

Fair Labor Association: Independent External Factory Assessment

Assessment Date :

06 Sep 2021



Factory Information

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| FLA Affiliates | Hybrid Apparel |
| Country | Bangladesh |
| Number of Workers | 3900 |

Understanding this Report

Companies that join the FLA agree to uphold the FLA Workplace Code of Conduct throughout their entire supply chain. The Code of Conduct is based on International Labour Organization (ILO) standards, and defines labor standards that aim to achieve decent and humane working conditions.

FLA Code Element

Number of Violations

| FLA Code Element | Number of Violations |
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| Employment Relationship (ER) | 8 |
| Forced Labor (F) | 1 |
| Health, Safety And Environment (HSE) | 14 |
| Hours Of Work (HOW) | 2 |

Assessment Information

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| Assessor | SCSA |
| Assessment Date | 06 Sep 2021 |
| Assessment Purpose | Factory Assessment (In-Person) |

ASSESSMENT RESULTS

Employment Relationship (ER)

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| Benchmark ID | ER.1.2 |
| Benchmark Details | Employers shall assign responsibility for the administration of human resources to a clearly defined and adequately qualified staff member or staff members and ensure workers at all levels receive communication and training about existing policies and procedures or any revisions. |
| Finding Details | The factory does not provide any ongoing training to workers across all FLA's Code elements and Employment Functions. |
| Recommendation for Immediate Action | |
| Compliance Classifications | Sustainable Improvement Required |
| Local Law | |
| Benchmark ID | ER.18.2 |
| Benchmark Details | Employers shall ensure managers and supervisors are fully familiar with the workplace disciplinary system and in applying appropriate disciplinary practices. |
| Finding Details | The managers and supervisors are not fully familiar with the workplace disciplinary system. For instance, 8 out of 11 supervisors interviewed did not have much knowledge on workplace disciplinary system. |
| Recommendation for Immediate Action | |

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| Compliance Classifications | Sustainable Improvement Required |
| Local Law | |
| Benchmark ID | ER.5.1 |
| Benchmark Details | Employers shall ensure that all supervisors are trained in national laws, workplace regulations, and the FLA Code, workplace grievance systems, and the appropriate practices to ensure compliance. |
| Finding Details | The factory does not provide any specific training to the relevant supervisors that includes all FLA's Code elements and Employment Function. |
| Recommendation for Immediate Action | |
| Compliance Classifications | Sustainable Improvement Required |
| Local Law | |
| Benchmark ID | ER.18.1 |
| Benchmark Details | Employers shall have written disciplinary rules, procedures and practices that embody a system of progressive discipline (e.g. a system of maintaining discipline through the application of escalating disciplinary action moving from verbal warnings to written warnings to suspension and finally to termination). |
| Finding Details | The facility has established written policy and procedure on workplace conduct and discipline, however, it does not cover most common areas of disciplinary action such as formation of inquiry committee and inquiry proceeding. Additionally, dismissal compensation terms has not been included in workplace conduct/ discipline policy and procedures. |
| Recommendation for Immediate Action | |

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| Compliance Classifications | Sustainable Improvement Required |
| Local Law | |
| Benchmark ID | ER.6.1 |
| Benchmark Details | Employers shall have written policies and procedures and implement practices that encourage ongoing training of all categories of workers with the goal of raising or broadening skills in order to advance in their careers within the factory or beyond. |
| Finding Details | The factory does not have written policies and procedures on personnel development that encourage ongoing training with the goal of raising or broadening workers' skills so they can advance in their careers. |
| Recommendation for Immediate Action | |
| Compliance Classifications | Sustainable Improvement Required |
| Local Law | |
| Benchmark ID | ER.7.1 |
| Benchmark Details | Employers shall have written policies and procedures with regard to performance reviews that outline the review steps and process, demonstrate linkages to job grading, prohibit discrimination, are provided in writing and seek feedback and agreement/disagreement from employees in writing, and that follow all local legal requirements. |
| Finding Details | The factory does not have written policies and procedures on performance reviews that include steps and processes, linkages to job grading, nondiscrimination, written feedback, and compliance with legal requirement. Based on management interviews, it was noted that the factory does not conduct performance evaluations for all workers, however, when a worker is being considered for promotion, then the facility management conduct a performance review. |

