Monitoring summary report for Azim And Son (Pvt) Limited

MONITORING ID: 26-0378860

amfori
Trade with purpose

Monitored Party **Azim And Son (Pvt) Limited**	amfori ID **050-001451-000**	Address **36-A, Indira Road, Sher-e-Bangla Nagar, 1215 Dhaka, Dhaka, Bangladesh**
Monitoring Activity **amfori Social Audit - Manufacturing**	Monitoring Type **Full Monitoring**	Monitoring Partner **SGS**
Monitoring Start Date **19/02/2026**	Closing Meeting Finished Date **19/02/2026**	Submission Date **01/03/2026**
Expiration Date **01/03/2028**	Announcement Type **Semi Announced**	
Site **Azim And Son (Pvt.) Limited**	Site amfori ID **050-001451-002**	

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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, Violence or Harassment	**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, Forced Labour or Human Trafficking	**A**	
PA 12: Protection of the Environment	**A**	
PA 13: Ethical Business Behaviour	**A**	

GENERAL DESCRIPTION

Name of lead auditor: Nazma Akhter; APSCA membership number: CSCA 21705132.
Name of team auditor: Md Kamruzzaman Sarker (CSCA 21701411) and Aniruddha Paul (CSCA 21702514).

Name of observers, translators, trainees, advisors/consultants: None.

Monitoring partner name: SGS Bangladesh Limited (Monitoring firm APSCA #: 11600006)

Audit schedule details: The audit was planned for 3 Man-day onsite in one day by 03 auditors. Full monitoring (Semi-announced) was conducted on 19th February 2026 (In time: 08:00 am and Out time: 04:10 pm).

Business partner information: Azim And Son (Pvt.) Limited (Business license: Certificate of Incorporation No: C-11843/944 of 1983-1984 by Registrar of Joint Stock Companies & Firms Bangladesh; Trade License No: TRAD/DNCC/115129/2022 Issued by Dhaka North City Corporation and valid till June 30, 2026; Factory License No: 26-80-1-002-00002, Category 'F' issued by Deputy Chief Inspector of Factories & Establishment which is valid till 12th May, 2026 ; Fire License No: DD/Dhaka/5403/1991 issued by fire service and civil defense and valid till 30th June 2026) is located at 36-A, Indira Road, Sher-e-Bangla Nagar, Dhaka, Bangladesh as factory license. The factory was founded on 27th March 1984 as per incorporation certificate and started its operation in same year. The main auditee is specialized in woven items manufacturing.

The main production activities in audited factory: Cutting, Sewing, Pressing, Finishing, Packing. Production capacity is 60,000 pieces per month.

Audited location information: Total land area of the factory is about 8,738 square feet, production area is about 22,520 square feet, storage area is about 2,500 square feet, dining area is about 751 square feet.

There are 02 buildings in the premises. Details description are given below: -
Building 1:
Ground floor – Fabric Store, Accessories Store, Security Post, Child Care Room, Leftover material room.
1st floor – Sewing Section, Medical room.
2nd floor – Sewing Section.
3rd floor – Non-functional production floor.
4th floor – Buyer QC room, finishing in-charge room, Finished Goods Store.
Rooftop – Dining room, Canteen.
Building 2:
Basement – Fire hydrant pump room, Water reservoir.
Ground floor – Substation, Generator Room, Boiler Room, Maintenance Room and Fire Control Panel Room.
1st floor – Cutting section.
2nd floor – Finishing section.
3rd floor – Finishing section.
4th floor – Finishing section.
5th floor – Sample section.
Roof Top: 100% Vacant

The facility has total 21 first aiders and 12 first aid boxes, 71 trained firefighters from FSCD, 26 are fire rescuers, 20 hose pipes, 44 ABC fire extinguishers, 28 Co2 fire extinguishers, 02 foam type fire extinguishers, 44 fire alarm switch, 42 fire alarm bell, 128 smoke detectors, 158 emergency lights and 03 exits in production building.

