

Monitored Party AR Jeans Producer Ltd.	amfori ID 050-000297-000	Address Kathgora, Zirabo, Ashulia, Savar, , 1344 Dhaka, Dhaka, Bangladesh
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner SGS
Monitoring Start Date 29/12/2025	Closing Meeting Finished Date 29/12/2025	Submission Date 08/01/2026
Expiration Date 08/01/2028	Announcement Type Semi Announced	
Site AR Jeans Producer Ltd.	Site amfori ID 050-000297-002	

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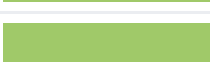
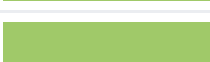
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OVERALL RATING



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, Violence or Harassment	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, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Name of lead auditor: Md. Mostafizur Rahman Shah; APSCA membership number: CSCA 21703681.

Name of team auditor: Mohammad Ziaur Rahman (CSCA 21701473), Nazma Akhter (CSCA 21705132), Shahana Parvin (CSCA 32200024) & Md. Shehab Uddin Sajeeb (CSCA 21705359).

Name of observers, translators, trainees, advisors/consultants: None.

Monitoring partner name: SGS Bangladesh Limited (Monitoring firm APSCA #: 11600006)

Audit schedule details: The audit was planned for 5 Man-day onsite in 1 day by 5 auditors. The Full monitoring (Semi-announced) was conducted on 29 December 2025. Audit start time: 08:50 & end time: 17:05.

Business partner information: AR Jeans Producer Ltd. (Business licenses: Certificate of Incorporation No. C-131079/2016, issued by Registrar of Joint Stock Companies and Firms. Factory License No. 26-72-1-002-00026, Category 'J' & issued by Chief Inspector of Factories which is valid until 6 November 2026. Trade License No. 20182617218001814, issued by 05 No. Ashulia Union Council which is valid till 30 June 2026, Fire License No. DD/Dhaka/26756/2017, issued by Bangladesh Fire Service & Civil Defense Authority which Valid till 30 June 2026) was located at Kathgora, Zirabo, Ashulia, Savar, Dhaka, Bangladesh. The factory was founded in May 2016 as per incorporation certificate and started operation from 2017 as per management statement. The main auditee is specialized in woven garments manufacturing.

The main production activities in the audited factory: Cutting, Embroidery, Sewing, Finishing (Iron to Pack). Production capacity of garments is 1,000,000 pieces per month & embroidery is 200,000 pieces per month. The production capacity of garments is mentioned in the Production and Employment Structure area.

Audited location information: Total land area of the factory is about 78,212, production area is about 210,000, store area is about 30,000 & dining area is about 5,000 square feet.

There are 8 buildings and 3 sheds in the facility premises. Detail building description is given below.

Building 1: (6 storied)

Ground floor: Dinning, Canteen, office, Childcare, Fire control room, Embroidery section and wash garments store.

1st floor: Cutting section & Office.

2nd floor: Finished goods store & Inspection room.

3rd, 4th & 5th Floor: Sewing section, Maintenance & Office.

Roof top: 95% Vacant & 5% garden.

Building 2: (6th storied)

Ground floor: Accessories & general store, Inspection area.

1st & 2nd floor: Fabrics & empty Carton store.

3rd, 4th & 5th Floor: Finishing section.

Roof top: 50 % Vacant and 50% garden.

Building 3: Boiler.

Building 4: Substation and Generator.

Building 5: 1 storied

Basement: Fire pump.

Ground floor: Substation & Bin center.

Building 6: Security room.

Building 7: Medical Room.

Building 8: Workshop area.

Shed 1: Bicycle stand.

Shed 2: Washroom.

Shed 3: Water pump.

The facility has a total of 44 first aiders & 24 first aid boxes, 420 trained firefighters (385 are trained from FSCD & 35 are trained internally), 33 hose pipes, 150 ABC fire extinguishers, 45 Co2 fire extinguishers, 2 foam fire extinguishers, 86 fire alarm, 405 smoke detectors, 240 emergency lights & 2 staircases in the main production building.

Operating shifts & hours: The auditee established the working hours policy. There is 1 general shift from 08:00 to 17:00. Besides, security section has 3 shifts (6:00 to 14:00, 14:00 to 22:00 & 22:00 to 06:00). Rest break of 1 hour is provided for all workers. Overtime work is voluntary. Sampled workers' maximum OT hours were 02 hours per day and 12 hours weekly. Friday is weekly day off for all division and rotation basis for security section. The auditee pays overtime premium as 200% of basic wage.

Time recording system: The factory uses an biometric time keeping system (face detection) for all workers.

