

Fair Labor Association: Independent External Factory Assessment

Assessment Date :

02 Aug 2022



Factory Information

FLA Affiliates	Puma SE
Country	Bangladesh
Number of Workers	3868

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

Compensation (C)	2
Employment Relationship (ER)	13
Health, Safety And Environment (HSE)	23
Hours Of Work (HOW)	8

Assessment Information

Assessor	Insync
Assessment Date	02 Aug 2022
Assessment Purpose	Factory Assessment (In-Person)

ASSESSMENT RESULTS

Compensation (C)

Benchmark ID	C.1.1
Benchmark Details	Employers shall comply with all national laws, regulations and procedures concerning the payment of compensation to workers.
Finding Details	1. Factory does not obtain written consent from workers for deduction from wages the cost of daily needs purchased from the fair price shop located inside the factory. 2. Factory does not maintain documented evidence of date of payment of wages to bank account of workers. Factory shared "Bank intimation letter" for past 2 months advising bank to transfer funds. Intimation of salary for May 2022 was sent on June 7, 2022 and for salary for June 2022 letter was sent on July 6, 2022. It cannot be confirmed if salary was transferred within 7th day by the bank though workers confirmed receiving wages by 7th day post end of wage period. 3. Supervisors are paid a fixed amount decided by management for work done on rest days irrespective of their salary
Recommendation for Immediate Action	1. Obtain written consent from workers for deduction from wages the cost of daily needs purchased from the fair price shop located inside the factory. 2. Maintain documented evidence of date of payment of wages to bank account of workers.
Compliance Classifications	Immediate Action Required

Local Law	1.Bangladesh Labour Act 2015 - CHAPTER X - WAGES AND PAYMENT THEREOF - Section 125 - Deductions which may be made from wages.(1) Except the cases for deduction authorized by this Act, no deduction shall be made from the wages of a worker. (2) Deductions from the basic wages of a worker may be made only in accordance with the provisions of this Act, and such deduction shall be of the following kinds only, namely (k) deductions made with the written consent of the workers for the contribution to any fund or scheme constituted or framed by the employer with the approval of the Government for the welfare of the workers or the members of their families. 2. Bangladesh Labor Rules 2015- Rule 111 (1): Every factory or institute shall preserve the records of wage payment of all of workers in order of their sequence in the registry, as per wage time, in compliance with Form-38. 3. No legal reference.
Benchmark ID	C.15.1.5
Benchmark Details	Employers shall provide workers a pay statement each pay period and not less frequently than once a month, which shall show bonuses.
Finding Details	Production incentive paid to workers is not included in wage statement provided to workers though these are paid directly to bank account of workers post payment of wages.
Recommendation for Immediate Action	All amounts paid to workers should be included in the wage slip provided to workers
Compliance Classifications	Immediate Action Required
Local Law	

Employment Relationship (ER)

Benchmark ID	ER.17.5
Benchmark Details	Employers shall have in place procedures to track the number, types, and timing and resolution of grievances, and to communicate the resolution of grievances to the workforce.

Finding Details	Grievances addressed immediately upon receipt, are not documented. Management stated that in the past 12 months, there were no grievances reported by workers and hence no document is maintained. Grievances reported using hotline is not documented. A docum
Recommendation for Immediate Action	
Compliance Classifications	Sustainable Improvement Required
Local Law	
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 ensure all workers are trained on FLA Code elements on a regular basis. In past 12 months, training on Code of Conduct was conducted for 202 out of 6050 workers.
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	In the past 12 months, training on Workplace Conduct and Discipline was conducted for 135 out of 1233 supervisors and managers. Not all supervisors and managers interviewed were well aware of disciplinary procedures.
Recommendation for Immediate Action	
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	In the past 12 months, the factory provided Code of Conduct training to only 83 out of 1233 supervisors and managers.
Recommendation for Immediate Action	
Compliance Classifications	Sustainable Improvement Required
Local Law	
Benchmark ID	ER.17.1
Benchmark Details	Employers shall have a clear and transparent system of worker and management communication that enables workers to consult with and provide input to management. This might include suggestion boxes, worker committees, designated spaces for worker meetings, union representatives, and meetings between management and workers' representatives.

