

Monitored Party Platinum Apparel Manufacturing Co. Ltd.	amfori ID 050-001624-000	Address Charabag, Ashulia, Savar, 1341 Dhaka, Dhaka, Bangladesh
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner ALGI International, Inc.
Monitoring Start Date 27/11/2023	Closing Meeting Finished Date 13/12/2023	Submission Date 13/12/2023
Expiration Date 13/12/2025	Announcement Type Fully Announced	
Site Site 1	Site amfori ID 050-001624-001	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	B	
PA 2: Workers Involvement and Protection	C	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination, Violence or Harassment	A	
PA 5: Fair Remuneration	B	
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, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	B	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Name of lead monitoring person: ATM Anisuzzaman (APSCA Membership No. CSCA 21703461)

Name of team monitoring person: Shah Md. Nazmul Hoque (APSCA Membership No. ASCA 21700949)

Name of observer: Toufique Noor Sadi (APSCA Membership No. ASCA 32200841) from ALGI attended the audit as a part of an internal training program.

Monitoring Partner Name: ALGI International, Inc.

Monitoring schedule details: The monitoring activity is planned for 4.0 onsite persons days. (02 monitoring persons in 02 days)

Announcement Type: This was regular full monitoring (fully announced) that started at 9:40 am on 27th November 2023 and ended at 6.10 pm on 28th November 2023. The monitoring team was assigned to verify the compliance status of the facility against the amfori BSCI Code of Conduct v.2021 as well as applicable local laws relating to the Performance Areas: from PA 1 to PA 13. The assessment components included opening meeting and ongoing discussions with management regarding facility practices, a review of documents and records, a facility tour, confidential employee interviews, and a final closing meeting with management.

Business partner information: The facility "Platinum Apparel Manufacturing Co., Ltd." is a Private Limited Company, which is located at Charabag, Ashulia, Savar, Dhaka, Bangladesh. The company was incorporated as a private limited company in the year 2012 under the Companies Act (Act XVIII) of 1994 and started its commercial operation in the year 2016. The total land area occupied by the facility is about 20,000 square feet where the production area is approximately 42,950 square feet (as per fire license). The facility is specialized in the manufacturing of woven items (top's). Main production processes include raw material in-house>cutting > sewing > quality check > finishing > packing with a maximum production capacity of 27,00,000 pieces per year. As per facility management, peak season continues from November to June

Worker number information:

- Total worker number: 865 (male- 305, female- 560) with 792 production workers and 73 management & staff.
- Production worker number: 792 (male-277, female- 515)
- Vulnerable worker number: There is 01 pregnant worker in the facility who was found in maternity leave.
- Any other special group workers: No other special group of workers.

Audited location information:

The facility comprises 05 buildings and 01 shed. Description is given below:

Building-1 (3 storied): Production Building

Ground floor: Office area, sample section, worker dining hall, cutting section, bonded warehouse, staff dining hall, medical center, and childcare room.

1st floor: Sewing section, finishing section, packing section, and finished goods warehouse.

2nd floor: Sewing section, finishing section, spot removing room and finished goods warehouse.

Roof top: Vacant.

Building-2: Single storied: Canteen.

Building-3: Single storied: Boiler.

Building-4: Single storied: Wastage area.

Building-5: Single storied: Security area.

Shed-1: Generator and sub-station Room.

There was no dormitory provided to the workers. The auditee owned the facility premises.

Operating shifts and hours: The general shift runs from 08:00 am to 05:00 pm. Security section runs in three shifts from 06:00 am to 02:00 pm, 02:00 pm to 10:00 pm and 10:00 pm to 06:00 am. Sixty minutes (1.00 pm to 2.00 pm, 1.30 pm to 2.30 pm) are assigned for a resting break for the general shift, and for other shifts the auditee ensures sixty minutes break through the rotation. Currently Friday is their weekly holiday from July 2023, before July, Sunday was their weekly holiday. Time recording system: The facility uses an electronic timekeeping system (face scanning & finger punch) to keep workers' attendance.

Salary payment details: Wages are calculated monthly and are paid within 7 working days of the following month through

bank transfer.

