

Monitoring summary report for Metro Knitting & Dyeing Mills Ltd. (Factory-2)

MONITORING ID: 23-0223460



Monitored Party Metro Knitting & Dyeing Mills Ltd. (Factory-2)	amfori ID 050-001688-000	Address Charabag, Ashulia, Savar, 1341 Dhaka, Dhaka, Bangladesh
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Intertek
Monitoring Start Date 30/11/2023	Closing Meeting Finished Date 30/11/2023	Submission Date 06/12/2023
Expiration Date 06/12/2025	Announcement Type Semi Announced	
Site Site 1	Site amfori ID 050-001688-001	

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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	C	
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

Lead auditor:

Girish Khade (CSCA 21700727)

Team auditors:

Mamonur Rahman Khan (ASCA 21700982),

Md. Anisuzzaman (ASCA 21700677),

Asim Mondal (ASCA 21700859),

Raunak Parvin (ASCA 21702831),

Md. Towhid Uddin (ASCA 32200533).

Monitoring partner: ITS Labtest Bangladesh Ltd.

This semi-announced full audit was conducted on 30 November 2023. 06 auditors verified the facility's operations against amfori BSCI Code of Conduct and local legislations. On-site man day 6.0 and offsite man day 0.5.

Metro Knitting & Dyeing Mills Ltd. (Factory-2). is a 100% export-oriented knit item manufacturer located at CHARABAG, ASHULIA, SAVAR, DHAKA-1341, Bangladesh. Facility management started operation in 2010. The total land area of premises is approximately 174240 square feet, production area is 350365 square feet, and warehouse 137288 square feet. The production process is embroidery, cutting, sewing & finishing. The factory has Trade License (Business License) No. 001691 and valid up to 30 June 2024.

Building description:

There are 03 buildings and 01 semi-pacca shed within the facility premises, which are as follows_

Main Building (09 storied; 265020 square feet):

Basement: Fire Pump

Ground floor: Embroidery, Finished Goods Area, HRD, Security post, Fire Command Area, Generator, Boiler, Sub-station, Wastage Store

Mezzanine floor: Old File & Old Sample Approval File Keeping Area

1st floor: Store (General+ Accessories), Embroidery (Finishing), Inspection room, Conference & Office

2nd floor: Sewing, Finishing, Packing

3rd floor: Sewing, Finishing, Packing

4th floor: Sewing, Finishing, Packing

5th floor: Sewing, Finishing, Packing

6th floor: Sewing, Finishing, Packing, B Grade Goods Area

7th floor: Sewing, Finishing & Packing, Fabric store.

8th floor: Skill Development Training Center, Idle Machine Area

Rooftop: 50% vacant space & 50% occupied by solar panels & water reservoirs.

Utility Building (03 storied; 5300 square feet):

Ground floor: Generator, Sub-station

1st floor: Incineration Boiler

2nd floor: Compressor

Green Building (09 storied; 298078 square feet):

Basement: Fabric Store, Leftover, Store, STP

Ground floor: Finished Goods Store, STP

1st floor: Dining, Prayer Area, Training Room, Canteen

2nd floor: Sewing, Finishing, Packing

3rd floor: Sewing, Finishing, Packing

4th floor: Sewing, Finishing, Packing

5th floor: Cutting

6th floor: Cutting

7th floor: Sample & CAD, Cutting Input Area, Fabric Relax Area

8th floor: Fabric Store

Rooftop: Buyer Lounge

Semi-pacca Shed (5000 square feet):
Ground floor: Medical center, childcare fair price shop.

Facility management has provided a canteen, dining hall and childcare facility to workers. No dormitory is provided and the same is not mandatory by law.

Facility runs in 1 shift, from 8:00 AM to 5:00 PM including 1 hour of meal break from 1:00 PM to 2:00 PM. Embroidery section runs in 2 shifts, 8:00 AM to 5:00 PM & 8:00 PM to 5:00 AM. Security section has 3 shifts, shift A from 6:00 AM to 2:00 PM, shift B from 2:00 PM to 10:00 PM, shift C from 10:00 PM to 6:00 AM. All the shifts enjoy 1 hour of meal break. Friday is their weekly holiday for the workers and security section employees enjoy weekly day off rotation basis.

Currently, there is no pregnant and 2 workers are in maternity leave. No young workers were found in the facility.

Facility is using swipe card system to record daily attendance. All workers are monthly salary based. The wage period is calendar month e. g. 1 to 30th/ 31st and payment is made within 7 working days from the end of wage period through mobile banking system (Rocket). Currently, total no. of employees is 5276 (male 2171 and female 3105). Among total, there are 4686 production (1640 male and 3046 female) and 590 non-production (342 male and 248 female) employees.

