

Monitored Party Chantik Garments Ltd.	amfori ID 050-000112-000	Address Kumkumari, Gouripur, Ashulia, Savar, , 1340 Dhaka-1340, Dhaka, Bangladesh
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner SGS
Monitoring Start Date 04/11/2024	Closing Meeting Finished Date 05/11/2024	Submission Date 19/11/2024
Expiration Date 19/11/2026	Announcement Type Semi Announced	
Site Chantik Garments Ltd.	Site amfori ID 050-000112-002	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	B	
PA 2: Workers Involvement and Protection	C	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination, Violence or Harassment	C	
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, 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: Nazma Akhter; APSCA membership number: CSCA 21705132.

Name of team auditor: ASM Hassan Imam Prince (ASCA 21701635).

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 4 Man-day onsite in two days 02 auditors. Full monitoring (Semi-announced) was conducted on 4th & 5th November 2024.

Business partner information: Chantik Garments Ltd. (Business license: Certificate of Incorporation No: C-70181(2690)/08, issue date: 3rd March 2008, Factory License: 15808/Dhaka which is valid till 30th June 2025, Trade License: 002760, issued date: 04-07-2024, issued by 05 No. Ashulia Union Council, Ashulia, Savar, Dhaka, Bangladesh which is valid till 30th June 2025, Fire License: DD/Dhaka/23651/2012 which is valid till 30th June 2025) is located at Kumkumari, Gouripur, Ashulia, Savar, Dhaka-1340, Bangladesh. The factory was founded on 3rd March 2008 as per incorporation certificate and started its operation since 1st July 2024. The main auditee is specialized in woven garments manufacturing.

The main production activities in audited factory: Cutting, Sewing, Finishing (Iron to Pack). Noted that the factory has a nonfunctional embroidery section. Production capacity is 850,000 pieces per month of garments.

Audited location information: Total land area of the factory is about 81,281 square feet, production area is about 95,000 square feet, storage area is about 20,000 square feet and dining area is about 5,000 square feet.

There is one factory in the premises. The facility premises consists of 05 buildings and 05 sheds. Details description is given as below:

Building 01: (05 storied building)

Ground Floor: Cutting, Embroidery (non-functional), Accessories store, Fabric store, Fire control room.

1st Floor: Sewing section, Maintenance room, Electrical room, Needle control satiation, Admin workstation, Office, Production Manager workstation, Quality Manager workstation, Toilet area, Fusing area.

2nd Floor: Finishing section, Finished carton store area, C-TPAT area, Spot removing room, Sucker machine area, Maintenance room, Inspection room (under construction), Office, Toilet area.

3rd Floor: Vacant. (proposed sewing section)

4th Floor: Sewing section, Maintenance room, Electrical room, Needle control satiation, Office, Conference room, Admin workstation, Production Manager workstation, Quality Manager workstation, Toilet area.

Rooftop: 100% Vacant.

Building 02: (04 storied building)

Ground Floor: Generator, Compressor.

1st Floor: Prayer room (Female).

2nd Floor: Office.

3rd Floor: Prayer room (Male).

Rooftop: 100% Vacant.

Building 03: (Single storied)

Ground Floor: Boiler Room.

Rooftop: 100% Vacant.

Building 04: (Single storied)

Ground Floor: Security officer room.

Rooftop: 100% Vacant.

Building 05:

Under Ground Floor: Fire pump room.

Shade 01: Security check point.

Shade 02: Medical room.

Shade 03: Daycare, Guest room, Guest dining room.

Shade-04: Workers' dining, Canteen.

Shade-05: Waste room.

The facility has total 28 first aiders and 14 first aid boxes, 214 trained firefighters internal, 20 hose pipes, 203 ABC fire extinguishers, 79 Co2 fire extinguishers, 02 foam fire extinguishers, 08 sprinklers, 44 fire alarm, 427 smoke detectors, 105 emergency lights and 04 exit and staircases in main production building.

Operating shifts and hours: The main auditee established working hours policy. All workers worked in 1 shift (08:00 am to 05:00 pm). The workers' regular working time was 8 hours per day, 6 days per week. Security section runs in three shifts (A: 06:00 am to 02:00 pm, B: 02:00 pm to 10:00 pm, C: 10:00 pm to 06:00 am). Workers could choose overtime working or not. The factory declared day off on Friday and statutory holidays. The main auditee paid enough overtime wage to workers according to legal requirement.

Time recording system: Factory uses electronic time keeping system (face detection) for recording attendance of workers.

