



CAP online

This document confirms that factory **A.K.M Knit Wear Ltd** has been audited against the ICS **social** audit framework on **15/03/2020** by **AQM | Eurofins** on behalf of **Casino**.

The total rating of this audit is **E 90%**.

A.K.M Knit Wear Ltd

If your factory is identified under a GLN (Global Location Number - <https://www.gs1.org/standards/id-keys/gln>), please specify it :

rasel-hr@pacificblueje

Country

Factory address

Factory city

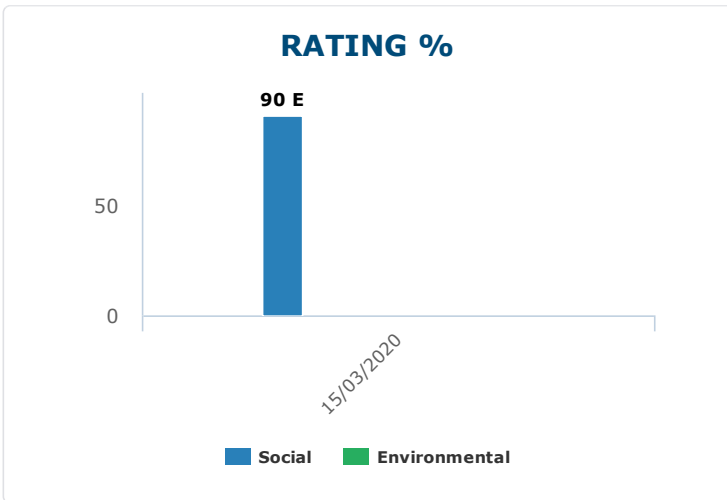
Retailer

Audit type

Audit category

Contacts

Name	Email	Phone	Type	Category
Md. Khondoker mamun	kh_mamun@pacificbluejeans.com	1787612636	Factory	Social
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Visit date Evaluation **E 90%**

Last target date

Last audit date: 15/03/2020

AN	Chapter	Letter and % rating
0	Management System, Transparency and Traceability	B 94%
1	Minimum age, Child labour and Young workers	A 100%
2	Forced labour	A 100%
3	Discrimination	A 100%
4	Disciplinary Practices, Harassment and Abuse	A 100%
5	Freedom of association and Grievance Mechanisms	A 100%
6	Working hours and Overtime	E 27%
7	Remuneration and Benefits	A 100%
8	Health and Safety	B 88%

C

0.9 Have requested documents been found valid?

As per legal requirement, factory requires Environment Clearance Certificate (ECC) for the Captive Power Plant (CPP) of the factory. However, ECC for CPP found expired on October 20, 2019. Factory has applied to the concern authority on October 07, 2019 but the updated certificate is not received yet. Noted that currently factory has 10 generators with the capacity of 9.475 MW. Objective Evidence: Document review & management interview In accordance with, -ICS standards, factory must provide requested valid documents to the auditors.



Factory management should have legal required permission from competent authority for all the requested documents

Md. Tarequzzaman / Lead auditor Afruja Aktar Mili / Auditor - 19/03/2020 07:54:07

Target date **30/06/2020**

We will ensure updated CPP within the mentioned date.

Md. Raseel Ahmed AGM (HR & Compliance) Mobile: +8801766699689 E-mail: raseel-hr@pacificbluejeans.com - 19/03/2020 07:54:07

Status **Verified by ICS member**

The file Captive Power Plant Renewed Up to 20.10.2020.pdf has been uploaded.

Md. Raseel Ahmed - 19/04/2020 09:24:48

[Captive Power Plant Renewed Up to 20.10.2020.pdf](#)

We have already got the ECC for CPP.

