




SMETA Corrective Action Plan Report (CAPR)

Version 6.1



Audit Details			
Sedex Company Reference: <i>(only available on Sedex System)</i>	ZC: 1003722	Sedex Site Reference: <i>(only available on Sedex System)</i>	ZS: 1043445
Business name (Company name):	Universal Menswear Ltd.		
Site name:	Universal Menswear Ltd.		
Site address: <i>(Please include full address)</i>	Plot No: 234-238 & 252-254, Adamjee EPZ, Sidhirgong, Narayangong-1431.	Country:	Bangladesh
Site contact and job title:	Md. Billal Hossain – General Manager (HR, Admin & Compliance)		
Site phone:	+8801919396791	Site e-mail:	billal@umlbd.com
SMETA Audit Pillars:	<input checked="" type="checkbox"/> Labour Standards	<input checked="" type="checkbox"/> Health & Safety (plus Environment 2-Pillar)	<input checked="" type="checkbox"/> Environment 4-pillar <input checked="" type="checkbox"/> Business Ethics
Date of Audit:	14 May 2023		

Audit Company Name & Logo: ITS Labtest Bangladesh Ltd. 	Report Owner (payer): Universal Menswear Ltd.
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Audit Conducted By					
Affiliate Audit Company	<input checked="" type="checkbox"/>	Purchaser	<input type="checkbox"/>	Retailer	<input type="checkbox"/>
Brand owner	<input type="checkbox"/>	NGO	<input type="checkbox"/>	Trade Union	<input type="checkbox"/>
Multi-stakeholder	<input type="checkbox"/>	Combined Audit (select all that apply)			

Audit Content:

(1) A SMETA audit was conducted which included some or all of Labour Standards, Health & Safety, Environment and Business Ethics. The SMETA Best Practice Version 6.1 (March 2019) was applied. The scope of workers included all types at the site e.g. direct employees, agency workers, workers employed by service providers and workers provided by other contractors. Any deviations from the SMETA Methodology are stated (with reasons for deviation) in the SMETA Declaration.

(2) The audit scope was against the following reference documents

2-Pillar SMETA Audit

- ETI Base Code
- SMETA Additions
 - Universal rights covering UNGP
 - Management systems and code implementation,
 - Responsible Recruitment
 - Entitlement to Work & Immigration,
 - Sub-Contracting and Home working,

4-Pillar SMETA

- 2-Pillar requirements plus
- Additional Pillar assessment of Environment
- Additional Pillar assessment of Business Ethics
- The Customer's Supplier Code (Appendix 1)

(3) Where appropriate non-compliances were raised against the ETI code / SMETA Additions & local law and recorded as non-compliances on both the audit report, CAPR and on Sedex.

(4) Any Non-Compliance against customer code shall not be uploaded to Sedex. However, in the CAPR these 'Variances in compliance between ETI code / SMETA Additions/ local law and customer code' shall be noted in the observations section of the CAPR.

SMETA Declaration

I declare that the audit underpinning the following report was conducted in accordance with SMETA Best Practice Guidance and SMETA Measurement Criteria.

- (1) Where appropriate non-compliances were raised against the ETI code / SMETA Additions & local law and recorded as non-compliances on both the audit report, CAPR and on Sedex.
- (2) Any Non-Compliance against customer code alone shall not be uploaded to Sedex. However, in the CAPR these 'Variances in compliance between ETI code / SMETA Additions/ local law and customer code' shall be noted in the observations section of the CAPR.

Any exceptions to this must be recorded here (e.g. different sample size): The audit duration took less time than expected as the audit support of facility management was very prompt, very transparent and no discrepancies found during the audit process and audit scope is 11 months as last periodic audit conducted on 02 June 2022.

