



# Social Re-Audit Report

January 2009

BSCI 8-01/09

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Systain Consulting GmbH, Hamburg

# Social Re-Audit Report

Factory Name:	Alliance Garments Ltd		
Factory Address:	House# 8, Road #3, Section-7, Mirpur,Dhaka-1216, Bangladesh.		
Management Representative:	Ms. Rashika Islam		
Audit Results for BSCI Social Requirements Part B:	Good <sup>1</sup> <input checked="" type="checkbox"/>	Improvement Needed <input type="checkbox"/>	Non-compliant <input type="checkbox"/>
Audit Results for Best Practice for Industry Part C:	Good <input type="checkbox"/>	Improvement Needed <input checked="" type="checkbox"/>	
Audit initiated by:	BSCI Member : <input checked="" type="checkbox"/>	Supplier: <input type="checkbox"/>	
Auditing Company Name:	TÜV SÜD Bangladesh (Pvt.) Ltd.		
Audit report number:	DHK-SFT-A-12-129		
DBID number:	30775		
Lead Auditor's name and SAAS certificate number:	Monir Khan, Certificate # A9774		
Auditing Company Address:	Update Tower (Level 7 & 8) , 1 Shajalal Avenue, Sector-6, Uttara Model Town, Dhaka- 1230, Bangladesh.		
Audit Date:	September 06, 2012		
Date of the new BSCI to be started: (3 years from the initial audit)	July 02, 2015		
Number of Initial audits performed at this facility (Cycle number 1, 2, 3..):	01		
Agreed date for closing the CAP (if applicable):	September 15, 2012		
Date, Signature & Stamp:	Monir Khan  September 06, 2012		

<sup>1</sup> Due to the sampling nature of the auditing exercise, absence of findings during an assessment does not assure the full compliance of the facility nor does it guarantee that violations may not appear in the future. BSCI and the auditing company do not accept responsibility for conditions at other locations that may be used in the supply chain of the relevant product or service since this report covers the production site listed under "audited company" only.

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Lead-Auditor	Monir Khan	Additional Auditor	Nil
Audit Date	September 06, 2012	Number of man days applied	1 man day
First Re-audit	<input checked="" type="checkbox"/>	Second Re-Audit	<input type="checkbox"/>

A. Master Data – For full details on the business structure of the company, see complete Master Data in the Audit Questionnaire.

Location of audited Company		Basic Data	
Name of Company	Alliance Garments Ltd.	Year of foundation	1991
http://www.	www.alliancegroupbd.com	Legal status	Private Limited Company
Street	House# 8, Road #3, Section-7, Mirpur	Language(s) spoken in company	Bengali & English
City	Dhaka	Total production capacity per month	52,000 pieces
Zip Code	1216	<b>Contact Person</b>	
Country	Bangladesh	Name	Ms. Rashika Islam
Phone	+88-031-801075, 801076	Position / Language	Deputy Managing Director/ Bangla/English
Fax	+88-02-8019249	Phone	+88 01714141536
DBID Number	30775	E-mail	rashika@alliancegroupbd.com

Business Activities			
Clothing:	<input checked="" type="checkbox"/>	Construction Material:	<input type="checkbox"/>
Eyewear (Glasses):	<input type="checkbox"/>	Furniture:	<input type="checkbox"/>
Machinery:	<input type="checkbox"/>	Other hard goods:	<input type="checkbox"/>
Textiles:	<input type="checkbox"/>	Toys:	<input type="checkbox"/>
		Electronic Groups:	<input type="checkbox"/>
		Leather Goods (except shoes):	<input type="checkbox"/>
		Shoes:	<input type="checkbox"/>
		Textiles raw material or accessories	<input type="checkbox"/>

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## B. BSCI Mandatory Social Requirements

Date of Initial Audit: <b>July 02, 2012</b>	Date of First Re- Audit: <b>September 06, 2012</b>	Date of Second Re- Audit:
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		Initial Results				First Re-audit Result					Second Re-audit Results				
		2	1	0	NA	2	1	0	NA	NR	2	1	0	NA	NR
B.1	Management Practice	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.2	Documentation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.3	Working Time	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.4	Compensation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.5	Child Labour / Young Employees	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.6	Forced Labour / Prisoner Labour / Disciplinary Measures	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.7	Freedom of Association / Collective Bargaining	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.8	Discrimination	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.9	Working Conditions	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.10	Health and Social Facilities	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.11	Occupational Health and Safety	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.12	Dormitories	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B.13	Environment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Total Result for the current audit:	Good <input checked="" type="checkbox"/>	Improvements Needed <input type="checkbox"/>	Non-compliant <input type="checkbox"/>
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**Remarks**

Initial audit comments (conducted on July 02, 2012):

Alliance Garments Ltd. is located at House# 8, Road #3, Section-7, Mirpur-1216,Dhaka, Bangladesh. The factory has started its operation from 1991. The total land area is 20,000 square feet. The factory occupied 18 ,200 square feet for production purposes. The main product manufactured by the factory is woven items.