The facility did not have labor union/ collective bargaining agreements and there is no legal requirement for it. The facility has elected participation committee formed on 16 January 2023. The committee consists of 24 members, 19 members are elected from workers and the remaining 5 are nominated by management. Factory management had an open policy for forming or joining unions independently. Facility management conducted a meeting once every 02 months. Last meeting conducted on 13 November 2023.

There was no special circumstance during the audit.

Good practices: Attendance bonus is BDT. 500 for all workers and the facility has setup fair price shop for all the employees.

Improvement areas were identified under PA1, PA2, PA4, PA5, PA7 & PA12. Summary of all PAs are as per following:

PA-1:

1. The facility's management system needs some improvement in implementing BSCI Code of Conduct in their business practice in few performance areas.

PA-2:

1. Long-term goal wasn't defined stepwise approach as per amfori BSCI CoC.

PA-3: Based on satisfactory evidence it was observed that the auditee fulfills all requirements of this performance area.

PA-4:

1. No root cause identification of discriminatory behaviors for most frequent grounds of discrimination identified.

PA-5:

1. No initiative to achieve living wages and no action plan is in place to fill up the gap between present local minimum wage and a living wage.

PA-6: Based on satisfactory evidence it was observed that the auditee fulfills all requirements of this performance area.

PA-7:

1. Internal fire drill wasn't being informed with local fire service station minimum 15 days before the scheduled drill.

2. (i) Generator license has already expired; however, the facility has already applied for renewal.

(ii) No license for storing diesel from concerned authority; however, the facility has already applied for the license.

3. 05 out of 10 needle guards of sewing machines and 03 out of 10 eye guards of overlock & flatlock machines were found displaced during site tour.

PA-8: Based on satisfactory evidence it was observed that the auditee fulfills all requirements of this performance area. No child workers were observed in the factory premises.

PA-9: Based on satisfactory evidence it was observed that the auditee fulfills the requirements of this performance area.

Through the plant tour, no young-looking workers were observed in the factory premises.

PA-10: No gaps were identified.

PA-11: Based on satisfactory evidence it was observed that the auditee fulfills all the requirements of this performance

area. Factory management does not engage any force labor, bonded labor.

PA-12:

1. The waste collector business license was taken for the fabric business instead of waste handling.

PA-13: Based on satisfactory evidence it was observed that the auditee fulfills the requirements of this performance area. Factory management has developed an Anti-Bribery, data protection policies along with other required ones.

Living Wage: selected Global Living Wage Calculation (GLWC) website.

Below documents not uploaded as not applicable for this facility: • Agency agreement, • Contractual Agreement. • Collective bargaining agreement. Below photographs have not been uploaded as not applicable for this facility: • Dormitories. • High-risk health and safety areas. • Inconsistencies between time and production records.

Note-1: In the audit application form the auditee declared their manpower 5494, during the audit the manpower found 5276. The management stated that 94 employees resigned, and 115 employees left their job without prior notification. Average migration is 3 to 4 percent almost every month.

SITE DETAILS

Site
Site 1

Site amfori ID
050-001688-001

GICS Classification

Sector Consumer Discretionary	Industry Group Consumer Durables & Apparel	Industry Textiles, Apparel & Luxury Goods
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Sub Industry
Apparel, Accessories & Luxury Goods

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	5,276	Workers
Legal minimum wage in local currency	8,000	Monthly
Lowest wage paid for regular work at the site	8,000	Monthly
Calculated living wage in local currency	21,091	Monthly
Total sample	55	Workers

Other Metrics

Male workers	2,171	Workers
Female workers	3,105	Workers
Non-binary workers	0	Workers
Permanent workers - Male	2,171	Workers
Permanent workers - Female	3,105	Workers
Permanent workers - Non-binary	0	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	57	Workers
Management - Female	1	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	237	Workers
Workers on probation - Female	590	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	141	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	7	Workers
Workers with disabilities - Female	11	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	1,980	Workers
Domestic migrant workers - Female	3,022	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	2,171	Workers
Workers hired directly - Female	3,105	Workers
Workers hired directly - Non-binary	0	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	38	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	58	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	25	Workers
Sample - Female	30	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Site 1 | Site amfori ID: 050-001688-001

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

Finding: Based on site tour, document review, management & workers interview it was noted that the established management system of the facility needs some improvement in implementing BSCI Code of Conduct in their business practice in few performance areas.

