

# Monitoring result for Aboni Knitwear Ltd. on site Aboni Knitwear Ltd.

## Monitoring

Monitored Party : **Aboni Knitwear Ltd.**  
amfori ID : **050-001053-000**  
Site : **Aboni Knitwear Ltd.**  
Site amfori ID : **050-001053-002**  
Address : **Plot no. 169 – 171, 195-196 & 200 Union – Tetuljhora, Hemayetpur,**  
: **1340, Savar**  
: **Dhaka**  
: **Bangladesh**  
Monitoring Activity : **amfori Social Audit - Manufacturing**  
Monitoring Type : **Full Monitoring**  
Monitoring Partner : **SGS**  
Monitoring Start Date : **12/10/2022**  
Closing Meeting : **13/10/2022**  
Finished Date  
Submission Date : **24/10/2022**  
Expiration Date : **24/10/2024**

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## Overall rating



## Section rating

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

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

Aboni Knitwear Ltd. is a 100% export-oriented knit garments manufacturing company which is located at Plot no. 169 – 171, 195-196, 200 Union – Tetuljhora, Hemayetpur, Savar, Dhaka, Bangladesh. The main production processes of the audited facility are cutting, sewing & finishing (Iron to packing). The production capacity of the audited facility is 250,000 pieces per month. The land area is about 330,000 square feet, the production area is occupied about 110,500 square feet and the storage area is about 42,000 square feet. The factory was established in 2001 (as per the Incorporation certificate) and since 2002, the facility started its production.

There are total of three factories named as Aboni Knitwear Ltd. (audited factory), Babylon Washing Limited, and Aboni Textile Ltd. (Sister Concern Factory) under the same owner and management. Some portions are used jointly by these three factories. Details of the building description are given below.

Building 1 (8 storied)

Ground floor- Central Store, Sewing, Inspection Room, Drivers room, input area.

1st floor-Sewing section, Sub-Store, Office, Inspection Room

2nd floor -Sewing section, Sub-Store, Office, Quality Corner, Label Cutting Room, Maintenance Room

3rd floor- Cutting section, Cad Room, Office Room

4th floor-Sewing section, Sub-Store

5th floor-Sewing section, Sub-Store, Conference Room, Sample section

6th floor-Training Center, workers' canteen and Dining, Fabric Store, Pattern, Female Prayer Room, 30 % vacant

7th floor -Open space

Roof top -90% vacant, Water Tank

Building 2 (3 storied prefabricated shed building)

Ground floor- ETP Outlet Area (used by sister concern factory)

Mezzanine floor-Empty Place (used by sister concern factory)

1st floor- Fabric relaxation area (commonly used with sister concern factory)

2nd floor-Fabric store (commonly used with sister concern factory)

Building 3 (single storied)

Ground floor-Security Post (commonly used with sister concern factory)

Building 4 (single storied)

Ground floor- Substation room (commonly used with sister concern factory)

Building 5 (3 storied)

Ground floor- Utility Building (Generator, Substation, Control Panel)

1st floor- EGB boiler (commonly used with sister concern factory), Laboratory (commonly used with sister concern factory).

2nd floor- Office & accessories store (Used by sister concern factory)

Shed-1-Fabric Store, Medical Center (commonly used with sister concern factory)

Shed-2-Grey Fabric (used by sister concern factory), Child Care (commonly used with sister concern factory)

Shed-3-Inspection Room, RMS room (commonly used with sister concern factory)

Shed 4

Ground floor-Finishing section (iron, ploy packing, spot removing room) & Finished Goods Storage (audited factory)

Mezzanine floor-Office

Shed-5- Waste store (commonly used with sister concern factory)

Shed 6- Boiler & compressor (commonly used with sister concern factory)

Shed 7-Pump Room (commonly used with sister concern factory)

The facility has total of 72 first aiders and 36 first aid boxes, 646 trained firefighters, 75 hose pipes, 289 ABC fire extinguishers, 79 Co2 fire extinguishers, 02 foam type extinguishers, 89 fire alarms, 420 smoke detectors, 281 emergency lights and 05 evacuation exits.

