

# Monitoring result for DAY APPARELS LTD on site DAY APPARELS LTD.

## Monitoring

Monitored Party : DAY APPARELS LTD  
amfori ID : 050-001793-000  
Site : DAY APPARELS LTD.  
Site amfori ID : 050-001793-002  
Address : M.H Tower, Shi-21, Vogra, Gazipur Sadar, Gazipur.  
: 1705, Gazipur  
: Dhaka  
: Bangladesh  
Monitoring Activity : amfori Social Audit - Manufacturing  
Monitoring Type : Full Monitoring  
Monitoring Partner : TÜV NORD CERT GmbH  
Monitoring Start Date : 27/11/2022  
Closing Meeting : 19/12/2022  
Finished Date :  
Submission Date : 19/12/2022  
Expiration Date : 19/12/2024

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## Overall rating

A	B	C	D	E	None
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## Section rating

PA1: Social Management System	C
PA 2: Workers Involvement and Protection	B
PA 3: The Rights of Freedom of Association and Collective Bargaining	A
PA 4: No Discrimination	B
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

Day Apparels Ltd. (Site amfori ID: 050-001793-002)

This full audit was conducted by TUV-Nord auditors [Md. Muftadeul Islam (RA21704231, Mr. Sohalur Rahman Mazumder (ASCA21700864) and Mr. Bodrudduja Chowdhury (ASCA21704455)), on 27th & 28th November 2022. This was a “fully announced” audit as scheduled by the RSP Holder. The team verified the facility’s operations against the amfori BSCI Code of Conduct and local legislative requirements.

### Location:

Day Apparels Ltd. is a woven garments manufacturing company located at MH Tower, Shi - 21, Vogra, Gazipur Sadar, Gazipur – 1705. The factory located over a total area of about 99000 square feet; where the production area is about 81850 square feet and non-production area is about 33000 square feet. Monthly production capacity 450000 pieces.

Production process includes cutting > embroidery > sewing > finishing > label > QC > packing.

There is total 1192 employees working in the facility amongst them 357 are male and 835 are female employee. Amongst this total number 1087 are the employees who are directly engaged with direct production. Factory has 105 non-production employees.

Factory Layout: The premises is combinedly used by Day Apparels Ltd. & Day Fashions Ltd. The whole premises consist of 3 buildings and 1 shed which is as follows:

Building# 01: (06 stored)

Ground floor: Fabric store, embroidery section, main store area, child care room, medical room and fire pump room.

1st floor: Finished goods area, sample section, dining area, canteen area and office area.

2nd floor: Cutting section, sewing section and finishing section.

3rd floor: Cutting section, sewing section and finishing section.

4th floor: Day Fashions Ltd. (separate factory under same management)

5th floor: Vacant floor but under Day Fashions Ltd. (separate factory under same management)

Roof top: Fully vacant.

Building 02: Generator area, boiler area and substation area.

Building 03: Security post.

Shed 01: Wastage area.

### Working Hours:

Factory's normal working hour start from 08:00 am to 05:00 pm. Employees are allowed for one-hour meal break. Security section runs in 3 shifts in a day: 06:00 am to 02:00 pm; 02:00 pm to 10:00 pm and 10:00 pm to 06:00 am. They maintain attendance records through electronic systems. Employees work regularly 48 hours/week. Tuesday is their weekly holiday. Employees receive wages by monthly basis in local currency (BDT). General working hours are approved from labor office was evidenced and yearly leaves are noticed by the management complying with govt. requirements.

### Audit process introduction:

Audit Date: 27th November 2022

Participants in the opening meeting:

### Auditors:

Mr. Md. Muftadeul Islam – Lead Auditor

Mr. Sohalur Rahman Mazumder - Auditor

Mr. Bodrudduja Chowdhury– Auditor

### Factory Representatives:

Mr. Md. Khurshid Alam - Manager - HR and Compliance

Ms. Selina Akter – Welfare Officer

Mr. Md. Enamul Haque- HR Executive

Ms. Adbia Mustakim- HR Officer

Md. Iqbal Hossian – Senior Compliance Executive

Ms. Sumi Akter- Member of Participation committee

During opening meeting, the lead auditor explained the audit purpose and scope to the management team. It was also communicated that workers will be interviewed in private, detailed document checking and a payroll record review shall be carried out. Confidentiality of all information was guaranteed by the auditor. A visit of the plant was made (with seeking permission for photography). All management staff remained with the assessment team throughout the assessment process and was very cooperative throughout the assessment process.

### Documentation:

Certificate of incorporation: CH-C-1841/1995, issued date 2/2/1995.

Factory License no.: 17716/Gazipur, valid up to date on: 30 June 2023.

Fire License no.: DD/Dhaka/25642/2015; valid till 30 June, 2023.

Trade License no.: 004879; valid till 30 June 2023.

Drinking water test: They tested their drinking water on 9th June 2022 from DPHE. All requirements are in acceptable limits.

Generator permission: using 2 generator 280 kw & 250 kw expired from 2020 but applied on 01/11/2021.

Boiler license: The factory is using boiler licenses no. 8482 valid till 25th March 2023.

Membership certificate: BGMEA membership registration number is 2145 and found valid till 31st December 2022.

Group insurance certificate: The group insurance of the factory has been covered by BGMEA and the certificate number is 20210549, valid till 31st December 2021.

Mr. Md. Khurshid Alam - Manager - HR and Compliance is responsible for compliance with the code. Factory has translated amfori BSCI Code in local language and posted. Factory does not employ any foreign nationals/prisoners. Company employs workers coming from different districts of the country.

