

Monitoring result for Universal Menswear Limited on site Universal Menswear Ltd.

Monitoring

Monitored Party	: Universal Menswear Limited	amfori ID	: 050-001186-000
Site	: Universal Menswear Ltd.	Site amfori ID	: 050-001186-002
Address	: Plot No: 234-238 & 252-254, Adamjee, EPZ, Shiddhirganj, : Narayanganj : Dhaka : Bangladesh	Monitoring Activity	: amfori Social Audit - Manufacturing
		Monitoring Type	: Full Monitoring
		Submission Date	: 22/11/2021
		Expiration Date	: 22/11/2023

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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	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

Audit date: 08 & 09 November 2021

Audit type: Full Audit

Audit Company: ITS Labtest Bangladesh Ltd.

Audited facility name: Universal Menswear Limited

Business license: 03.314.014.07.00.104.2011/157 issued by Bangladesh Export Processing Zone Authority (BEPZA).

Auditors:

Abdullah Al Muktedir - APSCA - RA21700582 (Day 1 and Day 2)

Md. Salah Uddin - APSCA - RA21703297 (Day 1 and Day 2)

Fuara Sultana - APSCA - RA21703441 (Day 1)

Note that 0.5 manday was utilized in report preparation offsite.

Universal Menswear Limited is a 100% export-oriented woven garments manufacturer located at Plot No: 234-238 & 252-254, Adamjee, EPZ, Shidhirganj, Narayanganj, Dhaka, Bangladesh. The facility was incorporated in 2011. Production process of the facility are, Cutting, Sewing, Finishing, Quality and Packing. Total floor area was noted around 535600 square feet including warehouse area of around 97954 square feet and production area of around 266410 square feet. Total employee employed was noted as 4974 including 554 male employees and 4420 female employees. The facility did not have any piece rated employees. All employees were recruited permanently and receive wages by monthly basis in local currency generally within 7th working day of the following month. Time recording system was electronic (face ID). The facility had 19 foreign employees at management positions whose nationalities are Sri Lankan, Indian and Egyptian.

The facility operates in one general shift from 7:00 am to 04:00 pm except security section. Security section is operated in three shifts from 6:00 am to 2:00 pm, 2:00 pm to 10:00 pm and 10:00 pm to 6:00 am.

Auditors conducted opening meeting, site visit, worker interview, worker representative interview, management interview, document review and closing meeting. Mr. Md. Billal Hossain – General Manager (HRD and Compliance) was responsible for implementation of social compliance system in the facility. Facility had ensured sufficient medical equipment for continuous medical services to the workers. There was no other facility located in the same premise.

The facility premise consists of total 06 RCC buildings and 02 tin roofed shed buildings. Detail description is given below:

Building-01: (02 Storied with two mezzanine floor)

Ground floor: Cutting section, CAD, Lab, sewing section, fabric store, office area, vacuum machine room.

Mezzanine floor: Finished goods store, canteen & workers dining.

1st floor: Sewing section, finishing section, finished goods. Inspection room.

2nd Mezzanine floor: Office area, workers' dining and canteen.

Roof top: Prayer room, 90 % vacant.

Building 2: (04 Storied with one mezzanine floor)

Ground floor: Sewing section, finishing section, finished goods store, childcare room. Office

Mezzanine floor: Finished goods store, Worker dining, medical room.

1st floor: sewing section, finishing section, sample room, finished goods store.

2nd floor: sewing section, finishing section, finished goods store.

3rd floor: sewing section, finishing section, finished goods store, Idle machine area

Roof top: 100% vacant.

Building 3: (single storied)

Ground floor: boiler room, generator room, substation. Chemical room and compressor.

Roof top: 100% vacant.

Building 04 (single storied)

Ground floor: Security room and fire control room.

Roof top: 100% vacant.

Building 05: (single storied)

Ground floor RMS room.

Roof top: 100% vacant.

Building 06 (single storied)

Ground floor: Fire hydrant room.

Roof top: 100% vacant.

Shed 01: Fabric and accessories store.

Shed 02: Wastage area & Chemical store

In opening meeting, Mr. Md. Billal Hossain – GM (HR & Compliance), Md. Kamrul Ahsan – Manager (HR & Compliance), Md. Atiqur Rahman – Asst. Manager (Admin), Md. Pias Mahmud – Deputy Manager (HRD), SM Kausar Bin Latif – Asst. Manager (HR & Compliance), Mr. Deluar Hossain – Sr. Executive (HR) and Ms. Nasrin Jahan - 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.

Improvement areas were identified in PA 1, PA 2, PA 4, PA 5, PA 7 and PA 12 and. Details of the findings are listed in the respective section.

For other areas (PA 3, PA 6, PA 8, PA 9, PA 10, PA 11 and PA 13), no non-conformities were noted, and the compliance notes are also mentioned in the respective section.

#COVID19

The facility has taken some preventive actions for the #COVID19 situation. For example, they have arranged hand washing areas at the factory gate and at the facility production floors. The facility ensured all employee's body temperature are checked through infra-red gun. The facility has ensured cleaning schedule to disinfect the facility premise including common furniture and equipment.