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| Recommendation for Immediate Action | |
| Compliance Classifications | Sustainable Improvement Required |
| Local Law | |
| Benchmark ID | ER.8 |
| Benchmark Details | Employers shall have written policies and procedures with regard to promotion, demotion, and job reassignment that outline the criteria, demonstrate linkages to job grading, and prohibit discrimination or use of demotion or job reassignment as a form of penalty or punishment, are provided in writing and seek feedback from employees in writing, and follow all local legal requirements. |
| Finding Details | The factory does not have policies and procedures on promotion, demotion and job reassignment. |
| Recommendation for Immediate Action | |
| Compliance Classifications | Sustainable Improvement Required |
| Local Law | |
| Benchmark ID | ER.19.1 |
| Benchmark Details | Employers shall maintain on file all documentation needed to demonstrate compliance with the FLA Workplace Code and required laws. |
| Finding Details | (1) The facility posted one code of conduct of Hybrid Apparel in the English language instead of native language at Factory A. Additionally there was no Code of Conduct posted at Factory B. (2) The generator permit expired on March 29, 2020. The facility applied for renewal on March 10, 2020. (3) The usage of acid permission expired on July 1, 2021. The facility applied for renewal on June 23, 2021. |

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| Recommendation for Immediate Action | (1) Facility shall post Hybrid Apparel Code of Conduct in native language at different places at both facilities and shall properly communicate to all workers as well. (2) Factory shall have proper review and update system to renew all licenses & certificates on timely manner. |
| Compliance Classifications | Immediate Action Required |
| Local Law | (1) As per Bangladesh Energy Regulatory Commission Act, 2003, Sec 27: (1) of Bangladesh: No person shall engage himself in the following business unless he is empowered by a license or exempted from having it under this Act or any other Act, such as:- power generation; energy transmission; energy distribution and marketing; energy supply; and energy storage. (2) Bangladesh Acid control & prevention act 2002 chapter 7, section 36: Nobody can produce, import, transport, store, sell or use acid without implement any rules of this act and terms & conditions of this license. |
| Forced Labor (F) | |
| Benchmark ID | F.2.2 |
| Benchmark Details | Employment terms shall be those to which the worker has voluntarily agreed, in as far as those terms do not fall below provisions of national laws, freely negotiated and valid collective bargaining agreements, or the FLA Workplace Code. |
| Finding Details | Contract letter or appointment letter of sampling workers, cutting workers, mechanics, electrician and fork lift operators do not include common terms & condition of employment such as working hours, break time, annual increment, leave & holidays, wage payment date and wage structure. |
| Recommendation for Immediate Action | Ensure common terms & condition of employment such as working hours, break time, annual increment, leave & holidays, wage payment date and wage structure are included on the contract letter or appointment letter of all employees. |

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| Compliance Classifications | Immediate Action Required |
| Local Law | |
| Health, Safety And Environment (HSE) | |
| Benchmark ID | HSE.5.1 |
| Benchmark Details | All applicable, legally required or recommended elements of safe evacuation shall be complied with, including all of the following elements: posting evacuation plans; the installation and maintenance of fire alarms; the installation and maintenance of emergency lighting; ensuring aisles/exits are not blocked and that workers are not blocked within their workstations; employee education and training; and evacuation procedures and fire drills. |
| Finding Details | (1) Floor markings on the aisles were faded at sewing & dyeing section of Factory A and sewing, finishing, printing, washing sections of Factory B. (2) No directional sign or arrow markings provided at three passage ways of chemical dyes warehouse, printing section, cutting section of Factory B to indicate the evacuation direction during emergency. (3) Facility does not install exit sign for at least five designated exits, such as two exits at metal free zone, one exit at store office, one exit at fair shop and on exit at the coffee shop. (4) One out of two exit doors were open inwards at the printing section of Factory B. |
| Recommendation for Immediate Action | Facility management shall adopt control & practice to establish a system: (1) Re-paint all faded aisles & arrow marking. (2) Install exit directional sign or arrow marking at the passage way to show the way of evacuation during emergency. (3) Install exit light at all exit doors (4) Make sure that exit doors are open at the direction of evacuation. |
| Compliance Classifications | Immediate Action Required |