Salary payment details: The factory established the procedures about wage and benefits, workers' minimum wage, statutory holidays, annual leaves, etc. were defined in the policy. The wages were paid through 100% mobile banking bKash, the pay date never delayed, all workers were aware of the wage's structures. During the audit, the factory provided the payroll records from July 2024 to September 2024 for review. The facility provides minimum wages (BDT. 12500) to the workers in accordance with Bangladesh Minimum Wages Gazette-2023 for the RMG sector (Published on December 20, 2023). Facility wages are calculated on a monthly basis from the 1st to the 30th/31st date of each month.

Worker number information: There is a total of 1123 employees in the facility including 450 male, 672 female and 01 non-binary workers. There were no child labors, young workers, interns, apprentice, pregnant, lactating mother, night shift employees found in the factory.

Good practices: The factory has system of the following good practices: a) The facility provides an attendance bonus of BDT. 600 to 800 for workers monthly. b) The facility provides sanitary napkin to the female employees free of cost.

Worker organization details: There's no trade union in the factory. Facility has formed participation committee through selection process on 01-09-2024. This committee consists of total 14 members (07 from workers and 07 from management) from different section as workers representative.

Circumstances: Chantik Garments Ltd. was running under the leadership of Mr. Zainul Karim Dulal since 2012. When the factory was completely closed from Jan 2024, Mr. Zainul Karim Dulal gave a general circular to sell the factory and Md. Nazmul Kabir, Managing Director of Fashion Globe Group visited the factory with the intention of purchasing and after visit purchased it. Finally, from the July 1st, 2024, the Fashion Globe Group operating the Chantik Garments Ltd. as a concern factory and all activities of the Fashion Globe Group conducting as per law.

Audit Process: The audit for amfori BSCI (full monitoring) was conducted in two days on 4th & 5th November 2024. An opening meeting was held where Rowshaon Ali Khandker Liton (Company Secretary), Md. Saifur Rahman (General Manager), Md. Ikbal Hossain (Senior Executive – HR, Admin & Compliance), Sanjida Islam (Welfare Officer), Shariful Islam (Executive – HR & Payroll), Urmi Akter (Safety & HR Officer), Mizanur Rahman (Fire Safety Officer), Shahajadi Habiba (Executive) and Lipi Akter (Vice-president of the participation committee) were present.

Closing meeting: At the end of the assessment a closing meeting was held on 5th November 2024 to discuss all the areas of improvement in the findings report and positive notes with Rowshaon Ali Khandker Liton (Company Secretary) and with his team. Facility management agreed on all finding and signed on findings report. Auditor informed the management regarding the submission of remediation plan to the amfori sustainability platform through amfori sustainability platform against the findings raised on the audit within 60 days.

Summary of findings: Non-compliance were noted in "Social Management System", "Workers Involvement and Protection", "No Discrimination, Violence or Harassment", "Fair Remuneration", "Occupational Health and Safety",

“Protection of the Environment” and “Ethical Business Behaviour”. Details of the findings are listed in respective sections. For other areas, no findings were noted.

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 23100. The relevant document is attached under report attachment.

Note:

1. Factory address was written as per facility management statement.
2. Facility posted Speak for Change (S4C) in the notice board and production area.

SITE DETAILS

Site

Chantik Garments Ltd.

Site amfori ID

050-000112-002

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

N.A.

METRICS

Key Metrics

Total workforce	1,078	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	23,100	Monthly
Total sample	35	Workers

Other Metrics

Male workers	432	Workers
Female workers	646	Workers
Non-binary workers	0	Workers
Permanent workers - Male	450	Workers
Permanent workers - Female	672	Workers
Permanent workers - Non-binary	1	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	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	104	Workers
Management - Female	6	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	298	Workers
Workers on probation - Female	447	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	6	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	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	0	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	450	Workers
Workers hired directly - Female	672	Workers
Workers hired directly - Non-binary	1	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	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	0	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	14	Workers
Sample - Female	21	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Chantik Garments Ltd. | Site amfori ID: 050-000112-002

