

Monitoring summary report for Azim & Son Pvt. Ltd. Unit - 2

MONITORING ID: 25-0351045



Monitored Party	amfori ID	Address
Azim & Son Pvt. Ltd. Unit - 2	050-001302-000	368, Gacha Road, Gacha, JA.B.B, 1704 Gazipur, Dhaka, Bangladesh
Monitoring Activity	Monitoring Type	Monitoring Partner
amfori Social Audit - Manufacturing	Full Monitoring	SGS
Monitoring Start Date	Closing Meeting Finished Date	Submission Date
21/10/2025	21/10/2025	02/11/2025
Expiration Date	Announcement Type	
02/11/2027	Semi Announced	
Site	Site amfori ID	
Azim & Son Pvt. Ltd. Unit - 2	050-001302-002	

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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: Md. Mostafizur Rahman Shah; APSCA membership number: CSCA 21703681.

Name of team auditor: ASM Hassan Imam Prince (ASCA 21702599), Md Kamruzzaman Sarker (CSCA 21701411), Imran Ahmed (CSCA 21701483) & Shahanaj Parvin (CSCA 32200024).

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 4.5 Man-day onsite in 01 day by 05 auditors. The Full monitoring (Semi-announced) was conducted on October 21, 2025.

Business partner information: Azim & Son Pvt. Ltd. Unit - 2 (Certificate of Incorporation No: C-160342/2020, issued by Registrar of Joint Stock Companies and Firms. The permission is given on 1-time basis. No renewal is required. Factory License No. 33-20-1-004-00035, Category 'I' & issued by Chief Inspector of Factories which is valid until 14 February 2026. Trade License No. 548, Ward no. 36, issue date: 31 May 2022 & issued by Gazipur City Corporation which is valid till 30 June 2026. Fire License No: DD/Dhaka/22082/2010, issued by Bangladesh Fire Service & Civil Defense Authority, which is valid till June 30, 2026.) is located at 368, Gacha Road, Gacha, JA.B.B, Gazipur, Bangladesh. The factory was founded in March 2020 as per incorporation. The main auditee is specialized in Woven garments manufacturing.

The main production activities in the audited factory: Cutting, Sewing, Washing & Finishing (Iron to Pack). Production capacity is 400,000 pieces per month.

Audited location information: Total land area of the factory is about 100,504, production area is about 149,359, store area is about 22,940 & dining area is about 4,580 square feet.

There are total 13 buildings and 3 sheds in the facility premises.

Building 1: Dry process area, Store, Sewing, maintenance, Training Room & solar panel.

Building 2: Cutting, Finishing & store.

Building 3: Childcare, medical, Dining & canteen.

Building 4: Washing section.

Building 5: Washing section.

Building 6: Utility.

Building 7: Waste store.

Building 8: Fire Pump.

Building 9: ETP

Building 10: Guard Room.

Building 11 to 13: Utility area.

Shed 1: Rainwater filter.

Shed 2 & 3: Boiler.

The building description details for this report is attached separately at the report attachment area due to word capacity and the length of the building description.

The facility has a total of 29 first aiders & 132 first aid boxes, 375 trained firefighters (all are trained from FSCD), 53 hose pipes, 138 ABC fire extinguishers, 47 Co2 fire extinguishers, 4 foam fire extinguishers, 95 fire alarm, 575 smoke detectors, 210 multi detectors, 40 heat detectors, 464 emergency lights & 4 staircases in the main production building.

Operating shifts & hours: The auditee established the working hours policy. The facility has 1 general shift from 08:00 to

17:00 as per the working hour policy for all sections. Besides, washing section has 2 shifts (8:15 to 17:15 & 20:15 to 08:15) & security section has 3 shifts (06:00 to 14:00, 14:00 to 22:00 & 22:00 to 06:00). Lunch break or personal break of 1 hour is provided for all workers. Workers could choose overtime working or not. Sampled workers' maximum OT hours were 02 hours per day and 12 hours weekly. The factory declared day off on Friday and statutory holidays. The auditee pays overtime at 200% of normal wage rate as per legal requirement.

