



# ALLIANCE FOR BANGLADESH WORKER SAFETY

ASWAD COMPOSITE MILLS LTD. FFC ID 9336

Kabirpur, Savar, Dhaka, Bangladesh

27-Jul-17

Subject: CAP Closure Verification Visit (CCVV) Results

Dear Mr. Nafis Sikder; Managing Director,

Congratulations! On behalf of the Alliance for Bangladesh Worker Safety, I am writing regarding the results of the CAP Closure Verification Visit of **ASWAD COMPOSITE MILLS LTD. FFC ID 9336** conducted by the Alliance on 18 July 2017. Your CAP Closure Verification Visit Final Training Assessment was completed on 18 July 2017. Based on the findings of that visit, your factory's status has been rated as "Substantial Completion." This means that your factory has substantially completed the initial Corrective Action Plan (CAP) and currently is in good standing with respect to required training. This also represents the starting point for creating a sustainable culture of safety within your factory.

The CAP Closure Verification Visit was conducted to confirm the completion of corrective actions to remediate noncompliance with the Alliance Standard in each of three critical areas: structural integrity, electrical safety, and fire safety that were identified during initial inspections conducted by Shaheedullah, and Bureau Veritas on 08 May 2014. Additionally, during this visit an assessment of implementation and impact of Basic Fire Safety and Helpline training to all workers was performed. This was documented in the Corrective Action Plan (CAP) for your factory approved by the Alliance on 11 February 2015. Remediation verification visits to assess your progress addressing items in the CAP were conducted by Alliance engineers on the following dates:

Visit Type	Date
RVV 1	20 April 2015
RVV 2	26 November 2015
RVV 3	20 July 2016
RVV 4	08 February 2017
RVV 5	13 July 2017
RVV 1	18 July 2017

Training: Total Employee trained on the date of Final Training Assessment (CCVV):

Training Type	Number of Employees received training	Completion Date
Initial	2196	20 December 2014
Refresher	2400 ( till to date )	09 July 2017

Visit Type	Date
Training Spot Check - 1	06 February 2017
Final Training Assessment ( CCVV )	18 July 2017

The CAP Closure verification visit results apply to **ASWAD COMPOSITE MILLS LTD. FFC ID 9336** as it currently exists with the following details:

<b>Building Area ( Sq.Ft..)</b>	Total area of all buildings in the factory premises: 267480 sq. ft. Building wise breakdown as follows: 1) Six story RCC Main Building: 203000 sq. ft. ; 2) Three story prefabricated steel Building: 60000 sq. ft. ; 3) Four story RCC Building: 4080 sq. ft. 4) Single story guard room: 100 sq. ft. ; 5) Single story sub-station room: 150 sq. ft. ; 6) Single story car parking shed: 150 sq. ft.
<b>Building Height</b>	1) Main Building-1: Highest occupied floor 16.46 m (54.00 ft.); 2) Main Building-2: Highest occupied floor 7.62 m (25 ft.); 3) our story RCC Building: Highest occupied floor 9.76 m (32.00 ft.); 4) Guard Room: Highest occupied floor at grade; 5) Sub-station Highest occupied floor Room: at grade; 6) Parking Shed: Highest occupied floor at grade.
<b>Construction Type (Material)</b>	Factory building #01, Admin building (B#03) and Gate house: RC frame structure With R.C Footings, columns, beams and slabs. Factory building #02: Non Rated Steel frame structure (deck panel) with R.C Footings, Columns (pedestal) and grade beams.
<b>Occupancy Description</b>	A) Main Building-1: GF: H2 (Storage), F1 (Office), E4 (Training Center), B2 (Day care), D1 (Doctor room), K1 (Boiler), 1st: H2 (Storage), 2nd: G2 (Factory), E3 (dining), E4 (Prayer Room), 3rd: H2 (Storage), 4th: G2 (Factory), 5th: G2 (Factory); B) Main Building-2: GF: G2 (Knitting), 1st: H2 (Storage), 2nd: H2 (Storage); C) Ancillary Building-1: GF: K1 (Pump Room, Generator Room), 1st: E4 (Kitchen, Dining), 2nd: A3 (Guard Accommodation), 3rd: A3 (Ansar accommodation); D) Guard Room: F1 (Guard room); E) Sub-station Room: K1 (Sub-station room); F) Parking Shed: K1 (Car parking shed). Total occupant load -1861

The CAP Closure Verification Visit of **ASWAD COMPOSITE MILLS LTD. FFC ID 9336** revealed that all NCs listed in the CAP have been remediated.

For details of the Alliance Follow-up Spot Check (after CCVV report) refer to **Appendix B**.

This remediation assessment does not establish the extent to which the factory complies with all relevant provisions of the Ready-made Garment Industry Guidelines and Harmonized Standard, the Bangladesh National Building Code, Fire Service Rules, labor law, or other regulatory mandates. Your factory remains responsible for compliance with all relevant laws and regulations adopted and enforced by the Government of Bangladesh.

The Alliance is focused on systemic and sustainable improvements in fire, structural and electrical safety along with the maintenance of worker training within Bangladesh's garment factories. The Alliance commends you on completing all critical items listed in your approved CAP. This completion required a great deal of effort and you should be proud of your accomplishment. Your investments have helped create a safer workplace for your employees. These efforts also help build a positive image of the Bangladesh apparel industry that benefits your business.

CAP completion is only the first step in building a sustainable culture of continuous improvement of workplace safety.

The Alliance expects all factories to sustain their commitment to safety through ongoing efforts to maintain the investments already made. **Appendix C, ALLIANCE FACTORY MAINTENANCE EXPECTATIONS** outlines these expectations.

Please note that if your factory undergoes either a vertical or horizontal expansion, all documentation must be updated with accurate information and a new inspection must be conducted. Our team is here to assist you with any questions you may have about the CAP Closure verification visit results or requirements for continued compliance.

- **Case Manager Name:** Md. Atiqul Islam
- **Case Manager E-mail:** aislam@afbws.org
- **Case Manager Phone Number:** 01938-884893

Again, thank you for your commitment to the Alliance mission and your efforts to complete remediation.

Paul Rigby  
Deputy Country Director & CSO  
Alliance for Bangladesh Worker Safety