Interview and payroll review:

35 permanent employees were randomly selected from different production section for interview. Factory management has provided 12 months payroll records and time records for auditors' review. On sample basis payroll records and timecards of the month of October 2022 (most recent paid month), June 2022 (random month) and December 2021 (random month) were reviewed. Moreover, attendance record, daily hourly & monthly production records, garments inspection report and accessories receiving, and distribution records were reviewed by the auditors.

Closing Meeting:

At the end of the audit process, on 28th November 2022 a closing meeting was held to discuss various issues observed during the audit.

Participants in the closing meeting:

Auditors:

Mr. Md. Muftadeul Islam – Lead Auditor

Factory Representatives:

Mr. Md. Khurshid Alam - Manager - HR and Compliance

Ms. Selina Akter – Welfare Officer

Mr. Md. Enamul Haque- HR Executive

Ms. Adbia Mustakim- HR Officer

Md. Iqbal Hossian – Senior Compliance Executive

Ms. Sumi Akter- Member of Participation committee

The top management was cooperative during the entire audit and expressed commitment to work on audit findings. As factory management was comfortable in English language, auditor did not use local language in the findings report. The top management was cooperative during the entire audit and expressed commitment to work on audit findings.

Special Notes:

As per legal document (Value Added Tax Registration Certificate) factory name is Day Apparels Ltd. and under type it is mentioned as Private Limited Company.

There are no contractor and agencies used by the auditee, which makes the agency labor contract not applicable.

No Govt. waiver is available.

The factory has no trade Union and no collective bargaining agreements as it is not mandatory.

The factory does not have any "Dormitories"; hence uploading pictures related to dormitory is not applicable.

Site Details

Site : DAY APPARELS LTD.  
Site amfori ID : 050-001793-002

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.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

## Metrics

### Key Metrics

Total workforce	1144 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	35 Workers

### Other Metrics

Male workers	343 Workers
Female workers	801 Workers
Permanent workers - Male	357 Workers
Permanent workers - Female	835 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	97 Workers
Management - Female	8 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	0 Workers
Workers on probation - Female	0 Workers
Workers with night shift - Male	3 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	2 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	357 Workers
Workers hired directly - Female	835 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	2 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	0 Workers
Sample - Male	12 Workers
Sample - Female	23 Workers

## Findings

### PA1: Social Management System

Through current assessment, it was noted that though the factory has developed a social management system (a team, organogram, internal monitoring) to integrate the amfori BSCI code of conduct into day-to-day business practice and to contribute customers and stakeholders in possible continuous improvement of the facility but some gap was identified in other Performance Area.

Through documents review as well as interview, it was noted that the factory management did not make proper mapping of their suppliers. They have prepared a list of 9 suppliers where total found 13. Amfori BSCI code of conduct & terms of implementation and monitoring was ensured for 9 suppliers out of 13 suppliers.

### PA 2: Workers Involvement and Protection

Factory has tried to set or define long-term goals but that was not specific and step wise written long-term goal for protecting workers in line with the aspirations of the amfori BSCI values and principles. [As per amfori BSCI CoC]

Through documents review as well as interview with the management and workers, it was noted that though the factory management has a process to provide training and awareness but interviewed workers and mid-level management were found less knowledgeable on the requirements of amfori BSCI. [As per amfori BSCI CoC]

### PA 4: No Discrimination

It was noted through workers and management interview that the factory management has conducted satisfaction survey on the grievance mechanism. But facility did not conduct periodic satisfaction surveys on harassment and discrimination to their workers.

### PA 5: Fair Remuneration

It was noted through management interview that the factory management did not take initiative to provide living wages to the employees; although they are ensuring minimum wage as per law. Noted that living wages of the region is BDT 19,255 (as per Global Living Wage Coalition) and minimum wages is BDT 8,000 for Grade-7 workers. In other grades, the minimum salary is higher than of this factory.

### PA 7: Occupational Health and Safety

a) Through current assessment it was noted that, although the factory has developed a comprehensive occupational health and safety system but some lacking was in application. Those relevant issues are noted in each improvement areas. b) Though the factory provided child care facility in the premises but it was not well equipped with necessary materials as per law. [The Bangladesh Labour Act, 2006, Section 94. Rooms for Children]

Through documents review, management and employee interview it was noted that factory did not involve safety committee representative of workers' representative in the risk assessment program. [as per amfori BSCI CoC]

a) During factory visit it was found that around 15% employees were not using rubber mat with cushioned effect who work standing for long. b) 1 out of 5 mesh gloves found torn during factory visit.

Although the factory has developed emergency policy and procedure but responsible persons was not aware on the emergency system which does not ensure a functioning system for accident and emergency procedures in the premises to ensure better health and safety system. [As per amfori BSCI CoC]

Through documents review as well as interview with the management, it was noted that the factory has recorded injury but root-cause investigation was not done properly for the injuries. b) There was no procedure in place for reporting and giving awareness training on near-misses (incident that could have been turned into accident).

The factory has 2 generators (280KW and 250KW) but power generation permission/waiver from BERC (Bangladesh Energy Regulatory Commission) found expired on 09 April 2020. However, the factory has applied for renewal on 01 November 2021.

During factory visit and employee interview it was found that there is lack of sufficient food storing area for employees.

### PA 12: Protection of the Environment

Through current assessment it was noted that though the factory management has conducted risk assessment on water waste reduction and also provided awareness training to the employees for water waste reduction but the facility did not have any

## PA 12: Protection of the Environment

procedure to preserve natural water resource (recycling practices, preserve rain water etc.) to ensure better environment in the premises.

## PA 13: Ethical Business Behaviour

The factory has policy and procedure on Ethical Business Behavior or anti-corruption and factory management has identified the potential areas of corruption and possible solution of mitigate anti-corruption issue. But there is no reward system introduced yet on creating good example against corruption.