

Monitoring result for Comfit Composite Knit Ltd on site Comfit Composite Knit Ltd.

Monitoring

Monitored Party	: Comfit Composite Knit Ltd	amfori ID	: 050-001229-000
Site	: Comfit Composite Knit Ltd.	Site amfori ID	: 050-001229-002
Address	: Gorai, Mirzapur, : 1947, Tangail : Dhaka : Bangladesh	Monitoring Activity	: amfori Social Audit - Manufacturing
		Monitoring Type	: Full Monitoring
		Submission Date	: 17/11/2021
		Expiration Date	: 17/11/2023

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Overall rating



Section rating

PA1: Social Management System	B
PA 2: Workers Involvement and Protection	B
PA 3: The Rights of Freedom of Association and Collective Bargaining	A
PA 4: No Discrimination	A
PA 5: Fair Remuneration	A
PA 6: Decent Working Hours	A
PA 7: Occupational Health and Safety	A
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	A

General description

This amfori BSCI full audit was conducted by ITS Labtest Bangladesh Ltd. Md Ataur Rahman – APSCA RA 21702809, Md. Zuiel Hossen – APSCA ASCA 21701262, Mohmmad Abul Kashem – APSCA RA 21702386 attended in day one on 3rd November 2021, and Md Ataur Rahman – APSCA RA 21702809 and Mamonur Rahman Khan – APSCA RA 21700982, attended in day two on 4th November 2021. In this full audit, 0.5 man-days were taken offsite for report writing. Note that due to getting sick, one pre-assigned auditor could not attend in this audit, thus one team auditor needed to change.

Comfit Composite Knit Ltd. is a 100% export-oriented garments manufacturer located at Gorai, Mirzapur, Tangail, Bangladesh. The total land area of the facility is 1,350,360 Square feet, the production area is 692,922 Square feet and the warehouse area is 93,676 Square feet. The facility has started operating in 2006 in this location and was incorporated in 2005. Note the factory license number is "36/Tangail" which is valid till 30 June 2022.

General working hour is from 08:00 am to 05:00 pm and they have got one-hour meal break (12:00 pm to 01:00 pm, 12:30 pm to 01:30 pm and 01:00 pm to 02:00 pm) daily. The facility has 3 shifts (06:00 am to 02:00 pm, 02:00 pm to 10:00 pm and 10:00 pm to 06:00 am) for knitting, dyeing, all-over printing, screen printing and security guards with including 01-hour rest or meal break in each shift by rotation. In general, the employees work 06 days a week (Saturday to Thursday) and Friday is a weekly holiday, only shift basis employees get weekend by rotation. All employees receive wages on monthly basis in local currency generally within the 7th working day of the following month.

Auditors conducted the opening meetings, site observation, workers, worker representatives, management interviews, document review, and closing meeting. Mr. Mohammad Faruque Hossain- General Manager (IR & Compliance) was responsible for the implementation of the social compliance system in the facility.

The production capacity of the facility was Knitting - 884,000 kg/month, Dyeing - 832,000 kg/month, Garments- 6,000,000 pieces/month, Print- 36,50,000 pieces/month, AOP 140,000 Kg/month. The main production processes were knitting, dyeing, all-over print, cutting, printing, sewing, finishing, packing processes.

Site Descriptions: The factory is consists of 17 buildings & 11 sheds. Details of the site description are attached in the attachments of this platform, as the site description is not fit in the general description for the restriction of the character limit.

Opening meeting:

In the opening meeting, Mr. Mohammad Faruque Hossain- General Manager (IR & Compliance), Mr. Morshed Alam - Manager (Compliance), Mr. Mamunur Rahman - Manager (IR), Mr. Md Al Mamun - Senior Executive (IR & Compliance), Md. Asadullah - Senior Executive (IR & Compliance) and Mr. Md Aminul Islam - Vice President of Participation Committee were present. Auditor described the whole audit process, standards, scope, and explained the amfori BSCI code of conduct and local laws to what extent these are related to this audit in the opening meeting.

Health and safety visit:

During the site tour, production processes (knitting, dyeing, all-over print, cutting, printing, sewing, finishing, packing) and non-production areas were covered.