Finding Details	Grievance boxes are opened once a month. This timeline for opening grievance reporting boxes may discourage workers from using the channel. Therefore, factory should open grievance boxes more frequently as it is an anonymous and common way to raise compla
Recommendation for Immediate Action	
Compliance Classifications	Sustainable Improvement Required
Local Law	
Benchmark ID	ER.1.1
Benchmark Details	Employers shall have in place written policies and practices and maintain proper and accurate records governing all aspects of employment from recruitment, hiring and probation, including written terms and conditions of employment, job descriptions, administration of compensation, and working hours for all positions, through to retrenchment and termination processes.
Finding Details	Written procedures on child labour does not include the need for periodic communication to persons involved with recruitment process.
Recommendation for Immediate Action	
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	There are no written policies or 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	Factory does not have written procedures for performance reviews. Performance is evaluated post 3 months of hiring and on an annual basis for all workers. Performance is also evaluated when workers are shortlisted for promotions.
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	1.Factory does not have written policies and procedures on demotion and job reassignment. 2. Performance of workers with skilled jobs (machine operators and their helpers) is evaluated upon completion of 3 months of probation post hiring and on an annual
Recommendation for Immediate Action	
Compliance Classifications	Sustainable Improvement Required
Local Law	
Benchmark ID	ER.4
Benchmark Details	Employers shall inform workers about workplace rules, environmental protection systems, health and safety information, and laws regarding workers' rights with respect to freedom of association, compensation, working hours, and any other legally required information, and the FLA Code through appropriate means, including posted in local language(s) throughout the workplace's common areas.
Finding Details	Although Code of conduct poster of FLA affiliate is posted in local language in the factory, FLA Code benchmarks are not available /posted in the factory.
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. Performance evaluation sheet is signed however name and designation of person signing on the sheet is not recorded . 2. When evaluating performance of workers post completion of 3 months of probation period and annual evaluation, the Industrial Engineer
Recommendation for Immediate Action	Appointment letter should be provided to workers on day of hiring.
Compliance Classifications	Immediate Action Required
Local Law	
Benchmark ID	ER.3.1
Benchmark Details	Employers shall provide an orientation to new employees at the time of hiring, which includes explanations of the employers' rules, compensation package and policies for human resources, grievance systems, industrial relations, including respect of the right to freedom of association, workers' rights and responsibilities, FLA Code of Conduct, health and safety, and environmental protection.
Finding Details	Orientation training does not include Recruitment, Hiring and Personnel Development.
Recommendation for Immediate Action	
Compliance Classifications	Sustainable Improvement Required
Local Law	
Benchmark ID	ER.1.3

Benchmark Details	Employers should implement an annual, review process with input from workers of all policies, procedures and their implementation to ensure they meet legal requirements and the FLA Workplace Code.
Finding Details	Workers are not consulted or integrated in decision making aspects.
Recommendation for Immediate Action	
Compliance Classifications	Sustainable Improvement Required
Local Law	

Health, Safety And Environment (HSE)

Benchmark ID	HSE.6.2
Benchmark Details	A sufficient number of workers shall be trained in first aid and firefighting techniques. Training shall be upon hire and with periodic refresher training.
Finding Details	The factory has not assigned specific responsibilities to the 22 fire team workers. Additionally, they have not received any specific training about their responsibilities.
Recommendation for Immediate Action	
Compliance Classifications	Sustainable Improvement Required
Local Law	
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	Evacuation direction markings have faded in most work areas Aisle markings are faded mostly in dyeing and washing sections and in some areas in cutting, sewing and packing sections.
Recommendation for Immediate Action	Faded aisle and evacuation direction markings should be repainted.
Compliance Classifications	Immediate Action Required
Local Law	
Benchmark ID	HSE.5.1.6
Benchmark Details	All applicable, legally required or recommended elements of safe evacuation shall be complied with, including all the following elements: evacuation procedures and fire drills
Finding Details	The factory does not conduct any assessment to improve the evacuation process.
Recommendation for Immediate Action	
Compliance Classifications	Sustainable Improvement Required
Local Law	
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	Aisles in sewing sections are partially blocked with tables and workstations. The aisle in Embroidery section is partially blocked by the extended platform of the machine. Few workstations in the sewing section are congested and access to a passage from
Recommendation for Immediate Action	Access to passages from all workstations should be maintained clear at all times.
Compliance Classifications	Immediate Action Required
Local Law	
Benchmark ID	HSE.9.1
Benchmark Details	All chemicals and hazardous substances shall be properly labeled and stored in secure and ventilated areas and disposed of in a safe and legal manner, in accordance with applicable laws and international standards.
Finding Details	Construction quality of tank used for storing sulphuric acid was not tested to confirm if it meets the required standards. As the Acid storage license is obtained by the factory, it is assumed that the tank meets the required standards. Management shared
Recommendation for Immediate Action	Ensure that the construction quality of the tank used for storing sulphuric acid is tested to confirm if it meets the required standards.
Compliance Classifications	Immediate Action Required
Local Law	
Benchmark ID	HSE.19

