

Fair Labor Association: Independent External Factory Assessment

Assessment Date :

29 Sep 2024



Factory Information

FLA Affiliates	Gymshark Ltd.
Country	Bangladesh
Number of Workers	398

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
Compensation (C)	5
Employment Relationship (ER)	6
Harassment Or Abuse (H/A)	1
Health, Safety And Environment (HSE)	12
Hours Of Work (HOW)	4

Assessment Information

Assessor	SCSA
Assessment Date	29 Sep 2024

Assessment Purpose

Factory Assessment (In-Person)

ASSESSMENT RESULTS

Compensation (C)

Benchmark ID	C.25.2
Benchmark Details	Advances shall only be made following clearly established rules which have been communicated to workers.
Finding Details	The facility offers wage advances to workers, but does not have written procedures for this process.
Recommendation for Immediate Action	
Compliance Classifications	Sustainable Improvement Required
Local Law	
Benchmark ID	C.12.1
Benchmark Details	All legally mandated deductions for taxes, social insurance, or other purposes shall be deposited each pay period in the legally defined account or transmitted to the legally defined agency. This includes any lawful garnishments for back taxes, etc.
Finding Details	(1) The facility does not submit annual income & expenditure reports for the Employees Provident Fund, nor its balance sheet for the Fund, to the Executive Director of the export processing zone where the facility is located. (2) The facility does not audit its records and accounts related to the Employees Provident Fund annually. The last such audit was done in 2018.
Recommendation for Immediate Action	(1) Submit annual income & expenditure reports and balance sheets related to the Employees Provident Fund to the export processing zone's management. (2) Conduct an audit for the Employee Provident Fund on an annual basis.

Compliance Classifications	Immediate Action Required
Local Law	In accordance with Bangladesh EPZ Labor Rules 2022, Chapter 12, section 278, sub-section 2.
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) The facility calculates termination payouts on separate sheets instead of in one single worksheet. This practice results in incorrect calculations of deductions. In particular, the facility calculates wages, service year benefits, annual leaves, and provident fund benefits all on separate worksheets and deducts the revenue stamp fee from each individual sheet. Therefore, the revenue stamp fee was deducted several times from the workers' final settlement. (2) Based on document review, the following issues related to the Employee Provident Fund were noted: (a) The facility makes provident fund payments through bank transfers, but the facility incorrectly deducts revenue stamp fees from the provident fund payments. No stamp fee should be deducted for a bank transfer. (b) The facility has formed a trustee board consisting of six members to operate the provident fund. The Bangladesh EPZ Labor Rules require the secretary of the trustee board to be the factory's welfare officer or a representative of Human Resource department. Instead, the facility assigned the General Manager for Accounts. Furthermore, the labor rules require the Vice President of the trustee board to be selected from workers, but there is no Vice President post on the factory's board. (c) The facility's charter for the Trustee Board went into effect on February 14, 2019 and expired on February 14, 2022. It has not been renewed. (d) The terms & conditions of the factory's provident fund trustee deed are not in compliance with the EPZ Labor Rules. The labor rules state that workers will be entitled to employee and employer contributions after two years of service, but the facility's deed states differently. The deed states if workers have more than two years but fewer than three, they will get 100% of employee contributions and 50% of the employer's contribution only. The remaining employer contribution will be transferred to the owners' account. (e) The EPZ Labor Rules state that workers will receive 100% of both employee and employer contributions, with profit, upon dismissal, resignation, termination, discharge, retrenchment, or retirement. The facility's trustee deed, however, states that dismissed workers will receive their own contributions, and employer contributions will be transferred to the employer's account. (f) The factory's terms & conditions for loans made from the provident fund are not in compliance with the EPZ Labor Rules. The facility's trustee deed states that no member shall be allowed to take a second loan within six months after repaying a first loan. There is no such condition in the Labor Rules. (g) The facility did not re-form its Trustee Board to include new members of the Worker Welfare Association. The previous members of the Worker Welfare Association still hold the Board seat designated for Association members and have not been

