



Facility Name:	Ayesha Clothing Co. Ltd.	Customer Name:	Loblaw Companies
Facility Address:	Bangabandhu Road, Tongabari, Gazirchat Alia Madrasha, Ashulia, Dhaka	Industry / Key Main Product	All kinds of knit items
Facility Tel:	01730-796533	Facility Fax:	+880-2-55048319
Facility Contact:	Md. Abdul Mannan– Resident Director (Admin, HR, Co	Auditor(s):	Davit Tripura, Shahina Kader, Syeda Rabeka Sultana
Facility Email:	mannan@palmalgarments.com	Verification Date:	22-Mar-2020

TYPE OF ASSESSMENT:

- Initial
 Re-audit
 Annual Renewal
 Follow Up

AUDIT RESULTS COMMUNICATED WITH:

Name:	
Title:	

A closing meeting has been performed at the end of the verification process in which the listed exceptions were explained and accepted by company representative.

Signatures (All Auditors) :

Auditor (s)
Davit Tripura, Shahina Kader, Syeda Rabeka Sultana

25-Mar-2020
Date

Company Representative
Md. Abdul Mannan– Resident Director
(Admin, HR, Co

25-Mar-2020
Date

Copyright and Trademarks

The Intertek Group is the owner of the copyright in the material and intellectual know-how presented. No parts in this material may be reproduced, adapted or distributed outside of your company without the written consent of the Intertek Group other than to the extent necessary to view the material.

Opportunity for Improvement		Finding Category	CAP Review and Verification	
			By Factory	By Intertek
			Proposed Corrective Action Plan	Verification Status (Open/Closed)
1	<p>Additional Findings <i>In accordance with Bangladesh Labour Rules 2015, Rule: 19(5)</i></p> <p><i>Each owner will provide identity card with the photograph to each worker working in the firm at the costs of the owner as per Form-6.</i></p> <p><i>Based on Employee Identity Card (ID) review and management interview that facility issued Identity Card to all employees, but few required information / criteria viz. Blood group, Emergency Contact and NID number were not mentioned in the employee ID card for around 20% employees.</i></p>		<p>Responsible Personnel:</p> <p>Expected Completion Date: dd/mm/yy</p>	
2	<p><u>Health & Safety</u></p> <p>Law Requirement</p>	Moderate	<p>Responsible Personnel:</p>	

Signatures (All Auditors) :

_____ Auditor (s)

_____ Company Representative

Copyright and Trademarks

The Intertek Group is the owner of the copyright in the material and intellectual know-how presented. No parts in this material may be reproduced, adapted or distributed outside of your company without the written consent of the Intertek Group other than to the extent necessary to view the material.

Opportunity for Improvement	Finding Category	CAP Review and Verification	
		By Factory	By Intertek
		Proposed Corrective Action Plan	Verification Status (Open/Closed)
<p>Law Title Bangladesh Labor Rules 2015, Section - 50 Law Regulation Drinking water: (1) As per the section 58, there will be provision of pure drinking water in easily accessible and suitable place for all workers in each firm and the water should be stored in a hygienic way. (2) The place of storing the drinking water should be located at least 6 meter off from the wash room or toilet of the firm. (3) As per the sub-rule (1), the water supplied-(a) should be kept in the suitable container free from germs; (b) should be changed once every day; (c) Pragmatic steps should be taken to keep water from all kinds of germs. Provided that if arrangement is made to supply water with the container purified in the modern water purification process, it won't be needed to change daily. (4) The place where the water is supplied for the workers should be kept neat and clean and the drain should be attached (6) In a firm where generally more than 250 workers work, the water should be supplied after cooling with the water cooler to the canteen, dining room and rest room once a year from 1st April to 30th September.</p> <p>Findings There is insufficient or no potable drinking water available at the facility</p>		<p>Expected Completion Date: dd/mm/yy</p>	<p>Verification Date: dd/mm/yy</p>

Signatures (All Auditors) :

_____ Auditor (s)

_____ Company Representative

Copyright and Trademarks

The Intertek Group is the owner of the copyright in the material and intellectual know-how presented. No parts in this material may be reproduced, adapted or distributed outside of your company without the written consent of the Intertek Group other than to the extent necessary to view the material.