Time recording system: The factory uses an electronic timekeeping system (Swipe card & Face detection) for the attendance of workers.

Salary payment details: The factory established the procedures about wage & benefits, workers' minimum wage, statutory holidays, annual leaves, etc. were defined in the policy. The wages were paid through mobile banking (100% bKash) within 7 working days of the following month; the pay date was never delayed & all workers were aware of the wage structures. During the audit, the factory provided the payroll records from October 2024 to September 2025 for review. The facility provides minimum wages (BDT. 12500) to the workers in accordance with the Bangladesh Minimum Wages Gazette-2023 for the RMG sector (Published on December 20, 2023) for the Apparel Industry Sector. Facility wages are calculated on a monthly basis from the 1st to the 30th/31st date of each month.

Worker number information: Total worker number was 1807 (1012 male & 795 female workers). During audit day 1751 were present (Male 1001 & female 750). There were no child labors, young workers, no physically challenged, no interns & no apprentice employees found in factory. However, facility has expecting mother, lactating mother and night shift employees in the premises.

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

Worker organization details: There's no trade union in the factory. Facility has formed participation committee through election process on 09-01-2025. This committee consists of total 18 members (12 from workers and 06 from management) from different section as workers representative.

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

Audit Process: The audit for amfori BSCI (full monitoring) was conducted in 1 day on October 21, 2025. An opening meeting was held where Harun-Or-Rasid (Head of HR & Compliance), Azizur Rahman Mallik- GM (Admin), Aliul Islam Polin- Deputy Manager (HR & Compliance), Eng. Shamim Hossain (Sr. Technical Manager), Md. Abdul Momin (Civil Engineer), Salma Akter – Welfare Officer, Razon Chandra Das- (Sr. Executive-Fire Safety), Md. Kawser Ali (HR Executive), Ratan Chandra Das (Sr. Fire Safety Officer), Shuvo Kha (Asst. Engineer), Shimul Hasan (Executive-EMS), Md. Emran Khan (Coordination-Accounts & Chemical), Md. Basir Uddin (Sr. HR Officer) & Ariful Islam (Vice-president of the participation committee) were present. During opening meeting auditors explained the audit scope and process and a detail description on amfori BSCI new requirement and approach. Immediate after the opening meeting a site visit was conducted with the factory management. A general document checklist was provided to the management and supplied documents were reviewed.

Closing meeting: At the end of the assessment a closing meeting was held on October 21, 2025 to discuss all the areas of improvement in the findings report & positive notes with Harun-Or-Rasid (Head of HR & Compliance) & with his team. Facility management agreed on all findings & signed on findings report. Auditor informed the management regarding the submission of the remediation plan through the amfori BSCI platform against the findings raised on the audit within 60 days.

Summary of findings: Non-compliances were noted in "Social Management System", "Workers Involvement and Protection", "Fair Remuneration", "Occupational Health and Safety", and "No Precarious Employment". Details of the findings are listed in the respective sections. For other areas, no findings were noted.

Living wage calculation: 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 23100. The relevant document is attached

under report attachment.

Note: The facility management has included Speak for Change (S4C) in their grievance mechanism and posted in the notice board.

Auditor Comments: The below documents are not applicable.

1. Collective Bargaining Agreement.
2. Social Insurance.
3. Dormitory facility.
4. No inconsistencies between time and production records.