	replaced.
Recommendation for Immediate Action	<p>1. Prepare final settlements in a single worksheet to ensure accuracy. Make all deductions only once. 2a. Do not deduct revenue stamp fees for payments made through bank transfer. 2b. Reform the provident fund trustee board so that a welfare or HR staffer serves as secretary and with a Vice President who is a worker. 2c. Secure approval of the trustee board charter from the authorities. Ensure to keep it in effect at all times. 2d, e, f. Adjust the terms & conditions of the provident fund trustee board to align with EPZ Labor Rules. 2g. Adjust the trustee board membership so that current members of the Worker Welfare Association are seated. 3. Audit accounts and documents related to the provident fund annually. 4. Reimburse workers who were incorrectly charged or deducted.</p>
Compliance Classifications	Immediate Action Required
Local Law	<p>1. In accordance with stamp act 2022, schedule 1 (Stamp duty on instruction) , serial number 1. 2. In accordance with Bangladesh EPZ Labor Rules 2022, Chapter 12, section 256. sub-section 1. 3. In accordance with Bangladesh EPZ Labor Rules 2022, Chapter 12, section 259. 4. In accordance with Bangladesh EPZ Labor Rules 2022, chapter 12, section 280. As per section 280, sub-section 1 . 5. In accordance with Bangladesh EPZ Labor Rules 2022, chapter 12, section 280. As per section 280, sub-section 3. 6. In accordance with Bangladesh EPZ Labor Rules 2022, chapter 12, section 280. As per section 283. 7. In accordance with Bangladesh EPZ Labor Rules 2022, chapter 12, section 280. As per section 256, sub-section 1 (D). 8. In accordance with Bangladesh EPZ Labor Rules 2022, chapter 12, section 278.</p>
Benchmark ID	C.21.1
Benchmark Details	Employers shall provide all legally mandated benefits, including holidays, leave, bonuses, severance payments and 13th month payments to all eligible workers within legally defined time periods.

Finding Details	(i) Based on document review and management interviews, the assessment noted that the facility's canteen is only open for workers from 8.30 AM to 9.30 AM, and from 17.00 PM to 17.30 PM when overtime duty is available. As a result, the canteen is not available to workers during the working day. (2) The facility's canteen sells food at face value (maximum retail price), rather than at purchase price as is required by local law. (3) There is no designated canteen operator at the canteen. A cleaning worker was appointed as the canteen operator. (4) The facility provides a transportation service for workers. Factory management explained that some workers do not use the company-provided transportation. However, the facility does not provide these workers with a transportation allowance/subsidy. There is no any tracking system to track how many are not using the company-provided service.
Recommendation for Immediate Action	1. Expand canteen operations to provide workers with the option to use the canteen during working hours. 2. Sell canteen items at the purchase price, rather than at a markup, as required by law. 3. Appoint a designated and qualified canteen operator. 4. Track how many workers do not use the company-provided transportation. Provide these workers with a transportation allowance.
Compliance Classifications	Immediate Action Required
Local Law	1. In accordance with Bangladesh EPZ Labor Rules 2022, chapter 4, section 58, sub-section 1, 2. In accordance with Bangladesh EPZ Labor Rules 2022, chapter 4, Section 60, Sub-section 1. 3. In accordance with Bangladesh EPZ Labor Rules 2022, chapter 4, Section 59, sub-section 2. 4. In accordance with BEPZA minimum wage gazette 2023, terms & condition number 1.
Benchmark ID	C.3.1.3
Benchmark Details	Where probationary employment is legally allowed, no workers shall work more than three months in this employment category.