Auditor Team (s) (please list all including all interviewers): Md. Tarequzzaman - Supervisor (RA 21704534), Md. Imran Khan – Auditor (ASCA 32200256), Tanvir Ahmed Nabil – Auditor (ASCA 32200259), Nusrat Karim Turna – Auditor (ASCA 32200486), Rokibul Hasan Mollah – Auditor (ASCA 32200261) & Hasan Tawhid A Rahim – Auditor (ASCA 32200525).

Lead auditor: Md. Tarequzzaman.

Team auditor: Md. Imran Khan, Tanvir Ahmed Nabil, Nusrat Karim Turna, Rokibul Hasan Mollah & Hasan Tawhid A Rahim.

Interviewers: Md. Tarequzzaman, Md. Imran Khan, Tanvir Ahmed Nabil, Nusrat Karim Turna, Rokibul Hasan Mollah & Hasan Tawhid A Rahim.

Report writer: Rokibul Hasan Mollah.

Report reviewer: Md. Tarequzzaman.

Date of declaration: 14 May 2023.

Note: The focus of this ethical audit is on the ETI Base Code and local law. The additional elements will not be audited in such depth or scope, but the audit process will still highlight any specific issues.

This report provides a summary of the findings and other applicable information found/gathered during the social audit conducted on the above date only and does not officially confirm or certify compliance with any legal regulations or industry standards. The social audit process requires that information be gathered and considered from records review, worker interviews, management interviews and visual observation. More information is gathered during the social audit process than is provided here. The audit process is a sampling exercise only and does not guarantee that the audited site prior, during or post-audit, are in full compliance with the Code being audited against. The provisions of this Code constitute minimum and not maximum standards and this Code should not be used to prevent companies from exceeding these standards. Companies applying this Code are expected to comply with national and other applicable laws and where the provisions of law and this Code address the same subject, to apply that provision which affords the greater protection. The ownership of this report remains with the party who has paid for the audit. Release permission must be provided by the owner prior to release to any third parties.

Audit Parameters

Audit Parameters			
A: Time in and time out	Day 1 Time in: 08:35 hours Day 1 Time out: 16:00 hours	Day 2 Time in: NA Day 2 Time out: NA	Day 3 Time in: NA Day 3 Time out: NA
B: Number of auditor days used:	06 auditors in one day (5.7 Man Days)		
C: Audit type:	<input type="checkbox"/> Full Initial <input checked="" type="checkbox"/> Periodic <input type="checkbox"/> Full Follow-up <input type="checkbox"/> Partial Follow-Up <input type="checkbox"/> Partial Other If other, please define:		
D: Was the audit announced?	<input type="checkbox"/> Announced <input checked="" type="checkbox"/> Semi – announced: Window detail: 04 weeks <input type="checkbox"/> Unannounced		
E: Was the Sedex SAQ available for review?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No If No, why not		
F: Any conflicting information SAQ/Pre-Audit Info to Audit findings?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If Yes , please capture detail in appropriate audit by clause		
G: Who signed and agreed CAPR (Name and job title)	Md. Billal Hossain – General Manager (HR, Admin & Compliance)		
H: Is further information available (if yes, please contact audit company for details)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
I: Previous audit date:	02 June 2022		
J: Previous audit type:	Periodic		
K: Were any previous audits reviewed for this audit	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> N/A		

Audit attendance	Management	Worker Representatives	
	Senior management	Worker Committee representatives	Union representatives

A: Present at the opening meeting?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
B: Present at the audit?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
C: Present at the closing meeting?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
D: If Worker Representatives were not present please explain reasons why <i>(only complete if no worker reps present)</i>	Not applicable.		
E: If Union Representatives were not present please explain reasons why: <i>(only complete if no union reps present)</i>	There is no trade union at this facility, and it is not mandated by law.		

Guidance

The Corrective Action Plan Report summarises the site audit findings and a corrective, and preventative action plan that both the auditor and the site manager believe is reasonable to ensure conformity with the ETI Base Code, Local Laws and additional audited requirements. After the initial audit, the form is used to re-record actions taken and to categorise the status of the non-compliances.

