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This document confirms that factory J.M. Fabrics Limited has been audited against the ICS social audit framework on 22/11/2023 by Elevate on behalf of Tape à l'Œil. The total rating of this audit is C 97%.

J.M. Fabrics Limited



Created 18/09/17 09:00 | Updated 15/12/23 15:45

Factory ID
26474

Factory name from FP
J.M. Fabrics Limited

Factory local name from FP
J.M. Fabrics Limited

Country
Bangladesh

Factory address (updated from audit if so)
South Nayapara, 6 No. Dogri, Bhawal Mirzapur, Gazipur

Factory local address from FP
South Nayapara, 6 no. Dogri, Bhawal Mirzapur, Gazipur-1703, Bangladesh.

Factory city
Gazipur

Business license
33-30-1-001-00003

VAT number
563168995765

Purchase department
61000 - Clothing; knitted or crocheted

Tiers
Tier 1 - Finished production assembly (including integrated factories)



> Letter and % rating by chapter

AN	Chapter	Letter and % rating
0	Management System, Transparency and Traceability	A 100%
1	Minimum age, Child labour and Young workers	A 100%
2	Forced labour	A 100%
3	Discrimination	A 100%
4	Disciplinary Practices, Harassment and Abuse	A 100%
5	Freedom of association and Grievance Mechanisms	A 100%
6	Working hours and Overtime	C 80%
7	Remuneration and Benefits	A 100%
8	Health and Safety	B 90%

Nb of employees
5556

Nb of employees interviewed
40

6 Working hours and Overtime

<p>D 6.7 Are workers working overtime in compliance with ILO standards?</p> <p>Present Re-audit on 22 & 23 November, 2023. Status: Not Corrected. It was noted that factory's weekly overtime working hour was not in accordance with the ILO standard. A review of the 120 sample population employee's attendance records: 40 from October 2023, 40 from April 2023 & 40 from January 2023 were as following: 40 (selected from different sections) of 40 sample population employees worked in excess of 12 hours of overtime hours per week (i.e. 12hours) in October 2023, which exceeded the ILO standard. 40 (selected from different sections) of 40 sample population employees worked in excess of 12 hours of overtime hours per week (i.e. 12 hours) in April 2023, which exceeded the ILO standard. Previous Re-audit (22/11/2022 & 23/11/2022) NOT CORRECTED It was noted that factory's weekly overtime working hour was not in accordance with the ILO standard. A review of the 135 sample population employee's attendance records: 45 from October 2022, 45 from August 2022 & 45 from June 2022 yielded the following: 38 (selected from different sections) of 45 sample population employees worked in excess of 8 hours of overtime hours per week (i.e. 12hours) in October 2022, which exceeded the ILO standard. 40 (selected from different sections) of 45 sample population employees worked in excess of 8 hours of overtime hours per week (i.e. 12 hours) in August 2022, which exceeded the ILO standard. 42 (selected from different sections) of 45 sample population employees worked in excess of 8 hours of overtime hours per week (i.e. 12 hours) in June 2022, which exceeded the ILO standard. ICS Standard: Facility should be compliant to the principles set out in the international labour standards. To be compliant according to the International Labour Organization (ILO), the sum of regular and overtime hours must not exceed 56 hours per week on average over three consecutive weeks.</p>	<p>It is recommended that the facility should keep daily and weekly working hours within the limit of ILO Convention.</p> <p>Audit company - 30/11/2023 17:26:36</p> <p>Factory management agreed with the findings & will take action accordingly.</p> <p>Factory - 30/11/2023 17:26:36</p>
<p>Target date</p> <p>30/06/2024</p>	