Finding Details	The assessment found that the facility extended the probationary periods for some workers beyond the three months maximum under the FLA Code. For instance, one Junior operator joined on December 21, 2023 with three months' probation period; the facility extended her period for another three months on March 20, 2024. Additionally, another Junior Operator joined on May 7, 2024 with three months' probation period; the facility extended his probation period for another three months on August 7, 2024. The facility extended the probation under the conditions spelled out in Bangladesh EPZ Labor Rules v.2022m.
Recommendation for Immediate Action	
Compliance Classifications	Sustainable Improvement 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	Based on document review and management interviews, the assessment noted that there is no specific procedure to communicate the resolution of grievances to the workforce.
Recommendation for Immediate Action	
Compliance Classifications	Sustainable Improvement Required
Local Law	
Benchmark ID	ER.14.1

Benchmark Details	Employers shall use standard contract language with employment agencies or intermediaries that specifically imparts power to employers to directly pay wages to migrant/ contract/ contingent/ temporary workers and ensures equality of compensation and workplace standards as set under the FLA Workplace Code and national laws and regulations.
Finding Details	The supplier license for the facility's security company expired on July 1, 2024. The facility has yet to receive a renewed supplier license. The facility made the application on March 27, 2024, but has yet to receive the new supplier license from the relevant authority.
Recommendation for Immediate Action	Renew the supplier license for the contracted security company.
Compliance Classifications	Immediate Action Required
Local Law	In accordance with Bangladesh Labor Rules 2015, chapter 2, section 7, sub-section1.
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 assessment noted that the factory's social compliance staff do not have formal responsibility for managing tasks such as recruitment, compensation, nondiscrimination, termination, grievance, etc. The factory's Human Resources staff typically handles these matters, but no formal document exists to designate these responsibilities.
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	Managers & supervisors are not fully familiar with workplace disciplinary system despite the training was conducted. 7 out of 15 managers & supervisors interviewed had little awareness of workplace disciplinary topics such the types of misconduct, inquiry process, and process for disciplinary actions.
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) Necessary information on worker identification cards for both internal and external workers is in English, rather than Bengali which is the language of the workforce. (2) The format of worker identification cards does not match with form 8 of Bangladesh EPZ Labor Rules 2022. (3) The terms & condition in the employment letters for security personnel is not compliance with Bangladesh Labor Act 2006 and the EPZ Labor Rules. Both regulations state that the termination notice period for permanent workers is 120 days and for other workers is 60 days. The letter states only 30 days.
Recommendation for Immediate Action	1. Provide identification cards as per form 8 of Bangladesh EPZ Labor Rules 2022. Provide necessary information on the cards in Bengali. 2. Update terms & condition of the employment letters for security personnel to state proper termination notice periods.

Compliance Classifications	Immediate Action Required
Local Law	1. In accordance with Bangladesh EPZ Labor act 2019, chapter 2, section 6/ In accordance with Bangladesh Labor Rules, 2015 chapter 1, section 19, sub section 5 (amendment 2022). 2. In accordance with Bangladesh Labor act 2006, chapter 2, section 26, sub-section1 (a)/ In accordance with Bangladesh EPZ Labor act 2019, chapter 2, section 22.
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	The orientation training for new workers does not cover all code elements and Employment Functions. Only HSE, compensation, hours of work, and workplace conduct and discipline are covered.
Recommendation for Immediate Action	
Compliance Classifications	Sustainable Improvement Required
Local Law	

Harassment Or Abuse (H/A)

Benchmark ID	H/A.10.1.2
Benchmark Details	Body searches and physical pat downs shall only be undertaken when there is a specific, legitimate reason to do so and upon consent of workers, unless a state official with the power to do so (e.g. police officer) has ordered the search.

Finding Details	The facility conducts body searches/pat-downs of workers on a regular basis, rather than only with specific & legitimate reasons.
Recommendation for Immediate Action	
Compliance Classifications	Sustainable Improvement 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.