In the factory premises, there is one building. The building is 6 storied (Ground + 5 floors) and ground floor is used as child care room, doctor's room, workers' dining hall, bonded warehouse, finished goods storing area, boiler room and generator room. 1st floor is used as office, cutting section and sample section. 2nd floor is used as sewing section and accessories store. 3rd floor is used as finishing section, pressing section and packing section. 4th floor is used as idle machine

Please fill in under results			
2 = Good	1 = Improvements Needed	0 = Non-compliant	NA = Not Applicable
No deviation from requirements or only minor deviations and full protection of employees is given	Deviations in the minority of requirements and no crucial points	Deviations in 50% or in the majority of requirements or/and in crucial points (double framed)	Requirements do not match to the company structure

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store. 5th floor is used as Euro Design Ltd (Another factory under different owner which is a printing factory).

Currently, 336 employees are working in the factory. Among them 315 are production employees and 21 are non-production employees. Out of 336 employees, 237 are female and 99 are male. Among them all are local employees. In general, the employees work for 6 days in a week (Saturday to Thursday). Friday is weekly holiday. The normal working hour is from 08:00 hours to 17:00 hours including one hour lunch from 13:00 hours to 14:00 hours.

During the audit, factory management had provided salary sheets and time cards of all workers from January 2012 to May 2012 to the auditors for review. However, the factory management could not provide salary sheet and time card of all workers from June 2011 to December 2011 to the auditors for review.

Factory management is paying monthly salary by cash to all the workers. The factory's wage period is 1st to 30/31st of every month and factory is paying wages within 7th working days after completion of wage period.

1st re-audit comments (conducted on September 06, 2012):

This re-audit was conducted to verify whether the factory management had taken corrective action against the non-compliance issues mentioned in the initial audit report or not. The working hour, lunch break, manpower and floor layout of the factory was same as previous audit. However, Manpower strength details are given below:

Currently, 336 employees are working in the factory. Among them 315 are production employees and 21 are non-production employees. Out of 336 employees, 237 are female and 99 are male. Among them all are local employees.

During the audit, factory management provided time card and salary sheet from June 2012 to July 2012 to the auditor for review. (As initial audit conducted on July 02, 2012, So audit scope is from June 2012 to July 2012.)

In initial audit, no nonconformity was noted in Management Practice, Forced Labour, and Discrimination sections. Hence these sections were not re-audited on the audit day. As Working Time, Compensation, Working conditions, Health and Social Facilities, Child Labour and Environment sections could be changed at any time so auditors checked these sections once again though there were no non-conformities under those sections. Rest all other sections were also audited as non conformities were in the previous audit.

It was confirmed through workers interview that no workers migration happened between two factories. However, Production processes & owner of the factory also different.

Note: On the audit day a non-conformity was raised under Freedom of Association and Collective Bargaining section against B.7.6. This was regarding that 'the workers participation committee of the factory was formed by selection process instead of election and 3 out of 20 of the interviewed workers were not well aware about the activities of this committee'. However, the factory management has at least formed workers participation committee in the factory and posted the photographs of the members in the production floor for workers' identification. The factory management also planned for election on September 15, 2012 to reform the committee. As the management is in process of election and making the workers' awareness, so auditor decided to mark the report as "Good" instead of "Improvement Needed" despite one non-conformity under

Please fill in under results			
2 = Good	1 = Improvements Needed	0 = Non-compliant	NA = Not Applicable
No deviation from requirements or only minor deviations and full protection of employees is given	Deviations in the minority of requirements and no crucial points	Deviations in 50% or in the majority of requirements or/and in crucial points (double framed)	Requirements do not match to the company structure

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above mentioned section.				

Please fill in under results			
2 = Good	1 = Improvements Needed	0 = Non-compliant	NA = Not Applicable
No deviation from requirements or only minor deviations and full protection of employees is given	Deviations in the minority of requirements and no crucial points	Deviations in 50% or in the majority of requirements or/and in crucial points (double framed)	Requirements do not match to the company structure

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Previous Corrective Action Plan (CAP) Part B BSCI Social Requirements