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| Local Law | Bangladesh Labor Law 2006, Chapter- 6, Section – 62, sub- section 4: In every factory every window, door, or other exit affording means of escape in case of fire, other than the means of exit in ordinary use, shall be distinctively marked in a language understood by the majority of the workers and in red letters of adequate size or by some other effective and clearly understood. Bangladesh Labor Law 2006, chapter 6, section 62, sub-section 3 (2) amendment 2013: The door shall be constructed such way that immediately opened from inside while any person is in the room and it should be outward open. (2) Where the door is between two rooms, in the direction of the nearest exit from the building and no such door shall be locked or obstructed while work is being carried on in the room. |
| Benchmark ID | HSE.5.1.4 |
| Benchmark Details | All applicable, legally required or recommended elements of safe evacuation shall be complied with, including all the following: ensuring aisles/exits are not blocked and that workers are not blocked within their workstations |
| Finding Details | (1) Aisles at the facility were partially blocked by goods, movable items, boxes and finished goods carton in two aisles of the cutting section, two aisles of sewing section, three aisles in the packing section, two aisles in the finished goods warehouse and two aisles in the washing section. (2) Workers passageways at sewing section, packing section and washing section were partially obstructed by goods, equipment and co-workers which might hinder the evacuation at the time of emergency |
| Recommendation for Immediate Action | It is recommended that the facility management shall adopt control & practice to establish a system to keep ensure that all aisles & passage are free from obstruction. |
| Compliance Classifications | Immediate Action Required |

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| Local Law | Bangladesh Labor Law 2006, Chapter- 6, Section – 62, sub- section 6, a free passage-way giving access to each means of escape in case of fire shall be maintained for the use of all workers in every room of the factory. Bangladesh Labor Law 2006, Chapter- 6, Section – 62, sub- section 4: In every factory every window, door, or other exit affording means of escape in case of fire, other than the means of exit in ordinary use, shall be distinctively marked in a language understood by the majority of the workers and in red letters of adequate size or by some other effective and clearly understood. |
| Benchmark ID | HSE.13 |
| Benchmark Details | All necessary ventilation, plumbing, electrical, noise and lighting services shall be installed and maintained to conform to applicable laws and to prevent or minimize hazardous conditions to workers in the facility. |
| Finding Details | Dust and lint was observed on seven electrical panel boards, including three distribution boards in the knitting section, one distribution board at the batch section, one distribution board at the brush section and one at the loading & unloading area of Factory A and printing section of Factory B |
| Recommendation for Immediate Action | Facility management shall adopt practice and control to establish a regular cleaning system to ensure that all electrical panel boards are free from dust and lint. |
| Compliance Classifications | Immediate Action Required |
| Local Law | |
| Benchmark ID | HSE.14.1 |
| Benchmark Details | All production machinery, equipment and tools shall be properly guarded and regularly maintained. |