There is total of 3338 employees in the facility with 1469 female and 1869 male employees. Generally, the facility's working hour starts from 8:00 am to 5:00 pm. 02 shifts for security sections: Shift 1: from 8:00 am to 5:00 pm, shift 2: from 8:00 pm to 5:00 am. Employees are allowed a one-hour meal break. The facility maintains an electronic time record system (card punch). Sunday is weekly holiday for all workers, but due to low work pressure facility also declared holiday on Monday from September 2022. But Employees receive wages on monthly basis in local currency as per law. The facility provides workers' wages by the mobile banking system (ROCKET).

Audit Process: The audit team consists of 3 auditors and 01 observer (03 at 1st day and 02 at 2nd day) conducted this full monitoring audit in two days (12 and 13 October 2022). An opening meeting was held on the day of assessment where Md. Ariful Islam- Asst. Manager (HR & Compliance), Mr. Mamunur Rashid (Senior officer), Mr. Abdullah Al Mamun (Asst. Manager), Md. Atiqul Islam Apu (AGM- HR, Admin and Compliance), Md. Siful Islam (Sr. officer- fire safety), Ms. Arfin Akter Asha (Welfare officer), Ms. Monisha (President of Trade Union), Ms. Mobassera (VP of safety committee) and Mr. Sohel Rana (Executive member of Trade Union) were present. During the opening meeting, auditors explained the audit scope and process and a detailed description of amfori BSCI requirements and approach. After the opening meeting, a site visit was conducted with the factory management. A general document checklist was provided to the management and supplied documents were reviewed. The auditors verified documents from October 2021 to September 2022 and found them available during the 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 Md. Ariful Islam- Asst. Manager (HR & Compliance), Mr. Mamunur Rashid (Senior officer) and with his team. Facility management agreed on all findings and signed on closing meeting report. The auditor informed the management regarding the submission of the 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 was noted in the area of "Social Management System and Cascade Effect", "Workers Involvement & Protection", "No Discrimination", "Fair Remuneration" "Decent Working Hour", "Occupational Health & Safety", "No Bonded Labor" and "Protection of Environment". Details of the findings are listed in respective performance areas. For other areas, no finding was noted.

Certificate of Incorporation: C-42969(2328)/2001  
Factory License: 11093/Dhaka, Valid till 30 June 2023.  
Fire License: DD/Dhaka/14546/2002, Valid till 30 June 2023.  
Trade License: 000300, Tetuljhora Union Parishad, Savar, Valid till 30 June 2023.

Announcement Type: Semi-Announced.  
Monitoring Date: 12-13/10/2022.  
Monitoring Firm: SGS Bangladesh Ltd.

Auditors Name and APSCA Status: Md. Mahmudur Rahman- RA 21701562, Most. Mahfuza Akter- RA 21701593, Foysal Ahammed- RA 21701426

#Covid 19 Comments from auditor's Side:

- a) Checking temperature for each employee while entering in the morning and maintaining a log for the high-temperature workers for isolation.
- b) Arranging and ensuring a handwashing facility for each employee at each entrance of the production floor when entering the factory.
- c) Ensuring face masks for each employee.
- d) Maintaining the same arrangement for visitors.
- e) Having a reporting system to medical person or management if suspected case observed.
- f) Facility has posted awareness posters in prominent places.

## Site Details

Site : Aboni Knitwear Ltd.

Site amfori ID : 050-001053-002

### GICS Classification

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Sector : Consumer Discretionary

Industry Group : Consumer Durables & Apparel

Industry : Textiles, Apparel & Luxury Goods

Sub Industry : Apparel, Accessories & Luxury Goods

### amfori Process Classifications

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N.A.

### NACE Classification

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N.A.

### GS1 Classifications

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N.A.

### Water Stress Situation

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N.A.