Interview and payroll review:

37 permanent employees, 20 male and 17 female were randomly selected from different production sections for interview. On a sample basis payroll records and timecards of the month of September 2021 (most recent paid month), April 2021 (random paid month) and December 2020 (random paid month) were reviewed.

Improvement areas:

Improvement areas were identified in PA 1, PA 2, PA 5 and PA 7. Details of the findings are listed in the respective sections.

For other areas, no non-conformity is noted, and the description is as below:

PA 3: Facility management has a policy and procedure in The Rights of Freedom of Association and Collective Bargaining. They have an effective elected participation committee (PC) and PC members sit with the top management at a regular interval on various issues.

PA 4: Facility management has a policy and procedure on discrimination. The factory has posted that policy in different prominent places i.e. notice boards and inside the production floor. The factory management has conducted periodic satisfaction surveys on the grievance mechanism, harassment, discrimination etc. to their workers.

PA 6: The regular working hour of the facility is 8 hours/day and overtime work is 2 hours/day if needed and the working hour was found 60 hours weekly which was within the legal limit. 37 employees are selected as a sample basis. The highest working hour has found 60 hours per week in the Month of September 2021, April 2021 and December 2020 which is within the legal limit. Facility use electronic time (Swipe card) keeping system for employees In/Out time.

PA 8: Facility management has hired all employees by the Human Resource Department only and the youngest employee of the facility was found 19 years of old. The factory has a policy on prohibition of child labor and a remediation plan for children and

young workers. The factory management preserves a copy of Birth Certificates, Educational Certificates and National ID Card in each worker's personal file for better verification of their age.

PA 9: Facility management has a robust recruitment procedure and policies against Special Protection for Young Workers. However, the production process in the facility allows only adult labors and all the employees recruited here are over 18 years of old. However, the age of the youngest employee of the facility was found 19 years old.

PA 10: Facility management provides proper employment contracts to all workers. No original copies of documents were kept from workers. Each worker has a personal file where the facility records their relevant data. Workers are selected based on the result of the examination taken on the working skills of workers during the recruitment process. Factory management has not recruited any worker on a temporary or contract basis. Factory management issues appointment letters to all the employees of the factory.

PA 11: Facility management has a robust recruitment procedure and policies against No Bonded Labour. The facility did not keep any original documentation from workers and workers were free to leave after their working hours.

PA 12: Facility management has an environmental policy and procedure. They have done the Environmental Impact Assessment (EIA) for their facility. The concerned person of the environment unit has provided awareness training to the employees on water waste reduction.

PA13: Facility management has developed a transparency policy. They also developed an anti-bribery policy and procedures and shares the procedure with suppliers and the related departments where unethical practices could happen.

A closing meeting was conducted at end of the audit. All the attendees of the opening meeting were also present in the closing meeting. Auditors communicated all the findings in detail and discussed the area of improvement to the auditees. The auditee was positive about the discussion and agreed on the area of improvement.

During this #COVID19 situation the facility has taken some preventive actions. They have arranged hand wash arrangements at the factory gate and at the facility's production floors. The facility checks employee's body temperatures through the infra-red gun.

Below documents have not been uploaded as these were not applicable for this facility:

- Contractor license/permit
- Agency labor contract
- Government waivers
- Structural/stability license
- Collective bargaining agreements.

Below photographs have not been uploaded as these were not applicable for this facility:

- Dormitories
- High-risk health and safety areas
- Inconsistencies between time and production records.

Site Details

Site	: Comfit Composite Knit Ltd.	Site amfori ID	: 050-001229-002
GICS Classification			
Sector	: Consumer Discretionary	Industry	: Textiles, Apparel & Luxury Goods
Industry Group	: Consumer Durables & Apparel	Sub Industry	: Apparel, Accessories & Luxury Goods
GS1 Classifications		Product Process Classifications	
N.A.		N.A.	