Note:

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

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

Below photographs have not 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 : Universal Menswear Ltd.

Site amfori ID : 050-001186-002

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	4527 Workers
Legal minimum wage in local currency	8200 Monthly
Lowest wage paid for regular work at the site	8200 Monthly
Calculated living wage in local currency	11200 Monthly
Total sample	36 Workers

Other Metrics

Male workers	498 Workers
Female workers	4029 Workers
Permanent workers - Male	554 Workers
Permanent workers - Female	4420 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	74 Workers
Management - Female	6 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	117 Workers
Workers on probation - Female	1053 Workers
Workers with night shift - Male	9 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	2 Workers
Domestic migrant workers - Male	262 Workers
Domestic migrant workers - Female	3194 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	554 Workers
Workers hired directly - Female	4420 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	50 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	76 Workers
Sample - Male	4 Workers
Sample - Female	32 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 facility did not have proper identification of stakeholders concerning business operation including all parties influenced by the facility activity like neighbor business enterprise, government authority, business partners with whom facility have business relation, etc. Besides, the facility did not consult and engage customers and stakeholders to adhere to a continuous improvement approach in day-to-day business practices. Note: The facility has another effective system, policy, and procedures in place to implement the BSCI COC in their business practice and supply chain, and the facility has partially updated the stakeholder platform so a partial rating is given in this section.

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 facility management did not receive Informative sessions on the amfori BSCI Code of Conduct and specific training for human resources, OHS, and the grievance mechanism personnel regularly. Note: As the facility has training materials related to amfori BSCI code content, so partial rating has been given in this section.

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?) Finding: It was noted that the grievance lodged in the grievance register didn't include the information of Further investigation needed or not, the hearing of the parties, the Conclusion reached and accepted by both parties, the Involvement of the worker's representative, Higher level involvement. Note: The facility has other conventional industry practices, policy and procedures to establish grievance mechanisms, so a partial rating is given in this section.

PA 4: No Discrimination

In accordance with BSCI Performance Area (No Discrimination) No. 4.2 (Is there satisfactory evidence that the auditee takes the necessary preventative and/or remedial measures to ensure workers are not disciplined, dismissed, or otherwise discriminated against because of their complaints against infringements of their rights?) Findings: It was noted that facility management has not conducted any periodic survey to identify employees' satisfaction regarding the grievance mechanism. Note: The facility management has developed a non-discrimination policy and it is complying with legal requirements as well as the facility has posted that policy in different prominent places i.e. notice board and inside the production floor. So partial rating is given in this section.

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 is in place to fill up the gap between the present local minimum wage and a living wage. Though they are ensuring minimum wage as per law. Note: As only a few 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 Performance Area (Occupational Health & Safety) No. 7.7 (Is there satisfactory evidence that the auditee implements engineering and administrative control measures to avoid or minimize the release of hazardous substances into the work environment, keeping the level of exposure below internationally established or recognized limits?) and Bangladesh Labour Law, 2006, section: 79(e): (Where the Government is satisfied that any operation carried on in an establishment exposes any person employed in it to a serious risk of bodily injury, poisoning, or disease, it may make rules applicable to such establishment or class of establishments in which such operation is carried on- (e) notice specifying use and precautions regarding use of any corrosive chemicals.) Finding: It was noted that MSDS, proper labeling, and secondary containment were found missing for 02 out of 15 lubricant containers in a chemical room located at shed 02. Note: As the facility has given MSDS, proper labeling and secondary containment for other lubricant containers, so partial rating has been given in this section.

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 Bangladesh Boiler Act 1923, Section 8 (A certificate authorizing the use of a boiler shall cease to be in force on the expiry of the period for which it was

PA 7: Occupational Health and Safety

granted.) Findings: It was noted that 01 out of 04 boiler licenses of the facility has expired on 30 October 2021. However, they have applied for renewal on 06 October 2021 but have not received the updated copy yet. Note: As they have applied for boiler license and other licenses were found up to date so partial rating has been given for this section.

In accordance with BSCI Performance Area (Occupational Health and Safety) No.7.17 (Is there satisfactory evidence that the auditee observes applicable occupational health and safety regulations applicable for its activities? And Boiler attendant rules 1953, Section 8: First class certificate holder can attend any sorts of boiler of any capacity. 2nd class boiler operator can attend the boiler whose boiler rating/heating capacity is less than 1000 square feet.): Finding: The facility has four boilers having ratings (884+884+879+879) 3526 square feet, but the facility did not have a first-class qualified boiler operator. Note: As the facility has two second-class qualified boiler operators that's why the marking given in this question is partial.

PA 12: Protection of the Environment

In accordance with BSCI Performance Area (Protection of the Environment) No. 12.4 (Is there satisfactory evidence that waste is managed in a way that does not lead to the pollution of the environment?) EPZ Act 35-3(D)-Proper measures to remove any waste material caused by the production process. (Unauthorized Translation) Finding: It was noted that different sorts of materials e.g. wood, poly, metal wastes were kept in an open space beside the generator room. Note: As the facility has a wastage area so partial rating has been given in this section. Note: As others wastage was found in a good manner so, a partial rating has been given in this section.