## Metrics

### Key Metrics

Total workforce	3041 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	40 Workers

### Other Metrics

Male workers	1703 Workers
Female workers	1338 Workers
Permanent workers - Male	1869 Workers
Permanent workers - Female	1469 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	296 Workers
Management - Female	19 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	135 Workers
Workers on probation - Female	89 Workers
Workers with night shift - Male	12 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	1 Workers
Workers with disabilities - Female	3 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	1869 Workers
Workers hired directly - Female	1469 Workers
Workers hired indirectly - Male	0 Workers
Workers hired indirectly - Female	0 Workers
Unionised workers - Male	724 Workers
Unionised workers - Female	570 Workers
Workers under CBA - Male	0 Workers
Workers under CBA - Female	0 Workers
Pregnant workers	19 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	27 Workers
Sample - Male	22 Workers
Sample - Female	18 Workers

## Findings

### PA1: Social Management System

The facility management is in the process of implementing the amfori BSCI code of conduct into the auditee's day-to-day business culture as currently, no potential action has been taken to fill the gaps between actual remuneration and the identified fair remuneration figure; management did not develop the necessary policies and processes to prevent and address any adverse human rights impacts, gaps found in the grievance survey, proper awareness was not found from the workers on amfori BSCI COC; gaps found in the performance area of No discrimination like workers and supervisors were not properly aware of disciplinary action procedure, gaps in decent working hours like consecutive work, gaps found in occupational health and safety like insufficient risk assessment, employees weren't using PPE; MSDS, labelling and secondary containment, floor layout plan, construction approval plan, generator license, boiler certificate, gaps in machine safety guards etc. Moreover, some gaps were found in the protection of the environment, such as waste segregation, water waste preservation and conservation. [As per amfori BSCI COC check point no. 1.1]

Facility management did not develop the necessary policy and processes to prevent and address any adverse human rights impacts that may be detected in its supply chain. [As per amfori BSCI COC check point no. 1.6]

### PA 2: Workers Involvement and Protection

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]

Though the facility has a system to record grievance collected from different sources but did not conduct satisfaction survey among the employees about personal grievance case which was recently solved/investigated. [As per amfori BSCI COC checkpoint no. 2.5]

### PA 4: No Discrimination

Though the facility has a system to record grievance collected from different sources, but facility did not conduct satisfaction survey among the employees about personal grievance case which was recently solved/investigated. [As per amfori BSCI COC checkpoint no. 4.2]

Though the facility management has provided training to the workers and supervisors, the sampled workers as well as supervisors were not properly aware of the disciplinary procedure, workplace environment, and compliance issues of the factory. [As per amfori BSCI COC check point no. 4.3].

### PA 5: Fair Remuneration

Facility management is well aware of the collection and calculation of fair remuneration. The facility has conducted a general survey within workers of various grades, sections, and several areas to identify fair remuneration. A living wage has been figured out by the management for the surrounding areas of the factory. However, no potential action has been taken to fill the gap between actual remuneration and the identified fair remuneration figure. [As per amfori BSCI COC checkpoint no. 5.4]

### PA 6: Decent Working Hours

The factory did not ensure a weekly day off to workers after working six consecutive days for 38 out of 40 sample workers in the month of March 2022 (random month) and November 2021 (random month). Based on documents reviewed (timecard and overtime register), and workers' and management interviews, it was noted that the factory was open and working on 11th March 2022 and 19th November which were weekly days off. As a result, consecutive 13 days work was found in those months. Note that this weekend's work was adjusted with the festival holiday of EID-UL-Fitr 2022 and Eid-UL- Adha 2021. [As per amfori BSCI COC check point no 6.4 and Bangladesh Labor Law-2006, Section-103 and Bangladesh Labor Rule- 2015, Rule-101 (1)]

### PA 7: Occupational Health and Safety

Facility is in progress of complying health & safety rules and regulations but still there are some gaps like insufficient risk assessment, employees weren't using of PPE, MSDS, labelling and secondary containment, floor layout plan, construction approval plan, generator license, boiler certificate, gaps in machine safety guards etc. (As per amfori BSCI COC check point 7.1)