<p>Finding Details</p>	<p>(1) The facility does not prohibit smoking within 15 meters (50 feet) of all closed areas. The facility only posts "no smoking" signs at the production floor and utility areas. (2) The facility has dry chemical powder-type, Co2-type, and foam-type fire extinguishers with 6kg capacities. However, there is not a trolley-mounted extinguisher with 25kg at the electrical sub-station room, generator room, and boiler room. (3) Two exit stairs on the 1st floor (from the dining hall and from the training center and prayer room) of building 1 are on the same side of the floor, instead of opposite each other. The facility has installed another set of stairs at the opposite side of floor, however, this set is not yet functional and was found partially obstructed by dining tables. (4) One set of stairs from the ground floor to the finished goods warehouse was found partially obstructed by the security guard work station. (5) There are no fire-resistant, smoke-sealed doors installed at two exits of the sewing production floor, one exit of the material warehouse, and two exits of the generator room. (6) There is no evacuation plan posted at the boiler room, compressor room, generator room, or sub-station room. In addition, there is no assembly point indicated on the evacuation plans posted at the cutting production floor, material warehouse, finishing production floor, and dining hall.</p>
<p>Recommendation for Immediate Action</p>	<p>1. Prohibit smoking within 15 meters of all closed areas. 2. Provide a trolley-mounted fire extinguisher system with 25kg capacity at all required areas, particularly the electrical sub-station room, generator room, and boiler room. 3. Provide another exit stair at the opposite side of the 1st floor of the building 1. Ensure all the evacuation routes are free from obstruction at all times. 4. Provide fire-resistant, smoke-sealed doors at all required areas. 5. Post evacuation plans at all required areas. Ensure that plans show the assembly point.</p>
<p>Compliance Classifications</p>	<p>Immediate Action Required</p>
<p>Local Law</p>	<p>1. In accordance with Bangladesh EPZ Labor Rules 2022, chapter 4, section 87. 2. In accordance with Bangladesh EPZ Labor Rules 2022, chapter 4, section 45, sub-section 4. 3. In accordance with Bangladesh EPZ Labor Rules 2022, chapter 4, section 103, sub-section 2 & 9. 4. In accordance with Bangladesh National Building Code 2020, part 4, chapter 3, section 3.13, sub-section 3.13.2 5. In accordance with Bangladesh EPZ Labor Rules 2022, chapter 4, section 45, sub-section 8.</p>

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	At least 10 women's toilets do not have proper waste bins with covers.
Recommendation for Immediate Action	Provide waste bins with covers for all toilets.
Compliance Classifications	Immediate Action Required
Local Law	In accordance with Bangladesh EPZ Labor Rules 2022, Schedule 1, Rules 48, section 3, sub-section 5.
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	Based on the report of the noise test, the noise level in the generator room and compressor room exceeds 85 dB. The generator room recorded a level of 85.2 dB, and the compressor room of 85.7 dB.
Recommendation for Immediate Action	Keep the noise level of the generator room and compressor room within acceptable levels.
Compliance Classifications	Immediate Action Required
Local Law	In accordance with Bangladesh EPZ Labor Rules, 2022, chapter 4, section 90, sub-section 1 (22)
Benchmark ID	HSE.14.1

Benchmark Details	All production machinery, equipment and tools shall be properly guarded and regularly maintained.
Finding Details	(1) The assessment observed that at least 10% of the sewing machine needle guards were not properly installed, risking injury to workers. (2) There is no auto-stop sensor provided for the spreading machine.
Recommendation for Immediate Action	(1) Train and supervise workers to use machine safety guards properly to ensure safety. (2) Provide an auto-stop sensor for the spreading machine.
Compliance Classifications	Immediate Action Required
Local Law	In accordance with Bangladesh EPZ Labor Rules 2022, chapter 4, section 42, Sub-section 1.
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) The facility's fire safety approval plan from the Bangladesh Fire Service and Civil Defense was issued on June 1, 2021 for six months and expired on December 1, 2021. (2) The assessment observed different types of waste materials such as metal scraps, metal pipes, and used chemical containers stored uncovered near the waste storage area. (3) The facility has conducted an air emission test for the boiler and the generator with a third party provider. However, the testing firm does not have a proper accreditation from the Bangladesh Board of Accreditation, as is legally required. (4) Based on the site tour, the assessment noted that the facility does not update its occupant load plan on a daily basis. The facility last updated its plan of the sewing production floor, material warehouse, and finished goods warehouse on September 17, 2024. (5) There is no wheelchair provided at the medical center.