SITE DETAILS

Site	Site amfori ID
Azim & Son Pvt. Ltd. Unit - 2	050-001302-002

GICS Classification

Sector	Industry Group	Industry
Consumer Discretionary	Consumer Durables & Apparel	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

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	1,751	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	23,100	Monthly
Total sample	40	Workers

Other Metrics

Male workers	1,001	Workers
Female workers	750	Workers
Non-binary workers	0	Workers
Permanent workers - Male	1,012	Workers
Permanent workers - Female	795	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	206	Workers
Management - Female	10	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	87	Workers
Workers on probation - Female	57	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	48	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	1,012	Workers
Workers hired directly - Female	795	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	15	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	16	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	28	Workers
Sample - Female	12	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Azim & Son Pvt. Ltd. Unit - 2 | Site amfori ID: 050-001302-002

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 COC as day-to-day business practices but the system is still not effective enough for continuous improvement and monitoring as few gaps identified i.e. "Social management system", "Workers involvement and protection" area including grievance box was found in open condition, "Fair remuneration" area including facility did not properly calculate living wage, "Occupational health and Safety" area including generator license was expired and few areas were found mis-matched & few areas were not included in approved floor layout plan and "No Precarious Employment area" including few nominee forms were not maintained properly due to lack of management awareness and monitoring system. [As per amfori BSCI system manual requirement of question 1.1]



PA 2: Workers Involvement and Protection

Site: Azim & Son Pvt. Ltd. Unit - 2 | Site amfori ID: 050-001302-002

Question: 2.5 Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?

ENGLISH

Finding

The main auditee partially respected this question because based on plant tour and management interview that randomly checked 01 out of 02 grievance box did not have lock & key system at the male toilet areas in Sample section of Building 05 due to lack of awareness and monitoring of management. [As per amfori BSCI system manual requirement of the question 2.5]



PA 5: Fair Remuneration

Site: Azim & Son Pvt. Ltd. Unit - 2 | Site amfori ID: 050-001302-002

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 noted that the facility management is well aware of collection and calculation of fair

Finding

remuneration. Facility has conducted general survey within workers of various grades, sections and several areas to identify fair remuneration. Facility considered market survey and food basket analysis as well. However, the factory did not identify possible gaps between actual remuneration and the fair remuneration figure. In addition, the factory has taken some actions to fill the gap but still is in process to achieve the target. So, gap has still been identified in ensuring fair remuneration to the employees due to lack of knowledge. Note that, facility is ensuring minimum wage to the worker as per local legal minimum wage gazette. [As per amfori BSCI system manual requirement of question 5.4].

PA 7: Occupational Health and Safety

Site: Azim & Son Pvt. Ltd. Unit - 2 | Site amfori ID: 050-001302-002

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 because 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 few gaps like generator license was expired and few areas were found mis-matched & few areas were not included in approved floor layout plan of due to lake of awareness and monitoring system. [As per amfori BSCI system manual requirement of question 7.1]

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 to this principle due to a lack of awareness and monitoring, as facility management holds valid licenses for other areas (e.g. trade license, fire license, factory license, building approval plan, etc.). However, the following license & floor layout related issues were noted as follows:

1. Noted through site visit, document review and management interviews that the facility generator license for 1.30 MW has expired from 18th October 2025. However, facility has applied for renewal the existing license with 1500 KW newly added capacity generator (total 2800 KW) on 25th September 2025. [As per requirement of Energy Regulatory Commission Rules 2006, Rule 16 (1&3).

2. Noted through documents review that facility did not include boiler room at shed-2, Fire pump at building-13, Acid wash machine at ground & 1st floor of building-1 in existing floor layout plan. In addition, mismatch found between existing floor layout and approved plan such as few portion of building-4 approved as office area instead of PP spray section. [As per requirement of Bangladesh Labour Rules 2015, Rules -353(1 & 4)].

PA 10: No Precarious Employment

Site: Azim & Son Pvt. Ltd. Unit - 2 | Site amfori ID: 050-001302-002

Question: 10.2 Is there satisfactory evidence that the auditee engages workers based on recognised and documented employment relationships?

ENGLISH

Finding

The main auditee partially respected this question because based on document review it was noted that facility did not ensure prescribed nominee form for 06 out of 40 sample employees as per law in the employees' personal files to receive payment and other dues in the absence of employee due to lack of awareness. [As per requirement of Bangladesh Labor Rule-2015, Rule-118, Form-41]