Salary payment details: The factory established the procedures about wage & benefits, statutory holidays, leaves, etc. The wages were paid by 100% mobile banking (Bkash) within 7 working days of the following month & all workers were aware of the wage structures. All workers were paid in monthly basis (1st to 30th/31st). During the audit, the factory provided the payroll records from December 2024 to November 2025 for review. The facility provides minimum wages (BDT. 12500) to the workers as per Bangladesh Minimum Wages Gazette-2023 for the Apparel Industry.

Worker number information: Total worker number was 2611 (1175 male & 1436 female workers). During audit day 2525 were present (Male 1136 & female 1389). The facility has 01 Sree Lankan management staff (male) in production department. There were no child labors, no young workers, no interns, no night shift employee & no apprentice employees found in factory. However, facility has lactating mother, expecting mother, foreign employee & physically challenged employees in the premises.

Good practice: The facility provides attendance bonus BDT. 600 for assistant operators and BDT. 800 for operators monthly basis as their full attendance.

Worker organization details: There's no trade union in the factory. Facility has formed elected participation committee (PC) and the election was held on 10-02-2024 where 18 members were elected (12 from workers & 6 from management) from different section as workers representative. Last PC meeting was held on 06-12-2025.

Circumstances: There were no special circumstances noted during the audit. Auditors were provided full access for all audit functions & the management was cooperative & extended their fullest support throughout the audit.

Audit Process: An opening meeting was held on 29 December 2025 where Md. Sohel Uddin (Deputy General Manager-HR, Admin & Compliance), Md. Shah Aziz (Assistant Manager-Admin & HR), Abdur Razzak (Senior Executive-HR & Compliance), Mst. Urmi Akter (Senior Officer- HR, Admin & Compliance), Habiba Sultana (Welfare Officer), Masud Hasan (Junior Executive), Imran Kabir (Senior HR Officer), Mst. Sharifa Arjuman (Assistant Manager-Welfare) & Shanta Khatun (Vice president of the participation committee) were present. During opening meeting auditors explained 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. A general document checklist was provided to the management and supplied documents were reviewed.

Closing meeting: At the end of the assessment a closing meeting was held on 29 December 2025 to discuss all the areas of improvement in the findings report & positive notes with Md. Sohel Uddin (Deputy General Manager-HR, Admin & Compliance) & with his team. Facility management agreed on all findings & signed on findings report. Auditor informed the management regarding the submission of the remediation plan through the amfori BSCI platform against the findings raised on the audit within 60 days.

Summary of findings: Non-compliances were noted in "Social Management System", "Workers Involvement and

Protection", "Fair Remuneration", and "Occupational Health and Safety". Details of the findings are listed in the respective sections. For other areas, no findings were noted.

Living wage calculation: Living wage calculation: Here the auditors followed the Anker Methodology of GLWC website. As per the website calculated living wage around the audited facility was BDT 25166. The relevant document is attached under report attachment.

Note: Facility provided poster on Speak for Change (S4C) at notice board in the factory.

Auditor Comments: The below documents are not applicable.

1. Collective Bargaining Agreement.
2. Social Insurance.
3. Dormitory facility.
4. No inconsistencies between time and production records.

SITE DETAILS

Site
AR Jeans Producer Ltd.

Site amfori ID
050-000297-002

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.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

This site is located in a high or extremely high water stressed region

METRICS

Key Metrics

Total workforce	2,525	Workers
Legal minimum wage in local currency	12,500	Monthly
Lowest wage paid for regular work at the site	12,500	Monthly
Calculated living wage in local currency	25,166	Monthly
Total sample	45	Workers

Other Metrics

Male workers	1,136	Workers
Female workers	1,389	Workers
Non-binary workers	0	Workers
Permanent workers - Male	1,144	Workers
Permanent workers - Female	1,434	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	31	Workers
Temporary workers - Female	2	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	231	Workers
Management - Female	7	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	172	Workers
Workers on probation - Female	229	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	4	Workers
Workers with disabilities - Female	4	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	1	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	1,144	Workers
Workers hired directly - Female	1,434	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	31	Workers
Workers hired indirectly - Female	2	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	19	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	14	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	20	Workers
Sample - Female	25	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: AR Jeans Producer Ltd. | Site amfori ID: 050-000297-002

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

The main auditee partially respected this principle as because the auditee has set up a management system for implementation of amfori BSCI COC as day-to-day business practices but the system is still not effective enough for continuous improvement and monitoring as few gaps identified i.e. "Social management system" area including did not properly monitor to significant business partners, did not share amfori CoC with the business partners, "Workers involvement and protection" area including sample workers are not well aware on amfori COC, "Fair remuneration" area including did not properly calculate living wage, "Occupational health and Safety" area including insufficient risk assessment, insufficient team member in the firefighting team, lack of PPE using, insufficient chemical safety, and insufficient use of machine safety guards due to lack of management awareness and monitoring. [As per amfori BSCI system manual requirement of the question 1.1]

Question: 1.5 Is there satisfactory evidence that the auditee monitors how its business partners observe the amfori BSCI Code of Conduct?