Metrics

Key Metrics

Total workforce	7929 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	11220 Monthly
Total sample	37 Workers

Other Metrics

Male workers	4904 Workers
Female workers	3025 Workers
Permanent workers - Male	6252 Workers
Permanent workers - Female	3406 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	441 Workers
Management - Female	27 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	1207 Workers
Workers on probation - Female	820 Workers
Workers with night shift - Male	465 Workers
Workers with night shift - Female	48 Workers
Workers with disabilities - Male	23 Workers
Workers with disabilities - Female	12 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	6252 Workers
Workers hired directly - Female	3406 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	70 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	64 Workers
Sample - Male	20 Workers
Sample - Female	17 Workers

Findings

PA1: Social Management System

In accordance with BSCI Performance Area (Social Management System and Cascade Effect) No. 1.1 (Is there satisfactory evidence that the auditee has set up an effective management system to implement the BSCI Code of Conduct). Finding: It was noted that the management system of the facility needs some improvement in some performance areas (PA 1, PA 2, PA 5 and PA 7) which were mentioned in the related questionnaires of the performance areas. Facility management needs to implement amfori BSCI Code of Conduct in their business practice in the mentioned performance areas where improvement areas are identified. Note: The facility has developed policies and procedures in place to implement the amfori BSCI COC in their business practice, so partial rating has been given in this questionnaire.

PA 2: Workers Involvement and Protection

In accordance with BSCI Performance Area (Workers Involvement and Protection) No. 2.4: (Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?): Finding: It was noted that 13 out of 37 interviewed sampled workers of the factory were found not well-aware of the requirements of amfori BSCI Code of Conduct. However, facility management provided regular training to the workers on amfori CoC, last training was conducted on 17 October 2021. Note: Facility management has provided training to the workers, thus partial rating has been given in this questionnaire.

In accordance with BSCI Performance Area (Workers Involvement and Protection) No. 2.5: (Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?): Findings: It was noted that the facility has a mechanism to handle employee's grievances. But grievance mechanism of the facility was not included in the process of appealing for the employees in case of disagreement towards a grievance resolution. Note: As the facility has a grievance policy and procedure, thus partial rating has been given in this questionnaire.

PA 5: Fair Remuneration

In accordance with BSCI Performance Area (Fair Remuneration) No. 5.4: (Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?): Finding: It was noted that the factory management did not take initiative to achieve living wages and no action plan was in place to fill up the gap between the present local minimum wage and a living wage. Note: As some of the workforces meet their decent standard of living, so partial rating has been given in this questionnaire.

PA 7: Occupational Health and Safety

In accordance with BSCI Questionnaire 7.6: (Is there satisfactory evidence that the auditee enforces the use of Personal Protective Equipment in conjunction with other facility controls and safety systems?) & Bangladesh Labour (Amendment) Law 2013, Section 78 (a-1): (In an applicable case, an employer shall not engage any workers in work without providing and ensuring use of personal safety equipment, and in doing so, a record book shall be maintained as designated by the owner.) Finding: It was noted that 20% of workers in the overall printing section were not using the respiratory masks, eye safety goggles & gumboots located on the ground floor of building 01. Note: As other employees were using facemask during working time, thus partial rating has been given in this questionnaire.

In accordance with BSCI Performance Area (Occupational Health and Safety) No. 7.11 (Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?) and The Boilers Act 1923, Section-08: (A certificate authorizing the use of a boiler shall cease to be in force: a. On the expiry of the period for which it was granted.) ; Finding: It was noted through facility tour and management interview that, 01 out of 06 boilers did not have boiler licenses. Note that, the mentioned boiler is under erection. However, facility management has applied on 28 October 2021 to the concerned authority. Note: as other certificates and licenses were found valid, thus partial rating has been given in this questionnaire.

In accordance with BSCI Performance Area (Occupational Health and Safety) No. No.7.17 (Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?) and Bangladesh Labour Law 2006, Section 63(1) D: Fencing of machinery. (1) In every establishment the following machinery, while in motion or in use, shall be securely fenced by the safeguards of substantial construction, namely:) Findings: It was noted that approximately 5% of eye guards of overlock machines were found in displaced condition in sewing sections located at 2nd & 3rd floors of building 1 and 3rd, 4th & 5th floors of building-5. Note: as other safety guards were found in place, thus partial rating has been given in this questionnaire.