

Corrective Action Plan

AUDIT DETAILS			
Supplier Name	Bea con knit wear Ltd.		
Factory Name	Mercer Design Tex Ltd.		
Date of Assessment	24 October 2017	Audit Company	
Audit Type	Varner COC Audit		
Previous Audit(s)	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO <input type="checkbox"/> N/A		
Factory Representative	Mr. Subrata Dasgupta		

SL	Issue / Problem (as described in the Varner Social Audit Report)	Action Have Taken By the Factory (description of how the issues be corrected)	Date (when improvements will be implemented)	Responsible Person (name and designation)	Attachment No
1. FORCED LABOUR					
1.1		N/A			
2. FREEDOM OF ASSOCIATION					
2.1		N/A			
3. CHILD LABOUR					
3.1		N/A			
4. DISCRIMINATION & DISCIPLINE					
4.1		N/A			
5. HEALTH & SAFETY					

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5.1.3	The Facility management did not ensure full time Registered Doctor inside the facility. However, if required the facility management has a practice of ensuring doctor from another sister concern named Metro Knitting & Dyeing Mills Ltd. (Factory-02) which is located approximately 2.5 kilo Meter away from this factory.	Currently our factory has appointed full time doctor	Complete		
5.4.1	The facility management did not cover the drainage line close to workers dining hall and prayer room, which may cause injury to the workers.	The dining & prayer room will be shifted to new place.	31.05.2019		
5.6.1	The facility management did not take the Building Construction Approval from the respective Department. Note that, the facility management has taken the construction approval from the Local Union Parishad Chairman. Note that, according to VERITAS Report on behalf of ILO the Status of building is Green.	We will take initiative to get building approval from concern authority.	In Process 31/12/2019	Subrata Dasgupta Sr. Manager (Admin, HR & Compliance)	

VARNER

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5.6.4	01 out of 02 stair's Hand rail gap of the main building is high which may cause the reason for accident.	Hand rail gap already filled by installing iron bar.	Complete		
5.7.2	Approximately 10% workers those who were working with chemical were not using respective PPE (Personal Protective Equipment) on printing section and exposure room. Besides, the provided ear muff of Generator room was not appropriate as the provided Ear muff could not resist sound properly.	All types of appropriate PPE have been given and workers are using PPE properly.	Complete		
5.9.7	The facility management did not ensure sprinkler system on the main building. Besides, the installed Fire-resistant doors are not commissioned yet. However, the materials of sprinkler system have brought to the facility but installation process has not been started yet.	Sprinkler system already installed at the main building. Fire-resistant doors interfacing completed.	Complete		

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5.9.8	The facility management did not ensure the addressable smoke detection system inside the facility. However, the facility management is working to install the same and approximately 80% installation process has been completed and also they have ensured manual smoke detector throughout the facility.	Fire alarm system has installed at the facility.	Complete		
5.12.2	Shed 03 (Workers dining hall) and Shed 04 (Prayer room) and ETP area of the facility are not covered under the coverage of existing fire license.	We have received fire license for all areas.	Complete		
6. COMPENSATION					
6.2	Approximately 10-15 Assistant Operator in Heat Press Machine and Curing Machine were working as Operator as a result these workers are not being provided the designation which they deserve according to the nature of work and also not getting the minimum wages according to their grade as well.	All Asst. operators have been promoted to gr. Operator.	Complete		
7. WORKING HOURS					

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7.2	<p>The working hour status of the sampled workers does not meet the requirements. The working hour status as follows:</p> <ul style="list-style-type: none"> a. July-2017: Total working hour (Regular Overtime) found 61 hours to 72 hours weekly. 05 out of 05 sampled workers (Printing Section) worked highest 72 hours in a week. b. August -2017: Total working hour (Regular Overtime) found 61 hours to 67 hours weekly. 02 out of 056 sampled workers (Printing Section) worked highest 67 hours in a week. c. September-2017: Total working hour (Regular Overtime) found 61 hours to 68 hours weekly. 01 out of 05 sampled workers (Printing Section) worked highest 68 hours in a week. 	<p>We are arranging meeting on production capacities to reduce WH gradually. However, we are in regular process to reduce WH at the facility by improving supply chain, absenteeism, migration, rework control etc..</p>	In Process	Subrata Dasgupta Sr. Manager (Admin, HR & Compliance)	
8. GENERAL TERMS & CONDITION					
8.1					
9. ENVIRONMENT, RESTRICTED MATERIALS & LABELLING					

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9.1					
10. ANTI BRIBERY					
1					
2					

Confirmation of Factory Management	
Name	Mr. Subrata Dasgupta
Designation	Sr. Manager (HR, Admin & Compliance)
Signature	

