

# Monitoring result for Metro Knitting & Dyeing Mills Ltd. on site Metro Knitting & Dyeing Mills Ltd.

## Monitoring

Monitored Party	: Metro Knitting & Dyeing Mills Ltd.	amfori ID	: 050-001162-000
Site	: Metro Knitting & Dyeing Mills Ltd.	Site amfori ID	: 050-001162-002
Address	: Ramarbag, Kutubpur, Fatullah, : 1400, Narayanganj : Dhaka : Bangladesh	Monitoring Activity	: amfori Social Audit - Manufacturing
		Monitoring Type	: Follow-up Monitoring
		Submission Date	: 23/06/2021
		Expiration Date	: 09/11/2022

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## Overall rating



## Section rating

PA1: Social Management System	C
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	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 Labour	A
PA 12: Protection of the Environment	B
PA 13: Ethical Business Behaviour	A

## General description

This is a follow up audit conducted by ITS Labtest Bangladesh Ltd. on 19 June 2021. Two auditors on 19 June 2021 assessed and verified the facility's operations against the amfori BSCI Code of Conduct and local legislation. Note that 0.5 man-day was utilized in report preparation offsite.

Metro Knitting & Dyeing Mills Ltd. is a 100% export oriented knit garments manufacturing company which is located at Ramarbag, Kutubpur, Fatullah, Narayangonj, Bangladesh. The facility has incorporated on 2000 and started its operation since 2001 at current location. Total land area is about 379,320 square feet, production area occupied is about 568,215 square feet and warehouse area is 372,410 square feet.

There is another sister concern factory located in the same premises under same management & owner. Some areas and utility are jointly used with sister concerned factory.

There are 14 buildings are available in the factory premises. The detail building description is as follows:

Building # 01 (7 storied building)

Ground Floor- Ware House, Dyeing Finishing (Combinedly used)

1st Floor- Corporate Office (Combinedly used)

2nd Floor- Corporate Office (Combinedly used)

3rd Floor- under sister concern factory

4th Floor- Sewing, finishing (Combinedly used)

5th Floor- Cutting (Combinedly used)

6th Floor- Go down & Dining Prayer (Combinedly used)

Building # 02 (8 storied building)

Ground Floor - Fabric Store & Fire Control Room, Generator (Combinedly used)

1st Floor- Finish Goods Go down & Dining Prayer Room (Combinedly used)

2nd Floor- Finish Goods Go down (Combinedly used)

3rd Floor- Packing Section (Combinedly used)

4th Floor- Finishing & Packing (Combinedly used)

5th Floor- under sister concern factory

6th Floor- under sister concern factory

7th Floor- (Partial)-Prayer Room (Combinedly used)

Building # 03 (Shed Building)

Ground Floor- Dyeing section, Batch section

Building # 04 (7 storied combinedly used building)

Ground Floor- Chemical Store

1st Floor- General Store

2nd Floor- Garments Sample

3rd Floor- Garments Sample

4th Floor- Garments Sample

5th Floor- Fabric store

6th Floor- Fabric store

Building # 05 (shed building)- under sister concern factory.

Building # 06 (6 storied building)

Ground Floor- Dyeing Finishing (Combinedly used)

1st Floor- Grey Fabric storage area (Combinedly used)

2nd Floor- Grey Fabric storage area (Combinedly used)

3rd Floor- Knitting section

4th Floor- under sister concern factory

5th Floor- Knitting section

Building # 07 (8 storied building)

Ground Floor- Dyeing section, Dyeing Finishing (Combinedly used)

1st Floor- Ware House, Laboratory (Combinedly used)

2nd Floor- R&D section, Dining, Prayer room, Fabric store (Combinedly used)

3rd Floor- Garments Store (Combinedly used)

4th Floor- Cutting

5th Floor- under sister concern factory

6th Floor- Sewing section, finishing section

7th Floor- Sewing section, finishing section

Building # 08 (8 storied building)

Ground Floor- Washing & Dryer section, dyeing sample section (combinedly used)

1st Floor- Batch & Sample Wash, Office (Combinedly used)

2nd Floor- Grey Store, Office (Combinedly used)  
3rd Floor- Grey Store, Office (Combinedly used)  
4th Floor- under sister concern factory  
5th Floor- under sister concern factory  
6th Floor- under sister concern factory  
7th Floor- under sister concern factory

Building # 09 (10 storied building)  
Basement- Fire pump room (Combinedly used)  
Ground Floor - Continuous Washing, Office  
1st Floor- Rotary Printing  
2nd Floor- All over printing section  
3rd Floor- Grey fabric store  
4th Floor- Chemical store  
5th Floor- Yarn store  
6th Floor- Temporary waste fabric keeping area  
7th Floor- Yarn store  
8th Floor- Yarn store  
9th Floor- Yarn store