Details of the workers' organization: The facility has developed a Freedom of Association (FoA) policy and formed a "Participation Committee (PC)" through a democratic election process on 23rd November 2022, comprising 12 members (06 management & 06 workers). The last meeting was conducted on 7th November 2023 and the meeting agenda was on the working environment and responsibilities of committee members.

Document & Record Review:

Wages & benefits and hours of work (based on provided records): 12 months' wage and timekeeping records were requested and found available from November 2022 to October 2023. Among last 12 months records, 3 months records were randomly picked and reviewed in detail for October 2023 (recent paid month), July 2023 (off-peak month), and January 2023 (peak month).

Summary of findings:

This is a summary of results in the performance areas: PA 1: Social Management System (1.1), PA 2: Workers Involvement and Protection (2.3 2.5), PA 5: Fair Remuneration (5.4), PA 7: Occupational Health and Safety (7.1, 7.3, 7.7, 7.10, 7.11, 7.13, 7.16 & 7.17), PA 10: No Precarious Employment (10.2) and PA 12: Protection of the Environment (12.4 & 12.5)

Good Practices: The facility is providing attendance bonuses to their workers.

Living wage calculation: #Living Wage: The data of Basic Living Wage calculation selected by the monitoring person through the Global Living Wage Coalition- GLWC website as a benchmark of the Satellite Cities, Bangladesh, 2022; and the monitoring team was unable to compare the result of the calculation as the factory didn't calculate the BLW.

Remarks:

1. Collective bargaining agreement, contractor licenses, government waiver, inconsistency between time and production records, photos of the dormitory, and remediation of previous findings were not applicable in this monitoring.
2. The manpower range in the site details was found missing, while the actual manpower range is 801-1200 (current: 865). The audit was scheduled based on the actual manpower status.

SITE DETAILS

Site
Site 1

Site amfori ID
050-001624-001

GICS Classification

Sector Consumer Discretionary	Industry Group Consumer Durables & Apparel	Industry Textiles, Apparel & Luxury Goods
Sub Industry Apparel, Accessories & Luxury Goods		

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	750	Workers
Legal minimum wage in local currency	8,000	Monthly
Lowest wage paid for regular work at the site	8,000	Monthly
Calculated living wage in local currency	19,255	Monthly
Total sample	30	Workers

Other Metrics

Male workers	262	Workers
Female workers	488	Workers
Non-binary workers	0	Workers
Permanent workers - Male	305	Workers
Permanent workers - Female	560	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	17	Workers
Management - Female	3	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	9	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	0	Workers
Domestic migrant workers - Female	0	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	305	Workers
Workers hired directly - Female	560	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	1	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	1	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	13	Workers
Sample - Female	17	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Site 1 | Site amfori ID: 050-001624-001

Question: 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

ENGLISH

Finding

1. As per the documents review, workers & management interview, and facility visit, it was noted that the facility has developed a management system to implement the social requirements. However, the facility did not show a full commitment towards the amfori BSCI CoC. Non-compliances were identified in the following performance areas: PA1: Social Management System, PA2: Workers Involvement and Protection, PA5: Fair Remuneration, PA7: Occupational Health and Safety, PA 10: No Precarious Employment and PA12: Protection of the Environment. (As per amfori BSCI CoC)

2. Noted through documents review and management interview that the facility has not developed a "Human Rights Policy" in place with the aspiration of amfori BSCI requirements. (As per amfori BSCI CoC)

The facility management stated that they would work to develop their management system to implement the social requirement as per amfori BSCI guidelines.

This finding is rated as partial since the facility is complying with other performance areas.



PA 2: Workers Involvement and Protection

Site: Site 1 | Site amfori ID: 050-001624-001

Question: 2.3 CRUCIAL: Is there satisfactory evidence that the auditee takes specific steps to make workers aware of their rights and responsibilities?

ENGLISH

Finding

As per the documents review, workers, and management interview, it was noted that the facility did not provide effective training to the workers on their legal rights and responsibilities. However, due to lack of an effective training program 13 out of 30 interviewed workers were not aware of entitled leaves and employment terms & conditions. (As per amfori BSCI CoC)

The facility management stated that they would arrange relevant awareness program for the workers.