	Findings and Requested Improvements	Implementation Date	Full-filled?
Management Practice	No non-compliance was noted on the audit day	Not Applicable	Not applicable
Documentation	<p>1. In accordance with Fire Prevention and Fire Fighting Law, 2003, section 4(12) and BSCI Audit Questionnaire, point B.2.2: License can be renewed with specified fees from the Director General. All necessary official approvals available to run operations, machinery etc.</p> <p>It was noted through fire license review and management interview that fire license of the factory was expired from June 30, 2012. However, the factory management has already applied for renewal.</p> <p>It is recommended that the factory management should renew the fire license on time.</p> <p>1st re-audit comment (conducted on September 06, 2012): Corrected: It was noted through documents review and management interview that the factory management has renewed fire license from concern authority.</p>	July 15, 2012	Fulfilled
	<p>2. In accordance with Bangladesh labour law 2006, section 5 (1) and BSCI audit questionnaire, point B.2.5. No employer can employ any worker without providing appointment letter, and every employed worker shall be provided identity card with the worker's photo. Personal data file must contain copy of ID card and working contract.</p> <p>It was noted through workers interview that 7 out of 20 interviewed workers of the factory did not get appointment letter during recruitment.</p> <p>It is recommended that the factory management should provide appointment letter to all the workers during recruitment as per law.</p> <p>1st re-audit comment (conducted on September 06, 2012): Corrected: It was noted through documents review and workers interview that factory management has provided appointment letter to all workers during recruitment.</p>	September 02, 2012	Fulfilled
Working Time	<p>1. In accordance with BSCI audit questionnaire, point B.3.1, B.3.3, B.3.4, B.3.5, B.3.6, B.3.7, B.3.8, B.3.10, B3.11.</p> <p>The compliance status of "Working Time" of the factory could not be verified as on the audit day the factory management could not provide salary sheet and time card of all workers from June 2011 to December 2011 to the auditors for review.</p> <p>It is recommended that the factory management should provide all the required documents on audit day for better verification of compliance related issue.</p>	Immediate	Full filled



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	1st re-audit comment (conducted on September 06, 2012): Corrected: It was noted through documents review that factory management has provided all required salary sheet, job card and others documents (from June-2012 to July-2012) to auditor for verification and no discrepancy noted.			
Compensation	<p>1. In accordance with BSCI audit questionnaire, poin- B.4.2, B.4.4, B.4.6, B.4.7, B.4.8, B.4.9, B.4.12, B.4.16.</p> <p>The compliance status of "Compensation" of the factory could not be verified as on the audit day the factory management could not provide salary sheet and time card of all workers from June 2011 to December 2011 to the auditors for review.</p> <p>It is recommended that the factory management should provide all the required documents on audit day for better verification of compliance related issue.</p> <p>1st re-audit comment (conducted on September 06, 2012): Corrected: It was noted through documents review that factory management has provided all required salary sheet, job card and others documents (from June-2012 to July-2012) to auditor for verification and no discrepancy noted.</p>		Immediate	Full filled
Child Labour / Young Employees	No non-compliance was noted on the audit day		Not applicable	Not applicable
Forced Labour / Prisoner Labour / Disciplinary Measures	No non-compliance was noted on the audit day		Not Applicable	Not applicable
Freedom of Association and Collective Bargaining	<p>1. In accordance with BSCI Audit Questionnaire, point B.7.6(a)(b)(c) Employees have the possibility to complain anonymously (about minor and major problems)</p> <p>a. Employees know about these possibilities b. Those possibilities secure that the management takes note of the complaints. c. The management tries to find solutions for those complaints with the employees.</p> <p>It was noted through workers interview and documents review that the workers participation committee of the factory was formed by selection process instead of election and most of the interviewed workers do not know the activities of this committee.</p> <p>It is recommended that the factory management should form the workers participation committee by election instead of selection and should take initiative for the awareness of workers about the workers participation committee.</p> <p>1st re-audit comment (conducted on September 06, 2012): Not corrected: For details, please refer to Current ReAudit CAP Part B, non-compliance # 1 under 'Freedom of Association and Collective Bargaining' section.</p>		September 02, 2012	Not Full filled
Discrimination	No non-compliance was noted on the audit day.		Not Applicable	Not applicable
Working Conditions	No non-compliance was noted on the audit day.		Not Applicable	Not applicable
Health and	No non-compliance was noted on the audit day.		Not	Not