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| Finding Details | (1) The driving license of forklift operator expired on July 17, 2021. (2) Four ladders were found without handrails; two ladders in the boiler room, one ladder at the security gate area & one ladder at the roof top of Factory B. (3) Facility has not installed the handrail on both sides of staircase from ground floor to 1st floor of the utility building of Factory B. The facility provided handrail for only one side of the stairs instead. (4) Lightning protection system (LPS) was not installed at four new buildings (production building; embroidery, sample & warehouse building; managing director office building and utility building) and printing shed of Factory B. |
| Recommendation for Immediate Action | (1) Facility shall have proper review and update system to ensure that driving license of forklift is renewed on timely manner at the the concern authority. (2) Factory shall install both side handrails for the ladders and staircase. (3) Factory shall install lightning protection system for all buildings & sheds at Factory B. |
| Compliance Classifications | Immediate Action Required |
| Local Law | (1) Bangladesh Road Transport Act 2018 (Sarak Poribahan Act 2018) Chapter 2, Section 4- Nobody allowed to drive motor vehicle without license or with expiry license. (2) Bangladesh Labor Law 2006, Section – 76: if it appears to the inspector that any building or part of a building or any part of the ways, machinery or plant in an establishment, is in such a condition that it may be danger us to human life or safety, he may serve on the employer of the establishment an order in writing, requiring him before a specified date- (a) to furnish such drawings, specifications and other particulars as may be necessary to determine whether such building, ways, machinery or plant can be used with safety, or (b) to carry out such tests as may be necessary to determine the strength or quality or any specified parts and to inform the Inspector of the result thereof. As per Section 2.9 of BNBC 2006; facility shall provide lightning protection arrangement for building. (3) Bangladesh Labor Law, chapter 6, Section 72 (a): All floors, stairs, passages and gangways shall be of sound construction and properly maintained and where it is necessary to ensure safety steps, stairs, passages and gangways shall be provided with substantial handrails. |
| Benchmark ID | HSE.6.1 |

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| Benchmark Details | All safety and medical equipment (e.g. fire fighting equipment, first aid kits) shall be available in sufficient numbers throughout the workplace, maintained and stocked as prescribed, and easily accessible to workers. |
| Finding Details | (1) At least 10 fire extinguishers were blocked by goods & materials in packing section, finished goods warehouse, batch section, washing section and kitchen room. (2) There was no yellow box or floor marking on the floor in front of at least 14 firefighting equipment at sewing, finishing, dyeing, printing and washing sections and the fire fighting equipment at the new buildings (consists of main production building, warehouse building, printing shed & managing director office building) of Factory B. |
| Recommendation for Immediate Action | Ensure yellow boxes and floor marking are available in front of all firefighting equipment to prevent the obstruction of the firefighting equipment. |
| Compliance Classifications | Immediate Action Required |
| Local Law | Bangladesh Labor Rules, 2015, chapter 6, section 55, sub section 9: Spear charge of adequate quantity should be stored for the fire extinguisher of each type in each factory and maximum spear charge should be stored and kept ready in such a way that can be used in necessary. Bangladesh Labor Law 2006, Chapter- 6, Section – 62, sub- section 4: In every factory every window, door, or other exit affording means of escape in case of fire, other than the means of exit in ordinary use, shall be distinctively marked in a language understood by the majority of the workers and in red letters of adequate size or by some other effective and clearly understood. |
| Benchmark ID | HSE.4.1 |
| Benchmark Details | Employers shall at all times be in possession of all legally required and valid permits and certificates related to health, safety, and environmental issues, such as: Purchase and storage of chemicals; Fire safety inspections; Machinery inspections; Waste disposal; Environmental licenses/permits; Sanitation permits, including those required for canteens; and Vehicle inspection and driver permits for all employer provided transportation. |

