

Monitoring result for Mint Apparel Ltd. on site Mint Apparel Ltd.

Monitoring

Monitored Party	: Mint Apparel Ltd.
amfori ID	: 050-001658-000
Site	: Mint Apparel Ltd.
Site amfori ID	: 050-001658-002
Address	: Jhorna Complex, Holding no.- 108, Soydana, Sharif pur, Maleker bari, : Gazipur : Dhaka : Bangladesh
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Submission Date	: 12/12/2021
Expiration Date	: 12/12/2022

This is an extract of the online monitoring result, generated on 21/12/2021, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available [here](#) - The English version is the legally binding one.



amfori does not assume any liability with regard to the compliance of this extract, or any versions of this extract, with the Regulation (EU) 2016/679 (General Data Protection Regulation).

*All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent.
© amfori, 2021*

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	A
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	B
PA 13: Ethical Business Behaviour	A

General description

Mint Apparel Ltd. is 100% export-oriented woven garments manufacturing factory which is located at Jhorna Complex, Holding no.- 108, Soydana, Maleker Bari, National University, Joydebpur, Gazipur, Bangladesh. The facility has established in July 2013 as per Incorporation certificate. Main production process of this facility is Cutting > sewing > finishing > packing. Production capacity of the audited facility is 100000 pieces per month. Total land area is about 8284 square feet, production area occupied is about 40120 square feet and warehouse area is 7000 square feet. There are 01 building & 01 shed are available in the factory premises. The details description of building are as follows:

Building-01 (06 # storied)

Ground floor- Security post, Hydrant pump, Substation, transformer, Accessories store, Bonded warehouse (fabrics), Accessories inspection area, Doctor room, Child care, HR Office.

1st Floor- Finishing section, Packing area & Finished goods store, Empty carton area & Office room

2nd Floor- Sewing section, Maintenance room, Accounts room & Office

3rd Floor- Sewing section, Maintenance room, Needle issue room & Office

4th Floor- Sample section, CAD area, Cutting section, Fusing area & Office

5th Floor- Idle machine area, Temporary finished goods & semi-finished goods keeping area, temporary leftover fabrics & goods & prayer area.

Roof top - Dining hall, canteen and female prayer room & Vacant area (65%).

Shed-01: Generator, Boiler & Compressor room.

The facility has total 16 first aiders and 08 first aid boxes, 80 fire fighters among them 40 trained from BFSCD and 40 from BGMEA, 12 fire hose pipe, 60 ABC fire extinguishers, 32 Co2 fire extinguishers, 12 fire alarm, 48 emergency lights, 146 smoke detectors and 02 evacuation exit.

There were total 648 employees in the facility with 435 female and 213 male employees. Facility has one general shift which from 08:00 am to 05:00 pm. Besides, security guard has 03 shifts per shift is 8 hours. Employees are allowed for one-hour meal break. The facility maintains electronic time record system. All employees of the factory work 6 days' in a week and get off day on Friday. Employees receive wages by monthly basis in local currency as per law. The wage period of the factory is based on calendar month and they pay within 7th working days from the end of each wage period.

Audit Process – This full amfori sustainability monitoring (audit) was conducted by five (05) auditors. An opening meeting was held with the factory management Mr. Md. Mohiuddin Sarker-Manager -Accounts and Admin, Md. Zahirul Islam-Asst.Compliance officer, Md. Akhlas Uddin- IT Officer, Md. Rubel Hossain- (HR & Admin officer), Ms. Popy Akter-Welfare Officer, Md. Golam Sarowar Sahin- GM, Ms. Nusrat-Nurse, Ms. Rowsan - member of PC, Mr. Md. Babul Miah-Vice President of participation committee were present. During opening meeting, auditors explained about the audit scope and process and a detail description on "amfori sustainability platform" new requirement and approach.

After the opening meeting, a site visit was conducted with the factory management. For workers interview, the auditors selected workers from different production processes and different age groups & gender. Workers were comfortable with the management and with the working environment. A general document checklist was provided to the management and supplied documents were reviewed. The auditors verified documents from November 2020 to October 2021 and found available during audit.

Closing meeting: At the end of the assessment a closing meeting was held to discuss all the areas of improvement in the findings report and positive notes with Mr. Easin Mahmud-DGM - Admin, HR & Compliance agreed on all findings and signed on it. Auditor informed the management regarding the submission of remediation plan to the amfori BSCI participant through amfori BSCI platform against the findings raised on the audit within 60 days.

Overall Findings: Non-Compliance were noted in the area of "Social Management System and Cascade Effect", "Workers Involvement and Protection", "No Discrimination", "Fair Remuneration", "Occupational Health & Safety", "No Precarious Employment", "Protection of the Environment", "Ethical Business Behaviour". For other areas, no violation was observed.

Audit Company name: SGS Bangladesh Limited.

Auditors Name and APSCA Status:

Md. Sohel Rana-RA 21701589

Most. Mahfuza Akter-ASCA 21701593

Audit date: 28 & 29/11/ 2021.