N.B. observations and good practice examples should be pointed out at the closing meeting as well as discussing non-compliances and corrective actions.

To ensure that good practice examples are highlighted to the supplier and to give a more 'balanced' audit a section to record these has been provided on the CAPR document (see following pages) which will remain with the supplier. They will be further confirmed on receipt of the audit report.

Root cause (see column 4)

Root cause refers to the specific procedure or lack of procedure which caused the issue to arise. Before a corrective action can sustainably rectify the situation, it is important to find out the real cause of the non-compliance and whether a system change is necessary to ensure the issue will not arise again in the future.

See SMETA BPG Chapter 7 'Audit Execution' for more explanation of "root cause".

Next Steps:

1. The site shall request, via Sedex, that the audit body upload the audit report, non-compliances, observations and good examples. If you have not already received instructions on how to do this then please visit the web site www.sedexglobal.com.
2. Sites shall action its non-compliances and document its progress via Sedex.
3. Once the site has effectively progressed through its actions then it shall request via Sedex that the audit body verify its actions. Please visit www.sedexglobal.com web site for information on how to do this.
4. The audit body shall verify corrective actions taken by the site by either a "Desk-Top" review process via Sedex or by Follow-up Audit (see point 5).
5. Some non-compliances that cannot be closed off by "Desk-Top" review may need to be closed off via a "1 Day Follow Up Audit" charged at normal fee rates. If this is the case, then the site will be notified after its submission of documentary evidence relating to that non-compliance. Any follow-up audit must take place within twelve months of the initial audit and the information from the initial audit must be available for sign off of corrective action.
6. For changes to wages and hours to be correctly verified it will normally require a follow up site visit. Auditors will generally require to see a minimum of two months wages and hours records, showing new rates in order to confirm changes (note some clients may ask for a longer period, if in doubt please check with the client).

Corrective Action Plan

Corrective Action Plan – non-compliances									
Non-Compliance Number <i>The reference number of the non-compliance from the Audit Report, for example, Discrimination No.7</i>	New or Carried Over <i>Is this a new non-compliance identified at the follow-up or one carried over (C) that is still outstanding</i>	Details of Non-Compliance <i>Details of Non-Compliance</i>	Root cause <i>(completed by the site)</i>	Preventative and Corrective Actions <i>Details of actions to be taken to clear non-compliance, and the system change to prevent re-occurrence (agreed between site and auditor)</i>	Timescale <i>(Immediate, 30, 60, 90, 180, 365)</i>	Verification Method <i>Desktop / Follow-Up [D/F]</i>	Agreed by Management and Name of Responsible Person: <i>Note if management agree to the non-compliance, and document name of responsible person</i>	Verification Evidence and Comments <i>Details on corrective action evidence</i>	Status <i>Open/Closed or comment</i>
Working Condition are Safe and Hygienic, ETI Base Code 3.1 & Bangladesh Energy Regulatory Commission Act, 2003, Section 27(1)	New	It was noted through document review and management interview that the facility has total 4.500 MW power generation (1500 KW, 1500 KW, & 1480 KW); facility has waiver certificate for 3.884 MW (1500KW Gas+ 800 KW Diesel+ 1584KW Diesel) power generation, which was valid till 28 June 2022. Note that, facility has applied for new Captive Power Plant license for 4.500 MW (1500 KW Gas+1500 KW Gas+ 1480 KW Diesel); on 27 June 2022 but did not receive yet.	<input type="checkbox"/> Training <input checked="" type="checkbox"/> Systems <input type="checkbox"/> Costs <input type="checkbox"/> lack of workers <input type="checkbox"/> Other – please give details:	It is recommended that facility should have valid licenses for all the power generators from concerned authority.	180 days	Desktop	Yes - Md. Billal Hossain – General Manager (HR, Admin & Compliance)		
Working condition are safe and	New	It was noted through facility visit that, approximately 30%	<input type="checkbox"/> Training <input type="checkbox"/> Systems <input type="checkbox"/> Costs	It is recommended that the facility should ensure the	30 Days	Desktop	Yes -		