8 Health and Safety

<p>D 8.33 Are emergency exit paths accessible and unobstructed? Present Re-audit on 22 & 23, November 2023 Status: New findings Legal reference: In accordance with Bangladesh Labor Law 2006 Chapter 6 Section 72 (c) [All floors, stairs, passages and gangways shall be clean, wide and clear of all obstructions.] During this current assessment it was noted through plant tour that 10% aisles found partially blocked by waste bin and standing employees at cutting section. Objective evidence: Site tour</p> <p>Target date 31/12/2023</p>	<p>It is recommended that the facility management should always keep aisles clear of obstruction during working hours for safe and rapid evacuation.</p> <p>Audit company - 30/11/2023 17:26:36</p> <p>Factory management agreed with the findings & will take action accordingly.</p> <p>Factory - 30/11/2023 17:26:36</p>
<p>C 8.39 Are emergency exit windows in compliance with local law? Present Re-Audit on 22 & 23 November, 2023 Status: Not Corrected. Based on plant tour it was noted that the issue remains same as previous. Previous Re-audit (22/11/2022 & 23/11/2022) Previous Finding: During this audit it was noted that still the factory did not provide emergency exit window for building#2 and building#3. Legal Requirement: In accordance with Bangladesh Labor Rule 2015, section 54(10) 'There will be at least one window without grill that will be hinged so that one can come down with ladder or ladder made of rope after opening the hinge in emergency situation and there will be a net of strong rope on the ground floor so that one can land on the net through rope in an emergency situation during the fire incident. Objective Evidence: Site visit</p> <p>Target date 30/06/2024</p>	<p>It is recommended that management adopt practices and controls to ensure that factory shall provide emergency exit window as required by the law.</p> <p>Audit company - 30/11/2023 17:26:36</p> <p>Factory management agreed with the findings & will take action accordingly.</p> <p>Factory - 30/11/2023 17:26:36</p>
<p>D 8.79 Is there an eye wash station located within 6 meters of the chemical storage area and connected to a water source? Present Re-Audit on 22 & 23 November, 2023. Present Status: Not Corrected. Based on plant tour it was noted that the issue remains same as previous. Previous Re-audit (22/11/2022 & 23/11/2022) Previous Finding: During this audit it was noted that no eye wash station was found in lab room at mezzanine floor of building#3. Legal Requirement: In accordance with Bangladesh Labor Law 2006, Chapter- 6, Section - 78 (2), where in any factory the plant or machinery used in a process such as is referred to sub-section (1) is not so constructed as to withstand the probable pressure which such as explosion as aforesaid would produce, all practicable measures shall be taken to restrict the spread and effects of the explosion by the provision in the plant or machinery of chokes, baffles, vents or other effective appliances. Objective Evidence: Site visit</p> <p>Target date 28/02/2024</p>	<p>It is recommended that management adopt practices and controls to ensure that an eye wash facility is arranged in all required area.</p> <p>Audit company - 30/11/2023 17:26:36</p> <p>Factory management agreed with the findings & will take action accordingly.</p> <p>Factory - 30/11/2023 17:26:36</p>
<p>D 8.81 Is use of personal protective equipment (PPE) required and enforced by facility management? Present Re-audit on 22 & 23 November 2023 Status: New findings Legal reference: In accordance with Bangladesh Labour Law 2006, Section- 78 (A) [(1) No authority shall engage any worker in work without providing him with personal safety equipment's and ensuring uses thereof and a record book shall be maintained in this behalf by the employer in the prescribed manner. (2) If any personal safety equipment is supplied but not used, the worker concerned shall be liable. (3) Every worker shall be made aware of the hazards of work through training in order to ensure the protection and safety of his professional health in the place of work.] During this current assessment, it was noted through plant tour that: a. Approximately 10% workers of sewing section were not using face mask. b. 20% Knitting section worker not using ear plug. c. Randomly checked 2 out 2 boiler operators were not using ear muff. Objective evidence: Site tour</p> <p>Target date 28/02/2024</p>	<p>It is recommended that facility should ensure workers are using all required PPE's as per requirement.</p> <p>Audit company - 30/11/2023 17:26:36</p> <p>Factory management agreed with the findings & will take action accordingly.</p> <p>Factory - 30/11/2023 17:26:36</p>