Opportunity for Improvement	Finding Category	CAP Review and Verification	
		By Factory	By Intertek
		Proposed Corrective Action Plan	Verification Status (Open/Closed)
<p><i>Based on drinking water test report review and management interview it was noted that drinking water test report of the facility was missing one important parameter of Coliform (Faecal). Note that, last drinking water test was conducted on 08 January 2020. Also note that facility conducted the aforementioned test in 27 December 2018.</i></p>			
<p>3</p> <p><u>Health & Safety</u></p> <p>Law Requirement</p>	Moderate	Responsible Personnel:	

Signatures (All Auditors) :

Auditor (s)

Company Representative

Copyright and Trademarks

The Intertek Group is the owner of the copyright in the material and intellectual know-how presented. No parts in this material may be reproduced, adapted or distributed outside of your company without the written consent of the Intertek Group other than to the extent necessary to view the material.



Opportunity for Improvement	Finding Category	CAP Review and Verification	
		By Factory	By Intertek
		Proposed Corrective Action Plan	Verification Status (Open/Closed)
<p>Law Title In accordance with Bangladesh Labor Rules 2015, Section 54(1,2, 10) Law Regulation (1) Each room of the factory building where more than 20 workers are engaged, there will be at least two exits in that case and these exits should be located in such way so that every person can reach with ease and without interruption from the workplace to the exit. (2) Such exits won't be located more than fifty meters off from the workplace of the workers and these won't be less than 1.15 meters in width and 2.00 meters in height. (10) There will be at least one window without grill that will be hinged so that one can come down with ladder or rope after opening the hinge in emergency situation and there will be a net of strong rope on the ground floor so that one can land on the net through rope in an emergency situation during the fire incident.</p> <p>Findings The installation and design of all evacuation exit doors are not in compliance with local law</p> <p><i>Based on facility visit and management interview it was noted that facility did not install fire door at 02 out of 02 exit in the fabric store located at ground floor of production building 02.</i></p>		<p>Expected Completion Date: dd/mm/yy</p>	<p>Verification Date: dd/mm/yy</p>
4	<u>Health & Safety</u>	Moderate	

Signatures (All Auditors) :

_____ Auditor (s)

_____ Company Representative

Copyright and Trademarks

The Intertek Group is the owner of the copyright in the material and intellectual know-how presented. No parts in this material may be reproduced, adapted or distributed outside of your company without the written consent of the Intertek Group other than to the extent necessary to view the material.

Opportunity for Improvement	Finding Category	CAP Review and Verification	
		By Factory	By Intertek
		Proposed Corrective Action Plan	Verification Status (Open/Closed)
<p><i>Based on facility visit it was noted that</i></p> <p><i>-randomly checked 14 out of 18 Curing Machine employees were not wearing cotton hand gloves while taking product from the machines which might have some health hazard as the product remains very hot while taking out from the machine located at ground floor of production building 01 and 3rd floor of production building 02 .</i></p>			
<p><u>Health & Safety</u></p> <p>Law Requirement</p>	Moderate	<p>Responsible Personnel:</p>	

Signatures (All Auditors) :

_____ Auditor (s)

_____ Company Representative

Copyright and Trademarks

The Intertek Group is the owner of the copyright in the material and intellectual know-how presented. No parts in this material may be reproduced, adapted or distributed outside of your company without the written consent of the Intertek Group other than to the extent necessary to view the material.

Opportunity for Improvement	Finding Category	CAP Review and Verification	
		By Factory	By Intertek
		Proposed Corrective Action Plan	Verification Status (Open/Closed)
<p>Law Title Energy Regulatory Commission Act, 2003 (Act No. 13 of 2003), (Chapter 6), Law Regulation Licenses shall be issued by the Commission for the following activities: power generation; energy transmission; distribution and marketing of energy; supply of energy; and, storage of energy.</p> <p>Law Title The Boilers Act, 1923, Section 6, Law Regulation Prohibition of the use of unregistered or uncertified boiler- Save as otherwise expressly provided in this Act, no owner of a boiler shall use the boiler or permit it to be used— Unless it has been registered in accordance with the provisions of this Act. Unless a certificate or provisional order authorizing the use of the boiler is for the time being in force under this Act.</p> <p>Findings Special appliances such as boilers, unfired pressure vessels, and furnaces have not been registered and affixed with a registration certification</p>		<p>Expected Completion Date: dd/mm/yy</p>	<p>Verification Date: dd/mm/yy</p>