#Covid-19: Comments from auditor side. Following measures has been taken by the facility during operation in every day to protect their employees from Covid-19: a) Ensuring face mask for each employee. b) Having a reporting system to medical person or management if suspected case observed. c) Facility has vaccine registration process for Covid-19. d) Checking temperature for each employee while entering in the morning. E) Provide awareness training to the worker. b) Maintaining safety arrangement for visitors.

Site Details

Site : Mint Apparel Ltd.

Site amfori ID : 050-001658-002

GICS Classification

Sector : Consumer Discretionary

Industry : Textiles, Apparel & Luxury Goods

Industry Group : Consumer Durables & Apparel

Sub Industry : Apparel, Accessories & Luxury Goods

GS1 Classifications

N.A.

Product Process Classifications

N.A.

Metrics

Key Metrics

Total workforce	626 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	17926 Monthly
Total sample	27 Workers

Other Metrics

Male workers	205 Workers
Female workers	421 Workers
Permanent workers - Male	213 Workers
Permanent workers - Female	435 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	37 Workers
Management - Female	7 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	23 Workers
Workers on probation - Female	140 Workers
Workers with night shift - Male	2 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	213 Workers
Workers hired directly - Female	435 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	1 Workers
Workers on parental leave - Male	1 Workers
Workers on parental leave - Female	1 Workers
Sample - Male	10 Workers
Sample - Female	17 Workers

Findings

PA1: Social Management System

Though the facility has developed a management system but some gaps were identified while verifying the implementation of amfori BSCI code of conduct into auditee's day to day business culture as the factory did not monitor the social performance of existing business partners, yet not calculated living wage properly, proper awareness on training about amfori BSCI COC was not found from workers and workers representatives, gaps found in occupational health and safety, no precarious employment, protection of the environment & ethical business behavior performance areas. [As per amfori BSCI COC checkpoint no. 1.1]

Though the facility has developed a supplier selection policy but the facility did not monitor the social performance of 06 out of 07 existing business partners yet. In addition, the facility did not develop any grievance mechanism system for business partners. [As per amfori BSCI COC checkpoint no. 1.3]

PA 2: Workers Involvement and Protection

Though the facility developed vision, mission & goal of the company but no strategic plan was developed in line with amfori BSCI COC for ensuring sustainable improvement. [As per amfori BSCI COC checkpoint no. 2.2]

Though the facility has provided awareness training on amfori BSCI COC but sufficient awareness was not found from the workers & workers representatives. [As per amfori BSCI COC check point no. 2.4]

The facility has a grievance mechanism system and grievance recording system and the facility has a policy on grievance for workers but it was not developed by following the requirement of amfori BSCI as the policy did not define "time frame to solve the grievance", "appeal procedures in the case of dissatisfaction "and "potential conflict of interest dealing". In addition, no mechanism has been found for the business partners and community to lodge their grievances. Also, the facility did not conduct grievance satisfaction survey yet. [As per amfori BSCI COC checkpoint no. 2.5]

PA 4: No Discrimination

The facility did not conduct a grievance satisfaction survey on the existing grievance mechanism system as per amfori requirement noted through documents review and management interview. [As per amfori BSCI COC checkpoint no. 4.2]

PA 5: Fair Remuneration

Though the facility has conducted several surveys on workers for identifying living wage but the facility did not estimate living standards properly in the region calculating their living wage to determine a potential gap between present local minimum wage and living wage and so no action plan is in place to fill the gaps. [As per amfori BSCI COC check point no. 5.4]

PA 7: Occupational Health and Safety

Though the facility has an internal audit for monitoring health and safety system but still some gaps were found in the health and safety performance area including risk assessment, lack of PPE use, improper secondary containment & labeling, no root cause analysis of injury, no license of generator & expired license of boiler, layout & construction approval was not updated, electrical hazards, gap in firefighting equipment, evacuation plan not updated and posted, insufficient machine safety. (As per amfori BSCI COC check point no. 7.1)

a: The facility did not identify proper risk of fabrics store, accessories store, finished goods ware house and empty carton area as goods were kept in excessive height and disorganized ways at ground floor, 1st floor & 5th floor of building 01. In addition, facility did not provide any training on existing risk assessment to the workers. b: Approximately 6-7 workers were found partially obstructed by wall, co-workers, goods, machines at cutting & sewing section on 4th, 3rd & 2nd floor of building 01 which area was not covered in existing risk assessment. c) Health check-up (medical examination) was not performed for the electricians & canteen boy. However, the facility has conducted health checkup for generator operator, boiler operator & spot remover as per law. [As per Bangladesh Labor Rules, 2015, Schedule-4, Matters relating to safety committee (2) and amfori BSCI COC check point no. 7.3]

Randomly checked 05 out of 05 snap button machine operators were not using eye goggles while working at 1st & 3rd floor of building 01. [As per Bangladesh Labor Rules 2015, rule 67(2) and amfori BSCI COC checkpoint no. 7.6]

Improper secondary containment was found for diesel drum located at generator room. In addition, labeling was not found in local language. [As per amfori BSCI COC check point no. 7.7]

The facility did not find out root cause of injury and accident that occurring in the factory. Also, no awareness training was provided to the workers based on injury analysis report. In addition, the facility did not maintain record of injuries which were treated by the first aiders in the production floor. [As per amfori BSCI COC check point no. 7.10].

