

Monitored Party J.M. Fabrics Limited	amfori ID 050-000064-000	Address South Naya Para, Post Office: Bhawal Mirzapur, Thana: Gazipur Sadar,, 1703 Gazipur, Dhaka, Bangladesh
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Intertek
Monitoring Start Date 30/08/2023	Closing Meeting Finished Date 01/09/2023	Submission Date 17/09/2023
Expiration Date 17/09/2025	Announcement Type Semi Announced	
Site J.M. Fabrics Limited	Site amfori ID 050-000064-002	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	C	
PA 2: Workers Involvement and Protection	C	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination	A	
PA 5: Fair Remuneration	A	
PA 6: Decent Working Hours	C	

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	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Lead Auditor: Mamunur Rahman Khan-RA21700982

Team Auditor: Nasrin Sultana Munny- ASCA21703703, Asim Kumar Mondal: ASCA21700859, Umme Hunny Tabassum- ASCA21705348

Monitoring partner: ITS Labtest Bangladesh Ltd.

This is a Full audit conducted in two days (30 and 31 August 2023). 04 auditors on day one and 02 Auditors on day two verified the facility's operations against the amfori BSCI Code of Conduct and local legislation. Note, 06 man-days were spent on-site, and 0.5 man-days were assigned for offsite reporting.

The audit was semi-announced.

J.M. Fabrics Limited is a 100% export-oriented Knit garments manufacturer located at South Nayapara, 6 No. Dogri Bhawal, Mirzapur, Gazipur, Bangladesh. The facility started its operation in 2007 at the same place. The total Land area of the facility is 284844 square feet, the total production area used by the facility is around 225665 square feet, and the warehouse is around 59618 square feet. The total production capacity of the facility is 450,000 pieces per month. The main production processes were Knitting, Dyeing, dyeing finishing, Printing, Embroidery, Cutting, Sewing, and Finishing (iron to pack).

The facility is owned by the owner and operates in 05 Buildings and 12 Sheds. A short site description is as follows. Details are in the attachment section.

Building 01

Ground Floor: Stores, Workers Dining, Canteen, and office

1st to 5th Floor: Garments Production

6th Floor: Roof Top (Empty)

Building 02

Ground Floor: Printing, Embroidery, Store, Office and Fabrics Waiting Area, Color Mixing Room

1st Floor: Stores & Inspection Area, Office, Toilet.

2nd Floor: Knitting and collar section, Office.

3rd Floor: Garments Production

4th Floor: Conference room, Office Area

Roof Top: Staff Dinning and rest vacant.

Building 03 (Prefabricated Building)

Ground Floor: Dye House, Yarn Conditioning area, Warehouse and Store

Mezzanine Floor: Laboratory, Office, Temporary Storage

1st Floor: Knitting, Office, inspection Area.

1st Floor Mezzanine: Office

Roof Top: Vacant.

Building 04

Ground Floor: ETP & Biological ETP

1st Floor: ETP Lab

Building 05

Ground Floor: Sub-Station

Shed

Shed 01: Production

Shed 02: Utilities

Shed 03: Security Office.

Shed 04: RMS.

Shed 05: Fire Control room and Stores.

Shed 06: Medical, Day Care, Brand Protection Room

Shed 07: Wastage Shed and carton storage.

Shed 08: Fire Pump House

Shed 09: Mechanical Workshop

Shed 10: Prayer and Kitchen
Shed 11: Acid Tank
Shed 12: Hot Water Tank and WTP

There is one general shift for management staff and sewing, and finishing sections departments which is from 08:00 am to 05:00 pm including the 01-hour break. Friday is a weekly holiday.

There are 02 shifts (08:00 am to 05:00 pm, 08:00 pm to 05:00 am) for the cutting, Knitting, Dyeing, embroidery, and printing section, including the 01-hour break. Rotation basis 01-day weekly holiday.

There are 03 shifts (06:00 am to 02:00 pm, 02:00 pm to 10:00 pm, and 10:00 pm to 06:00 am) for only the security Section, including the 01-hour break. Rotation basis 01-day weekly holiday.