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 Code of Conduct as day-to-day business practices but the system is still not effective enough for continuous improvement and monitoring effectively as few gaps found in different areas like "Social management system" area including did not properly monitor and did not share updated amfori BSCI COC to their significant business partners, "Workers involvement and protection" area including selected participation committee, sample workers are not well aware on amfori BSCI COC and not defined "potential conflict of interest" in their grievance policy, did not include workers' representative during grievance box opening and solution process, "No Discrimination, Violence or Harassment" area including did not conduct any internal assessment on the most frequent areas of discrimination, "Fair remuneration" area including did not properly calculate living wage, and no potential action has been taken to fill the gaps between actual remuneration, "Occupational health and Safety" area including like no internal proper monitoring system, insufficient risk assessment, safety committee formation not as per law, PPE not used, insufficient chemical safety, no reporting and recording system of near misses incident, insufficient lay out approval plan, insufficient machine safety, "Protection of the Environment" area including no implementation procedure was noted to preserve natural water and "Ethical business behaviour" area including the factory did not include all relevant persons of provide training on ethical behavior due to lack of management awareness and monitoring. [As per amfori BSCI system manual requirement of 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 question because based on document review (supplier selection policy, monitoring record) and management interview, though the facility has developed supplier selection policy and procedures, but the factory did not properly monitor to their 03 out of 03 significant business partners. Moreover, the factory has not shared updated amfori BSCI COC to their 03 out of 03 significant business partners due to lack of awareness. [As per requirement of amfori BSCI system manual question 1.5]



PA 2: Workers Involvement and Protection

Site: Chantik Garments Ltd. | Site amfori ID: 050-000112-002

Question: 2.1 Is there satisfactory evidence that the auditee has good management practices that involve workers and their representatives in sound information exchange on workplace issues?

ENGLISH

Finding

The main auditee partially respected this question because based on documents review, worker and management interview it was noted that the facility management did not establish proper participation committee for two-way communication in sound information exchange on workplace issues because participation committee was formed through selection instead of election due to lack of awareness. Noted that the factory started its operation since 1st July 2024 through new owner and management. [As per requirement of Bangladesh Labor Rules 2015, Rule 183 (1):]

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

Based on provided documents, worker and management interview it was noted that the facility periodically organized an informative session on amfori BSCI Code of conduct, but proper awareness was not found from 25 out of 35 of workers and workers' representatives on amfori BSCI COC due to lack of awareness. This question is rated as partially because other related areas found in compliance. [As per amfori BSCI system manual requirement of question 2.4]

Question: 2.5 Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?

ENGLISH

Finding

The main auditee partially respected this question because based on documents review, workers and management interview it was noted that, though the factory has policy and procedures on grievance mechanism, but facility did not include "potential conflict of interest" in the existing grievance policy. Moreover, the factory did not involve workers' representative during opening grievance box and solution process of the raised grievance due to lack of management awareness. [As per amfori BSCI system manual requirement of question 2.5]

PA 4: No Discrimination, Violence or Harassment

Site: Chantik Garments Ltd. | Site amfori ID: 050-000112-002

Question: 4.1 CRUCIAL: Is there satisfactory evidence that the auditee takes the necessary measures to avoid or eradicate discrimination in the workplace?

ENGLISH

Finding

The main auditee partially respected this question because based on document review and management

Finding

interview it was noted that the facility management has developed a discrimination policy for the workers, but yet to conduct any internal assessment on the most frequent areas as well as the most common activities through which discrimination may occur/take place and did not identify the root cause of discriminatory behaviors due to lack of awareness management. [As per amfori BSCI system manual requirement of question 4.1]

PA 5: Fair Remuneration

Site: Chantik Garments Ltd. | Site amfori ID: 050-000112-002

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 that the facility management is well aware of collection and calculation of fair remuneration. Facility has conducted general survey within workers of various grades, sections and several areas to identify fair remuneration. But they did not identify possible gaps between actual remuneration and the fair remuneration figure in the factory. Moreover, 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: Chantik Garments Ltd. | Site amfori ID: 050-000112-002

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

ENGLISH

Finding

(a) The main auditee partially respected this question because based on onsite check, plant visit, documents review, workers and management interview, facility is in progress of complying health & safety rules and regulations, and assigned one qualified employee to monitor implement but still there are some gaps like no internal proper monitoring system, insufficient risk assessment, safety committee formation not as per law, PPE not used, insufficient chemical safety, no reporting and recording system of near misses incident, insufficient lay out approval plan, insufficient machine safety due to lack of awareness and monitoring system.