Benchmark Details	All facilities including workplace buildings, toilets, canteens, kitchens, and clinics, shall be kept clean and safe and be in compliance with all applicable laws, including relevant sanitation, medical, and safety and health regulations.
Finding Details	Hand drying facility is not provided in toilets.
Recommendation for Immediate Action	Provide hand drying facilities in toilets.
Compliance Classifications	Immediate Action Required
Local Law	
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	Assessment of thermal comfort was conducted by an external firm in January 2022 which are winter months and ambient temperatures are low. The assessment was not conducted during the summer months (May to July) when ambient temperatures are high.
Recommendation for Immediate Action	
Compliance Classifications	Sustainable Improvement Required
Local Law	
Benchmark ID	HSE.14.1
Benchmark Details	All production machinery, equipment and tools shall be properly guarded and regularly maintained.

Finding Details	1. There are no warning signs on driveways for speed limits inside the factory and speed breakers to control speed. 2.Except for 3 cars owned by the factory and used by top management, factory rents cars, buses and trucks for factory use. These rented v
Recommendation for Immediate Action	1. Warning signs should be posted on drive ways for speed limits inside the factory and speed breakers should be installed to control speed. 2. Factory should periodically inspect rented vehicles for safe driving conditions. 3. Traffic lanes and walk p
Compliance Classifications	Immediate Action Required
Local Law	
Benchmark ID	HSE.6.1
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	There are only 8 fire suits available for use by 22 persons from the fire brigade team of the factory.
Recommendation for Immediate Action	
Compliance Classifications	Sustainable Improvement Required
Local Law	
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.

Finding Details	1. License to operate power generators was valid until April 28, 2022, Factory applied for renewal on June 21, 2022 and is yet to receive the renewed license. 2. Environment Clearance Certificate (ECC) for operation of Effluent Treatment Plant was valid
Recommendation for Immediate Action	
Compliance Classifications	Sustainable Improvement Required
Local Law	
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. Chemical compatibility chart posted in the chemical store in the Effluent treatment plant is hidden behind chemical containers. 2. Childcare workers are not provided with clean clothes by the factory as legally required. 3. Emergency lights are not in
Recommendation for Immediate Action	1. Chemical compatibility chart posted in the chemical store in the Effluent treatment plant should be kept clear of any obstructions so that they can be easily read. 2. Childcare workers should be provided with clean clothes by the factory as legally re
Compliance Classifications	Immediate Action Required
Local Law	
Benchmark ID	HSE.28
Benchmark Details	Employers shall create a system to ensure that all necessary Health and Safety protections are provided for external contractors; including protection when working within , confined spaces, maintenance issues, and general Health and Safety Issues.
Finding Details	Factory verbally communicates safety information to contractors however does not document trainings and communications.

