

Monitoring result for 9star Apparels Industries Ltd. on site 9 Star Apparels Industries Limited

Monitoring

Monitored Party	: 9star Apparels Industries Ltd.
amfori ID	: 050-001601-000
Site	: 9 Star Apparels Industries Limited
Site amfori ID	: 050-001601-002
Address	: Plot no. 56, House no. 116, Nurani Madrasa Road, Nishatnagar, Turag, : 1230, Dhaka : Dhaka : Bangladesh
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Submission Date	: 30/12/2021
Expiration Date	: 30/12/2023

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Overall rating



Section rating

PA1: Social Management System	B
PA 2: Workers Involvement and Protection	B
PA 3: The Rights of Freedom of Association and Collective Bargaining	A
PA 4: No Discrimination	A
PA 5: Fair Remuneration	B
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 Labour	A
PA 12: Protection of the Environment	B
PA 13: Ethical Business Behaviour	A

General description

The audited facility 9 Star Apparels Industries Limited is a 100% export oriented head wear (cap) manufacturing company which is located at Plot no. 56, House no. 116, Nurani Madrasa Road, Nishatnagar, Turag, Dhaka, Bangladesh. Main production process of this facility is Cutting, Sewing, Finishing. Production capacity of the audited facility is 260,000 pieces per month. Production area is occupied about 15000 square feet, land area is about 7920 square feet and storage area is about 2000 square feet. The factory was established in 2008 (as per Incorporation certificate) but production started at current location in 2015.

There is one building in the premises. Details are explained in below:

Building 01: (05 Storied)

Ground floor: Cutting section, Accessories store, Fabrics store, Generator room, Compressor area, Security post.

1st floor: Finishing section, finished goods area, laser section, button punch section, Doctor room, Childcare room, Spot removing room, Maintenance room, Inspection room.

2nd floor: Sewing section, Delivery area and Office area.

3rd floor: Sewing section, Maintenance room.

4th floor: Sewing section, Sub-accessories store, Conference room and Office.

Roof top: Dining, Canteen, Waste area and 65% vacant area.

The facility has total 24 first aiders and 07 first aid boxes, 52 trained fire fighters from Bangladesh Fire Service and Civil Defense, 05 hose pipes, 21 ABC fire extinguishers, 20 Co2 fire extinguishers, 06 fire alarm, 34 smoke detectors, 27 emergency lights and 02 staircases.

There are total 324 employees in the facility with 280 female and 44 male employees. General working hour of the facility is 08:00 am to 05:00 pm for all sections. Besides, security guard has 03 shifts per shift is 8 hours. All employees are allowed for one hour meal break. The facility maintains electronic time keeping system for attendance record system. Friday is their weekly off day. Employees receive wages by monthly basis in local currency as per law.

Audit Process – This full amfori sustainability monitoring (audit) was conducted by three (03) auditors. An opening meeting was held on day of assessment where, Mr. A. K. M. Towhidul Hasan (Tawheed)-HR & Compliance officer, Ms. Murshida Afrin- Asst. Welfare officer and Ms. Marufa – Vice President of Participation Committee were present.

During opening meeting, auditors explained about the audit scope and process and description on "amfori sustainability platform" new requirement and approach. After the opening meeting, a site visit was conducted with the factory management. For workers interview, the auditors selected workers from different production processes and different age groups & gender. Workers were comfortable with the management and with the working environment. A general document checklist was provided to the management and supplied documents were reviewed. The auditors verified documents from December 2020 to November 2021.

Closing meeting: At the end of the assessment a closing meeting was held to discuss all the areas of improvement in the findings report with Mr. Md. Mahashin Apu- Director 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 BSCI participant through amfori BSCI platform against the findings raised on the audit within 60 days.

Overall Findings: Non-compliance were noted in the area of "Social Management System and Cascade Effect", "Workers Involvement and Protection", "Fair Remuneration", "Occupational Health and Safety", "Protection of the Environment" Details of the findings are listed in respective section. For other areas, no non-conformity was noted.

Audit Company name: SGS Bangladesh Limited.

Audit date: 15/12/ 2021.

Auditors' APSCA number are as follows:

Md. Mehrab Hossain-RA 21701285

Asadur Rahman-RA 21701424

Most. Mahfuza Akter-ASCA 21701593

#Covid-19: Comments from auditor side. Following measures has been taken by the facility during operation in every day to protect their employees from Covid-19: a) Arranging and ensuring hand washing facility for each employee at each entrance of production floor when entering in the factory.

b) The facility delivers awareness speech on Covid-19 through public address (PA) system during working hours.

c) Ensuring face mask for each employee.

d) Maintaining same arrangement for visitors.

e) Having a reporting system to medical person or management if suspected or cases observed.

f) Posted awareness poster in the prominent places.

Site Details

Site : 9 Star Apparels Industries Limited

Site amfori ID : 050-001601-002

GICS Classification

Sector : Consumer Discretionary

Industry : Textiles, Apparel & Luxury Goods

Industry Group : Consumer Durables & Apparel

Sub Industry : Apparel, Accessories & Luxury Goods

GS1 Classifications

N.A.

Product Process Classifications

N.A.