PA 7: Occupational Health and Safety

a: Factory license expired from 1st July 2021. However, the facility had applied to the concerned authority on 18th June 2021. [As per Bangladesh Labour Rules 2015, Rules 355 (1 & 4)] b: 01 out of 01 boiler license expired from 23rd November 2021, noted through documents review. However, facility has applied to the concerned authority on 21/6/2021. [As per Bangladesh Boiler Act 1923, Section 8]. c: 01 out of 02 power generator (40 k.w.) has no waiver certificate. However, facility has applied to the concerned authority on 6/6/2020. [As per Energy Regulatory Commission Rules 2006, Rule 9(b)] d: Approved building layout plan found mismatch with current floor as currently some part of ground floor was being used as child care room was found instead of HR, Admin & Compliance office; some part of ground floor was being used as HR, Admin & Compliance office instead of store, vacant area was found instead of childcare room located at ground floor of building 01. In addition, idle machine keeping area, temporary semi finished goods area & leftover fabrics keeping area were found instead of sewing section at 5th floor of building 01. [As per Bangladesh Labour Rules-2015, Rule 353 (1 & 4)] e: Building construction approval was found commercial type instead of industrial type. [As per Building Construction Act 1952, Section-3. and amfori BSCI COC checkpoint no. 7.11]

Noted through site visit that no ebonite sheets were provided at randomly checked 02 out of 10 electrical panel boards at substation room at ground floor of building 01. In addition, loose electrical wire of cutting machines were noted on the floor at cutting section which may cause of tripping hazards. [As per Bangladesh Labor Rules- 2015, Rule-58 (1) and amfori BSCI COC checkpoint no. 7.13]

a: No fire extinguisher was installed on 5th floor of building 01 (used as idle machine area, temporary finished goods area & semi-finished goods area, prayer room, left over fabrics area). Moreover, randomly checked 12 out of 20 fire extinguishers were found overcharged at different location of the building 01. In addition, operating instructions were missing at randomly checked 03 out of 20 fire extinguishers at cutting section and dining area at 5th floor & roof top of building 01. [As per Bangladesh Labour Rules 2015, Rules 55 (2) and amfori BSCI COC checkpoint no. 7.14] b: Functional fire alarm switch, sounder & public addressing system was not installed for roof top area (used as dining, canteen & prayer room). Moreover, fire alarm system was found non functional throughout the factory. However, manual fire alarm was functional only in substation area, boiler, compressor & generator area. [As per Bangladesh Labour Law 2006, Section 62 (5) and amfori BSCI COC checkpoint no. 7.14] c: Fire hose coverage was insufficient for bonded warehouse (fabrics) of ground floor of building 01 where only 01 fire hose was installed for (ground floor of building 1 & shed 1), 10382 square feet areas, Noted through site visit. [As per amfori BSCI COC checkpoint no. 7.14, Bangladesh Labour Rules 2015, Rules 55 (1,d)]

No evacuation plan was found at 5th floor of building 01 (used as idle machine area, temporary finished goods area & semi-finished goods area, prayer room, left over fabrics area). Also, evacuation plan was mismatched with current floor at finishing section as aisles were showing on the evacuation plan of 1st floor of packing & finished goods area but the facility had rearranged that area and currently no aisle had been found there. [As per Bangladesh Labour Rules 2015, Rules 55 (8) and amfori BSCI COC checkpoint no. 7.16]

The following machine safety-related findings were noted during site visit: a: Randomly checked 10% needle guards of sewing machines were displaced at sewing section on 2nd & 3rd floor of building 01. b: Belt cover was missing at 01 out of 02 compressor machines at shed 01. c: Gas cylinder containing van was noted at open area without proper safety measures besides shed 01. d: No safety mats were found for 5 out of 05 snap button machines on the 1st & 3rd floor of building 01. [As per Bangladesh Labour Law 2006, Section 63, 1 (d-iii) and amfori BSCI COC checkpoint no. 7.17]

PA 10: No Precarious Employment

a: Approximately 48 workers did not get appointment letter & identity card who have joined in the month of November 2021. In addition, identity card was found in English language instead of local language and the provided information in ID card was not as per labour rules 2015 such as validity, blood group, permanent address, national identity number, emergency contact number. [As per amfori BSCI COC checkpoint no. 10.3 and Bangladesh Labor Rules 2015, Rule 19 (1 &5)].

PA 12: Protection of the Environment

Facility does not have proper designated area for waste keeping as different kind of waste such as poly, jhute & metal item were found kept in open environment at ground floor and roof top. [As per Bangladesh Labour Law 2006, Section 54 and amfori BSCI COC checkpoint no. 12.4]

The facility did not implement any program yet to promote water conservation and water waste reduction. [As per amfori BSCI COC check point no.12.5]

PA 13: Ethical Business Behaviour

Though the facility has an anti-corruption policy and training on employees but does not have reward policy and system to promote ethical behavior and integrity among employees. [As per amfori BSCI COC check point no. 13.1]