Signatures (All Auditors) :

_____ Auditor (s)

_____ Company Representative

Copyright and Trademarks

The Intertek Group is the owner of the copyright in the material and intellectual know-how presented. No parts in this material may be reproduced, adapted or distributed outside of your company without the written consent of the Intertek Group other than to the extent necessary to view the material.

Opportunity for Improvement	Finding Category	CAP Review and Verification		
		By Factory	By Intertek	
		Proposed Corrective Action Plan	Verification Status (Open/Closed)	
	<p>Based on building construction approval plan review and management interview it was noted that facility did not take building construction approval from concerned authority. However, facility took building approval from Chairman of Ashulia Union Parishodh. Note that facility applied to Public Works Department authority on 25 July 2013 to get the building construction approval.</p>			
9	<p><u>Management Systems</u></p> <p>Findings</p> <p>The facility has comprehensive employment practice processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented</p> <p><i>The facility has comprehensive employee safety processes and procedures in a written manual that support adherence to social compliance requirements but those are not properly implemented as there were noncompliance detected on</i></p> <p>1. Employees ID card were not updated</p>	Minor	<p>Responsible Personnel:</p> <p>Expected Completion Date: dd/mm/yy</p>	<p>Verification Date:</p> <p>dd/mm/yy</p>
10	<p><u>Management Systems</u></p>	Minor		

Signatures (All Auditors) :

_____ Auditor (s)

_____ Company Representative

Copyright and Trademarks

The Intertek Group is the owner of the copyright in the material and intellectual know-how presented. No parts in this material may be reproduced, adapted or distributed outside of your company without the written consent of the Intertek Group other than to the extent necessary to view the material.

Opportunity for Improvement	Finding Category	CAP Review and Verification	
		By Factory	By Intertek
		Proposed Corrective Action Plan	Verification Status (Open/Closed)
<p>Findings</p> <p>The facility has comprehensive processes and procedures in the area of general facility, dormitory (if any) and/ or canteen (if any) management (e.g. cleanliness, ventilation, noise, lighting, toilets) in written manual that support adherence to social compliance requirement but they are not all being properly implemented.</p> <p><i>The facility has comprehensive employee safety processes and procedures in a written manual that support adherence to social compliance requirements but those are not properly implemented as there were noncompliance detected on</i></p> <p>1. <i>Coliform (Faecal) did not measure in drinking water test.</i></p>		<p>Responsible Personnel:</p> <p>Expected Completion Date: dd/mm/yy</p>	<p>Verification Date:</p> <p>dd/mm/yy</p>
<p>11 <u>Management Systems</u></p> <p>Findings</p> <p>The facility has comprehensive emergency preparedness processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented</p>	Minor	<p>Responsible Personnel:</p> <p>Expected Completion Date: dd/mm/yy</p>	<p>Verification Date:</p> <p>dd/mm/yy</p>

Signatures (All Auditors) :

_____ Auditor (s)

_____ Company Representative

Copyright and Trademarks

Opportunity for Improvement	Finding Category	CAP Review and Verification	
		By Factory	By Intertek
		Proposed Corrective Action Plan	Verification Status (Open/Closed)
<p><i>The facility has comprehensive employee safety processes and procedures in a written manual that support adherence to social compliance requirements but those are not properly implemented as there were noncompliance detected on</i></p> <p>1. Fire door were not installed in fabric store</p>			
<p>12</p> <p><u>Management Systems</u></p> <p>Findings</p> <p>The facility has comprehensive employee safety processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented</p> <p><i>The facility has comprehensive employee safety processes and procedures in a written manual that support adherence to social compliance requirements but those are not properly implemented as there were</i></p> <ol style="list-style-type: none"> Eye guard found displaces PPE were not used by few employees Did not have CPP license Did not have construction approval from appropriate authority. Mismatch found in floor layout. 	Minor	<p>Responsible Personnel:</p> <p>Expected Completion Date: dd/mm/yy</p>	<p>Verification Date:</p> <p>dd/mm/yy</p>

