



Varner Retail Bangladesh

Audit Report

Supplier Name	Bea Con Knit Wear Ltd.
Factory Name	Metro Knitting & Dyeing Mills Limited (Factory-02)
Audit Date	19-September-2018
Type of Audit	Follow Up
Conducted By	Md. Jibon Mridha

AUDIT RATING	MEDIUM RISK
AUDIT COMMENTS	The methods and records observed during the audit do not meet the COC standards. Some corrective actions must be carried out on the factory.

No.	Type of Audit & Date Initial / Follow up	Rsik Rating	Issues / Observation	Status
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1. FORCED LABOUR				
1.1	Follow Up 19-September-2018	Compliant	0	N/A

2. FREEDOM OF ASSOCIATION				
2.1	Follow Up 19-September-2018	Compliant	0	N/A

3. CHILD LABOUR				
3.1	Follow Up 19-September-2018	Compliant	0	N/A

4. DISCRIMINATION AND DISCIPLINE				
4.1	Follow Up 19-September-2018	Compliant	0	N/A

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No.	Type of Audit & Date Initial / Follow up	Rsik Rating	Issues / Observation	Status
5. HEALTH AND SAFETY				
5.1.2	Follow Up 19-September-2018	Medium Risk	<p>The facility management has ensured only 01 First Aider in 01 Shift for Embroidery Section. Therefore, in case of any leave or absence of this First Aider, no designated First Aider will be available in the mentioned section. Besides, No Medical Assistant has been assigned for the night shift workers of Embroidery Section.</p> <p>Follow Up Audit: Corrected.</p> <p>The management has ensured sufficient trained first aider and medical assistant in the facility according to the requirement.</p>	CLOSE
5.9.1	Follow Up 19-September-2018	Medium Risk	<p>Follow Up Audit: New Findings:</p> <p>The facility management didn't ensure Master Evacuation Plan on none of the production floor. Besides, in the existing evacuation plan, exit ways of newly constructed building (interconnected) are not mentioned in the existing evacuation plan.</p>	OPEN
5.9.2	Follow Up 19-September-2018	Medium Risk	<p>Follow Up Audit: New Findings:</p> <p>The facility management did not ensure sufficient directional sign towards the exit route on respective areas of production floor. Besides, 02 passage of cutting section was not directly connected with the exit door and were obstructed through auto cutting machine.</p>	OPEN

No.	Type of Audit & Date Initial / Follow up	Rsik Rating	Issues / Observation	Status
5.9.7	Follow Up 19-September-2018	Medium Risk	<p>The facility management could not complete the installation process of Sprinkler System in Loading-Unloading areas (Approximately 1500 Square Feet Areas) which was raised as new findings of ACCORD on 7th follow up audit. However, the facility management is on process of installation and approximately 50% installation process has been completed for the mentioned areas.</p> <p>Follow Up Audit: Corrected.</p> <p>The facility management has completed the installation process of Sprinkler System in all required areas.</p>	CLOSE

6. COMPANSATION				
6.1	Follow Up 19-September-2018	Compliant	0	N/A

7. WORKING HOURS				
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No.	Type of Audit & Date Initial / Follow up	Risk Rating	Issues / Observation	Status
7.2	Follow Up 19-September-2018	Medium Risk	<p>The working hour status of the sampled workers does not meet the requirements. The working hour status as follows:</p> <p>a. July-2017: Total working hour (Regular + Overtime) found 61 hours to 66 hours weekly. 01 out of 04 sampled workers (Embroidery Section) worked highest 66 hours in a week.</p> <p>b. August-2017: Total working hour (Regular + Overtime) found 61 hours to 66 hours weekly. 01 out of 04 sampled workers (Embroidery Section) worked highest 66 hours in a week.</p> <p>c. September-2017: Total working hour (Regular + Overtime) found 61 hours to 66 hours weekly. 03 out of 15 sampled workers (Embroidery Section) worked highest 66 hours in a week.</p> <p>Follow Up Audit: Not Corrected.</p> <p>The working hour status of the sampled workers does not meet the requirements. The working hour status as follows:</p> <p>a. August-2018: Total working hour (Regular + Overtime) found 61 hours to 69 hours weekly. 01 out of 12 sampled workers (Embroidery Section) worked highest 69 hours in a week.</p> <p>b. July-2018: Total working hour (Regular + Overtime) found 61 hours to 66 hours weekly. 01 out of 05 sampled workers (Embroidery Section) worked highest 66 hours in a week.</p> <p>c. June-2018: Total working hour (Regular + Overtime) found 61 hours to 66 hours weekly. 03 out of 05 sampled workers (Embroidery Section) worked highest 66 hours in a week.</p>	OPEN

8. GENERAL TERMS AND CONDITIONS

No.	Type of Audit & Date Initial / Follow up	Rsik Rating	Issues / Observation	Status
8.1	Follow Up 19-September-2018	Medium Risk	<p>1. Absenteeism rate of Embroidery Section is comparatively higher than the percentage approve leave which indicates that the workers are not well aware on the leave procedure of the facility.</p> <p>Follow Up Audit: New Findings:</p> <p>Workers are not getting the appointment letter and identity card on the day of joining. Note that, some workers received the appointment letter and identity card after 15 days which does not comply with the requirement of local laws.</p>	OPEN

9. ENVIRONMENT				
9.1	Follow Up 19-September-2018	Medium Risk	<p>The facility management does not have the Environment Clearance Certificate against the CPP (Captive Power Plant).</p> <p>Follow Up Audit: Not Corrected.</p> <p>Still the situation is same as earlier. However, the facility management has applied for the same but did not receive yet.</p>	OPEN

10. ANTI BRIBERY				
10.1	Follow Up 19-September-2018	Compliant	0	N/A