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Social Facilities			Applicable	applicabl e
Occupational Health and Safety	<p>1. In accordance with Factories Rules 1979, section 41 (1) and BSCI Audit Questionnaire, point B.11.4.f In every factory all electric supply lines and apparatus shall be of proper size and sufficient strength and shall be constructed, situated, protected, worked and maintained in such a manner as to cause no risk of bodily injury. Provided that where an automatic mechanism is installed which renders 'dead' any electrical equipment on the occurrence of any danger, such mechanism shall be taken into account by the Inspector when considering the adequacy or otherwise of the protection furnished. Provided further that in no case shall the Inspector accept as adequate any conditions or combination of conditions which are subject to objection under any law for the time being in force. There is a danger that electrical installations will energize surrounding installations.</p> <p>It was noted through plant tour that there are no inner insulation covers installed inside the electrical control panels (04 out of 04) in the factory.</p> <p>It is recommended that the factory management should install inner insulation covers inside the electrical control panel.</p> <p>1st re-audit comment (conducted on September 06, 2012): Corrected: It was noted through plant tour that factory management has installed inner insulation covers inside the electrical control panels.</p>		September 02, 2012	Fulfilled
	<p>2. In accordance with BSCI audit questionnaire, point B.11.5.c Fire fighting equipment is in good condition.</p> <p>It was noted through plant tour that 01 out of 01 fire hose reel was with less water pressure in ground floor. As a result it might not be used properly in case of emergency.</p> <p>It is recommended that the hose reel should have sufficient water pressure.</p> <p>1st re-audit comment (conducted on September 06, 2012): Corrected: It was noted through plant tour that water pressure of hose reel found sufficient in production floors. As a result it might be used properly in case of emergency.</p>		Immediate	Fulfilled
Dormitories	Not Applicable		Not applicable	Not applicabl e
Environment Environment	No non-compliance was noted on the audit day.		Not applicable	Not applicabl e

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Current Re-Audit Corrective Action Plan (CAP) Part B BSCI Social Requirements
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	Findings and Necessary Improvements	Implementation Date
Management Practice	Not re-audited	Not Applicable
Documentation	No non-compliance was noted on the re- audit day.	Not Applicable
Working Time	No non-compliance was noted on the re- audit day.	Not Applicable
Compensation	No non-compliance was noted on the re- audit day.	Not Applicable
Child Labour / Young Employees	No non-compliance was noted on the re- audit day.	Not Applicable
Forced Labour / Prisoner Labour / Disciplinary Measures	Not re-audited	Not Applicable
Freedom of Association and Collective Bargaining	<p>1. In accordance with BSCI Audit Questionnaire, point B.7.6(a)(b)(c): Employees have the possibility to complain anonymously (about minor and major problems)</p> <p>a. Employees know about these possibilities</p> <p>b. Those possibilities secure that the management takes note of the complaints.</p> <p>c. The management tries to find solutions for those complaints with the employees.</p> <p>It was noted through workers interview and documents review that the workers participation committee of the factory was formed by selection process instead of election and 3 out of 20 of the interviewed workers were not well aware about the activities of this committee.</p> <p>Note, the factory management has already planned to arrange election on September 15, 2012.</p> <p>It is recommended that the factory management should form the workers participation committee by election instead of selection and should take initiative for the awareness of workers about the workers participation committee.</p>	September 15, 2012
Discrimination	Not re-audited	Not Applicable
Working Conditions	No non-compliance was noted on the re- audit day.	Not Applicable
Health and Social Facilities	No non-compliance was noted on the re- audit day.	Not Applicable
Occupational	No non-compliance was noted on the re- audit day.	Not Applicable

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Health and Safety				
Dormitories	Not Applicable			Not Applicable
Environment	No non-compliance was noted on the re-audit day.			Not Applicable

September 06, 2012/

Monir Khan

Ms. Rashika Islam

Date / signature / stamp Auditor

Signature / stamp Company

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<b>C. Best Practice for Industry - Voluntary implementation but auditing is mandatory</b>		
Date of Initial Audit: July 02, 2010	Date of First Re- Audit: September 06, 2012	Date of Second Re- Audit:

		Initial Results			First Re-audit Results				Second Re-audit Results			
		2	1	NA	2	1	NA	NR	2	1	NA	NR
C.1	Policy	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C.2	Planning and Implementation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C.3	Management Review	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C.4	Control of Subcontractor / Suppliers / Sub-suppliers	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C.5	Control of Homeworkers	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C.6	Compensation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C.7	Child Labour	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C.8	Evasion	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C.9	Outside Communication	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Ripe for SA8000 Certification with regard to audit results Band C       YES       NO

Training and assistance necessary but SA8000 certifiable       YES       NO

Please fill in under results		
2 = Good	1 = Improvements Needed	NA = Not Applicable
No deviation from requirements	Deviation from requirements	Requirements do not match to the company structure

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Previous Corrective Action Plan (CAP) Part C Best Practice for Industry - Voluntary implementation but auditing is mandatory