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| Finding Details | (1) It was noted that generator usage permission expired on March 29, 2020. The facility applied for renewal on March 10, 2020 and yet to get the renewed permit. (2) Acid usage permission expired on July 1, 2021. The facility applied for renewal on June 23, 2021. (3) The facility does not conduct a hydraulic test for the compressor vessel by the competent authority. |
| Recommendation for Immediate Action | 1/2) Renew all legal certificates and permissions from the concerned authority on a timely manner. 3) Ensure that hydraulic test of compressor vessel is conducted by the competent authority |
| Compliance Classifications | Immediate Action Required |
| Local Law | Bangladesh Energy Regulatory Commission Act, 2003, Sec 27: (1) of Bangladesh: No person shall engage himself in the following business unless he is empowered by a license or exempted from having it under this Act or any other Act, such as:- power generation; energy transmission; energy distribution and marketing; energy supply; and energy storage. (2) Bangladesh Acid control act 2002, chapter 4, section 16. As per Bangladesh Labor Rules 2015, chapter 6, section 62, sub-section 1(GHA) – Following test should be done by the competent personnel: (A) For ensure the general condition of the vessel and the effectiveness of its fittings, external part should be tested once in every six month; (B) Should be tested once in a year inner side, inside of vessel and outside wall, effectiveness of the seam’s and spares parts of vessel and the fault of Seroson. But, provided that, if it is not possible to check the inner part for the vessel due to construction problem, in that case Hydraulic test should be done once in every two years. |
| Benchmark ID | HSE.1 |
| Benchmark Details | Employers shall comply with all national laws, regulations and procedures concerning health, safety, and the environment. |
| Finding Details | (1) Facility does not conduct an annual audiometric test for workers who work in a high noise environment. The facility conducted an audiometric test on June 22, 2020 which was over one year prior to the assessment. (2) Factory does not have system in place to ensure that workers do not share personal items with each other to prevent spread of Covid-19. |

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| Recommendation for Immediate Action | Conduct audiometric test on annual basis for workers who worked under high noise environment. |
| Compliance Classifications | Immediate Action Required |
| Local Law | Bangladesh Labor Law 2006, Chapter- 5, Section – 79: where the Government is satisfied that any operation carried on in an establishment exposes any person employed in it to a serious risk of bodily injury, poisoning, or disease, it may make rules applicable to such establishment in which such operation is carried on- a) specifying the operation and declaring it to be hazardous. c) providing for the periodical medical examination of persons employed in the operation and prohibiting the employment of persons not certified as fit for such employment. |
| Benchmark ID | HSE.14.3 |
| Benchmark Details | Employers shall ensure safety instructions are either displayed or posted near all machinery or are readily accessible to the workers in language(s) spoken by workers. |
| Finding Details | (1) The facility has not posted safety instructions for two curing machine at printing section, two auto spreading machine, one auto cutter machine, one band knife machine and five heat seal machine at Factory B. 2) The facility has not posted safety instructions for exhaust fans throughout the facility of Factory B. |
| Recommendation for Immediate Action | Post safety instructions on all machines, including the curing machine at printing section, auto spreading machine, auto cutter machine, band knife machine and heat seal machine at Factory B. In addition, facility shall also post safety instructions for exhaust fans throughout the facility of Factory B |
| Compliance Classifications | Immediate Action Required |
| Local Law | |
| Benchmark ID | HSE.29 |

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| Benchmark Details | Employers shall provide all necessary protection for workers when working at heights, confined spaces, and other high-risk areas. |
| Finding Details | The facility does not post danger sign and instruction of first aid at 8 of the electrical distribution boards, in the warehouse, or in the cutting & printing section of Factory B. The facility does not post danger sign and instruction of first aid at the embroidery & batch section, loading & unloading point or sample section of Factory A. |
| Recommendation for Immediate Action | Post danger sign & instruction of first aid on all electrical panel boards to prevent any danger and electric shock. |
| Compliance Classifications | Immediate Action Required |
| Local Law | Bangladesh Labor Rules, 2015, chapter 6, section 58 sub section 1: The line of power supplying in every company and all electric appliances have to be in appropriate size and in sufficient strength and have to be made and kept and effective, so that it is not the cause of any physical risk of any person. As per Bangladesh Electricity rules 1937, Clause 47: Factory shall provide an awareness and first-aid instruction for any person affected by the electric shock. |
| Benchmark ID | HSE.17.2 |
| Benchmark Details | Employers shall train workers in proper lifting techniques, and items such as lifting belts shall be provided. |
| Finding Details | The factory does not provide training to workers on ergonomics. The facility only provided training to workers on lifting technique. |
| Recommendation for Immediate Action | |
| Compliance Classifications | Sustainable Improvement Required |
| Local Law | |
| Benchmark ID | HSE.23.1 |