Operating shifts and hours: The main auditee established working hours policy. In general, facility has general working shift from 08:00 am to 05:00 pm and one-hour meal break is ensured for all workers (1:00 pm-2:00 pm). Security section has 03 shifts starts from (shift 1- 06:00 am to 02:00 pm; shift 2- 02:00 pm to 10:00 pm; shift 3- 10:00 pm to 06:00 am) including 1-hour meal break. Workers could choose overtime working or not. Sampled workers' maximum OT hours were 02 hours per day. The factory declared day off on Friday and statutory holidays. The main auditee pays overtime at 200%

of normal wage rate as per legal requirement.

Time recording system: Factory uses biometrical system (Punch card) for recording attendance of workers.

Salary payment details: The factory established the procedures about wage and benefits, statutory holidays, annual leaves, etc. were defined in the policy. The wages were paid to the employees by 100% Bkash transfer within 7 working days of the following month as per law. During the audit, the factory provided the payroll records from February 2025 to January 2026 for review. The facility provides minimum wages (BDT. 12500) to the workers in accordance with Bangladesh Minimum Wages Gazette-2023 for the RMG sector (Published on December 20, 2023). For probationary workers, minimum wage is BDT. 9875 per month. However, no probationary workers found during audit. Facility wages are calculated on a monthly basis from the 1st to the 30th/31st date of each month.

Worker number information: There is total 330 employees in the facility (104 male and 226 female), among them 71 non-production employees. During audit 314 (male 100 and female 214) employees were present. There were no child labor, young workers, no interns', night shift, physically challenged employees were found in factory, but facility has expecting mother & lactating mother in the premises.

Good practices: The facility provides attendance bonus BDT.725 to the workers monthly basis for full attendance.

Worker organization details: There's no trade union in the factory. Facility has formed participation committee through election process on 14.10.2025. This committee consists of total 10 members (05 from workers and 05 from management) from different sections as workers representative.

Circumstances: There were no special circumstances noted during the audit. Auditors were provided full access for all audit functions and the management was co-operative and extended their fullest support throughout the audit.

Audit Process: The audit for amfori BSCI (full monitoring) was conducted in one day. An opening meeting was held on 19th February 2026 where Aliul Islam Polin-Deputy manager (HR & Compliance), Md. Kawsar Ali-Senior HR Executive, Razon Chandra Dash-Senior executive (Fire & Safety), Ratan Chandra Das- Senior executive (Fire & Safety), Jhinu Gomes-Welfare officer, Negar Sultana-HR Executive, Md. Mozammel Haque-HR Executive, Md. Shimul Hasan-Executive (EMS), Sofia Sultana-Welfare Officer, Harun -or-Rasid-Head of HR & Compliance and Ashikur Rahman (Vice-president of the participation committee) were present.

Closing meeting: At the closing meeting was held on 19th February 2026 to discuss all the areas of improvement in the findings report and positive notes with Harun -or-Rasid-Head of HR & Compliance) and with his team. Facility management agreed on all finding and signed on findings report. Auditor informed the management regarding the submission of remediation plan against the findings raised on the audit within 60 days.

Summary of findings: Non-compliance were noted in “Social Management System", "Workers Involvement and Protection”, “Fair Remuneration”, “Occupational Health and Safety” and “Protection of the environment”. Details of the findings are listed in respective sections.

Living wage calculation: Here the auditors followed the Anker Methodology of GLWC website. As per the website calculated living wage around the audited facility was BDT. 30,459

Auditor Comments: The below documents are not applicable for this auditee.
a) Social insurance.
b) Dormitory.
c) Inconsistencies between time and production records.
d) Agency labour contract.

SITE DETAILS

Site
Azim And Son (Pvt.) Limited

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.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	**314**	**Workers**
Legal minimum wage in local currency	**12,500**	**Monthly**
Lowest wage paid for regular work at the site	**12,500**	**Monthly**
Calculated living wage in local currency	**30,459**	**Monthly**
Total sample	**25**	**Workers**