57 Pregnant and 10 disabled workers were found, and their working hours were like that of another general worker. Also, young workers were not found.

The factory uses an electronic timekeeping system to record daily attendance.

All employees were recruited directly for permanent positions and 100% received wages monthly in local currency (Banking). Payments are done within 7 working days of the following month.

The total number of workers is 5454 (2672 were male and 2782 were female). The total number no. of production workers was 4404 (2113 were male and the rest were female).

Good practices: Sanitary pads provided, to all female workers and for families of male workers, free of cost.

The facility formed a Participation Committee on 01 November 2022 through election. The current committee has 24 members (18 employees and 06 from the management side). The last meeting was on 30 July 2023.

There was no special circumstance during the audit.

Improvement areas were identified in PA 1, PA 2, PA 5, PA 6, and PA 7. For PA 3, PA 4, PA 8, PA 9, PA 10, PA 11, PA 12 and PA 13 no non-conformity was noted. A short summary of PA areas is given below:

PA 1 (Social Management System):

Though facility management implemented many points as per amfori BSCI requirements. But, still, there are some improvement points.

PA 2 (Workers Involvement and Protection):

Management has developed a vision, mission, and objectives. But must define long-term goals in line with BSCI. Also, need to update the grievance register with all required information and the participation of worker representation.

PA 3 (The Rights of Freedom of Association and Collective Bargaining): The facility has policy and procedure. They have an effective Elected Worker's Participating Committee, and they sit with the top management in a regular interval in various issues.

PA 4 (No Discrimination):

Have adopted policies and procedures on discrimination. Also, internal assessment was conducted to identify the most frequent grounds and activities used for discrimination. Attention was given to avoiding discrimination.

PA 5 (Fair Remuneration):

The living wage was yet to be ensured for all. Facility management ensures minimum wage, overtime wage as a legal requirement, different types of leave, and other benefits.

PA 6 (Decent Working Hour):

The facility maintained working hours under legal limits for most of the workers in all three sample months. However, some improvement is needed. Daily working hour is 8 hours generally and sometimes there are 2-3 hours overtime. Consent from the workers was taken before doing overtime.

PA 7 (Occupational Health and Safety):

A good level of health & safety system is being developed including implementation. Though the facility has overcome some previous noncompliance raised in full audit under this PA still improvements are required in terms like the use of PPE, license updating, etc.

PA 8 (No Child Labor): Management preserves copies of Birth Certificates, Educational Certificates, and National ID cards in each worker's personal file for better verification of their age. Further, has developed child labor policy and remediation policy.

PA 9 (Special Protection for Young Workers): Has a robust recruitment procedure and policies. The production process in the facility allows only adult laborers, and all the employees recruited here are over 18 years of old.

PA 10 (No Precarious Employment):

Facility management is maintaining this PA in a good level. Required documentation are maintained for all level of people. Documents keeping like Nominee form updating etc. was found up to date.

PA 11 (No Bonded Labor):

The facility has a robust recruitment procedure and policies against No Bonded Labor. The facility did not keep any original documentation from workers.

PA 12 (Protection of the Environment):

Environmental policy and procedures are up to date. Applicable valid legal permits for environmental aspects were in place. Also, the system was found to reduce pressure on underground water.

PA 13 (Ethical Business Behavior): The facility management has developed an Anti-Corruption Policy which was communicated with relevant people and parties. Have identified the potential areas of corruption and possible solutions to mitigate anti-corruption issues.

Living wage is written following the Global Living Wage Calculation (GLWC) website.

The below documents are not applicable for this facility as the facility has no such activity that require to have same by law:

- Contractor license/permit
- Agency Labour contract
- Government waivers
- Structural/stability license
- Collective bargaining agreements. No such activity was identified during the audit and neither mandatory by law:
- Dormitories
- High-risk health and safety areas
- Inconsistencies between time and production records.