Md. Raseel Ahmed - 19/04/2020 09:26:13

<p>6.7 Are employees working overtime in compliance with ILO standards?</p> <p>D Weekly over time work is not in accordance with ILO standard for the below mentioned. - In Feb 2020, 32 out of 32 sampled workers (all section); - In Nov 2019, 32 out of 32 sampled workers (all section); - In Jul 2019, 32 out of 32 sampled workers (all section); E.g.: - In the month of Feb 2020, a worker of sewing section (operator) worker worked 48 regular hours + 24 overtime hours total 72 hours in a week, OT hours in a month is 94 hours and maximum working hours in a day is 12 hours. - In the month of Nov 2019, a worker of cutting section (Ge. Scissor man) worker worked 48 regular hours + 24 overtime hours total 72 hours in a week, OT hours in a month is 101 hours and maximum working hours in a day is 12 hours. - In the month of Jul 2019, a worker of finishing section (Polymen) worker worked 48 regular hours + 24 overtime hours total 72 hours in a week, OT hours in a month is 113 hours and maximum working hours in a day is 12 hours. Objective Evidence: Time card in accordance with: - ICS standard 1. Suppliers shall set working hours that comply with ILO conventions for greater protection to ensure the health, safety and welfare of workers</p>	<p>Factory management should respect ILO standards regarding working hours.</p> <p>Md. Tarequzzaman / Lead auditor Afruja Aktar Mili / Auditor - 19/03/2020 07:54:07</p> <p>Target date 30/06/2020</p> <p>Status Please validate evidences</p> <p>We will respect local regulation regarding working hour</p> <p>Md. Rasel Ahmed AGM (HR & Compliance) Mobile: +8801766699689 E-mail: rasel-hr@pacificbluejeans.com - 19/03/2020 07:54:07</p> <p>To keep the working hour in accordance with ILO standard, we sat with concern departments (Merchandising, Planning, Industrial Engineering & Production) headed by Executive Director and informed the standard of ILO regarding working hour In this regard, all departments will work together to reduce the working hour gradually. Besides, We have taken plan to start shifting duty in few sections where working hour exceed ILO standard.</p> <p>Md. Rasel Ahmed - 15/05/2020 05:16:42</p>
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<p>6.11 Do employees receive rest breaks during the day in accordance with local law?</p> <p>D Workers are not getting 1 hour break for more than 6 hours work in a day as per law. For Eg. - During the first day of audit (March 15, 2020) it was noted that workers of 2nd floor (building - 1) were working with supervision of floor incharge and supervisor at 01:20 PM which was break time for the workers of that floor. (break time for this floor is 12:30 PM to 1:30 PM, - During the second day of audit (March 16, 2020) it was noted that around 15 workers of 5th floor & 6th floor (building - 1) were working in their break time without the supervision of any staff. Objective Evidence: Time card in accordance with: - Bangladesh Labor Act 2006, section 101. Interval for rest or meal in an establishment no worker shall be liable to. (a) work for more than 6 (six) hours in a day, unless he is given an interval of 1 (one) hour for rest or meal during that day;</p>	<p>Factory management should ensure the break time for all the employees as per law.</p> <p>Md. Tarequzzaman / Lead auditor Afruja Aktar Mili / Auditor - 19/03/2020 07:54:07</p> <p>Target date 30/06/2020</p> <p>Status Verified by ICS member</p> <p>After the issue has identified we have issued an office order to the production staffs and arrange meeting accordingly headed by executive director to ensure that no workers will work during break time. We will follow up this issue.</p> <p>Md. Rasel Ahmed AGM (HR & Compliance) Mobile: +8801766699689 E-mail: rasel-hr@pacificbluejeans.com - 19/03/2020 07:54:07</p> <p>As we issued office order during audit period, right now no workers work during break time. We, HR & Compliance team strongly monitor the floors during lunch break.</p> <p>Md. Rasel Ahmed - 15/05/2020 11:13:10</p> <p>The file 6.11- Pictorial Evidence.pdf has been uploaded.</p> <p>Md. Rasel Ahmed - 15/05/2020 11:13:42</p> <p>6.11- Pictorial Evidence.pdf</p>
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<p>6.12 Do employees receive at least 1 day off (24 consecutive hours) within 7 days period?</p> <p>D Employees do not receive 1 day off (24 consecutive hours) within 7 days period for Nov 2019, 69% employees of all sections and Jul 2019, 78% employees of all sections (from the sampled months and sampled employees) - a worker of cutting section (cutting asst.) has worked the following number of days in row without one day off: From Nov 23, 2019 to Dec 05, 2019, 13 days in a row. - a worker of finishing section (ironman.) has worked the following number of days in row without one day off: From Nov 23, 2019 to Dec 05, 2019, 13 days in a row. - a worker of sewing section (operator) has worked the following number of days in row without one day off: From Jun 29, 2019 to Jul 11, 2019, 13 days in a row. However, factory has provided overtime payment for these weekend's work; instead of providing a substitute day off within the next 3 (three) working days as per legal requirement. Objective Evidence: Time card in accordance with: -Bangladesh Labour Law 2006, section-103(1) [Every worker working in any establishment shall, in case of shop, commercial or industrial establishment, get one and half days, and in case of factories and other establishments one day as weekly holiday]</p>	<p>Factory management should ensure that employees are receiving 1 day off (24 consecutive hours) within 7 days period as per local regulation.</p> <p>Md. Tarequzzaman / Lead auditor Afruja Aktar Mili / Auditor - 19/03/2020 07:54:07</p> <p>Target date 30/06/2020</p> <p>Status Please validate evidences</p> <p>We will ensure that employees are receiving 1 day off (24 consecutive hours) within 7 days period as per local regulation.</p> <p>Md. Rasel Ahmed AGM (HR & Compliance) Mobile: +8801766699689 E-mail: rasel-hr@pacificbluejeans.com - 19/03/2020 07:54:07</p> <p>As agreed by WPC, we paid premium rate for the weekend work (for the days mentioned in the report) instead of compensatory leave. In addition, our local labor law also allow us to do this practice. Workers prefer premium rate for the weekend work rather than compensatory leave as they think it as financial benefits for them. However, our management is willing to allow compensatory leave subject to interest of the workers.</p> <p>Md. Rasel Ahmed - 15/05/2020 09:26:27</p>
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C	<p>8.23 Does the facility post emergency contact information on every floor? Factory management did not post emergency contact information on every floors (Building) & shed except for building-1 Objective Evidence: Site visit In accordance with: - ICS Standards, Factory should post emergency contact information on every floor.</p>	✓