Recommendation for Immediate Action	1. Renew the legal approval of the fire safety plan promptly when set to expire. 2. Dispose of waste effectively and without leaving waste lying open. 3. Conduct air emissions tests using a provider who has proper approval. 4. Update the occupant load plan on a daily basis. 5. Provide a wheelchair at the medical center.
Compliance Classifications	Immediate Action Required
Local Law	1. In accordance with Bangladesh National Building Code 2020, part 4, Appendix A, section A.6, Sub-Section A.6.1. 2. In accordance with Bangladesh EPZ Labor Rules 2022, chapter 4, section 66, sub-section 1. 3. In accordance with Bangladesh Accreditation Act, 2006, chapter III, section 11. 4. In accordance with Bangladesh EPZ Labor Rules 2022, chapter 4, section 72, sub-section 3: 5. In accordance with Bangladesh EPZ Labor Rules 2022, chapter 4, section 44, sub-section 6, sub-section D.
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	There is no safety notice board at the factory. In addition, the facility does not maintain a safety record book.
Recommendation for Immediate Action	Arrange a safety notice board at the workplace and maintain a safety record book.
Compliance Classifications	Immediate Action Required
Local Law	In accordance with Bangladesh EPZ Labor Rules 2022, chapter 4, section 50, Sub-section 2.
Benchmark ID	HSE.3.1
Benchmark Details	Employers shall notify the relevant national and/or local authorities of all illnesses and accidents and environmental emergencies as required by applicable laws.

Finding Details	The facility does not submit the injury register to the inspector general of the export processing zone, as is required by local law.
Recommendation for Immediate Action	Submit injury registers to the inspector general of the EPZ.
Compliance Classifications	Immediate Action Required
Local Law	In accordance with Bangladesh EPZ Labor Rules 2022, chapter 4, section 95.
Benchmark ID	HSE.18.2
Benchmark Details	Medical staff shall be fully licensed and recognized under applicable national rules and regulations.
Finding Details	There is no medical assistant appointed for the medical center, as is required under local law.
Recommendation for Immediate Action	Appoint a medical assistant to staff the medical center.
Compliance Classifications	Immediate Action Required
Local Law	In accordance with Bangladesh EPZ Labor Rules 2022, chapter 4, section 44, sub-section 2.
Benchmark ID	HSE.23.1
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	The facility does not ensure at least 6 meters of distance between drinking water stations and the toilets, as is required under local regulations. For instance, at the security guard room the drinking water station is only 2 feet from the toilets. At the medical center, the distance is 10 feet.

Recommendation for Immediate Action	Ensure at least 6 meters of distance between all drinking water stations and toilets.
Compliance Classifications	Immediate Action Required
Local Law	In accordance with Bangladesh EPZ Labor Rules 2022, chapter 4, section 49, sub-section 1.
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 the time of the assessment, at least 40 workers of cutting, sewing and finishing section were working without wearing a face mask. (2) At least 20% of overlock and cutting machine operators were found working without head coverings (head scarf or cap) to protect their hair from dust, particles, and getting caught in machinery. (3) A boiler operator was working without wearing ear plugs despite the a noisy environment. (4) An electrician was working without wearing safety shoes.
Recommendation for Immediate Action	Train and supervise workers to use PPE properly at all times.
Compliance Classifications	Immediate Action Required
Local Law	In accordance with Bangladesh EPZ Labor act 2019, chapter 4, section 35, sub-section 2 (d) In accordance with Bangladesh EPZ Labor Rules 2022, chapter 4, section 69, Sub-section 3
Benchmark ID	HSE.5.2
Benchmark Details	Workers shall be trained in evacuation procedures.