SITE DETAILS

Site
J.M. Fabrics Limited

Site amfori ID
050-000064-002

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.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	5,454	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	19,255	Monthly
Total sample	50	Workers

Other Metrics

Male workers	2,672	Workers
Female workers	2,782	Workers
Permanent workers - Male	2,672	Workers
Permanent workers - Female	2,782	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Management - Male	40	Workers
Management - Female	5	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Workers on probation - Male	100	Workers
Workers on probation - Female	205	Workers
Workers with night shift - Male	600	Workers
Workers with night shift - Female	6	Workers
Workers with disabilities - Male	8	Workers
Workers with disabilities - Female	2	Workers
Domestic migrant workers - Male	524	Workers
Domestic migrant workers - Female	493	Workers
Foreign migrant workers - Male	0	Workers
Foreign migrant workers - Female	0	Workers
Workers hired directly - Male	2,672	Workers
Workers hired directly - Female	2,782	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	57	Workers

Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	67	Workers
Sample - Male	23	Workers
Sample - Female	27	Workers

FINDINGS



PA1: Social Management System

Site: J.M. Fabrics Limited | Site amfori ID: 050-000064-002

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

In accordance with amfori BSCI Performance Area (Social Management System and Cascade Effect) No. 1.1 (Is there satisfactory evidence that the auditee has set up an effective management system to implement the BSCI Code of Conduct):

Finding: 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 system, policies and procedures in place to implement the BSCI COC in their business practice, so partial rating is given in this checkpoint.

Question: 1.4 Is there satisfactory evidence that the auditee's workforce capacity is properly organised to meet the expectations of the delivery order and/or contracts?

ENGLISH

Finding

In accordance with amfori BSCI Performance Area (Social Management System and Cascade Effect) No. 1.4: (Is there satisfactory evidence that the auditee's workforce capacity is properly organized to meet the expectations of the delivery order and/or contracts?)

Finding: It was noted that the facility management has done Capacity planning but has not done accurately as excessive overtime was required to overcome production deadline which was reflected in the sample months.

Note: As facility has a capacity plan, so partial rating is given in this section.



PA 2: Workers Involvement and Protection

Site: J.M. Fabrics Limited | Site amfori ID: 050-000064-002

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

In accordance with amfori BSCI Performance Area (Workers Involvement and Protection) No. 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?) and Bangladesh Labour Rules 2015, rules 195 (1): Notice and minute of the meeting- (1) notice of a meeting participating committee to be issued by giving seven days but 24 hours' notice will be issued in the event of an emergency meeting.

Finding

Findings: Based on document review, management and worker interviews it was noted that the Participation Committee has arranged a meeting every two months. However, the facility was late in giving internal notice before these meetings. For Example meeting was held on 30 July 2023 but notice was given on 27 June 2023, which did not comply with local law.

Note: As the facility has formed a Participation Committee (PC) and is arranging meetings, so partial rating was given to this checkpoint.

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

In accordance with amfori BSCI Performance Area (Workers Involvement and Protection) No. 2.2: (Is there satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the BSCI Code of Conduct?):

Findings: It was noted that the facility has defined their objective, mission and vision that reflect a step-by-step approach towards sustainable improvement in line with BSCI code of conduct. But worker representatives were not involved.

Since the facility has defined their vision, mission and objective, partial rating was given to this section.

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

In accordance with amfori BSCI Performance Area (Workers Involvement and Protection) No. 2.5: (Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?):

Finding: It was noted that the facility has a mechanism to handle employee's grievance. But grievance mechanism of the facility did not include potential conflict of interest define.

Note, facility management has established a grievance procedure, so partial rating has been given on this section.

PA 5: Fair Remuneration

Site: J.M. Fabrics Limited | Site amfori ID: 050-000064-002

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

In accordance with BSCI Performance Area (Fair Remuneration) No. 5.4: (Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?):

Finding: It was noted that the factory management has taken some initiatives to calculate living wages, but no action plan is in place to fill up the gap between the present local minimum wage and a living wage. However, they are ensuring minimum wage as per law.

Note: As the facility has calculated living wages, so partial rating is given in this checkpoint.

PA 6: Decent Working Hours

Site: J.M. Fabrics Limited | Site amfori ID: 050-000064-002

Question: 6.2 CRUCIAL: Is there satisfactory evidence that the auditee request of overtime is in line with the requirements of the amfori BSCI Code of Conduct?