hygienic: 3.1: and Bangladesh EPZ Labor Rule 2022, Section - 75 Fencing of machinery. (1)		sewing machines were found with displaced needle guard located at 1st floor of building 01 and 2nd floor of building - 02 and approximately 20% overlook machines were with displaced eye safety guards located at 1st floor of building - 1 and 3rd floor of building - 2.	<input type="checkbox"/> lack of workers <input checked="" type="checkbox"/> Other – please give details: Lack of awareness.	use of the mentioned machine safety guard.			Md. Billal Hossain – General Manager (HR, Admin & Compliance)		
Working condition are safe and hygienic: 3.1: and Bangladesh EPZ Labor Act 2019, Section 35, (2) (a).	New	During the visit it was noted that one out of one aisle of iron section located at 1st floor of building - 1 found partially blocked by semi-finished goods. Moreover, one out of five emergency exit path of finishing section located at 2nd floor of building 2 found partially blocked by semi-finished goods and table.	<input type="checkbox"/> Training <input type="checkbox"/> Systems <input type="checkbox"/> Costs <input type="checkbox"/> lack of workers <input checked="" type="checkbox"/> Other – please give details: Lack of awareness.	It is recommended that facility should maintain all the passage free from blockage and should ensure clear aisles mark.	30 Days	Desktop	Yes - Md. Billal Hossain – General Manager (HR, Admin & Compliance)		
Working condition are safe and hygienic: 3.1: and Bangladesh EPZ Labor Rules-2022, Rule 42. (2)	New	It was noted thought site visit that approximately 30% workers of fusing section located at ground floor of building - 1 were not using hand gloves. Moreover, workers of spot removing room located at ground floor of ground floor of building - 1 were not using appropriate PPE (respiratory mask, googles etc.) while working with chemical (spot lifter - 833, Acetone)	<input type="checkbox"/> Training <input type="checkbox"/> Systems <input type="checkbox"/> Costs <input type="checkbox"/> lack of workers <input checked="" type="checkbox"/> Other – please give details: Lack of awareness.	It is recommended that the facility should ensure the proper use of PPE for the mentioned area.	30 Days	Desktop	Yes - Md. Billal Hossain – General Manager (HR, Admin & Compliance)		

Environment 4-Pillar ETI 10B4.1 and Bangladesh EPZ Labor Rule 2022, Section 66(1)	New	It was noted through facility visit that factory management has kept different types of waste (hazardous and non-hazardous) without any segregation in open space in front of wastage shed (shed-4) and beside security post (building - 05),	<input type="checkbox"/> Training <input type="checkbox"/> Systems <input type="checkbox"/> Costs <input type="checkbox"/> Lack of workers <input checked="" type="checkbox"/> Other – please give details: Lack of monitoring.	It is recommended that facility management should keep all the wastage segregated by its type in the separate area.	30 Days	Desktop	Yes - Md. Billal Hossain – General Manager (HR, Admin & Compliance)		
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Corrective Action Plan – Observations

Observation Number <i>The reference number of the observation from the Audit Report, for example, Discrimination No.7</i>	New or Carried Over <i>Is this a new observation identified at the follow-up or one carried over (C) that is still outstanding</i>	Details of Observation <i>Details of Observation</i>	Root cause <i>(completed by the site)</i>	Any improvement actions discussed <i>(Not uploaded on to SEDEX)</i>
None	None	None observed	None	None

Good examples

Good example Number <i>The reference number of the good example from the Audit Report, for example, Discrimination No.7</i>	Details of good example noted	Any relevant Evidence and Comments

Living wages are paid 5.1	Facility management provides attendance bonus as per company policy.	Documents review, management and employees' interview.
Living wages are paid 5.1	Facility provides production incentive as per company policy.	Documents review, management and employees' interview.