	Findings and Requested Improvements	Agreed		Implemen- Tation date	Ful- filled?
		Yes	No		
Policy	<p>1. In accordance with BSCI Audit Questionnaire, Poin- C.1.1.</p> <p>It was noted through management interview that the top management of the factory did not define a company policy to their employees for social accountability and labour condition including with-</p> <p>a. Commitment to confirm to all requirements of SA8000 standard</p> <p>b. Commitment to comply with national and other applicable law, other requirements to which the company subscribes and to respect the international instruments and their interpretation</p> <p>c. Commitment to continual improvement</p> <p>d. Effectively documented, implemented, maintained, communicated and is accessible in a comprehensible form for all personnel, including directors, executives, management, supervisors and staff, whether directly employed, contracted or otherwise representing the company.</p> <p>It is recommended that the top management of the factory should define a company policy to their employees for the social accountability and labour condition including the mentioned requirement.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We need to discuss with our top management	Not Fulfilled
Planning and Implementation	<p>1. In accordance with BSCI Audit Questionnaire, Poin- C.2.1.</p> <p>It was noted through management interview that the top management of the factory did not ensure the requirement of the SA 8000 Standard are understood and implemented at all levels of the organisation including-</p> <p>a. Clean definition of roles, responsibilities and authority</p> <p>b. Training of new/temporary employees upon hiring</p> <p>c. Periodic training and awareness programme for existing employees</p> <p>d. Continuous monitoring of activities and results to demonstrate the effectiveness of systems implemented to meet the company's policy and the requirement of this standard.</p> <p>It is recommended that that the top management of the factory should ensure the requirement of the SA 8000 Standard are understood and implemented at all levels of the organisation.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We need to discuss with our top management	Not Fulfilled
Management Review	<p>1. In accordance with BSCI Audit Questionnaire, Poin- C.3.1.</p> <p>It was noted through management interview that the top management of the factory did not review the adequacy, suitability, and continuing effectiveness of the company policy, procedures and performance results vis-à-vis the requirements of the SA 8000 Standard periodically and requirements to which the company subscribes.</p> <p>It is recommended that the top management of the</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We need to discuss with our top management	Not Fulfilled

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Control of Subcontractor / Suppliers / Sub-suppliers	<p>factory should review the adequacy, suitability, and continuing effectiveness of the company policy, procedures and performance results vis-à-vis the requirements of the SA 8000 Standard periodically and requirements to which the company subscribes.</p> <p>2. In accordance with BSCI Audit Questionnaire, Point C.3.2.</p> <p>It was noted through management interview that the top management of the factory did not amendments and improvements implemented the system where appropriate.</p> <p>It is recommended that the top management of the factory should improvements implemented the system where appropriate.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We need to discuss with our top management	Not Fulfilled
	<p>1. In accordance with BSCI Audit Questionnaire, Point C.4.1.</p> <p>It was noted through management interview that the factory did not establish and maintain appropriate procedures to recruit suppliers/ sub-suppliers based on their ability to meet the requirements of the SA8000 standard.</p> <p>It is recommended that the factory management should establish and maintain appropriate procedures to recruit suppliers/ sub-suppliers based on their ability to meet the requirements of the SA8000 standard.</p> <p>2. In accordance with BSCI Audit Questionnaire, Point C.4.2.</p> <p>It was noted through management interview that the factory do not maintain appropriate records of suppliers/ sub-suppliers commitments to social accountability and written commitment to–</p> <p>a. Conform to all requirements of the SA 8000 standard,</p> <p>b. Participate in the companies monitoring activities as required</p> <p>c. Promptly implement remedial and corrective actions to address any non conformance identified with regard to requirements of the SA 8000 standard</p> <p>d. Promptly and completely inform the company of any and all relevant business relationship (s) with own suppliers/ sub-suppliers.</p> <p>It is recommended that the factory management should maintain appropriate records of suppliers/ sub-suppliers commitments to social accountability.</p> <p>3. In accordance with BSCI Audit Questionnaire, Point C.4.3.</p> <p>It was noted through management interview that the factory did not establish a system to monitor the supplier/ sub-supplier's social performance against the requirements of the SA8000 Standard.</p> <p>It is recommended that the factory management should establish a system to monitor the supplier/ sub-suppliers social performance against the requirements of the SA8000 standard.</p> <p>4. In accordance with BSCI Audit Questionnaire, Point</p>				

