

Monitoring result for Apex Textile Printing Mills Limited on site Apex Textile Printing Mills Limited

Monitoring

Monitored Party	: Apex Textile Printing Mills Limited
amfori ID	: 050-001239-000
Site	: Apex Textile Printing Mills Limited
Site amfori ID	: 050-001239-002
Address	: Chandora, Shafipur, Kaliakoir, : 1751, Gazipur : Dhaka : Bangladesh
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Submission Date	: 26/12/2021
Expiration Date	: 26/12/2023

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Overall rating



Section rating

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

The audited facility Apex Textile Printing Mills Limited is a 100% export oriented knit garments (Lingerie) manufacturing company, which is located at Chandra, Shafipur, Kaliakoir, Gazipur, Bangladesh. Main production process of this facility is All over printing, cutting, printing, sewing, finishing (Iron to Packing). Production capacity of the audited facility is for garments: 5,000,000 pieces, printing: 2,000,000 pcs pieces per month. Production area is occupied about 550,000. square feet, land area is about 93654 square feet and storage area is about 35000 square feet. The factory was established in 2004 (as per incorporation certificate).

The site description is as below- The audited premises are used by 04 factories including three sister concerns. Apex Textile Printing Mills Limited (Audited Factory) and other 3 factories.

There are 05 buildings and 11 sheds in the factory premises. Detail description is given below:

Building 01: (7 storied building with rooftop):

Ground floor: All Over Printing section, Continuous machine area, Sub-store for chemical and Color Kitchen (Audited Factory).

Dyeing Finishing section of Apex Spinning & Knitting Mills Ltd.

Mezzanine floor: Sample office, Dyes store of audited factory of Apex Spinning & Knitting Mills Ltd.

1st floor: Knitting section and Fabrics store of Apex Spinning & Knitting Mills Ltd.

Mezzanine floor: Yarn store of Apex Spinning & Knitting Mills Ltd.

2nd floor: Cutting, Finished fabric store, Finished Garments store, label printing, Training room, Inspection room (Audited Factory). Cutting section & Sewing section of Apex Spinning and Knitting Mills Ltd.

3rd floor: Sewing section, finishing section, Accessories store, Spot removing (Audited Factory) and Finished Goods store of Apex Lingerie Ltd.

4th floor: Sewing section, Finishing section, Screen Printing, Color room, Exposure room, Sample section, Heat seal area, Maintenance room, Idle machine area, Sub-store, Training room (Audited facility).

5th floor: Sewing section, finishing section, Spot Removing room, Cutting section, Idle Machine area, Maintenance room, Inspection room, Pantry room.

Rooftop: 40% area is used as Accessories store, Semi-finished goods store, Fabric store, Left over materials and repairing work area, Piping & Cutting area, Ring Robo machine area and rest of 60% area is vacant.

Building 02: (2 storied building):

Ground & 1st floor: Workers' dining.

Roof top: 100% vacant.

Building 03: 5 storied building used as mosque for all 04 factories (Apex Textile Printing Mills Limited, Apex Spinning & Knitting Mills Ltd., Apex Lingerie Ltd., Apex Yarn Dyeing Ltd.).

Building 04: 03 storied building

Ground floor: Childcare room and health center used for all 04 factories (Apex Textile Printing Mills Limited, Apex Spinning & Knitting Mills Ltd., Apex Lingerie Ltd., Apex Yarn Dyeing Ltd.).

1st floor: Rest room for MD.

2nd floor: Rest room for MD.

Rooftop: Vacant.

Building # 5: (8 storied building)

Ground floor: Batch section (It is occupied by Apex Spinning & Knitting Mills Ltd.).

1st floor to 3rd floor: Chemical and dyes chemical store. (Audited facility).

4th floor: Planning section for audited facility.

5th floor: Sample section. (It is occupied by Apex Spinning & Knitting Mills Ltd.).

6th floor: Research and development for audited facility

7th floor: Conference room and tearoom.

Rooftop: Vacant.

Shed 01: Boiler (3)- Combinedly used for all 4 factories (Apex Textile Printing Mills Limited, Apex Spinning & Knitting Mills Ltd., Apex Lingerie Ltd., Apex Yarn Dyeing Ltd.).

Shed 02: Generator- Combinedly used for all 4 factories

Shed 03: Compressor- Combinedly used for all 4 factories

Shed 04: Waste Store- Combinedly used for all 4 factories.

Shed 05: Security Barrack- Combinedly used for all 4 factories.

Shed 06: Workshop- Combinedly used for all 4 factories

Shed 07: Fire Command station & Fire Hydrant Pump- Commonly used for all 4 factories (Apex Textile Printing Mills Limited, Apex Spinning & Knitting Mills Ltd., Apex Lingerie Ltd., Apex Yarn Dyeing Ltd.).