Note: The facility has other effective systems, policies and procedures in place to implement the BSCI COC in their business practice, so partial rating is given in this checkpoint.



PA 2: Workers Involvement and Protection

Site: Site 1 | Site amfori ID: 050-001688-001

Question: 2.2 Is there satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the amfori BSCI Code of Conduct?

ENGLISH

Finding

Findings: Based on document review, management & workers interview it was noted that there was a vision, mission, objectives and long-term goal of the facility, however, the long-term goal was not defined step by step approach as per amfori BSCI code of conduct requirement. Moreover, worker or their representative was not involved defining the vision, mission, objectives and long-term goal of the facility.

Note: The facility has vision, mission and long-term goal, thus partial rating has been given in this checkpoint.



PA 4: No Discrimination, Violence or Harassment

Site: Site 1 | Site amfori ID: 050-001688-001

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

4.1

Based on the document review, management, and worker interviews during audit time, it was noted that the facility has identified few most frequent grounds used for discrimination as well as the most common

Finding

activities through which discrimination may occur but did not identify the root cause of discriminatory behaviors.

Note, as facility has a discrimination policy and identified most common activities, so partial rating is given in this section.

PA 5: Fair Remuneration

Site: Site 1 | Site amfori ID: 050-001688-001

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

Finding: Based on document review, management & workers interview it was noted that the auditee did not take initiative to achieve living wages and no action plan was in place to fill up the gap between the present local minimum wage and a living wage.

Note: As some of the workforces meet their decent standard of living, so partial rating has been given in this checkpoint.

PA 7: Occupational Health and Safety

Site: Site 1 | Site amfori ID: 050-001688-001

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

In accordance with Bangladesh Labor Rules 2015, Rule 55 (14). As per Section 62(8), fire drills and emergency evacuation drills have to be arranged at least once in every six-month period and the same has to be preserved in respective record books, in accordance with Form- 22. In addition, the concerned Inspector and nearby Fire Service Station have to be informed minimum 15 days before the drills are held.

Findings: Based on document review & management interview it was noted that, internal fire drill was not notified to the nearest Fire Service Station minimum 15 days before the drills are held.

Note: The auditee provides a number of training on H&S and they arrange regular fire drill thus the question was rated as partial.

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

(a) In accordance with Bangladesh Energy Regulatory Commission Act, 2003-Section 27(a) (1) No person shall engage himself in the following business unless he is empowered by a license or exempted from having it under this Act or any other Act, such as:- (a) power generation;.

Findings: Based on document review, & management interview it was noted that, the facility management did not get the generator using permission for their 4 generators of 2.156 MW (492 kW + 800 kW + 800 kW + 64 KW) power generation from the concerned authority. However, facility management has applied to the concerned authority on 18 November 2023.

(b) In accordance with Petroleum Rules 2016 (a). Notwithstanding anything contained in this chapter, a license is required in the following cases: shall not, namely: no (a) Not more than 2000 (two thousand) liters of second- and third-class petroleum Storage or Transportation: Provided that the said petroleum has a capacity of 1000 (one thousand) liters or less Must be stored in a container with capacity.

Findings: Based on document review, & management interview it was noted that, the auditee didn't get the license for storing diesel. Note that the auditee has the capacity to store 4000 liters of diesel. However, the auditee applied on 9 August 2023 to obtain the license.

Note: As facility management maintained all other updated licenses and permissions as per requirement, thus partial rating has been given in this checkpoint.

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

In accordance with Bangladesh Labor Law 2006, Section 63(d) (unless the following machinery is in such position or of such construction as to be safe to every person employed in the establishment as they would be if they were securely fenced (i) every part of an electric generator, a motor or rotary converter, (ii) every part of transmission machinery, (iii) every dangerous part of any machinery.):

Finding: It was noted that randomly checked 5 out of 10 of needle guards of sewing machines and 3 out of 10 of eye guards of overlock machines & flat lock machines were found in displaced condition by workers of the sewing machines in sewing sections of green building 2nd, 3rd & 4th floor.

Note: As the facility has provided training to workers on the use of machine guards, thus partial rating has been given in this checkpoint.

PA 12: Protection of the Environment

Site: Site 1 | Site amfori ID: 050-001688-001

Question: 12.4 Is there satisfactory evidence that waste is managed in a way that does not lead to the pollution of the environment?

ENGLISH

Finding

Findings: Based on document review & management interview it was noted that the waste collector business license was taken for the fabric business instead of waste handling.

Note: The auditee segregated the type of waste materials, thus the question is rated as partial.