Recommendation for Immediate Action	
Compliance Classifications	Sustainable Improvement Required
Local Law	
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	Safety instructions are not displayed near machinery used in the factory.
Recommendation for Immediate Action	Ensure that safety instructions are displayed near machinery used in the factory
Compliance Classifications	Immediate Action Required
Local Law	
Benchmark ID	HSE.29
Benchmark Details	Employers shall provide all necessary protection for workers when working at heights, confined spaces, and other high-risk areas.
Finding Details	1. Though openings are securely covered , safety fence / warning sign is not posted at entry point of confined spaces. 2.External workers engaged in construction and maintenance work are not educated and monitored for implementation of safe working condit
Recommendation for Immediate Action	1. Provide safety fence/warning signs at the entry point of confined spaces. 2. Ensure that external workers are educated and use of PPE during maintenance and construction work is monitored.
Compliance Classifications	Immediate Action Required

Local Law	
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	In the past 12 months, training on Ergonomics was only conducted for 140 out of 6050 workers.
Recommendation for Immediate Action	
Compliance Classifications	Sustainable Improvement Required
Local Law	
Benchmark ID	HSE.5.4
Benchmark Details	The emergency evacuation plan (EEP) includes procedures for notifying local community authorities in case of accidental discharge or release of chemical/waste products or any other environmental emergency.
Finding Details	Factory does not have written procedures to attend to gas emergencies from stored acids or for acid spillage from the tank.
Recommendation for Immediate Action	
Compliance Classifications	Sustainable Improvement Required
Local Law	
Benchmark ID	HSE.30.2.6

Benchmark Details	The health, safety, and environmental policies shall contain the framework for a comprehensive health, safety, and environmental management system including a HS&E risk assessment within which the following are clear and regularly tested and reviewed:protections to workers who allege health, safety, and environmental violations;
Finding Details	Risk assessment conducted by the factory does not consider "frequency" as a criterion for calculating "risk"
Recommendation for Immediate Action	
Compliance Classifications	Sustainable Improvement Required
Local Law	
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	Safety arm guards are not provided for workers in the fabric layering section to prevent injury from exposed pointed needles used on the layering table to hold the fabric in place.
Recommendation for Immediate Action	Ensure safety arm guards are provided for workers in the fabric layering section, to prevent injury from exposed pointed needles used on the layering table to hold the fabric in place.
Compliance Classifications	Immediate Action Required
Local Law	
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. Workers removing stains from garments were not using hand gloves, aprons, or eye shields. 2. Fork lift vehicle operator was not using safety shoes and helmets while driving the vehicle. 3. Workers in the dyeing and washing section were not using apron
Recommendation for Immediate Action	1. Ensure that workers removing stains from garments use hand gloves, aprons, and eye shields. 2. Ensure that forklift vehicle operators use safety shoes and helmets while driving the vehicle. 3. Ensure that workers in the dyeing and washing section use
Compliance Classifications	Immediate Action Required
Local Law	
Benchmark ID	HSE.10.2
Benchmark Details	Workers shall have free access to MSDS.
Finding Details	MSDS posted near the tank containing sulphuric acid near the tank Effluent treatment plant is faded and not clearly visible. A further picture of authorized persons is also faded and persons cannot be identified from the pictures posted.
Recommendation for Immediate Action	MSDS posted near the tank containing Sulphuric acid near the tank Effluent treatment plant should be clearly visible. Picture of authorized persons should be clearly posted so the persons can be easily identified.
Compliance Classifications	Immediate Action Required
Local Law	
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	The factory does not provide training on operating machines and vehicles to the relevant workers. Workers with earlier experience are employed, however, no training is provided on health and safety requirements.
Recommendation for Immediate Action	Ensure that workers are trained on safety measures for operating machines and vehicles.
Compliance Classifications	Immediate Action Required
Local Law	
Benchmark ID	HSE.9.2
Benchmark Details	Workers shall receive training, appropriate to their job responsibilities, concerning the hazards, risks and the safe use of chemicals and other hazardous substances.
Finding Details	In the past 12 months, chemical management training was conducted for only 205 out of 1587 workers.
Recommendation for Immediate Action	Ensure all workers working with chemicals are trained in chemical management.
Compliance Classifications	Immediate Action Required
Local Law	
Benchmark ID	HSE.17.1
Benchmark Details	Workstations, including seating and standing arrangements and reach required to obtain tools, shall be designed and set-up in such a manner as to minimize bodily strains.