This finding is rated as partial since the facility has developed a management system to provide training to the workers on legal rights and responsibilities.

Question: 2.5 Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?

ENGLISH

Finding

a) According to the documents review and management & worker interview, it was noted that the auditee is keeping records of the worker's grievances in a register, but they did not define/clarify how those grievances were investigated and addressed. (As per amfori BSCI CoC)

b) Through document review as well as interviews with the management and workers, it was noted that the factory has developed a policy and procedure on grievance mechanism. However, the procedure did not reflect an 'Appeal Procedure' and 'Potential Conflict of Interest'. [As per amfori BSCI CoC]

The management stated that they would work to improve the grievance mechanism in place.

This finding is rated as partial since the facility has developed a proper grievance procedure to provide training to the workers and mid-level management.

PA 5: Fair Remuneration

Site: Site 1 | Site amfori ID: 050-001624-001

Question: 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

ENGLISH

Finding

According to the management interview, it was noted that the auditee does not have a good level of awareness of the living cost of the region and the calculation method of the basic living wage (BLW), as a consequence, the BLW for this region is yet to be calculated. Further, 30 out of 30 sampled workers (sample months: October 2023, July 2023, and January 2023) are getting less than the calculated basic living wage (BDT. 19,255) through the Global Living Wage Coalition- GLWC website. (As per amfori BSCI CoC)

The facility management stated that due to lack of understanding they didn't work on basic living wage issue, however, they would work to improve it.

The finding is rated as "No" since the facility did not comply with the amfori BSCI CoC requirements.

PA 7: Occupational Health and Safety

Site: Site 1 | Site amfori ID: 050-001624-001

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?

ENGLISH

Finding

a) As per the facility visit, documents review, management & worker interview, it was noted that the auditee does not comply with the legal regulations on occupational health and safety relevant to Questions No. 7.3, 7.10,7.11,7.16 & 7.17 (As per amfori BSCI CoC).

b) During the facility visit it was observed that the creche facility was found nonfunctional since the auditee had not recruited a caregiver yet and there was no separate breastfeeding area, a sufficient number of toys, sanitation facility, etc. However, there were no children noticed in the childcare room. (As per Bangladesh Labor Rules 2015, Rules-94)

c) Noted through documents review and management interview that a) ERC (Export Registration Certificate) has been expired since 30th June 2023 b) IRC (Import Registration Certificate) of the factory has been expired since 30th June 2023. Note that the facility applied for renewal but not received the updated copy. (As per amfori BSCI CoC)

The facility committed that they would work to improve their health & safety management system.

This finding is rated as partially since the facility complies with the legal requirements in other areas.

Question: 7.3 Is there satisfactory evidence that the auditee set up an effective management system that ensures they regularly carry out risk assessments for safe, healthy and hygienic working conditions?

ENGLISH

Finding

a.) According to the facility visit, it was noted that the auditee did not provide chairs to the long-sitting workers and anti-fatigue mats to the long-standing workers to avoid ergonomic health risks. (As per amfori BSCI CoC)

b.) Through document review and management interview, it was noted that the factory has made regular risk assessments of the factory, but some areas are not included in the risk assessment like the security area, childcare room, boiler room, stair, dining area, generator area, etc. [As per Bangladesh Labor Rules, 2015, Schedule-4, Matters relating to safety committee (1) and amfori BSCI CoC]

The facility management stated that they would work on ergonomic health issues and conduct health & safety risk assessments covering all missing issues.

This finding is rated as partially since the facility is conducting periodic risk assessments.

Question: 7.7 Is there satisfactory evidence that the auditee implements engineering and administrative control measures to avoid or minimise the release of hazardous substances into the work environment, keeping the level of exposure below internationally established or recognised limits?

ENGLISH

Finding

During the facility visit, workers, and management interview, it was noted that 03 out of 03 diesel containers in the generator room were found without proper labeling and material safety data sheet

Finding

(MSDS). (As per amfori BSCI CoC)

The facility management stated that they would provide MSDS (material safety data sheet) and proper labeling with the chemical containers used on the premises.

This finding is rated as partially since other chemicals (machine oils) are kept with secondary containment on the production floors.