Other Metrics

Male workers	**100**	**Workers**
Female workers	**214**	**Workers**
Non-binary workers	**0**	**Workers**
Permanent workers - Male	**104**	**Workers**
Permanent workers - Female	**226**	**Workers**
Permanent workers - Non-binary	**0**	**Workers**
Temporary workers - Male	**0**	**Workers**
Temporary workers - Female	**0**	**Workers**
Temporary workers - Non-binary	**0**	**Workers**
Seasonal workers - Male	**0**	**Workers**
Seasonal workers - Female	**0**	**Workers**
Seasonal workers - Non-binary	**0**	**Workers**
Management - Male	**25**	**Workers**
Management - Female	**6**	**Workers**
Management - Non-binary	**0**	**Workers**
Apprentices - Male	**0**	**Workers**
Apprentices - Female	**0**	**Workers**
Apprentices - Non-binary	**0**	**Workers**
Workers on probation - Male	**9**	**Workers**
Workers on probation - Female	**7**	**Workers**
Workers on probation - Non-binary	**0**	**Workers**
Workers with night shift - Male	**3**	**Workers**
Workers with night shift - Female	**0**	**Workers**
Workers with night shift - Non-binary	**0**	**Workers**
Workers with disabilities - Male	**0**	**Workers**
Workers with disabilities - Female	**0**	**Workers**
Workers with disabilities - Non-binary	**0**	**Workers**
Domestic migrant workers - Male	**0**	**Workers**
Domestic migrant workers - Female	**0**	**Workers**
Domestic migrant workers - Non-binary	**0**	**Workers**
Foreign migrant workers - Male	**0**	**Workers**

Foreign migrant workers - Female	**0**	**Workers**
Foreign migrant workers - Non-binary	**0**	**Workers**
Workers hired directly - Male	**104**	**Workers**
Workers hired directly - Female	**226**	**Workers**
Workers hired directly - Non-binary	**0**	**Workers**
Workers hired indirectly - Male	**0**	**Workers**
Workers hired indirectly - Female	**0**	**Workers**
Workers hired indirectly - Non-binary	**0**	**Workers**
Unionised workers - Male	**0**	**Workers**
Unionised workers - Female	**0**	**Workers**
Unionised workers - Non-binary	**0**	**Workers**
Workers under CBA - Male	**0**	**Workers**
Workers under CBA - Female	**0**	**Workers**
Workers under CBA - Non-binary	**0**	**Workers**
Pregnant workers	**3**	**Workers**
Workers on parental leave - Male	**0**	**Workers**
Workers on parental leave - Female	**4**	**Workers**
Workers on parental leave - Non-binary	**0**	**Workers**
Sample - Male	**9**	**Workers**
Sample - Female	**16**	**Workers**
Sample - Non-binary	**0**	**Workers**

FINDINGS

PA1: Social Management System

Site: Azim And Son (Pvt.) Limited | Site amfori ID: 050-001451-002

Question: 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

ENGLISH

Finding

The main auditee partially respected this principle as because the auditee has set up a management system for implementation of amfori BSCI Code of Conduct as day-to-day business practices but the system is still not effective enough for continuous improvement and monitoring effectively as few gaps found in different areas like “Social management system”; “Workers involvement and protection” area including sample workers were unaware on amfori BSCI COC; “Fair remuneration” area including did not properly calculate living wage, and no potential action has been taken to fill the gaps between actual remuneration; “Occupational health and Safety" area including handrail in one side instead of both side, like insufficient risk assessment, use of PPE by workers, building construction approval commercial cum residential instead of industrial, improper machine safety guard; and “Protection of the Environment” area including no improvement plan for natural water reserve and recycle process due to lack of awareness and monitoring. [As per amfori BSCI system manual requirement of question 1.1]

PA 2: Workers Involvement and Protection

Site: Azim And Son (Pvt.) Limited | Site amfori ID: 050-001451-002

Question: 2.4 Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?

ENGLISH

Finding

The main auditee partially respected this question because based on document review, workers and management interview, though the facility management has provided training to the workers and workers’ representative on terms of amfori BSCI code of conduct, but proper awareness was not found from 15 out of 25 sampled interviewed workers and workers’ representatives on amfori BSCI COC due to lack of awareness. [As per amfori BSCI system manual requirement of question 2.4]