Shed 08: Canteen- Combinedly used for all 4 factories

Shed 09: Security post – Combinedly used for all 4 factories

Shed 10: Trade Union office- Combinedly used for all 4 factories

Shed 11: CCTV monitoring room, Security rest room for all 4 factories

Central ETP is found outside of the facility. Around 3 minutes walking distance from the audited factory.

The facility has total 306 first aiders and 53 first aid boxes, 970 fire fighters trained from Fire Service and Civil Defense (FSCD), 52 hose pipes, 527 ABC fire extinguishers, 233 Co2 fire extinguishers, 377 fire alarm switch, 35 smoke detector, 5985- sprinkler, 508 emergency lights and 05 emergency exits in the production building.

There are total 5329 employees in the facility with 2184 female and 3145 male employees. General working hour of the facility is 08:00 am to 05:00 pm. Facility has 03 shifts for printing, all over printing, security section. Employees are allowed for one-hour meal break. The facility maintains electronic time record system. Employees receive wages by monthly basis in local currency as per law.

Audit Process: The audit team consists of 05-man day in two days. On the first day of audit, 03 auditors came to the factory and second day, 02 auditors continued the audit. An opening meeting was held with the short introduction with the factory management. Md. Harun Or Rashid - Assistant General Manager - Compliance, Mr. Jakaria Mahmud - Deputy Manager (Compliance), Md. Abdullah Al Maruf- Executive, Md. Azibul haque- Deputy Manager, and Md. Habibur Rahaman – President (Trade Union) was present in the opening meeting.

During opening meeting, auditors explained about the audit scope and process and a detail description on amfori BSCI new requirement and approach. Immediate 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 areas of improvement in the findings report with Md. Harun Or Rashid - Assistant General Manager - Compliance and with his team. Facility management agreed on all findings and signed on findings report. Auditor informed the management regarding the submission of remediation plan to the amfori BSCI participants through amfori sustainability platform against the findings raised on the audit within 60 days.

Audit Company name: SGS Bangladesh Limited. Auditors Name and APSCA Status: Md. Mahmudur Rahman Shovon- RA- 21701562, Md. Mehrab Hossain- RA 21701285, Intiaj Khan - RA 21701631, Audit date: December 12 and 13, 2021.

Business License: Factory License: 12643/Gazipur.

Overall Findings: Non-Compliance were noted in “Social Management System and Cascade Effect”, “Workers Involvement & Protection”, “Fair Remuneration”, “Occupational Health & Safety”, “Protection of the Environment” and “Ethical Business Behavior” areas. For other areas, no finding was observed.

#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) Arranging and ensuring hand washing facility for each employee at each entrance of production floor when entering in the factory.

b) Ensuring face mask for each employee.

c) Facility has posted awareness posters of Covid-19.

d) Having a reporting system to medical person or management if suspected case observed. Covid-19:

Due to lack of word limitation all management and some other information were not put in the general description.

Site Details

Site : Apex Textile Printing Mills Limited
Site amfori ID : 050-001239-002

GICS Classification

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

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	5171 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	42 Workers

Other Metrics

Male workers	2100 Workers
Female workers	3071 Workers
Permanent workers - Male	2184 Workers
Permanent workers - Female	3145 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	543 Workers
Management - Female	88 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	126 Workers
Workers on probation - Female	425 Workers
Workers with night shift - Male	315 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	6 Workers
Workers with disabilities - Female	2 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	2184 Workers
Workers hired directly - Female	3145 Workers
Workers hired indirectly - Male	0 Workers
Workers hired indirectly - Female	0 Workers
Unionised workers - Male	1985 Workers
Unionised workers - Female	2992 Workers
Workers under CBA - Male	0 Workers
Workers under CBA - Female	0 Workers
Pregnant workers	94 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	64 Workers
Minimum wage agreed on CBA in local currency	8000 Monthly
Sample - Male	16 Workers
Sample - Female	26 Workers

Findings

PA1: Social Management System

Facility management is in process to implement of amfori BSCI code of conduct into auditee's day to day business culture as factory did not implement living wage properly, no measure or systematic follow up actions was taken to prevent the potential human rights violation, sufficient awareness was not found from the workers on training of amfori BSCI COC, gaps were also found in Occupational health and safety, Protection of the environment and Ethical business behavior performance areas. [As per amfori BSCI COC check point no. 1.1]

Facility has developed human rights policy but no measure or systematic follow up actions was taken to prevent the potential human rights violation in the workplace or in the supply chain system. [As per amfori BSCI COC checkpoint no. 1.6]