Building # 10 (5 storied combinedly used building)  
Ground Floor – Admin office, MIS office, Medical room  
1st Floor- Training & Conference room, Child Care room  
2nd Floor- Guest Room, Civil Office, SDC office  
3rd Floor- Temple, Dining room  
4th Floor- Security Dining

Building # 11 (7 storied building)  
Ground Floor – Workshop, Fabric Store, WTP Godown (Combinedly used)  
1st Floor- Yarn store & Office (Combinedly used)  
2nd Floor- under sister concern factory  
3rd Floor- under sister concern factory  
4th Floor- Yarn store (Combinedly used)  
5th Floor- Yarn store (Combinedly used)  
6th Floor - Gym & Guest House, 50% vacant (Combinedly used)

Building # 12 (8 storied building)  
Ground Floor – Dyeing section  
1st Floor- Dyeing Finishing  
2nd Floor- Dyeing Finishing  
3rd Floor- Finished & grey fabric store (Combinedly used)  
4th Floor- Yarn store, Idle machine keeping area and rest of the area postponed for garments section (Combinedly used)  
5th Floor- Proposed garments (Combinedly used)  
6th Floor- Proposed garments (Combinedly used)  
7th Floor- Knitting section (Combinedly used)

Building # 13 (3 storied combinedly used building)  
Ground Floor- Generator, Substation  
1st Floor- Boiler  
2nd Floor- Compressor

Building # 14 (Single storied building)  
Ground floor: Narrow Fabrics (elastic, twill tape etc.) section, Flat knitting, Washing & Dryer section.  
And ETP plant

12 production employees were selected for interviews from different production processes and sections. The factory uses electronic time keeping system (card punch) to record daily attendance. Main production processes were knitting- Dyeing- Cutting- Printing- Sewing- washing-Finishing (Iron to Pack)

Opening meeting:

In opening Mr. Gaur Nitai Datta (AGM-Admin, HR & Compliance), Ms. Parboti Rani Das (Welfare officer), and Md. Mahfuz- Vice President of Participation Committee were present in the opening meeting. Auditor described the whole audit process, standards, scope, and explained the amfori BSCI code of conduct and local laws to what extent these are related to this audit in the opening meeting.

Improvement areas:

Improvement areas were identified in PA 1, PA 5, PA 7 and PA 12. Details has been pointed out in the respective checklist point.

These sections were not rated as this is a follow-up audit and those PA,s were not under in audit scope: PA 3, PA 4, PA 8, PA 9, PA 10, PA 11 and PA 13.

For other areas, no non-conformity was noted, and description is as below:

PA 2:

Factory management was formed a Participation Committee (PC) through election process on 24 September 2020. Facility developed vision, mission and objectives for the company. Interviewed employees of the factory were found aware about the legal requirements and amfori BSCI Code of Conduct.

PA 6:

During this audit auditor review working time record from October 2020 to May 2021. Highest working hour has been found 60 hours (regular 48 hours + 12 hours overtime) in a week in the Month of May 2021, January 2021 (random month) and October 2020 (random month) which is within the legal limit.

Closing meeting:

A closing meeting was conducted at end of the audit. Auditors communicated all the findings in detail and discussed on the area of improvements to the auditees. The auditee was positive on the discussion and agreed on the area of improvements and Mr. Gaur Nitai Datta (AGM-Admin, HR & Compliance) and Md. Mahfuz – Vice President of Participation Committee has signed the findings report.

#COVID19:

The facility has taken some preventive actions for the #COVID19 situation. For example, they have arranged hand washing areas at the factory gate and at the facility production floors. The facility ensured all employee's body temperature are checked through infra-red gun.

Note:

Below documents have not uploaded as these were not applicable for this facility:

- Contractor license/permit
- Agency labour contract
- Government waivers
- Structural/stability license
- Collective bargaining agreements.

Below photographs have not uploaded as these were not applicable for this facility:

- Dormitories
- High risk health and safety areas
- Inconsistences between time and production records.

## Site Details

Site : Metro Knitting & Dyeing Mills Ltd.

Site amfori ID : 050-001162-002

### GICS Classification

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Sector : Consumer Discretionary

Industry : Textiles, Apparel & Luxury Goods

Industry Group : Consumer Durables & Apparel

Sub Industry : Apparel, Accessories & Luxury Goods

### GS1 Classifications

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N.A.

### Product Process Classifications

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N.A.