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| Benchmark Details | Safe and clean drinking water shall be freely available at all times, within reasonable distance of the workplace. Drinking water shall be of a reasonable temperature. The means to drink water (e.g. cups) must be safe and sanitary and available in an appropriate number. |
| Finding Details | There was a drinking water station installed within a 5 foot distance of toilet at the 4th floor of printing section, which might pose hygiene concerns. |
| Recommendation for Immediate Action | Relocate the drinking water station and maintain at least 6 meter/ 20 feet distance from the toilet. |
| Compliance Classifications | Immediate Action Required |
| Local Law | Bangladesh Labor Rules, 2015, chapter 5, section 50, Sub Section 2: The place of storing the drinking water should be located at least 6 meter/ 20 feet off from the wash room or toilet of the firm. |
| Benchmark ID | HSE.7 |
| Benchmark Details | Workers shall be provided at no cost with all the appropriate and necessary personal protective equipment (e.g. gloves, eye protection, hearing protection, respiratory protection) to effectively prevent unsafe exposure (e.g. inhalation or contact with solvent vapors, noise, dust) to health and safety hazards, including medical waste. |
| Finding Details | (1) 5 out of 6 mesh hand gloves used by workers had a hole and were damaged at the cutting section of Factory A. (2) The facility does not provide the appropriate type of mask to the operators at dyeing, washing and printing section. |
| Recommendation for Immediate Action | 1) Ensure the mesh hand gloves in good condition are provided and used by the cutting workers and system of regular inspection & replacement of glove shall be available. 2) Provide appropriate type of mask to the operators at dyeing, washing & printing section. |
| Compliance Classifications | Immediate Action Required |

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| Local Law | Bangladesh Labor Rules, 2015, chapter 6, section 67: (1) Safety measures and health safety must be arranged in accordance with the directions of this Rule or the regulations of the concerned govt. department for the workers who are employed in the procedures of manufacturing processes that have high risks of physical injury or loss. 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's, 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. |
| Benchmark ID | HSE.8 |
| Benchmark Details | Workers shall be provided with training on the use and maintenance of personal protective equipment. Training shall be upon hire with periodic refresher training offered to all workers. Management will ensure use of PPE as necessary. |
| Finding Details | (1) At least 15% workers were working without a face mask at cutting, sewing, finishing, packing, dyeing, washing and printing sections in both facilities. (2) Curing section workers were working without using heat protective hand gloves. (3) Cookers were handling cooking work without proper Personal Protective Equipment (PPE). (4) At least 10% of machines operators were not using the eye shield installed on the machines. (5) At least 15% needle guard installed for the high speed sewing machines at both facilities were too high and defeated the purpose of the safety measure. (6) Around 10 Ironing workers were working without a rubber mat at Factory B. (7) One worker was operating band knife without using mesh hand gloves at both hands. |
| Recommendation for Immediate Action | Ensure that workers use appropriate PPE and machine safety guards. Regular training shall be provided to workers ensure that workers are properly using the PPEs and protective guards to ensure their safety. |
| Compliance Classifications | Immediate Action Required |

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| Local Law | <p>Bangladesh Labor Law 2006, Chapter- 5, Section – 79: Where the Government is satisfied that any operation carried on in an establishment exposes any person employed in it to a serious risk of bodily injury, poisoning, or disease, it may make rules applicable to such establishment in which such operation is carried on-. d) providing for the protection of all persons employed in the operation or in the vicinity of the places where it is carried on; and e) providing for notices with regard to careful use of any harmful chemicals in connection with the operation. As per Bangladesh Labor Rules, 2015, chapter 5, section 46, sub section 2: The workers engaged in such places with dust and fume should wear mask. Bangladesh Labor Rules, 2015, chapter 6, section 67: (1) Safety measures and health safety must be arranged in accordance with the directions of this Rule or the regulations of the concerned govt. department for the workers who are employed in the procedures of manufacturing processes that have high risks of physical injury or loss. 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’s, 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.</p> |
| Benchmark ID | HSE.14.2 |
| Benchmark Details | Workers shall receive training in the proper use and safe operation of machinery, equipment and tools they use. |
| Finding Details | (1) The facility does not provide training to workers on safe operation of machine. The last of training was provided on September 6, 2020. (2) The facility also does not provide basic safety awareness training to vehicle drivers. |
| Recommendation for Immediate Action | 1. It is recommended that factory shall conduct the machines safety training to workers regularly. 2. Basic safety awareness training shall be provided to vehicle driver. |
| Compliance Classifications | Immediate Action Required |

