fabric, paper, plastic etc.) keeping area. However the wastage was not segregated. [Reference: Bangladesh Labor Rules 47(1)]

PA 13: Ethical Business Behaviour

Time keeping system for security department of the factory was found manual (manual time cards, attendance register). Note that IN-TIME and OUT-TIME has been written by department supervisor. So that time keeping system for security department

PA 13: Ethical Business Behaviour

employees of the factory has not reflected correct information in maximum time.). Noted that as per workers interview, they have got payment accurately. Workers' signature was found on pay slip and salary sheet.