(b) Based on document review (internal audit), worker's representative and management interview it was noted that the factory did not develop proper internal mechanism to observe the occupational health and safety condition for its activities and did not involve worker's representatives and workers in drafting and enforcement of the internal procedure on occupational health and safety due to lack of management awareness. This question is rated partially because other relevant areas were found in compliance. [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 question because based on document review, workers and management interview it was noted that following risk assessment related issues were identified during audit days due to lack of management monitoring:

- a) During facility visit, at least six CNG cylinders were observed in two vans beside the boiler room located at ground floor of building 03. No risk assessment conducted by the facility for those CNG cylinders. However, facility tested those CNG cylinders from third party CNG cylinder testing company for fitness.
- b) Besides, dining canteen and waste store area were not under addressable smoke detector coverage. Facility installed manual battery-operated smoke detectors at those areas which was found nonfunctional. However, no risk assessment conducted for those area of manual smoke detectors. [As per requirement of Bangladesh Labour Rules, 2015, Schedule-4, Matters relating to safety committee (2):]

Question: 7.4 Is there satisfactory evidence of active cooperation between management and workers (and/or their representatives) when developing and implementing systems towards ensuring OHS?

ENGLISH

Finding

The main auditee partially respected this question because based on document review, worker and management interview it was noted that the facility has formed a safety committee on 19th November 2024, but the committee was not formed by elected participation committee as per legal requirement due to lack of awareness. [As per requirement of Bangladesh Labour Rules 2015, Rules 81:]

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 question because facility management provided personal protective equipment and awareness training to the workers but based on the plant visit following issues noted that due to lack of awareness and monitoring:

- (a) Approximately 10% workers at sewing section found not using face mask at 1st and 4th floor of building 01.
- (b) At least 02 Workers were not using heat protective gloves at fusing machine located at 1st floor of building 01. [As per requirement of Bangladesh Labour 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 question because, based on plant visit following chemical related issues were noted due to lack of awareness and monitoring: Label was missing for approximately 01 machine oil container and two machine oil bottles found at maintenance room at 4th floor sewing section of building 01. Moreover, at least 04 drums of diesel containers were kept beside the waste shed without labeling, secondary containment and MSDS. [As per requirement of Bangladesh Labour rules 2015, Rule 68 (10):]

Question: 7.10 Is there satisfactory evidence that the auditee has and properly uses procedures and systems for reporting and recording occupational accidents and injuries?

ENGLISH

Finding

The main auditee partially respected this question because based on document review, worker and management interview it was noted that the factory has developed policy and procedure on near misses incident but no reporting and recording system has been developed by the factory management for near miss accident due to lack of awareness. [As per requirement of Bangladesh Labour Rules 2015, rule 73 (1):]

Question: 7.11 Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?

ENGLISH

Finding

During document review of approved layout plan and management interview it was noted that the waste shed 05 (tin shed) was not included under the approved layout plan which area covering approximately 500 square feet due to lack of management knowledge. This question is rated partially because other relevant areas were found in compliance. [As per requirement of Bangladesh Labour Rules 2015, Rule-353:]

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 question because based on plant visit, worker and management interview it was noted that following machine safety related issues were noted due to lack of awareness and monitoring:

- (1) Approximately 20% needle guards at sewing machines found displaced from its own position at 4th floor sewing section of building 01.
- (2) Randomly checked 05 out of 30 sewing machines found without lower pulley guard at sewing section located on the 1st and 4th floor of building 01.
- (3) Approximately 40% overlock and flatlock machines found with displaced eye safety guards located at 1st and 4th floor of building 01. [As per requirement of Bangladesh Labour Law 2006, section 63(1) D(3):]

PA 12: Protection of the Environment

Site: Chantik Garments Ltd. | Site amfori ID: 050-000112-002

Question: 12.5 Is there satisfactory evidence that water is managed in a way that respects the environment, particularly but not limited to preserving local water sources?

ENGLISH

Finding

The main auditee partially respected this question because based on document review and management interview it was noted that the facility has not yet implemented significant programs to preserve natural water resource (recycling practices, preserve rainwater etc.) to ensure better environment in the premises due to lack of awareness of management. [As per amfori BSCI system manual requirement of question 12.5]

PA 13: Ethical Business Behaviour

Site: Chantik Garments Ltd. | Site amfori ID: 050-000112-002

Question: 13.1 Is there satisfactory evidence that the auditee actively opposes any act of corruption, extortion or embezzlement, or any form of bribery in its activities as a business enterprise?

ENGLISH

Finding

The main auditee partially respected this question because based on document review and management interview it was noted that through the factory has developed anti-corruption policy and procedure, but all concerned employees, i.e. decision-makers i.e. the general manager, human resources personnel, accountants, merchandiser/purchase personnel & store personnel etc., were not included in the anti-corruption and bribery training due to lack of management awareness. [As per requirement of amfori BSCI system manual question 13.1]