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	<p>C.4.4.</p> <p>It was noted through management interview that the factory did not maintain reasonable evidence that the supplier/ sub-suppliers continuously improve conditions to meet the requirements of the SA 8000 standard.</p> <p>It is recommended that the factory management should maintain reasonable evidence that the supplier/ sub-suppliers continuously improve conditions to meet the requirements of the SA 8000 standard.</p>				
Control of Homeworkers	Not Applicable	<input type="checkbox"/>	<input type="checkbox"/>	Not Applicable	Not Applicable
Compensation	<p>1. In accordance with BSCI Audit Questionnaire, Point C.6.2.</p> <p>It was noted through documents review, management and workers interview that the factory did not provide basic need wage to the workers and did not have a well defined plan for achieving this.</p> <p>It is recommended that the factory should provide basic need wage to the workers also have a well defined plan for achieving this.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We need to discuss with our top management	Not Fulfilled
Child Labour	<p>1. In accordance with BSCI Audit Questionnaire, Point C.7.1.</p> <p>It was noted through management interview that, the factory did not establish, document and effectively communicate to personnel and other interested parties, policies, procedures for remediation of children found to be working.</p> <p>It is recommended that the factory management should establish, document and effectively communicate to personnel and other interested parties, policies, procedures for remediation of children found to be working.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We need to discuss with our top management	Not Fulfilled
Evasion	No non-compliance was noted on the audit day	<input type="checkbox"/>	<input type="checkbox"/>	Not Applicable	Not Applicable
Outside Communication	<p>1. In accordance with BSCI Audit Questionnaire, Point C.9.1.</p> <p>It was noted through management interview that the factory did not establish any procedures to communicate regularly to all interested parties data and other information regarding performance of the requirements of the SA8000 Standard, including but not limited to, the results of management review and monitoring activities.</p> <p>It is recommended that the factory management should establish any procedures to communicate regularly to all interested parties data and other information regarding performance of the requirements of the SA8000 Standard, including but not limited to, the results of management review and monitoring activities.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We need to discuss with our top management	Not Fulfilled



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Current Re-Audit Corrective Action Plan (CAP) Part C Best Practice for Industry

	Findings and Necessary Improvements	Agreed		Implementation date
		Yes	No	
Policy	<p>1. In accordance with BSCI Audit Questionnaire, Point-C.1.1.</p> <p>It was noted through management interview that the top management of the factory did not define a company policy to their employees for social accountability and labour condition including with-</p> <p>a. Commitment to confirm to all requirements of SA8000 standard</p> <p>b. Commitment to comply with national and other applicable law, other requirements to which the company subscribes and to respect the international instruments and their interpretation</p> <p>c. Commitment to continual improvement</p> <p>d. Effectively documented, implemented, maintained, communicated and is accessible in a comprehensible form for all personnel, including directors, executives, management, supervisors and staff, whether directly employed, contracted or otherwise representing the company.</p> <p>It is recommended that the top management of the factory should define a company policy to their employees for the social accountability and labour condition including the mentioned requirement.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We need to discuss with our top management
Planning and Implementation	<p>1. In accordance with BSCI Audit Questionnaire, Point-C.2.1.</p> <p>It was noted through management interview that the top management of the factory did not ensure the requirement of the SA 8000 Standard are understood and implemented at all levels of the organisation including-</p> <p>a. Clean definition of roles, responsibilities and authority</p> <p>b. Training of new/temporary employees upon hiring</p> <p>c. Periodic training and awareness programme for existing employees</p> <p>d. Continuous monitoring of activities and results to demonstrate the effectiveness of systems implemented to meet the company's policy and the requirement of this standard.</p> <p>It is recommended that that the top management of the factory should ensure the requirement of the SA 8000 Standard are understood and implemented at all levels of the organisation.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We need to discuss with our top management
Management Review	<p>1. In accordance with BSCI Audit Questionnaire, Point-C.3.1.</p> <p>It was noted through management interview that the top management of the factory did not review the adequacy, suitability, and continuing effectiveness of the company policy, procedures and performance results vis-à-vis the requirements of the SA 8000 Standard periodically and requirements to which the company subscribes.</p> <p>It is recommended that the top management of the factory should review the adequacy, suitability, and continuing effectiveness of the company policy, procedures and performance results vis-à-vis the requirements of the SA 8000 Standard periodically and requirements to which the company subscribes.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We need to discuss with our top management