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| Local Law | <p>In accordance with Bangladesh Labor Rules, 2015, chapter 6, section 67: (1) Safety measures and health safety must be arranged in accordance with the directions of this Rule or the regulations of the concerned govt. department for the workers who are employed in the procedures of manufacturing processes that have high risks of physical injury or loss. 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's, 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. 3) No worker can be employed in the relevant works without ensuring safety and health protection measures and the training related therewith. In addition, personal safety equipment's must be preserved in accordance with Information Form-23.</p> |
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Hours Of Work (HOW)

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| Benchmark ID | HOW.21 |
| Benchmark Details | <p>Other than in exceptional circumstances, the total weekly work hours (regular work hours plus overtime including any alternative shifts such as 4x4 or 3x3) shall not exceed 60 hours per week.</p> |
| Finding Details | <p>Based on the provided time card from August 2020 to July 2021, daily overtime of workers ranged from 2 to 8 hours and weekly working hours exceeded 60 hours with maximum weekly hours of 78 hours. -12 out of 20 workers' weekly working hours exceeded 60 hours, with a maximum of 70 hours in July 10 to 16, 2021 and June 12 to 18, 2021. -10 out of 20 workers weekly workers exceeded 60 hours in a week in May 21 to 27, 2021, April 24 to 30, 2021, March 6 to 16, 2021 and January 9 to 15. -11 out of 20 workers weekly working hours exceeded 60 hours in February 13 to 19, 2021 - 8 out of 20 workers weekly working hours exceed 60 hours in November 7 to 13, 2020. -3 out of 20 workers weekly working hours exceeded 60 hours (with maximum 78 hours) in October 3 to 8, 2020. -5 out of 20 workers weekly working hours exceeded 60 hours in July 7 to 13, 2020.</p> |
| Recommendation for Immediate Action | <p>Ensure that workers do not work more than 60 hours weekly.</p> |

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| Compliance Classifications | Immediate Action Required |
| Local Law | Bangladesh Labor Law, 2006, Chapter-9, Section-102: No adult worker shall be required or allowed to work in a factory for more than forty-eight hours in any week. Bangladesh Labor Law, 2006, Chapter-9, Section-102: The total hours of work of an adult worker shall not exceed sixty hours in any week and on the average fifty-six hours per week in any year. |
| Benchmark ID | HOW.2 |
| Benchmark Details | Workers shall be entitled to at least 24 consecutive hours of rest in every seven- day period. If workers must work on a rest day, an alternative consecutive 24 hours must be provided within that same seven-day period or immediately following. |
| Finding Details | Based on provided time records from August 2020 to July 2021, the facility has performed some weekend work to provide additional holidays with Festival holidays such as July 2, 2021, July 16, 2021, June 18, 2021, May 21, 2021, May 7, 2021, April 16, 2021, April 30, 2021, March 12, 2021, February 5, 2021, February 19, 2021, January 15, 2021 and November 13, 2020. Therefore, the rest day was not guaranteed on these periods as workers were found having worked 8 to 13 consecutive working days. |
| Recommendation for Immediate Action | Ensure that workers are provided with on day rest in every seven-day period. |
| Compliance Classifications | Immediate Action Required |
| Local Law | Bangladesh Labor Law, Chapter-9, section-103: Any worker working in a factory shall be entitled to get one day off in a week as weekly holiday. |