	<p style="text-align: right;">Factory management should post emergency contact information on every floors & sheds. Md. Tarequzzaman / Lead auditor Afruja Aktar Mili / Auditor - 19/03/2020 07:54:07</p> <p>Target date 30/06/2020</p> <p>We will post emergency contact information on every floors & sheds. Md. Rasel Ahmed AGM (HR & Compliance) Mobile: +8801766699689 E-mail: rasel-hr@pacificbluejeans.com - 19/03/2020 07:54:07</p> <p>Status Verified by ICS member</p> <p>We have already posted required emergency contact in all mentioned areas. Md. Rasel Ahmed - 15/05/2020 05:34:30</p> <p>The file 8.23-Pictorial Evidence.pdf has been uploaded. Md. Rasel Ahmed - 15/05/2020 07:10:18</p> <p>8.23 - Pictorial Evidence.pdf</p>	
C	<p>8.36 Are emergency exit windows in compliance with local law? Factory management has not ensured emergency windows in all the buildings. Emergency windows found only in building-1, however there is no proper system for evacuation using those windows during emergency Objective Evidence: Site visit In accordance with: - Bangladesh Labour Rules [Section - 54 (10)] [Organization shall ensure such emergency exit windows with ladder (can be made with rope) so that people can use this for evacuation in case of emergency] (can be made with rope) so that people can use this for evacuation in case of emergency]</p>	✓
	<p style="text-align: right;">Factory management should ensure emergency exit windows with proper evacuation system Md. Tarequzzaman / Lead auditor Afruja Aktar Mili / Auditor - 19/03/2020 07:54:07</p> <p>Target date 30/06/2020</p> <p>We will ensure emergency exit windows with proper evacuation system. Md. Rasel Ahmed AGM (HR & Compliance) Mobile: +8801766699689 E-mail: rasel-hr@pacificbluejeans.com - 19/03/2020 07:54:07</p> <p>Status Verified by ICS member</p> <p>The work has been delayed due to the corona virus situation. We have already ensured rope made ladder in emergency windows. Md. Rasel Ahmed - 15/05/2020 08:39:48</p> <p>The file 8.36-Pictorial Evidence.docx.pdf has been uploaded. Md. Rasel Ahmed - 15/05/2020 08:40:04</p> <p>8.36 - Pictorial Evidence.docx.pdf</p>	
D	<p>8.54 If there is a fire hydrant or sprinkler system in place at the facility, is it inspected, tested and maintained every three months (confirming they are in good working order)? There are fire hydrant system and sprinkler system in place at the facility. However, frequency of inspection could not be verified as there is no date mentioned in the inspection record. Objective Evidence: Document review In accordance with, - ICS Standard, factory should test and maintain hydrant and sprinkler system in a regular basis (Once in every three months)</p>	✓
	<p style="text-align: right;">Factory management should ensure that inspection of hydrant and sprinkler system in a regular basis (Once in every three months) Md. Tarequzzaman / Lead auditor Afruja Aktar Mili / Auditor - 19/03/2020 07:54:07</p> <p>Target date 30/06/2020</p> <p>We will ensure that inspection of hydrant and sprinkler system in a regular basis (Once in every three months) Md. Rasel Ahmed AGM (HR & Compliance) Mobile: +8801766699689 E-mail: rasel-hr@pacificbluejeans.com - 19/03/2020 07:54:07</p> <p>Status Verified by ICS member</p> <p>Right now, we are maintaining checklist once in a month. Md. Rasel Ahmed - 15/05/2020 07:16:06</p> <p>The file Sprinkler Inspection Checklist.pdf has been uploaded. Md. Rasel Ahmed - 15/05/2020 07:16:40</p> <p>Sprinkler Inspection Checklist.pdf</p>	
D	<p>8.59 In case of the presence of a generator in the facility or its vicinity, is it in a confined area away from working areas in accordance with the local law ? Factory boilers are not located away from production unit. For Eg. - ground floor of building-3 (utility building) has 04 boilers and yarn dyeing section (belongs to sister concern factory) found located at the same floor. - 1st floor of building-3 has 2 EGB boilers and 2nd floor of this building has workers dining & canteen which is located above the EGB boiler floor. Objective Evidence: Site tour In accordance with, - BNBC (2006), part 8, chapter 3 section 3.5.4.2.b [All fuel burning equipment such as boilers shall not be installed inside a building and shall be installed inside a machinery room.]</p>	
	<p style="text-align: right;">Factory should keep the boiler away from the production building. Md. Tarequzzaman / Lead auditor Afruja Aktar Mili / Auditor - 19/03/2020 07:54:07</p> <p>Target date 30/06/2020</p> <p>We will remove production unit from the utility building. Md. Rasel Ahmed AGM (HR & Compliance) Mobile: +8801766699689 E-mail: rasel-hr@pacificbluejeans.com - 19/03/2020 07:54:07</p> <p>Status Pending review by ICS member</p> <p>We took immediate initiative to remove the production unit from utility building. But due to the outbreak of corona virus, we could not do the work. When the situation will be normal, we will actually do the job. We may take extended time till December 2020 for this job. Md. Rasel Ahmed - 15/05/2020 08:01:31</p>	
D	<p>8.60 Are there safety guards on production equipment and machinery? Proper safety guards are not ensured for following : - Approximately 40% of the sewing machines found with whether displaced or missing needle guard. - Approximately 5% overlock machines found with displaced eye safety guard, - Approximately 50% sewing (KANSAI) machines found with missing take up lever guards. - Five (05) randomly checked sewing machines and two (02) snap button machines found with missing pulley cover. Objective Evidence: Site visit In accordance with: Bangladesh Labor Law 2006, section-63(1), [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, namely- (d) (iii) every dangerous part of any machinery]</p>	
	<p style="text-align: right;">Factory management should ensure proper safety guards for all machines used by them. Md. Tarequzzaman / Lead auditor Afruja Aktar Mili / Auditor - 19/03/2020 07:54:07</p> <p>Target date 30/06/2020</p> <p>We will ensure proper safety guards for all machines used by them. Md. Rasel Ahmed AGM (HR & Compliance) Mobile: +8801766699689 E-mail: rasel-hr@pacificbluejeans.com - 19/03/2020 07:54:07</p> <p>Status Pending review by ICS member</p> <p>We have checked all the machines by maintenance and HR department and confirmed the safety equipment in all the machines where safety equipment were missing. We are maintaining daily checklist accordingly. Besides, strong awareness is also being continued through PA system instead of close door meeting considering the current health crisis situation. Md. Rasel Ahmed - 15/05/2020 09:10:24</p> <p>The file 8.60 Pictorial Evidence.pdf has been uploaded. Md. Rasel Ahmed - 15/05/2020 10:51:00</p> <p>8.60 Pictorial Evidence.pdf</p>	