Following risk assessment related were identified during plant tour. a. During plant tour it was noted that facility has 32 gas cylinders in 01 covered van which are used for boiler, but this associated risk was not properly mentioned in their updated risk assessment by the facility management. b. Randomly checked 03 out of 12 aisles were partially obstructed by cartons at

## PA 7: Occupational Health and Safety

finishing section shed 4. c. Randomly checked 04 out of 12 aisle marks were found faded at finishing section shed 4, moreover, 01 out of 03 aisle marks was found faded at the cutting section located at 3rd floor of building 1. [As per Bangladesh Labor Rules, 2015, Schedule-4, Matters relating to safety committee (2), and amfori BSCI COC check point no. 7.3]

The following PPE related findings were noted during site visit: a. 01 out of 01 label cutting machine operator did not use hand gloves during work on the 2nd floor of building 1. Moreover, around 5% of heat press machine operators were not using hand gloves during work on the 2nd, 4th, and 5th floors of building 1. b. Randomly checked 05% overlock and cutting section operators were not using face masks during work time on the 2nd to 4th floors of building 1. c. 02 out of 04 thread sucker machine operators were not using ear plug during work located at shed 4 (finishing section). [As per Bangladesh Labor rules 2015, section 67 (2) and amfori BSCI COC Check point no 7.6].

Facility management didn't ensure MSDS, labelling and secondary containment for the machine oil drum located on the ground floor of building 1. [As per rule 68 (10) of the Bangladesh Labour rules 2015 and amfori BSCI COC Check point no 7.7].

The factory's construction approval plan was not approved by the concerned authorities. Note that factory building construction approval was taken from "Local Union Parishad", which is not a concerned authority. However, the facility was applied to RAJUK on November 27, 2013 [As per Building Construction Act 1952, Section-3 and amfori BSCI COC Check point no 7.11]. b. The license for power generators having a capacity of 3.26 MW (2060 kw+1000 kw+200 kw) expired on March 5, 2022. However, facility management has applied to the respective authority on March 2, 2022. [As per Energy Regulatory Commission Rules 2006, Rule 16 (1&3) and amfori BSCI COC check point 7.11] c. 02 out of 02 certificates of boiler operation have expired from 22nd September 2022 and 9th August 2022 noted through document review. However, facility management applied to the concern authority on 24th August and 7th August 2022. [As per amfori BSCI CoC check point no. 7.11 and Boiler Act 2022, Section-10] d. Facility management didn't include building 4 (Substation room) in their updated floor layout plan. [As per amfori BSCI COC check point no. 7.11 and Bangladesh Labor Rules-2015, Rule-353 (1,4)]

Following machine safety related issues were noted through plant visit– a. Approximately 5% needle guards and eye guards of sewing machines, overlock machine and flatlock machines found displaced at sewing section of 1st, 2nd, 4th and 5th floor of building 01. b. During plant tour, 04 out of 04 snap button machine operators were found working on bare foot at 2nd and 4th floor of building 1. Moreover, no rubber mat was found to protect any accident from the sharp portion of the snap button. In addition, finger guard was found missing in 01 out of 04 snap button machine at 2nd floor of building 1. [As per amfori BSCI COC check point 7.17 and Bangladesh Labour Law 2006, Section 63(1), D (3)].

## PA 11: No Bonded Labour

Though the facility management has provided training to the workers and supervisors, the sampled workers as well as supervisors were not properly aware of the disciplinary procedure, workplace environment, and compliance issues of the factory. [As per amfori BSCI COC check point no. 11.4].

## PA 12: Protection of the Environment

Though the facility has a designated waste area, different types of waste (sacks of ploy, paper, cartons, etc.) were kept in the open air in a disorganized way and were not segregated properly. [As per amfori BSCI COC checkpoint no 12.4 and Bangladesh Labour Law 2006, section 54:]

The facility provided training on water use and maintained a consumption record but did not implement any significant programme to promote conservation of water and reduce water waste. [As per amfori BSCI COC checkpoint no. 12.5]