

Monitoring result for BLUEAGLEZ BANGLADESH LIMITED. on site BLUEAGLEZ BANGLADESH LIMITED.

Monitoring

Monitored Party : BLUEAGLEZ BANGLADESH LIMITED.
amfori ID : 050-002149-000
Site : BLUEAGLEZ BANGLADESH LIMITED.
Site amfori ID : 050-002149-001
Address : Durgapur, Ashulia, Savar
: 1341, Dhaka
: Dhaka
: Bangladesh
Monitoring Activity : amfori Social Audit - Manufacturing
Monitoring Type : Full Monitoring
Monitoring Partner : TUV Rheinland
Monitoring Start Date : 15/11/2022
Closing Meeting : 15/11/2022
Finished Date :
Submission Date : 29/11/2022
Expiration Date : 29/11/2023

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Overall rating



Section rating

PA1: Social Management System	C
PA 2: Workers Involvement and Protection	C
PA 3: The Rights of Freedom of Association and Collective Bargaining	A
PA 4: No Discrimination	B
PA 5: Fair Remuneration	B
PA 6: Decent Working Hours	A

PA 7: Occupational Health and Safety	D
PA 8: No Child Labour	A
PA 9: Special Protection for Young Workers	A
PA 10: No Precarious Employment	A
PA 11: No Bonded Labour	A
PA 12: Protection of the Environment	A
PA 13: Ethical Business Behaviour	B

General description

An semi-announced, full-monitoring has been conducted at "BLUEAGLEZ BANGLADESH LIMITED." on November 15, 2022. It is a Private Limited Company which was founded & incorporated with the RJSC on 13 December 2015 and began operation in its current location Durgapur, Ashulia, Savar, 1341 Dhaka, Bangladesh. Factory licenses were found valid during audit, and it corresponds to the auditee's actual situation (company name, address, number of buildings, etc). At present, there are 378 employees inclusive of process workers, senior management members, mid-level management staffs and factory administrative staffs and 3rd party security guards and canteen staff. The facility remains open from Sunday to Friday while Saturday is a weekly holiday. General working hours start from 8:00 AM & ends 5:00 PM with one hour break which are followed by HR, Accounts, Compliance and Administration Department. Only security section has three shifts, which are 6:00 AM to 2:00 PM, 2:00 PM to 10:00 PM and 10:00 PM to 6:00 AM with break time by rotation. All employees working time are recorded through manual timekeeping system. Payment is made through cash. Last payment made on 06 November 2022 for the month of October 2022. The facility is involved in manufacturing knit items. The main production processes are listed as follows: Cutting > Sewing < Finishing (Pressing to Packing).

The total land area is about 17500 square feet. Total production area is about 28000 square feet. Total warehouse area is 2500 square feet. Floor wise building description is bellow:

Shed 01 (main production building):

Ground Floor: Store, Bonded Warehouse, Cutting, Knitting, Sample, CAD, Inspection room, Packing, Security post.

First Floor: Sewing, Finishing, Office

Shed 02: Security Post

Shed 03 (utility): Generator Room, Boiler Room and Compressor Room.

Shed 04: Dinning, Canteen, Childcare, Medical room, Prayer Room, Wastage Room,

Other areas: Assembly point, Loading-Unloading area & Car parking area.

Business licenses description:

1. Factory License: 26795/Dhaka, issued by Department of Inspection for Factories and Establishments, which is valid till 30 June 2023.
2. Trade License: 009789 issued by Ashulia Union Parishad, Valid until June 30, 2023.
3. Fire License: DD/Dhaka/ 32098/2021 issued by Bangladesh Fire Service & Civil Defense Authority, which is valid till 30 June 2023.

Audit Process: The Audit team has conducted the audit in 01 day. 03 auditors and one trainee auditor on 15 November, 2022, were present in the audit. An opening meeting was held with the factory management and workers 'representative after the short plan tour. During the opening meeting, auditors explained the scope and process of the audit, briefly presented on amfori BSCI, its upgraded system, and the approach of the audit. After concluding the opening meeting, a floor visit was conducted with a factory representative. Subsequently, the supplied documents as per audit requirements had been thoroughly reviewed. The time scope applicable for this audit begins from February 2022 to till the audit date. Auditors selected workers for interview from different production processes and different age groups. The confidentiality and comfort of the interviewees were ensured.

Management Cooperation: Factory management was highly cooperative with the audit team throughout the audit. Auditors were allowed to access all areas (including performed workers interview in the separate confidential area without any interfere, taken photos, collected all required information and documents on time.

Closing meeting: A final closing meeting was held at the end of the audit day. Findings were discussed with all attendees in the closing meeting. Onsite findings report was issued in the English language. Management representative and member of the Participation Committee agreed to all findings raised and signed the Findings Report after the end of the closing of the meeting.

Audit Team and APSCA Registration Number:

Auditing Company name: TÜV Rheinland Bangladesh Pvt. Ltd.