8.75 Is use of personal protective equipment (PPE) required and enforced by facility management?

D

Employees are not using PPE: - Factory has vacuum cutting machine on the 9th floor of main production building. (building-1). Noise level of this area found above ambient but workers of this section were not wearing ear muff. - Three (03) out of six (06) checked had gloves of cutterman found torn Objective Evidence: Site visit In accordance with: - Bangladesh Labor Rules 2015, 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, 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



Factory management should ensure that all the workers are wearing appropriate PPE

Md. Tarequzzaman / Lead auditor Afruja Aktar Mili / Auditor - 19/03/2020 07:54:07

Target date **30/06/2020**

We will ensure that all the workers are wearing appropriate PPE

Status **Verified by ICS member**

Md. Rasel Ahmed AGM (HR & Compliance) Mobile: +8801766699689 E-mail: rasel-hr@pacificbluejeans.com - 19/03/2020 07:54:07

[8.75 Pictorial Evidence.pdf](#)

We have ensured sufficient ear muffs in vacuum cutting section. In addition, instantly torn hand gloves have been changed by new hand gloves. Besides, a strong awareness meeting has been conducted with the employees of those particular section. We are also strongly monitoring the mentioned areas to avoid any recurrence of the same issues.

Md. Rasel Ahmed - 15/05/2020 08:06:44

The file 8.75 Pictorial Evidence.pdf has been uploaded.

Md. Rasel Ahmed - 15/05/2020 08:07:04