

SOCIAL AUDIT REPORT

AUDIT ID 61518

AUDIT DATE 27/03/2019

AUDIT FIRM INTERTEK - BANGLADESH

TYPE OF TAX - TAX ID No.

TIN Number 0362014960

COMPANY NAME

SAFAA SWEATERS LTD.

Total employees

2185

Address

Begumpur, Bokran Monipur, Gazipur Sadar

Region (State/Province)

Dhaka

Town (City/Village)

Gazipur

Market

BANGLADESH

Zip/Postcode

6. SAFE AND HYGIENIC WORKING CONDITIONS

Health and Safety Assessment

Finding	Corrective Action	Timescale
In accordance with Bangladesh Labor Rule 2015, Schedule 4 (2-1) of Bangladesh Labor Rules 2015 & Code of Conduct for Manufacturers and Suppliers of Inditex Group It was noted through document review that facility did not have policy on what frequency & who will conduct the risk assessment on health and safety. Date was found on part of assessment which was noted one year ago: 19 November 17.	It is recommended that facility should include conduct risk assessment as per law.	26/05/2019
In accordance with Code of Conduct for Manufacturers and Suppliers of Inditex Group and Bangladesh Labor Rule 2015, Schedule 4 (2-1) It was noted through document review that facility has prepared guideline on probable risk associated with production processes, activities but there was no practical risk assessment done by the safety committee to identify the existing risk at workplace in certain period. assessment of technical and administrative liability was not included in some part of the assessment including machineries.	It is recommended that facility should include conduct risk assessment as per law.	26/05/2019

COMPANY REPRESENTATIVE

Md. Nurshed Alam - DGM - Admin, HR & Compliance

AUDITOR

Soharab Hossain, Ruhi Tamanna, Nilofar Bano

ighting equipment

Finding	Corrective Action	Timescale
In accordance with Code of Conduct for Manufacturers and Suppliers of Inditex group and Bangladesh Labour Act, 2006, section 62(7) It was noted from floor visit, management interview and workers interview that no workers were able to clearly explain the usage of different kinds of fire equipment such fire extinguishers, fire hose, etc. Also fire fighters and rescuers were not well aware about their roles and responsibilities if there is any fire occurrence or any emergency arise in the factory. Additionally fire fighters and first aiders were not identified as they were not found wearing any dresses prescribed by law.	It is recommended that facility should ensure designated fire fighters and first aiders are identified as per law.	26/05/2019

8.WORKING HOURS ARE NOT EXCESSIVE**Overtime**

Finding	Corrective Action	Timescale
In accordance with Code of Conduct for Manufacturers and Suppliers of Inditex group: Record review has revealed that all workers have performed 10 hours (including 2 hours overtime) duty everyday. Management has shared their view and plan to work for 10 hours a day and they have a detailed plan to execute those hours accordingly to achieve the target on production.	It is recommended that the facility management should ensure proper production planning so that production target could be met without performing overtime everyday.	26/05/2019

Working hours

Finding	Corrective Action	Timescale
In accordance with Code of Conduct for Manufacturers and Suppliers of Inditex group & Bangladesh Labor Law 2006, Section 102 Based on attendance record and payment record review it was noted that 3 out of 15 sample employees did 66 (48 regular + 18 overtime) hours to 70 (48 regular + 22 overtime) hours of work in the month of January 2019. These 3 workers found from sewing section. Daily highest working hour was found 12 hours. working hour of rest two months were found as per law.	It is recommended that facility should keep the working hours as per Inditex Code of Conduct.	26/05/2019

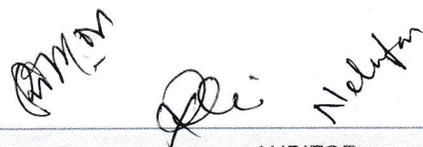
11.CODE IMPLEMENTATION**Documentation**

Finding	Corrective Action	Timescale
In accordance with Code of Conduct for Manufacturers and Suppliers of Inditex group & In accordance with Bangladesh Energy Regulation Act 2003, Section 27 It was noted through facility visit, application copy review, facility has 3 generators having capacity of 1216 MW respectively for producing electricity, but facility yet not have license from the concern government authority for the said purpose. Note that, facility has applied to the concern authority on October 14, 2018.	It is recommended that facility should have required license for generation of electricity.	26/08/2019




COMPANY REPRESENTATIVE

Md. Nurshed Alam - DGM - Admin, HR & Compliance



AUDITOR

Soharab Hossain, Ruhi Tamanna, Nilofar Bano