Lead Auditor: Farjana Nahar-RA 21701687

Member Auditor: Jameer Osman Ahmad- ASCA 21704265

Member Auditor: Shawly Chowdhury- ASCA 21701993

Trainee Auditor- Nahidul Islam- ASCA 32200072

Remarks:

- i) Canteen and Security services are taken from the 3rd party service provider company.
- ii) Facility changed their location from 125, Hazi Billat Ali School Road, Hazipara, Chalabon, Dakkhinkhan, Dhaka-1230 to Durgapur, Ashulia, Savar, 1341 Dhaka, Bangladesh. And facility started their operation here from February 2022. Relevant documents were checked during audit.
- iii) Below documents & photos are not applicable for this factory.
 1. There was no contractor in the facility, so Contractor license/permit was not applicable
 2. Agency labor contract (Facility hires all workers through internal recruitment team on a permanent basis hence no agency labor contract is not applicable.)
 3. There was no trade union in the facility so Collective bargaining agreements was not applicable
 4. There was no Dormitories for workers in the facility
 5. There was no Inconsistencies between time and production records
 6. High-risk health and safety areas (As per risk assessment, there are no major health and safety risks.)

(iii) Facility could not log in the data base that's the reason its not possible to remove (.) after BLUEAGLEZ BANGLADESH LIMITED.

Site Details

Site : BLUEAGLEZ BANGLADESH LIMITED.

Site amfori ID : 050-002149-001

GICS Classification

Sector : Consumer Discretionary

Industry : Textiles, Apparel & Luxury Goods

Industry Group : Consumer Durables & Apparel

Sub Industry : Apparel, Accessories & Luxury Goods

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	371 Workers
Legal minimum wage in local currency	8000 Monthly
Lowest wage paid for regular work at the site	8000 Monthly
Calculated living wage in local currency	19255 Monthly
Total sample	23 Workers

Other Metrics

Male workers	197 Workers
Female workers	174 Workers
Permanent workers - Male	203 Workers
Permanent workers - Female	175 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	13 Workers
Management - Female	0 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	5 Workers
Workers on probation - Female	0 Workers
Workers with night shift - Male	7 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	0 Workers
Domestic migrant workers - Female	0 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	203 Workers
Workers hired directly - Female	175 Workers
Workers hired indirectly - Male	0 Workers
Workers hired indirectly - Female	0 Workers
Unionised workers - Male	0 Workers
Unionised workers - Female	0 Workers
Workers under CBA - Male	0 Workers
Workers under CBA - Female	0 Workers
Pregnant workers	0 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	0 Workers
Sample - Male	12 Workers
Sample - Female	11 Workers

Findings

PA1: Social Management System

Factory is in progress to integrate the amfori BSCI code of conduct in day-to-day business. Still some gaps were identified on implementation in some performance areas including management system, workers involvement and protection, the the rights of freedom of association and collective bargaining, fair remuneration, decent working hour, occupational health and safety and ethical business behavior etc.

Factory has developed a supplier selection policy and procedure. According to those procedures, they have identified only 15 local sub-suppliers and 01 service provider for supply chain mapping. However, factory management did not monitor the social performance of 4 out of 15 business partners and no did not include one sub-supplier and one service provide in the supply chain mapping.

PA 2: Workers Involvement and Protection

Facility has long -term goal of the facility by which it will reflect a step-by-step approach toward sustainable improvement, but no workers' representatives were involved in defining those goals and strategic plan to achieve the goals.

Facility does not provide training on amfori BSCI CoC to the managers and decision makers of various departments like GM, HR & compliance personnel, Factory manager, Merchandizing, Accounts, Commercial and Purchasing department etc.

Facility has developed a policy for internal and external grievance management, however they did not mention how potential "conflict of interest" will be managed. Facility did not post any hotline number for workers to report any urgent grievance anonymously.

PA 3: The Rights of Freedom of Association and Collective Bargaining

The facility has formed a participation committee (PC) through election process. However, the facility management did not obtain acknowledgment letter from Local Authority. [Reference: Bangladesh Labor Amendment Act 2018, section 205 (13)]

PA 4: No Discrimination

It was noted through management interview that management did not maintain any lefty workers list. So, it could not verified wheather facility management given notice as per law to the workers who left the job or remained absent without notice. [Reference: Bangladesh Labor Law, 2006, Section-23 (2), (4) & 24 (9)]

PA 5: Fair Remuneration

Though the factory has collected various data for calculating living wage for this region but did not take proper step for calculating standard food basket, housing cost, education cost etc. As a result, living wage was not calculated properly to identify the potential gap between present local minimum wage and living wage and no action plan is in place to fill the gaps.