## Metrics

### Key Metrics

Total workforce	<b>4168</b> Workers
Legal minimum wage in local currency	<b>8000</b> Monthly
Lowest wage paid for regular work at the site	<b>8000</b> Monthly
Calculated living wage in local currency	<b>11200</b> Monthly
Total sample	<b>12</b> Workers

### Other Metrics

Male workers	<b>2500</b> Workers
Female workers	<b>1668</b> Workers
Permanent workers - Male	<b>2500</b> Workers
Permanent workers - Female	<b>1668</b> Workers
Temporary workers - Male	<b>0</b> Workers
Temporary workers - Female	<b>0</b> Workers
Seasonal workers - Male	<b>0</b> Workers
Seasonal workers - Female	<b>0</b> Workers
Management - Male	<b>148</b> Workers
Management - Female	<b>1</b> Workers
Apprentices - Male	<b>0</b> Workers
Apprentices - Female	<b>0</b> Workers
Workers on probation - Male	<b>206</b> Workers
Workers on probation - Female	<b>22</b> Workers
Workers with night shift - Male	<b>891</b> Workers
Workers with night shift - Female	<b>0</b> Workers
Workers with disabilities - Male	<b>0</b> Workers
Workers with disabilities - Female	<b>0</b> Workers
Domestic migrant workers - Male	<b>0</b> Workers
Domestic migrant workers - Female	<b>0</b> Workers
Foreign migrant workers - Male	<b>0</b> Workers
Foreign migrant workers - Female	<b>0</b> Workers
Workers hired directly - Male	<b>2500</b> Workers
Workers hired directly - Female	<b>1668</b> Workers
Workers hired indirectly - Male	<b>0</b> Workers
Workers hired indirectly - Female	<b>0</b> Workers
Unionised workers - Male	<b>0</b> Workers
Unionised workers - Female	<b>0</b> Workers
Workers under CBA - Male	<b>0</b> Workers
Workers under CBA - Female	<b>0</b> Workers
Pregnant workers	<b>40</b> Workers
Workers on parental leave - Male	<b>0</b> Workers
Workers on parental leave - Female	<b>14</b> Workers
Sample - Male	<b>7</b> Workers
Sample - Female	<b>5</b> Workers

## Findings

### PA1: Social Management System

Follow-up audit conducted on 19 June 2021 Status: Partially corrected. During this follow up audit it was noted that, factory management has developed most of the areas but still some non-compliances are identified under different Performance Areas, which is the evidence of gaps in the overall management system against amfori BSCI COC requirements. Note: The facility has other effective system, policies and procedures in place to implement the BSCI COC in their business practice, so partial rating is given in this section.

Follow-up audit conducted on 19 June 2021 Status: Not corrected. During this follow up audit it was noted that, still facility did not monitor social performance of 03 out of 07 significant business partner. However, they have shared amfori BSCI COC and TOI with all of their business partner. Note: As facility has supplier selection policy and documented partial information for business partners and shared BSCI COC, TOI, so partial rating was given to this section.

### PA 2: Workers Involvement and Protection

Follow-up audit conducted on 19 June 2021 Status: Corrected. During this follow up audit it was noted that, interviewed workers, workers' representatives and production supervisors found aware about BSCI COC requirement.

Follow-up audit conducted on 19 June 2021 Status: Corrected. During this follow up audit it was noted that, facility has a grievance handling procedure for its employees and the procedure found as per BSCI COC requirement including "how to deal with potential conflict of interest" and "Time frame" to address a grievance.

### PA 5: Fair Remuneration

Follow-up audit conducted on 19 June 2021 Status: Partially corrected. During this follow up audit it was noted that, facility has conducted several surveys on living wage calculation to estimate the standard living of the resign. But still they did not take any initiative to achieve living wages and no action plan is in place to fill up gap between present local minimum wage and living wage. Though they are ensuring minimum wage as per law. Note: As facility has calculated living wage, so partial rating is given in this section.

### PA 7: Occupational Health and Safety

Follow-up audit conducted on 19 June 2021 Status: Corrected. During this follow up audit it was noted that, workers and worker's representatives were involved while drafting and enforcement of the internal procedure on occupational health and safety also worker's representatives found aware about the findings.

Follow-up audit conducted on 19 June 2021 Status: Partially corrected. During this follow up audit it was noted that, a) Corrected: Facility has conducted risk assessment and they have monitoring and periodic review system for all required areas including label cutter machine, firefighting equipment, waste handling, narrow fabric machine, drivers rest room and security dormitory were not covered in existing risk assessment. b) Not corrected: still facility didn't conduct ergonomic risk assessment as sewing machine operators sitting a bench without back support at 4th floor of building 1 and 6th and 7th floor of building 7. c) Corrected: Facility has assessed the risk of fabrics store, chemical store and finished goods properly as salt chemical store and finished goods and fabric found kept in proper height at 1st floor of building 2 and 3rd floor of building 7. d) Corrected: Health check-up (medical examination) was found performed for the workers working in the hazardous areas including printing and knitting section operators. e) Corrected: The facility has conducted risk assessment on #COVID19, and during plant tour it was noted that Physical distancing was properly maintained on the production floor. Workers were working maintaining at least 3 feet physical distancing is required, to avoid any health risks. Note: as facility cover risk assessment for rest of the areas and health check up done for all employees that working in hazardous area so, partial rating was given to this checkpoint.