PA 2: Workers Involvement and Protection

Facility has provided training to the workers on amfori BSCI training, but sufficient awareness was not found from 32 out of 42 interviewed workers regarding amfori BSCI COC. [As per amfori BSCI COC checkpoint no. 2.4]

PA 5: Fair Remuneration

Facility management is aware about collection and calculation of fair remuneration. Facility has conducted general survey within workers of various grades, sections, and several areas to identified fair remuneration. Facility has calculated food basket also. Based on that, a living wage has been figured out by the management for surrounding areas of the factory. But still no potential action plan has been taken to fill the gaps between actual remuneration and identified fair remuneration figure. [As per amfori BSCI COC checkpoint no. 5.4]

PA 7: Occupational Health and Safety

Though the facility has system for internal audit for monitoring health and safety system of the factory but still some gaps were identified in occupational health and safety performance area including risk assessment, MSDS and secondary containment, construction approval, lay out plan, minor injury, evacuation plan and machine safety guards. [As per amfori BSCI COC check point no. 7.1].

a. Facility has conducted risk assessment, but facility did not post machine wise risk assessment in bend knife machine area, ring robo machine area and in maintenance area. [As per Bangladesh Labor Rules, 2015, Schedule-4, Matters relating to safety committee (2) and amfori BSCI COC check point no. 7.3] b. Facility did not perform health checkup for the employees of continuous machine area located at ground floor of building 1. Notable sound was observed in that area during plant tour. [As per Bangladesh Labor rule 2015, rule-68 (4,5)]

a. Randomly checked 8 out of 15 printing section operators who were involved in chemical dosing were using fabric mask instead of respiratory mask at screen printing and all over printing area of Building-1. b. Randomly checked 5 out of 10 heat press machine operators were not using hand gloves while working at screen printing section in 4th floor of Building-1. [As per Bangladesh Labor Rules 2015, Rules 67 (2) and amfori BSCI COC check point no. 7.6]

a. Administrative control of chemical safety was not properly maintained. During plant tour some chemicals (compressor oil, adhesive etc.) were found without MSDS and secondary containment in the compressor room and color kitchen area of Building-1. Moreover, MSDS was not found in readable condition at the color kitchen area in the ground floor of Building-1. b. MSDS, label and secondary containment was not found for the diesel drum located beside the diesel oil keeping area in the factory premises. [As per Rule 68 (10) of the Bangladesh Labour Rules 2015 and amfori BSCI COC checkpoint no.7.7]

Facility has injury recording system which is treated in medical room and production floors, but those injuries which is treated by first aider, were not included in investigation system for taking corrective and preventive action. [As per amfori BSCI CoC checkpoint no. 7.10 and Bangladesh Labor Rules-2015, Rule-73 (1)]

a. The facility management did not include the 1st and 2nd floor of Building 02 (Rest room of MD sir) in approved construction approval. [As per building Construction Act 1952, Section-3] b. Approved floor layout plan found mismatched with the existing floor layout plan. After review of floor layout plan, sample section was found in the approved floor lay out plan, but currently it is used as printing section instead of sample section in the 4th floor of Building-1. [As per amfori BSCI COC checkpoint no. 7.11 and Bangladesh Labor Rules- 2015, Rule 353 (1,4)]

No evacuation plan was found posted in 1 out of 02 emergency exits in the 4th floor of Building-5. Moreover, left over goods and repairing work area was not included in the posted evacuation plan in the 6th floor of Building-1. [As per amfori BSCI CoC checkpoint no. 7.16 and Bangladesh Labor Rules-2015, Rule-55 (8)]

During plant tour it was noted that around 5% eye safety guard of overlook and flat lock machines were found displaced condition at sewing section of Building-1. [As per Bangladesh Labour Law 2006, section 63(1) D (3) and amfori BSCI CoC checkpoint no. 7.17].

PA 12: Protection of the Environment

Though the factory has separate place for keeping waste keeping but some wastes like metal items, empty chemical drums, construction materials, rusty materials etc. were found in open air without proper segregation in the facility premises. [As per amfori BSCI COC check point no. 12.4 and Bangladesh Labour Law 2006, section 54]

Facility have a procedure to preserve natural water resource (preserve rainwater etc.) to ensure better environment in the premises but the natural water reusing system was not started yet. However, facility management has provided awareness training to the workers on water use reduction. [As per amfori BSCI COC check point no. 12.5]

PA 13: Ethical Business Behaviour

Facility did not conduct proper anti-corruption risk assessment where possible corruption could occur. [As per amfori BSCI COC check point no. 13.1]