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Control of Subcontractors / Suppliers / Sub-suppliers	<p>2. In accordance with BSCI Audit Questionnaire, Poin- C.3.2.</p> <p>It was noted through management interview that the top management of the factory did not amendments and improvements implemented the system where appropriate.</p> <p>It is recommended that the top management of the factory should improvements implemented the system where appropriate.</p> <p>1. In accordance with BSCI Audit Questionnaire, Poin-C.4.1.</p> <p>It was noted through management interview that the factory did not establish and maintain appropriate procedures to recruit suppliers/subsuppliers based on their ability to meet the requirements of the SA8000 standard.</p> <p>It is recommended that the factory management should establish and maintain appropriate procedures to recruit suppliers/subsuppliers based on their ability to meet the requirements of the SA8000 standard.</p> <p>2. In accordance with BSCI Audit Questionnaire, PointC.4.2.</p> <p>It was noted through management interview that the factory do not maintain appropriate records of suppliers/sub suppliers commitments to social accountability and written commitment to –</p> <p>a. Conform to all requirements of the SA 8000 standard, b. Participate in the companies monitoring activies as required c. Promptly implement remedial and corrective actions to address any non conformance identified with regard to requirements of the SA 8000 standard d. Promptly and completely inform the company of any and all relevant business relationship (s) with own suppliers/subsuppliers.</p> <p>It is recommended that the factory management should maintain appropriate recrds of suppliers/sub-suppliers commitments to social accountability.</p> <p>3. In accordance with BSCI Audit Questionnaire, PointC.4.3.</p> <p>It was noted through management interview that the factory did not establish a system to monitor the supplier/sub supplier's social performance against the requirements of the SA8000 Standard.</p> <p>It is recommended that the factory management should establish a system to monitor the supplier/subsuppliers social performnace against the requirements of the SA8000 standard.</p> <p>4. In accordance with BSCI Audit Questionnaire, PointC.4.4.</p> <p>It was noted through management interview that the factory did not maintain reasonable evidence that the supplier/sub suppliers continuously improve conditions to meet the requirements of the SA 8000 standard.</p> <p>It is recommended that the factory management should maintain reasonable evidence that the supplier/subsuppliers continuously improve conditions to meet the requirements of the SA 8000 standard.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We need to discuss with our top management	
Control of Homeworkers	Not Applicable	<input type="checkbox"/>	<input type="checkbox"/>	Not Applicable	

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Compensation	<p>1. In accordance with BSCI Audit Questionnaire, Poin-C.6.2.</p> <p>It was noted through documents review, management and workers interview that the factory did not provide basic need wage to the workers and did not have a well defined plan for achieving this.</p> <p>It is recommended that the factory should provide basic need wage to the workers also have a well defined plan for achieving this.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We need to discuss with our top management	
Child Labour	<p>1. In accordance with BSCI Audit Questionnaire, Poin-C.7.1.</p> <p>It was noted through management interview that, the factory did not establish, document and effectively communicate to personnel and other interested parties, policies, procedures for remediation of children found to be working.</p> <p>It is recommended that the factory management should establish, document and effectively communicate to personnel and other interested parties, policies, procedures for remediation of children found to be working.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We need to discuss with our top management	
Evasion	Not re-audited	<input type="checkbox"/>	<input type="checkbox"/>	Not applicable	
Outside Communication	<p>1. In accordance with BSCI Audit Questionnaire, Poin-C.9.1.</p> <p>It was noted through management interview that the factory did not establish any procedures to communicate regularly to all interested parties data and other information regarding performance of the requirements of the SA8000 Standard, including but not limited to, the results of management review and monitoring activities.</p> <p>It is recommended that the factory management should establish any procedures to communicate regularly to all interested parties data and other information regarding performance of the requirements of the SA8000 Standard, including but not limited to, the results of management review and monitoring activities.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We need to discuss with our top management	

September 06, 2012/

Monir Khan

Ms. Rashika Islam

Date / signature / stamp Auditor

Signature / stamp Company

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Remarks

List of Re-Audit Attachments

	Obligatory Attachments	Attached?
1.	Employees Interview Sheet	Yes
2	Photos: outside factory compound, production floor, canteen, dormitories, display of the code of conduct, nursery, etc.	Yes
3	Child Labour Record Sheet	NA

	Required copies to be available as part of the audit pack, if no legal prohibition for collecting the record, according to local law.	Available with the audit files?
4	Collective Bargaining Agreement	NA
5	Personnel File sample	Yes
6	Time Record sample	Yes
7	Payslip sample	Yes
8	Payment to Social Insurance Fund	NA
9	Wage List sample	Yes
10	Maternity Leave sample	No
11	Work Rules	Yes
12	Documentation on Health and Safety Training	Yes
13	Documentation on Social Issues made by officials or other social audi	No
14	Agreement with a union or other worker representative	NA
15	Authorization for exemptions from statutory regulations	No
16		

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17				
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<b>BSCI</b> Audit Questionnaire	Name of Company	Audit Date	DBID number	
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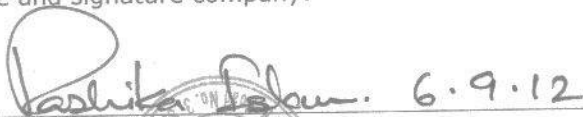
## Declaration of consent

Company		Auditor	
Name of Company	Alliance Garments Ltd.	Name of Audit Company	TÜV SÜD Bangladesh (Pvt.) Ltd.
Street	House# 8, Road #3, Section-7, Mirpur.	Street	Update Tower (Level 7 & 8), 1 Shajalal Avenue, Sector-6, Uttara Model Town
City, Zip Code	Dhaka, 1216	City, Zip Code	Dhaka-1230
Country	Bangladesh	Country	Bangladesh
Name of representative	Rashika Islam	Name of Auditor	Monir khan