Follow-up audit conducted on 19 June 2021 Status: Partially corrected and new findings. During this follow up audit it was noted that, a) Corrected: label cutter machine operators found using hand gloves during work time at 7th floor of building 7. b) Not corrected: Still approx. 5% knitting operators did not use ear plug during work. However, boiler operators were using earmuff during work time at boiler room. c) Corrected: Chemical handling operators who works in chemical store and dyes chemical store were now using respiratory mask. d) Not corrected: Approx. 10% dyeing machine operators were not using hand eye goggles during work. However, they were using hand gloves and gumboot. New findings: facility did not provide back support chair for the sewing section employee for ergonomic support which may cause backbone problem in future. Note: As other section employees were using respective PPE (personal protective equipment and regular awareness training was provided by the facility, so partial rating is given in this checkpoint.

Follow-up audit conducted on 19 June 2021 Status: Partially corrected. During this follow up audit it was noted that, a) Corrected: Facility had installed new eyewash station at required area with appropriate water pressure and this area has been included in facility risk assessment. b) Not corrected: Lack of administrative control measures was still observed in storing various type of chemicals such as printing chemicals, dyeing chemicals drums & jars found without secondary containment

## PA 7: Occupational Health and Safety

in the hazardous wastage room and outside the building 02. Note: as in other area chemical were kept with proper facility so partial rating was given to this checkpoint.

Follow-up audit conducted on 19 June 2021 Status: Corrected. During this follow up audit it was noted that, facility now included the injury treatment record that given by the first aider in investigation process also recorded properly.

Follow-up audit conducted on 19 June 2021 Status: Not corrected. During this follow up audit it was noted that still a) facility management did not take building approval plan form concern authority. Facility has taken building approval plan for building 1, 2, 4, 6, 7, 8, 10, 11, Shed 3 from local chairman of kutubpur Union parishad instead of concern authority (such as RAJUK/PWD/LGED). In addition, still no approval plan was taken for shed 2 and 3. b) Currently facility management was using 2 generators of total 4 MW (2000 KW and 2000 KW), but they did not get CPP (Captive Power Plant) for the generators. Note that facility management applied to the concern department for the CPP for mentioned generators on 27 May 2021, but they did not get the updated license yet. Note that other licenses and approvals were found updated, so partial rating has given on this questionnaire.

Follow-up audit conducted on 19 June 2021 Status: Corrected. During this follow up audit it was noted that, a) Facility had kept mentioned aisle as obstruct free in the 4th floor of building 2, ground floor & 1st floor of building 12, 3rd & 4th floor of building 06 & 08. Facility had mended the floor to make all the floor smooth in all required area. b) Facility had marked all mentioned aisles in all required areas of the factory. c) Worker's workstation was found obstruct free in the 4th floor of building 02, 1st floor of building 8, 3rd & 5th floor of building 06 as facility had removed obstacle from this area.

Follow-up audit conducted on 19 June 2021 Status: Partially corrected. During this follow up audit it was noted that, a)) Corrected: Eye guard of overlock and flat lock machine found in proper condition at sewing section. b) Not corrected: Still approx. 15% needle guard of sewing machines was displaced at sewing section located at 6th & 7th floor of building 07. c) Corrected: Facility had provided eye googles for bar tack machine operators in the sewing section on the 6th & 7th floor of building 07. Note: as the safety guard of other machine found in proper condition and regular awareness training was provided to the employees, so partial rating was given to this question.

## PA 12: Protection of the Environment

Follow-up audit conducted on 19 June 2021 Status: Not corrected. During this follow up audit it was noted that, still Environment clearance certificate has expired on 03 May 2020. However, Facility has applied on 30 June 2020 to the concerned authority, but they did not get the updated license yet. Note: As facility has applied for Environment Clearance Certificate and wastewater test, so partial rating was given to this checkpoint.

Follow-up audit conducted on 19 June 2021 Status: Partially corrected. During this follow up audit it was noted that, still wastage like empty chemical drums, expired chemical drums and construction material not found segregated by the type of hazard in wastage store. Note: as facility has separate wastage store and other chemical found stored properly so partial rating was given to this question.