Question: 7.10 Is there satisfactory evidence that the auditee has and properly uses procedures and systems for reporting and recording occupational accidents and injuries?

ENGLISH

Finding

According to the documents review and management interview, it was noted that the auditee is keeping records of workplace injuries, but they did not investigate the reason for those injuries to take further prevention and remediation actions. (As per amfori BSCI CoC)

The facility management stated that they would work to improve it.

This finding is rated as partially since the facility is not maintaining any prevention and remediation action.

Question: 7.11 Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?

ENGLISH

Finding

Based on the documents review, facility visit, and management interview, it was found that the factory has not obtained any waiver certificate from the concerned authority for their power generator 01 out of 02. Note, the factory's 02 generators are 240 KW & 60 KW respectively (They got permission for 240 KVA instead of 300 KVA). (In accordance with section 27 (a) of the Energy Regulatory Commission Act 2003)

The facility management stated that they would work to obtain the required permission from the concerned authority.

This finding is rated as partially since the facility has operating permission for 01 out of 02 generators.

Question: 7.13 Is there satisfactory evidence that the auditee makes sure a competent person periodically checks the electrical installations and equipment?

ENGLISH

Finding

According to the facility visit, it was noted that flammable materials were found in the generator room.(As

Finding

per amfori BSCI CoC)

Question: 7.16 Is there satisfactory evidence that the auditee ensures evacuations plans meet legal requirements and that these plans are posted in relevant places so workers can see and understand them?

ENGLISH

Finding

According to the facility visit, it was noted that the position of the plan reader (I am here point) was not properly mentioned in all evacuation plans. Further, the posted evacuation plans were found in English rather than the local language. In addition, an evacuation plan was found missing on the rooftop. (As per Bangladesh Labor Rules 2015, Rule: 55_8)

The facility management stated that they would work to fix the issue on the evacuation plan.

This finding is rated as partially since the evacuation plans were available in other production areas.

Question: 7.17 Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?

ENGLISH

Finding

During the facility visit, it was observed that randomly checked 5 out of 15 needle guards were found displaced sewing machines in the sewing section. (Bangladesh Labor Law 2006, section-63)

The facility management stated that they would fix the machine guards immediately.

This finding is rated as partially since the rest of the machines were found with relevant machine guards.

PA 10: No Precarious Employment

Site: Site 1 | Site amfori ID: 050-001624-001

Question: 10.2 Is there satisfactory evidence that the auditee engages workers based on recognised and documented employment relationships?

ENGLISH

Finding

a.) Through document review as well as management interview, it was noted that the factory did not maintain an updated age verification form and nominee form in the worker's file as per local requirements. (As per Bangladesh Labor Rules 2015, Form No 15 & Form No 41)

b) It was noted that "Identity Cards" for the workers were not as per the requirement of law; as some

Finding

information like emergency contact number, blood group, etc. were not mentioned in the ID card. [Bangladesh Labor Rules 2015, Rules 19(5), Form- 06]

The facility management stated that they would work to improve it.

This finding is rated as partial since the age verification form, nominee form, and Identification card were found in the worker's files, not like the government prescription.

PA 12: Protection of the Environment

Site: Site 1 | Site amfori ID: 050-001624-001

Question: 12.4 Is there satisfactory evidence that waste is managed in a way that does not lead to the pollution of the environment?

ENGLISH

Finding

During the facility visit, it was noted that the waste is kept in a specific area without proper segregation according to its types and hazards. (As per amfori BSCI CoC)

The facility management stated that they would work to improve it.

This finding is rated as partially since the facility is keeping wastes in the specific area.

Question: 12.5 Is there satisfactory evidence that water is managed in a way that respects the environment, particularly but not limited to preserving local water sources?

ENGLISH

Finding

Based on the documents review it was noted that though the factory management has conducted a risk assessment on water waste reduction and also provided awareness training to the employees for water waste reduction, the facility did not have any procedure to preserve natural water resources (recycling practices, preserve rainwater, etc.) to ensure a better environment in the premises. (As per BSCI CoC 12.5)

The facility management stated that they would work to improve it.

This finding is rated as partially since the facility provided training to their workers on this issue.