PA 5: Fair Remuneration

Site: Azim And Son (Pvt.) Limited | Site amfori ID: 050-001451-002

Question: 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

ENGLISH

Finding

The main auditee partially respected this question. Based on documents review, workers and management interview it was observed that the facility management is aware of collection and calculation of fair remuneration. Facility has conducted general survey within workers of various grades, sections and several areas, market survey and food basket analysis to identify fair remuneration. Also, they have identified possible gaps between actual remuneration and the fair remuneration figure in the factory. However, factory has not taken proper potential actions to fill the gap. So, gap has still been identified in ensuring fair remuneration to the employees due to lack of management awareness. This question is answered as partially because other areas were found in compliance. [As per requirement of amfori BSCI system manual question 5.4]

PA 7: Occupational Health and Safety

Site: Azim And Son (Pvt.) Limited | Site amfori ID: 050-001451-002

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

ENGLISH

Finding

The main auditee partially respected this question due to following gaps: -
a) Based on onsite check, plant visit, documents review, workers and management interview, facility is in progress of complying health & safety rules and regulations, and assigned one qualified employee to monitor implement but still there are some gaps handrail in one side instead of both side, like insufficient risk assessment, use of PPE by workers, building construction approval commercial cum residential instead of industrial, improper machine safety guard due to lack of awareness and monitoring. [As per amfori BSCI system manual requirement of question 7.1]

b) Based on the facility tour and management interview, it was observed that one out of two staircases in Building 01 was equipped with a handrail on only one side instead of both sides, due to a lack of proper monitoring. [As per requirement of Bangladesh Labor Act 2006 Sec 54(5)]

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

ENGLISH

Finding

The main auditee partially respected this question because based on documents review, workers interview and management interview, the factory has conducted the risks assessment on occupational health and safety, but improper risk assessment was noted due to following reasons:

a) The facility did not conduct proper risk assessment on ergonomic risk of worker as approximately 20% sewing machine operators were working without back support chair in sewing section located at 1st floor & 2nd floor of building 01.

b) The facility has not conducted a proper risk assessment of safe evacuation as the fire assembly point of

Finding

the facility, where employees gather in the event of a fire or other emergency that found to be inadequate due to lack of space. However, such issues were not considered in the existing risk assessment.

But above-mentioned issues were not being considered in conducted risk assessment of the factory due to lack of awareness and monitoring. [As per Bangladesh Labor Rules, 2015, Schedule 04, Matters Relating to Safety Committee (2)]

Question: 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH

Finding

The main auditee partially respected this principle because, based on the facility tour and worker interviews, the following PPE-related issues were noted due to a lack of awareness and monitoring:

a) 02 out of 04 snap button machine operators were not using safety goggles during work at the finishing section on 2nd floor of building 2.

b) Approximately 05% flatlock machine operators were not using face mask during work at the sewing section on 1st and 2nd floor of Building 01. [As per the requirement of Bangladesh Labor Rules 2015, Rule 67(2)]

Question: 7.11 Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?

ENGLISH

Finding

The main auditee partially respected this principle because based on documents review, plant tour and management interview, it was noted that the building construction approval has been taken as commercial cum residential purpose instead of industrial purpose from concerned authority Rajdhani Unnayan Kartripakkha (RAJUK) due to lack of monitoring. [As per requirement of The Building Construction Act, 1952, Section 3]

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

ENGLISH

Finding

The main auditee partially respected this principle because based on onsite check through plant visit and worker interview, it was noted that: -

1) Approximately 10% needle guards of plain sewing machines were found in displaced condition during work in sewing section located at 1st floor & 2nd floor of building 01 due to lack of awareness and

Finding

monitoring.

2) Approximately 15% eye guards of bar tack machines were found in displaced condition during work in sewing section located at 1st floor & 2nd floor of building 01 due to lack of awareness and monitoring. [As per requirement of Bangladesh Labour Act, 2006, Section 63(1), D (3)]

PA 12: Protection of the Environment

Site: Azim And Son (Pvt.) Limited | Site amfori ID: 050-001451-002

Question: 12.5 Is there satisfactory evidence that water is managed in a way that respects the environment, particularly but not limited to preserving local water sources?

ENGLISH

Finding

The main auditee partially respected this question. Based on the facility walkthrough, document review and management interview it was observed that the auditee has not identified or mapped nearby natural water bodies (such as rivers, lakes, or rainwater sources) due to lack of awareness. This gap in hydro-environmental mapping may lead to potential contamination risks and poor water management or emergency planning. [As per amfori BSCI system manual requirement of question 12.5]