Confirmation

<p>Please sign this document confirming that the above findings have been discussed with and understood by you: (site management) <i>If actual signatures are not possible in electronic versions, please state the name of the signatory in applicable boxes, as indicating the signature.</i></p>		
<p>A: Site Representative Signature:</p>	<p>Md. Billal Hossain</p>	<p>Title: General Manager (HR, Admin & Compliance) Date: 14 May 2023</p>
<p>B: Auditor Signature:</p>	<p>Md. Tarequzzaman, Md. Imran Khan, Tanvir Ahmed Nabil, Nusrat Karim Turna, Rokibul Hasan Mollah & Hasan Tawhid A Rahim.</p>	<p>Title: Lead Auditor & Team Auditors Date: 14 May 2023</p>
<p>C: Please indicate below if you, the site management, dispute any of the findings. No need to complete D-E, if no disputes.</p>		
<p>D: I dispute the following numbered non-compliances: None.</p>		
<p>E: Signed: (If <u>any</u> entry in box D, please complete a signature on this line)</p>		<p>Title Date</p>
<p>F: Any other site Comments: None.</p>		

Guidance on Root Cause

Explanation of the Root Cause Column

If a non-compliance is to be rectified by a corrective action which will also prevent the non-compliance re-occurring, it is necessary to consider whether a system change is required.

Understanding the root cause of the non-compliance is essential if a site is to prevent the issue re-occurring.

The root cause refers to the specific activity/ procedure or lack of activity /procedure which caused the non-compliance to arise. Before a corrective action can rectify the situation, it is important to find out the real cause of the non-compliance and whether a system change is necessary to ensure the issue will not arise again in the future.

Since this is a new addition, it is not a mandatory requirement to complete this column at this time. We hope to encourage auditors and sites to think about Root Causes and where they are able to agree, this column may be used to describe their discussion.

Some examples of finding a "root cause"

Example 1

Where excessive hours have been noted the real reason for these needs to be understood, whether due to production planning, bottle necks in the operation, insufficient training of operators, delays in receiving trims, etc.

Example 2

A non-compliance may be found where workers are not using PPE that has been provided to them. This could be the result of insufficient training for workers to understand the need for its use; a lack of follow-up by supervisors aligned to a proper set of factory rules or the fact that workers feel their productivity (and thus potential earnings) is affected by use of items such as metal gloves.

Example 3

A site uses fines to control unacceptable behaviour of workers.

International standards (and often local laws) may require that workers should not be fined for disciplinary reasons.

It may be difficult to stop fines immediately as the site rules may have been in place for some time, but to prevent the non-compliance re-occurring it will be necessary to make a system change.

The symptom is fines, but the root cause is a management system which may break the law. To prevent the problem re-occurring it will be necessary to make a system change for example the site could consider a system which rewards for good behaviour

Only by understanding the underlying cause can effective corrective actions be taken to ensure continuous compliance.

The site is encouraged to complete this section so as to indicate their understanding of the issues raised and the actions to be taken.



For more information visit: [Sedexglobal.com](https://www.sedexglobal.com)

Your feedback on your experience of the SMETA audit you have observed is extremely valuable. It will help to make improvements to future versions.

You can leave feedback by following the appropriate link to our questionnaire:

[Click here for Buyer \(A\) & Buyer/Supplier \(A/B\) members:](#)

http://www.surveymonkey.com/s.aspx?sm=riPsbEoPQ52ehCo3lnq5lw_3d_3d

[Click here for Supplier \(B\) members:](#)

http://www.surveymonkey.com/s.aspx?sm=d3vYsCe48fre69DRglY_2brg_3d_3d

[Click here for Auditors:](#)

<https://www.surveymonkey.co.uk/r/BRTVCKP>