Signatures (All Auditors) :

Auditor (s)

Company Representative

Copyright and Trademarks

The Intertek Group is the owner of the copyright in the material and intellectual know-how presented. No parts in this material may be reproduced, adapted or distributed outside of your company without the written consent of the Intertek Group other than to the extent necessary to view the material.

Opportunity for Improvement		Finding Category	CAP Review and Verification	
			By Factory	By Intertek
			Proposed Corrective Action Plan	Verification Status (Open/Closed)
13	<p><u>Environment</u></p> <p>Findings</p> <p>The facility does not have any environmental management system in place</p> <p><i>WCA Standard required that facility should have environmental management system in place. Based on facility visit it was noted that facility did not have Environmental Management System in place.</i></p> <p><i>Note that the facility have completed Higg FEM 3.0</i></p>	Minor	<p>Responsible Personnel:</p> <p>Expected Completion Date: dd/mm/yy</p>	<p>Verification Date:</p> <p>dd/mm/yy</p>
14	<p><u>Environment</u></p> <p>Law Requirement</p>	Moderate	<p>Responsible Personnel:</p>	

Signatures (All Auditors) :

_____ Auditor (s)

_____ Company Representative

Copyright and Trademarks

The Intertek Group is the owner of the copyright in the material and intellectual know-how presented. No parts in this material may be reproduced, adapted or distributed outside of your company without the written consent of the Intertek Group other than to the extent necessary to view the material.

Opportunity for Improvement	Finding Category	CAP Review and Verification	
		By Factory	By Intertek
		Proposed Corrective Action Plan	Verification Status (Open/Closed)
<p>Law Title In accordance with Environmental Conservation Act 1995, Section 12 and environment conservation rules 1997, Section 7(6-C) -For Orange – B Category Law Regulation No industrial unit or project shall be established or undertaken without obtaining, in the manner prescribed by rules, an Environmental Clearance Certificate from the Director General.</p> <p>Report on the Initial Environmental Examination of the industrial unit or project, and also the process flow diagram, Layout Plan (showing location of Effluent Treatment Plant), design of the Effluent Treatment Plant (ETP) of the unit or project (these are applicable only for a proposed industrial unit or project);</p> <p>Findings The facility does not have all required environmental permits, licensees and / or registrations</p> <p><i>Based on document review and management interview it was noted that Environmental Clearance Certificate of this facility was expired on March 08th 2020. Note that the facility applied to the Department of Environment on 6 February 2020 for renewal of the environmental clearance certificate.</i></p>		<p>Expected Completion Date: dd/mm/yy</p>	<p>Verification Date: dd/mm/yy</p>

Signatures (All Auditors) :

_____ Auditor (s)

_____ Company Representative

Copyright and Trademarks

The Intertek Group is the owner of the copyright in the material and intellectual know-how presented. No parts in this material may be reproduced, adapted or distributed outside of your company without the written consent of the Intertek Group other than to the extent necessary to view the material.

Additional Comment:

Recommendation for Improvement Plan Timeline

Finding Rating	Improvement Timeline
Zero Tolerance	Take immediate action to make necessary improvements
Major	Take action within 0~1 month to make necessary improvements
Moderate	Take action within 0~3 months to make necessary improvements
Minor	Take action within 0~6 months to make necessary improvements

DISCLAIMER:

"This report is just a preliminary result for Intertek's reference only. Final official results which will be issued by Intertek are system generated in secured file. This report shall not be reproduced in part or in full without the written approval from the Management of Intertek"

Signatures (All Auditors) :

_____ Auditor (s)

_____ Company Representative

Copyright and Trademarks

The Intertek Group is the owner of the copyright in the material and intellectual know-how presented. No parts in this material may be reproduced, adapted or distributed outside of your company without the written consent of the Intertek Group other than to the extent necessary to view the material.