Finding Details	1. Anti - fatigue mats are not provided to workers with standing jobs. Some workers were seen standing bare feet on hard floors which may cause bodily injury. 2. Workers with sitting jobs in the heat sealing section and packing section are sitting on har
Recommendation for Immediate Action	1. Anti-fatigue mats should be provided to workers with standing jobs. 2. Sitting arrangements with backrest should be provided to workers with sitting jobs in the heat sealing section and packing section. 3. Workstations in checking sections should be
Compliance Classifications	Immediate Action Required
Local Law	

Hours Of Work (HOW)

Benchmark ID	HOW.1.1
Benchmark Details	Employers shall comply with all national laws, regulations and procedures concerning hours of work, public holidays and leave.
Finding Details	1. Factory does not obtain written consent from workers prior to working overtime hours. Instead, factory maintains written documents from those workers opting not to work overtime. Management stated that instead of taking written consent from most worker
Recommendation for Immediate Action	1. Factory should obtain written consent from workers prior to working overtime hours. 2. Overtime work should not be a systematic practice. 3. Daily working hours for workers should be restricted to limits legally allowed and workers should be provided
Compliance Classifications	Immediate Action Required
Local Law	
Benchmark ID	HOW.22.1

Benchmark Details	Employers shall have in place policies for managing all working hour, overtime, and leave records in normal and exceptional circumstances.
Finding Details	Factory does not have written procedures on Hours of Work.
Recommendation for Immediate Action	
Compliance Classifications	Sustainable Improvement Required
Local Law	
Benchmark ID	HOW.20
Benchmark Details	Employers shall have in place practices that conduct regular analysis of hours of work in their workplaces and procedures that demonstrate a commitment to progressively reducing excessive hours of work.
Finding Details	Production is planned for 9 hours of work every day which includes 1 hour of overtime work.
Recommendation for Immediate Action	Make required arrangements in production planning to ensure it does not include regular daily overtime work. Production plan should be made for 8 regular hours of work everyday.
Compliance Classifications	Immediate Action Required
Local Law	
Benchmark ID	HOW.3
Benchmark Details	Employers shall provide reasonable meal and rest breaks, which, at a minimum, must comply with national laws.

Finding Details	Post completion of lunch break at 2.00 pm, when workers work overtime until 10.00 pm, a break for 15 minutes is provided at 8.00 pm. Legally a break for an hour is required to be provided after 6 hours of continuous work. When workers work beyond 10.00 pm
Recommendation for Immediate Action	Ensure that workers are provided breaks as legally required.
Compliance Classifications	Immediate Action Required
Local Law	
Benchmark ID	HOW.11.1
Benchmark Details	Employers shall provide workers with paid annual leave as required under national laws, regulations and procedures.
Finding Details	Factory pays wages for 100% of earned leave of workers instead of paying 50 % of unused leave as legally allowed. The practice followed by factory may discourage workers from using their leaves as they are tempted to receive money instead of using their l
Recommendation for Immediate Action	Encourage workers to use their leaves and pay wages for 50% of days of unused leave and ensure annual leave implementations are compliant with local laws.
Compliance Classifications	Immediate Action Required
Local Law	
Benchmark ID	HOW.9.2
Benchmark Details	Employers shall take reasonable steps to inform workers about the nature and expected duration of the circumstances sufficiently in advance to allow workers to make alternative plans.
Finding Details	Workers are informed of overtime work hours on daily basis after the completion of the daily production meeting ending at 3 hours after the shift starts. At times based on the production status of the day, overtime requirements are reviewed after lunch, a

Recommendation for Immediate Action	
Compliance Classifications	Sustainable Improvement Required
Local Law	
Benchmark ID	HOW.21
Benchmark Details	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.
Finding Details	Review of time cards for workers revealed that 11 out of 30 sampled workers worked 60 to 78 hours during at least one week in the month. In February 2022, 15 out of 30 sampled workers worked 60 to 76 hours during at least one week in the month. In October
Recommendation for Immediate Action	Ensure that workers do not work more than 60 hours a week.
Compliance Classifications	Immediate Action Required
Local Law	
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	Review of time cards for workers revealed that 10 out of 30 sampled workers from all production processes worked on atleast one rest day and few worked on 2 rest days in the month resulting in 14 days of continuous work. In February 2022, 5 out of 30 samp
Recommendation for Immediate Action	Provide at least one day off to all workers in every seven-day period.

Compliance Classifications	Immediate Action Required
Local Law	

