

Monitoring result for Azim & Son (Pvt) Ltd, Unit-2 on site Azim & Son (Pvt.) Ltd Unit - 2

Monitoring

Monitored Party	: Azim & Son (Pvt) Ltd, Unit-2	amfori ID	: 050-001302-000
Site	: Azim & Son (Pvt.) Ltd Unit - 2	Site amfori ID	: 050-001302-002
Address	: 368, Gacha Road, Gacha, National University : 1704, Gazipur 1704 : Dhaka : Bangladesh	Monitoring Activity	: amfori Social Audit - Manufacturing
		Monitoring Type	: Full Monitoring
		Submission Date	: 02/12/2021
		Expiration Date	: 02/12/2023

This is an extract of the online monitoring result, generated on 02/12/2021, 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

General description

The full audit for Azim & Son (Pvt.) Ltd, Unit-2 was conducted on 14 & 15 November 2021. It was announced with a window audit. 3 auditors workers on the first day and 2 auditors on the second day. This was a 5-man-day audit (4.5 man-days onsite and 0.5 for report writing). It's a woven item manufacturing company. Production processes include cutting, sewing, washing, finishing. The general shift is from 8:00 am to 5:00 pm. The washing section runs in 2 shifts, Meal break 1 hour. On the first day of the audit, 3 UL auditors reached the facility at around 9:15 am and conducted an opening meeting with management and workers association as below-

1. Md. Azizur Rahman Mallik- GM (Admin, HR & Compliance)
2. Mohammad Nasir Ahmed- manager (Compliance)
3. S*h*1 R*n- vice president of participation committee

Auditor-

Raunak Parvin RA 21702831- Lead auditor

Hasan Imam Prince RA 21702599- Team auditor

Tania Sultana ASCA 21702536 (Only first day)

Auditor described the scope and criteria of the assessment and described the audit plan and shared. As per the plan, it was informed to them that, this full audit will be done on 2 days including health and safety walkthrough, complete document review and worker's interview.

BSCI management representative: Md. Azizur Rahman Mallik- GM (Admin, HR & Compliance)

BSCI COC TOI signed by Md. Azizur Rahman Mallik- GM (Admin, HR & Compliance)

UL Integrity statement signed by Md. Azizur Rahman Mallik- GM (Admin, HR & Compliance)

Certificate of Incorporation: C- 160342/ 2020, established on 15 March 2020.

Trade license: Valid till 30 June 2022

Factory license: 14385/ Gazipur, valid till 30 June 2022, Category I.

Building Description-

Garments Building: 1 (6 Storied)

Ground Floor: Fabric Store & Bonded Chemical Store.

1st Floor: Dry Process Area, I-Let Machine Area, Inspection Table, Office Room.

2nd Floor: Sewing Floor.

3rd Floor: Sewing Floor.

4th Floor: Sewing Floor, Sample Section.

5th Floor: Sewing Floor.

Office Building: 2 (5 Storied)

Ground Floor: Sub- Station, Child Care Room, Medical Room.

1st Floor: Office Area.

2nd Floor: Finish Goods Area & Inspection Room.

3rd Floor: Accessories Store.

4th Floor: Dining Area.

Washing Building: 3 (2 Storied)

Ground Floor: Washing Area.

1st Floor: Dry Process & P.P Section.

Steel Building: 4 (2 Storied) Prefabricated shed

Ground Floor: Generator Room, Sub-Station Room, Loading Unloading Area, Fusing Section, Cutting Section & Sub-Fabric

Store.1st Floor: Finishing Section.

Building: 5 (7 Storied)

Ground Floor: Washing Area.

1st Floor: P.P Section.

2nd Floor: Laser Machine Room.

3rd Floor: Store Area.

4th Floor: Store.

5th Floor: Store.

6th Floor: Store.

Building -6 (1 Storied)

Ground Floor: Boiler 250 kgs.

Building -7 (1 Storied)

Ground Floor: Boiler 500 kgs

Building -8 (1 Storied)

Ground Floor: Fire Pump Unit

Building -9 (1 Storied)

Ground Floor: Jhut Godown.

Building -10 (1 Storied)

Ground Floor: Boiler 1000 kgs.

Building -11 (1 Storied)

Ground Floor: Rain Water.

Building-12 (2 Storied)

Ground Floor: Boiler
1st Floor: Compressor

Building-13 (2 Storied)

Ground Floor: E.T.P

1st Floor: E.T.P

Building-14 (1 Storied)

Ground Floor: Security Gate

Building-15 (1 Storied)

Ground Floor: Gas Meter

Building-16 (1 Storied)

Ground Floor: Generator

After the end of the audit, a closing meeting was conducted with management and workers association members (same present in opening meeting) on 15 November 2021. Auditor described all the audit observations to management, and they agreed and gave the necessary deadline date. Finally, the audit team, management Md. Azizur Rahman Mallik- GM (Admin, HR & Compliance) and participation committee member signed the onsite report. The audit team gave thanks for transparency and their effort and support to the audit team.

Note:

Due to some technical difficulties, the audit wasn't updated on BSCI platform before and during the audit. The issue was notified to the client as well as BSCI scheme manager of UL. Due to the difficulty, the auditors had to generate the CAP by using the old excel version. Later on, the audit was updated on BSCI platform on 17 November 2021, then the CAP was generated from the "Closing Meeting" tab and communicated with the auditee, they signed the CAP and returned it to UL. Md. Azizur Rahman Mallik- GM (Admin, HR & Compliance) wasn't available on 17 November 2021, so Mohammad Nasir Ahmed- Manager (Compliance) signed the CAP on behalf of Md. Azizur Rahman Mallik- GM (Admin, HR & Compliance).

The auditee has a well-established management system and they provided good support during the audit. So, the audit was completed earlier.

Below photos are not available-

Dormitories- No dormitory onsite.

Contractor license/permit- No contractor onsite.

Agency labor contract- No agency.

Government waivers- No waiver.

Collective bargaining agreements- No CBA.

Inconsistencies between time and production records-No inconsistencies were detected.

Site Details

Site : Azim & Son (Pvt.) Ltd Unit - 2

Site amfori ID : 050-001302-002

GICS Classification

Sector : Consumer Discretionary

Industry : Textiles, Apparel & Luxury Goods

Industry Group : Consumer Durables & Apparel

Sub Industry : Apparel, Accessories & Luxury Goods

GS1 Classifications

N.A.

Product Process Classifications

N.A.

Metrics

Key Metrics

Total workforce	1771 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	13640 Monthly
Total sample	36 Workers

Other Metrics

Male workers	1008 Workers
Female workers	763 Workers
Permanent workers - Male	1165 Workers
Permanent workers - Female	756 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	74 Workers
Management - Female	5 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	155 Workers
Workers on probation - Female	215 Workers
Workers with night shift - Male	130 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	1165 Workers
Workers hired directly - Female	756 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	4 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	9 Workers
Sample - Male	25 Workers
Sample - Female	11 Workers

Findings

PA1: Social Management System

During the current audit, it was noted that auditee is in good condition of implementing the social compliance practices. However, gaps had been identified in PA 12. [As per amfori BSCI CoC 1.1]
Auditee understands English well, so the local language is not required for them.

PA 12: Protection of the Environment

The waste collector does not have an accurate category of trade license. [amfori BSCI Code 12.4].