ENGLISH

Finding

The main auditee partially respected this principle as based on document review and management interview it was noted that though the facility has supplier selection policy and procedure in place and also have updated supplier list, but they did not properly monitor to their 05 out of 10 existing significant business partners due to lack of awareness. Moreover, the facility management did not share amfori BSCI COC to their 05 out of 10 significant business partners due to lack of management awareness. [As per amfori BSCI system manual requirement of question 1.5]



PA 2: Workers Involvement and Protection

Site: AR Jeans Producer Ltd. | Site amfori ID: 050-000297-002

Question: 2.4 Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?

ENGLISH

Finding

The main auditee partially respected this question because based on document review, workers and management interview, though the facility management has provided training to the workers and workers'

Finding

representative on terms of amfori BSCI code of conduct, but proper awareness was not found from 25 out of 45 sampled interviewed workers and workers' representatives on amfori BSCI COC. [As per amfori BSCI system manual requirement of question 2.4]

PA 5: Fair Remuneration

Site: AR Jeans Producer Ltd. | Site amfori ID: 050-000297-002

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

The main auditee partially respected this question because based on documents review, workers and management interview it was observed that the facility management is not well aware of collection and calculation of fair remuneration. Facility has only conducted general survey within some workers but no market survey was conducted and no education cost, transport cost & energy consumption were not included in their survey to identify fair remuneration. Moreover, they did not identify possible gaps between actual remuneration and the fair remuneration figure in the factory. In addition, factory did not take potential actions to fill the gap. So, gap has still been identified in ensuring fair remuneration to the employees due to lack of knowledge. [As per requirement of amfori BSCI system manual question 5.4]

PA 7: Occupational Health and Safety

Site: AR Jeans Producer Ltd. | Site amfori ID: 050-000297-002

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

ENGLISH

Finding

The main auditee partially respected this principle because based on site visit, documents review, workers and management interview, that 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 insufficient risk assessment, insufficient team member in the firefighting team, lack of PPE using, insufficient chemical safety, and insufficient use of machine safety guards due to lack of awareness and monitoring. [As per amfori BSCI system manual requirement of question 7.1]

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

The main auditee partially respected this principle because based on the onsite check-through plant visit it was noted that the facility did not conduct a proper risk assessment for the following areas due to lack of awareness and monitoring:

Facility management did not consider the risk assessment of excessive height. As a result, wash garments and general accessories were kept at excessive height on the ground floor of building 1 & 02 which may cause bodily injury by falling object.

[As per requirement of Bangladesh Labor Rules, 2015, Schedule-4, Matters relating to safety committee (2)]

Question: 7.5 Is there satisfactory evidence that the auditee regularly provides OHS trainings to ensure workers understand the rules of work, personal protection and measures for preventing and reacting to injury to themselves and fellow workers?

ENGLISH

Finding

The main auditee partially respected the question because from the management & worker interview and documents review, it was noted that the factory does not have an adequate number of firefighting team members (18% of total manpower) as required by rules. Currently, the facility has 420 trained people whereas the facility requires 470 trained people. However, the facility has applied to the concerned authority on December 09, 2025, to provide the training. [As per requirement of Bangladesh Labour Rules, 2015, Amendment 2022, Rule 55 (10)]

Question: 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH

Finding

The main auditee partially respected this principle because based on plant visit and workers interview that following issues were noted due to lack of awareness and monitoring:

- a) Approximately 05% overlock and flatlock machine operators were not using face mask during work in the sewing section at 3rd to 5th floor of building 1.
- b) Randomly checked 01 out of 03 heat press machine operator was not using hand gloves during work on the 4th floor of building 2.
- c) 03 out of 03 fusing machine operators were not using hand gloves on both hand during work on 1st floor of fusing section. [As per requirement of Bangladesh Labor Rules 2015, Rule 67(2)]

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

The main auditee partially respected this principle because based on plant visit it was noted that acetone

Finding

and diesel/ machine oil containers were found without MSDS, secondary containment and labelling beside workshop area due to lack of monitoring. However, facility management has taken corrective actions immediately. [As per requirement of Bangladesh Labour Rules 2015, Rule 68 (10)]

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

The main auditee partially respected this principle because based on plant visit, workers and management interview following machine safety issues were noted due to lack of awareness and monitoring: a) Approximately 10% of needle guards of plain sewing machines were displaced during work located at 3rd to 5th floor of building. b) Around 05% of eye guards of flatlock & bar tack machines were displaced during work at 3rd to 5th floor sewing section of building 1. [As per requirement of Bangladesh Labour Law 2006, section 63 (1) D (3)]