ENGLISH

Finding

In accordance with amfori BSCI Performance Area (Decent Working Hours) No. 6.2: (Is there satisfactory evidence that the auditee request of overtime is in line with the requirements of the amfori BSCI Code of Conduct?)

Finding: It was noted from document review (pay roll and job card review) and management interview, working hour exceeded the limit prescribed by amfori BSCI Code and following issues were noted in the sample month:

- In July 2023 (Current paid month), 46 out of 50 workers have worked maximum 11 hours (8 hours regular +3 hours overtime) in a day
-46 out of 50 workers have worked minimum 61 hours (48 hours regular+13 hours overtime) to maximum 66 hours (48 hours regular+18 hours overtime) in a week.
- In March 2023 (Randomly paid month), 45 out of 50 workers have worked maximum 11 hours (8 hours regular +3 hours overtime) in a day
-42 out of 50 workers have worked minimum 61 hours (48 hours regular+13 hours overtime) to maximum 68 hours (48 hours regular+20 hours overtime) in a week.
- In November 2022 (Randomly paid month), 19 out of 50 workers have worked maximum 11 hours (8 hours regular +3 hours overtime) in a day
-14 out of 50 workers have worked minimum 61 hours (48 hours regular+13 hours overtime) to maximum 66 hours (48 hours regular+18 hours overtime) in a week.

Note that, few workers found complied with amfori BSCI CoC of hours of work in daily and weekly, so that issue has been rated as partial.

PA 7: Occupational Health and Safety

Site: J.M. Fabrics Limited | Site amfori ID: 050-000064-002

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

In accordance with amfori BSCI Performance Area (Occupational Health and Safety) No. 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?) and Bangladesh Labor Rules 2015, Rule 67 (2): (In addition to the arrangement of safety and health protection measures mentioned in Sub-section (1), the concerned manufacturing institute must provide necessary equipments, including safety shoes, helmets, goggles, masks, hand gloves, ear muffs, ear plugs, waist belts, aprons etc. and arrange training programs for the workers in using these materials and ensure their usage.):

Findings:

It was noted that,

A) Required face mask (Personal Protective Equipment) was not used by approximately 25% employees working with over lock machine in sewing section located at 1st, 2nd, 4th and 5th floors of the facility building-01.

B) Ear plugs were not used by randomly checked 04 out of 10 employees in seamless knitting section located at 1st floor of the facility building- 03.

However, facility management has provided required PPE to all employees but lack of awareness they were not using face mask.

Note: As the other employees were using relevant PPE, so partial rating has been given in this section.

Question: 7.9 Is there satisfactory evidence that the auditee makes visible potential hazards to the workers and visitors through signs and warnings?

ENGLISH

Finding

In accordance with amfori BSCI Performance Area (Occupational Health and Safety) No. 7.9 (Is there satisfactory evidence that the auditee makes visible potential hazards to the workers through signs and warnings?)

Finding: It was noted that the facility has not identified risk for excessive height at dyes chemical store and central chemical storage area located shed 05.

Note: Facility has complied with other requirement in this question, so partial rating is given in this section.

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

In accordance with amfori BSCI Performance Area (Occupational Health & Safety) No. 7.11 (Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?) and the Boilers Act 1923, Section-08: (A certificate authorizing the use of a boiler shall cease to be in force: a. On the expiry of the period for which it was granted.)

Finding: It was noted that 02 out of 03 boiler licenses expired on 19 July 2023 (Ba: Bo: 5005 & 5006) and although the facility has applied to the concern authority on 11 June 2023 for the renewal of both licenses.

Note: As the facility has already applied, so partial rating has been given in this section.

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 amfori BSCI Performance Area (Occupational Health and Safety) No. 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?) and Bangladesh Labor Law 2006, Section 63(d): (d) unless the following machinery are 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 approximately 20% of needle guards of sewing machines and 25% of eye guards of overlock and double needle stitch machines were found in displaced condition by the operators on the 1st, 2nd, 4th and 5th floors of the facility building-01 and 3rd floor of the building 02.

Note: As the facility had other machine guards in place, so partial rating is given in this section.