(i) Workers are not under the coverage of group insurance, which is required to ensure workers financial security in case of a health emergency. [Reference: Bangladesh Labor (Amendment) Act, 2013, section: 99(1)] (ii) Based on management interview and documents review it was noted salary for resigned employees (02 out of 02) was not provided within seven working days after completion of wage period. [Reference: Bangladesh Labor Rules 2015, Rule 112 (4)]

PA 6: Decent Working Hours

(i) Factory maintains working hour record of the workers daily "IN" and "OUT" time through manual time keeping system (paper timecard). A responsible timekeeper is assigned to write down worker's entry and exit time record, however they are not recording fraction of hours on the timecard. For instance, workers always entered at 08:00 AM and left the factory at 05:00 PM or 07:00 PM. Moreover, signature of the worker has not been maintained in the time record. Thus, it could be concluded that the time recording system cannot be guaranteed for actual records of working time. (ii) The facility has practiced few days weekend work within audit time scope. It was noted that, facility was open as general work day on two weekends - 11 March 2022 and 25 March 2022, which has later been adjusted with festival leave (Eid al-Fitr 2022). As a result all sampled workers has worked more than 48 hours (excluding OT hours) per week for general day duty (weekend worked). [Reference: Bangladesh Labor Law 2006, Section 102]

PA 7: Occupational Health and Safety

Facility is in progress of complying health & safety rules and regulations. During audit gaps were noted related to worker generator license, fire detection and alarm, building construction approval, boiler number plate, etc.

Workers are not under the coverage of group insurance, which is required to ensure workers financial security in case of a health emergency. [Reference: Bangladesh Labour (Amendment) Act, 2013, section: 99(1)]

Facility did not conduct any risk assessment on keeping goods at excessive height. For instance, accessories carton, fabric roll and finished goods carton found at excessive height in the ground floor of shed 1, which is hazardous as it may fall onto nearby workers and cause injury. [Reference: Bangladesh Labor Rules 2015, Schedule 4(2) B (1)]

Facility has insufficient trained firefighters from the concern authority and the competent person as facility has no designated fire safety officer. [Reference: Bangladesh Labor Rules- 2015, Rule-55 (10)]

Based on management interview, it was noted that factory did not have designated fire safety officer or coordinator with overall responsibility for fire safety. [Reference: Bangladesh Labour Rules, 2015, Rule 55 (12)]

(i) During review of building construction approval it was noted that facility did not take the approval from the concerned authority. Facility has collected building approval from local union parishad with consent of chairman. Note that, facility did not collect construction approval for the other sheds (generator, boiler, compressor, transformer, substation, guard room, medical, child care, canteen, dining, and wastage room. [Reference: Building Construction Act 1952, Section 03] (ii) Lightning Protection System (LPS) was not found installed in the facility sheds. [Reference: Building Construction Rules 1996, Rule 17(3)]

(i) Based on plant tour and management interview it was noted that, loose & uncovered electric wire was observed at different areas of the Shed# 01. [Reference: Bangladesh Labor Rule 2015, Section 58 (1)] (ii) During plant tour, electric wire and cable found lying on the floor in an unmanaged way underneath sewing machines which may cause tripping hazard during evacuation. [Reference: Bangladesh Labor Rule-2015, Rule-58 (1)]

During plant tour it was noted that facility did not install smoke or fire detection system at the knitting section, bonded warehouse, finished fabrics store of Shed#01 and the facility did not install smoke or fire detection system and fire alarm system in the other sheds (generator, boiler, compressor, transformer and substation) Note that fire alarm is inaudible from the utility shed area and no visual fire alarm was found in those areas. [Reference: Bangladesh National Building Code 2006, Section 4.4]

(i) Facility has applied to the concerned authority for power generation license waiver certificate on 10 October 2022 however did not receive it yet. Note that facility has 01 active generator with capacity 320 KW and one inactive disconnected generator. [Reference: Bangladesh Energy Regulatory Commission Act, 2003, Section-27(a)] (ii) Facility did not ensure metallic permanently marked number on one out of one boiler of the factory which is required as per local law. [Reference: Boiler Act 2022, Section 22 (1-C)] (iii) It was noted through plant tour it was observed that around 3 LPG cylinders were kept in front of the utility shed without proper fencing without fencing in the premises which is used as natural resource. [Reference: Bangladesh Labor rules 2015, 64-2]

During factory tour it was noted that facility did not install temperature meter as per local legal requirement. [Reference: Bangladesh Labor Rule 2015, Rule- 45(2)]

PA 12: Protection of the Environment

Facility did not have Environmental Clearance Certificate though factory has knitting process. However, facility has applied for the license dated on 02 November 2022 to the concern department. [Reference: Bangladesh Environment Conservation Act 1995, Section-12].

PA 13: Ethical Business Behaviour

Facility management did not identify possible areas of corruption in supply chain and it's business activities and did not provide training to the relevant employees of those areas yet.

Factory maintains working hour record of the workers daily "IN" and "OUT" time through manual time keeping system (paper timecard). A responsible timekeeper is assigned to write down worker's entry and exit time record, however they are not recording fraction of hours on the timecard. For instance, workers always entered at 08:00 AM and left the factory at 05:00 PM or 07:00 PM. Moreover, signature of the worker has not been maintained in the time record. Thus, it could be concluded that the time recording system cannot be guaranteed for actual records of working time. Moreover, attendance register is maintained for loader, cutter-man, sample-man and knitting operator as they are considered as staff.