1. The company agrees that the auditor may take photos of the factory and factory compound as well as take copies of business documents.
2. The company agrees that the auditor may conduct confidential interviews with employees which are chosen freely without any influence by the company.
3. The company agrees that all audit information can be recorded in a database.
4. The company agrees that the auditor may pass the Audit Questionnaire, Social Audit Report, Social Re-Audit Report and annexes directly to the company's retail customer or company's retail customer's local office / agency being a member of the Business Social Compliance Initiative.
5. The company agrees that data can be passed to third parties, but only within the framework of the Business Social Compliance Initiative. This refers to the following situations:
  - a) Dialogue and cooperation with NGOs and other stakeholders at BSCI meetings for sustainability of BSCI
  - b) Cooperation with these stakeholders and the BSCI Secretariat to find solutions in connection with the BSCI Complaint Mechanism.

Data passed to these parties is treated confidentially by them. Auditing company and the BSCI Secretariat are not liable in case of misuse by other parties.
6. The Company agrees that the audit can be subject to a surveillance measure. This surveillance serves to ensure audit quality in the BSCI system. Surveillance audits focus on the auditing company performing the assessment and have no incidence in the performance or results of the social audit conducted at the company. The company agrees that in this case, access to the entity selected to survey the auditors will be allowed.

Date and signature company:

 6.9.12

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Basic Living Wage Calculation							
Order no.:	20059341						
Customer no.:	156025		Standard:	BSCI	Date:	6/9/2012	
Audit type:	BSCI Re-Audit						
Company Name:	Alliance Garments Ltd.						
Lead Auditor / Auditor:	Monir Khan						

A: Quantitative Method

Food Basket Calculation (Please list down the food basket substance)

Weekly Expense	Single Person	Family of 3 members
1 food	2000	
2 rent	800	
3 transport	400	
4 clothing	400	
5 medical	300	
6 entertainment	500	
7 taxes	Nil	
8 education	Nil	
9 other	Nil	
<b>TOTAL BASKET</b>	<b>4400</b>	

List of parties consulted Centre of Indian Trade Unions (CITU)

Applicable Laws and National Collective Agreement: NA

Formulae:

$$\text{Food expenditure spent on food} \times (0.5 \times \text{avg. household size}) \times 1.1] \\ (2000 \times 2.5(i.e.1/40\%) \times 0.5 \times 3 \text{ members} \times 1.1 = \text{BDT } 8250)$$

Comparative Wage Structure

Category	Minimum Wage (Calculated by Government)	Basic Living Wage - BLW (Calculated by the Auditor)	Existing Wage - EW (Calculated by the organisation)	Difference (+/-) (Between BLW & EW)
Assistant Operat	3000	8250	3000	-5250
General Operato	3322	8250	3322	-4928
Jr. Operator	3553	8250	3736	-4514
Operator	3861	8250	4106	-4144
Sr. Operator	4218	8250	4400	-3850



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**Front view of factory building**



**Cutting section**



**Sewing section**



**Quality Check section**



**Pressing section**



**Fabric store**

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**PPE (Personal Protective Equipment) using instruction**



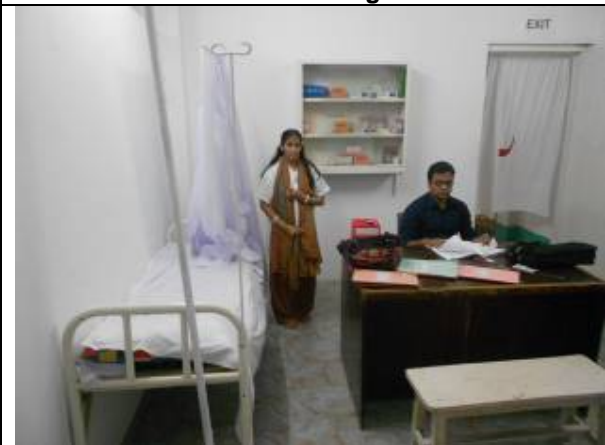
**Childcare room**



**Workers' dining hall**



**Drinking water point**



**Medical room**



**First aid box**

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**Workers' toilet**



**Complaint box is placed inside the toilet area**



**Exit sign is marked**



**Evacuation plan is posted**



**Fire fighting equipments**



**Fire extinguisher**



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**Fire hose pipe**



**Smoke detector**



**Fire alarm bell**



**Fire alarm switch**



**P.A. (Public Address) system**



**Aisle is marked**

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**Notice board**



**BSCI Code of Conduct is posted in production floor**



**Inner insulator was provided inside the electric control panel**



**Sufficient water pressure in fire hose pipe**