Finding Details	The facility does not provide annual refresher trainings to workers on the firefighting team. The facility has 78 workers in the team (firefighters, rescue members, and first aiders). In the last year, the facility provided refresher trainings only for 23 members.
Recommendation for Immediate Action	Provide refreshment training to all members of firefighting team members, at least annually.
Compliance Classifications	Immediate Action Required
Local Law	In accordance with Bangladesh EPZ Labor Rules 2022, chapter 4, section 45, sub-section 12
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	At least 70% of the sewing machine operators do not have adjustable chairs.
Recommendation for Immediate Action	Provide adjustable chairs to the sewing machine operators.
Compliance Classifications	Immediate Action Required
Local Law	In accordance with Bangladesh EPZ Labor Rules 2022, chapter 4, section 42, Sub-section 1 In accordance with Bangladesh EPZ Labor act 2019, chapter 4, section 35, sub-section 2 (f)

Hours Of Work (HOW)

Benchmark ID	HOW.20
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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	The facility's production plan is based on 9.8 hours per individual work day, instead of 8.
Recommendation for Immediate Action	
Compliance Classifications	Sustainable Improvement 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	The factory does not notify workers of arranged overtime at the beginning of their working shift. Factory management explained that after getting confirmation from the production planning department that overtime is needed, they inform workers around 12:00 to 13:00 PM.
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.

<p>Finding Details</p>	<p>Based on sampled time cards from September 2023 to September 2024, the assessment found that workers' daily overtime hours sometimes exceeded 2 hours and could reach up to 5 hours. Weekly working hours exceeded 60 hours for at least 60% of the sampled workers. For example, two sampled workers performed the following hours: (i) From June 1 to 7, 2024, total hours for the week were 69.5 hours & daily overtime hours reached 3.5 hours. From May 18 to 24, 2024 total hours were 68 & daily overtime hours were 2 hours. From May 2 to 8, 2024, total hours were 66 hours & daily overtime hours were 2. (ii) From January 20 to 26, 2024, total hours for the week were 68 hours & daily maximum overtime hours were 2 hours. From December 30, 2023 to January 5, 2024 total hours were 68 & daily overtime hours were 2. From November 11 to 16, 2023, total hours were 62 & daily overtime hours reached 4 hours. From October 13 to 18, 2023, total hours were 62 & daily maximum overtime hours was 1.</p>
<p>Recommendation for Immediate Action</p>	<p>Reduce excessive overtime hours and ensure workers are working not more than 60 hours per week.</p>
<p>Compliance Classifications</p>	<p>Immediate Action Required</p>
<p>Local Law</p>	<p>In accordance with Bangladesh EPZ Labor Act 2019, chapter 5, section 40</p>
<p>Benchmark ID</p>	<p>HOW.2</p>
<p>Benchmark Details</p>	<p>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.</p>
<p>Finding Details</p>	<p>The assessment found that workers were not always guaranteed a rest day in every 7 day period. Workers performed consecutive working days ranging from 8 to 13, with approx. 60% of workers working more than 7 days in a row at least once. For example, two sampled workers performed the following schedules: (i) 13 consecutive days from June 1 to 13, 2024 and May 18 to 30, 2024. 8 consecutive days from May 2 to 9, 2024. (ii) 13 consecutive days from January 20 to February 1, 2024. 8 consecutive days from December 30, 2023 to January 6, 2024. 9 consecutive days from October 14 to 22, 2023.</p>

Recommendation for Immediate Action	Provide one day of rest in every seven day period in all cases.
Compliance Classifications	Immediate Action Required
Local Law	In accordance with Bangladesh EPZ Labor Act 2019, chapter 5, section 41