Metrics

Key Metrics

Total workforce	252 Workers
Legal minimum wage in local currency	8000 Monthly
Lowest wage paid for regular work at the site	8000 Monthly
Calculated living wage in local currency	21648 Monthly
Total sample	22 Workers

Other Metrics

Male workers	31 Workers
Female workers	221 Workers
Permanent workers - Male	44 Workers
Permanent workers - Female	280 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	9 Workers
Management - Female	10 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	3 Workers
Workers on probation - Female	25 Workers
Workers with night shift - Male	2 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	0 Workers
Domestic migrant workers - Female	0 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	44 Workers
Workers hired directly - Female	280 Workers
Workers hired indirectly - Male	0 Workers
Workers hired indirectly - Female	0 Workers
Unionised workers - Male	0 Workers
Unionised workers - Female	0 Workers
Workers under CBA - Male	0 Workers
Workers under CBA - Female	0 Workers
Pregnant workers	0 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	2 Workers
Sample - Male	3 Workers
Sample - Female	19 Workers

Findings

PA1: Social Management System

Though the facility has developed a management system but some gaps were identified while verifying the implementation of amfori BSCI code of conduct into auditee's day to day business culture as factory did not share correct form of TOI, yet not calculated living wage properly, proper awareness on training about amfori BSCI COC was not found from workers and workers representatives, gaps found in worker involvement and protection, Fair Remuneration, occupational health and safety, Protection of environment. [As per amfori BSCI COC checkpoint no. 1.1]

Facility management didn't share correct form of Terms of Implementation with their 08 out of 08 business partners. [As per amfori BSCI COC check point 1.5]

PA 2: Workers Involvement and Protection

Though the facility has provided awareness training on amfori BSCI COC but sufficient awareness were not found from the workers & workers representatives. [As per amfori BSCI COC check point no. 2.4]

Factory has a grievance procedure for its employees, but the procedure did not define how to deal with "potential conflict of interest", to address a grievance and "Appeal Procedures". [As per amfori BSCI COC 2.5]

PA 5: Fair Remuneration

The facility did not estimate living standard properly in the region calculating their living wage to determine a potential gap between present local minimum wage and living wage and so no action plan is in place to fill the gaps. [As per amfori BSCI COC checkpoint no.5.4]

Randomly checked 02 out of 02 resigned worker files review, it was noted that facility management did not pay the money for un-availed annual leaves during the final settlement of resigned workers. [As per amfori BSCI COC checkpoint 5.5 and Bangladesh Labor Law 2006,Section 11]

PA 7: Occupational Health and Safety

Though the facility has an internal audit for monitoring health and safety system but still some gaps were found in risk assessment, gap found in factory license, generator license, construction approval, floor layout approval and insufficient seating capacity in dining area. (As per amfori BSCI COC check point no. 7.1)

Following risk assessment related issues were noted during audit- a. Height of 01 out of 02 exit at ground floor of building 01 was not sufficient as per law as 73 inches height was noted there instead of 78 inches. b. Though the facility has installed a manual fire alarm it needs to hold onto the switch of the fire alarm to ring it continuously which is not covered in existing risk assessment. c. Facility didn't conduct ergonomic risk assessment as sewing machine operators were sitting on tool without back support. d. Proper safety barrier was missing for band knife machine at cutting section on ground floor of building 01. [As per amfori BSCI COC check point 7.3 and Bangladesh Labor Rules 2015, Schedule-4, Matters relating to safety committee (1)]

a. Factory license was found expired from 01/07/2018. However, facility has applied to the concerned authority on 05/05/2019 and made payment on 21/04/2019 but yet not received. [As per amfori BSCI COC check point 7.11 and Bangladesh Labour Rules 2015, Rule 355(4)]. b. Currently facility has no building layout approval plan. However, facility has applied to the concerned authority on 02/05/2021. [As per amfori BSCI COC check point 7.11 Bangladesh Labour Rules 2015, Rule 353(1)]. c. Facility has building construction approval from RAJUK as commercial type instead of industrial type as per law. [As per amfori BSCI COC check point 7.11 and Building Construction Act 1952, Section 3 (A)]. d. 01 out of 01 generator has no waiver certificate (capacity 150 KW). However, facility has applied to the concerned authority on 28/09/2021. [As per amfori BSCI COC check point 7.11 and Bangladesh Energy Regulatory Commission Rules 2006, Section 9 (1, b)].

Seating capacity of workers dining hall was found 25 instead of 42 as per the present workforce. (As per amfori BSCI COC check point 7.21 and Bangladesh Labor Rules 2015, Rule 92 (a)).

Noise level, light level and Indoor air quality assessment did not assess by the facility yet. (As per amfori BSCI COC check point no 7.25 and Environment Conservation Rules 1997, Section 12, Schedule 02 & Schedule 04 and Bangladesh Labour Rules 2015, Rule 49).

PA 12: Protection of the Environment

The facility did not conduct significant aspect and impact assessment regarding environment for its activities.[As per amfori BSCI COC check point no 12.1]

PA 12: Protection of the Environment

Facility management has system to monitor water consumption and conservation plan but did not implement any significant program yet to conservation and reduction of waste of water. [As per amfori BSCI COC check point no.12.5].