

Request Info				Scheduling	
Request Number	5950139	Factory ID	28017571	Schedule Date	10/30/2015
Importer Of Record	UK GEORGE SUPPLIER			Audit Firm	BV
Requestor Type	System	Audit Types	UNANNOUNCED - (Yellow Follow-Up)	Audit Date	1/12/2016
Request Status	Inspected	Retail Market	ASDA STORES LTD		

Factory Details		English	Local Language
Factory Name	MEDITEX INDUSTRIES LTD	Primary Factory	
Factory Address	KONABARI, KASHIMPUR ROAD, GAZIPUR		
Factory City	DHAKA		
Factory State	NA		
Factory Country	BANGLADESH		
Factory Phone	01732843988		
Factory Fax			
Factory Email	rogerbarrett@intamoda.com.hk		
Factory Code	MEDITEX IND.L		
Factory Contact	ROGER BARRETT		
Factory Importer Of Record	UK GEORGE SUPPLIER		

Violation Summary	
SECTION	COMPLIANCE OF WAGE
WAGE FOR NORMAL HOURS	
Answer	NO
Pre Defined Comments	Source: Payroll record Source: Time card record
Comments	Current Status: Based on documents review 20 sample attendance & payroll records, pay slip, workers interview and management interview, normal hours wage found as required by local law which is paid monthly wage.
OVERTIME PREMIUM	
Answer	NO
Pre Defined Comments	Source: Payroll record Source: Time card record
Comments	Current Status: Based on documents review (attendance & payroll records, personal files, factory policy, training records), workers interview and management interview, overtime wage found double to basic as required by local law which is paid on time with monthly wage.
SECTION	BENEFITS
INSUFFICIENT PROVISION OF WORKER LEAVE: MATERNITY LEAVE / PATERNITY LEAVE, ANNUAL LEAVE, PAID SICK LEAVE, MARRIAGE LEAVE, BEREAVEMENT LEAVE, STATUTORY HOLIDAY, ETC.	
Answer	NO
Pre Defined Comments	Source: Workers? interviews Source: Others (please specify the source)
Comments	Current Status: Based on documents review and worker interview, it was noted that factory provides all kinds of leave (Earned leave benefit), festival bonus are provided to the employees as per law. Moreover, employees were allowed to take 14 days sick leave; 10

	days casual leave according to law.
SECTION	LABOR HOURS
7TH-DAY REST	
Answer	NO
Pre Defined Comments	Source:Payroll record Source:Time card record
Comments	Current Status: Based on documents review (attendance & payroll records, personal files, factory policy, training records), all sample employees were received one rest day in a week.
WORKERS NOT PROVIDED WITH MEAL/BREAK PERIODS AS REQUIRED BY LAW	
Answer	NO
Pre Defined Comments	Source:Payroll record Source:Time card record
Comments	Current Status: Based on documents review (attendance & payroll records, personal files, factory policy, training records), workers interview and management interview, all sample employees were getting one hour lunch break. Factory Starts from 8:00 am to 5:00 pm with 60 minutes lunch break from 1:00 pm to 2:00 pm.
NON COMPLIANCE WITH LABOR HOURS (REGULAR WORKING HOURS: DAILY, WEEKLY, MONTHLY / OVERTIME WORKING HOURS: DAILY, WEEKLY, MONTHLY)	
Answer	NO
Pre Defined Comments	Source:Time card record
Comments	Current Status: Based on documents review (attendance & payroll records, personal files, factory policy, training records), workers interview and management interview, the maximum working hour as a) 4 from December 2015, the maximum numbers of working hours (Regular Working Hours + Overtime Hours) in a week =48 +0 (Regular + OT) = 48 hrs/week (maximum); the maximum working hours (Regular Working Hours + Overtime Hours) per day =8 +0 (Regular + OT) = 8 hrs/day (maximum); the maximum overtime hours in a month = 0 hrs/ month (maximum) b) 4 from November 2015, the maximum numbers of working hours (Regular Working Hours + Overtime Hours) in a week =48+0 (Regular + OT) = 48 hrs/week (maximum); the maximum working hours (Regular Working Hours + Overtime Hours) per day =8 +0 (Regular + OT) = 8 hrs/day (maximum); the maximum overtime hours in a month =0 hrs/ month (maximum). c)) 4 from October 2015, the maximum numbers of working hours (Regular Working Hours + Overtime Hours) in a week =48 +12 (Regular + OT) = 60 hrs/week (maximum); the maximum working hours (Regular Working Hours + Overtime Hours) per day =8 +2 (Regular + OT) = 10 hrs/day (maximum); the maximum overtime hours in a month = 16 hrs/ month (maximum). d)) 4 from September 2015, the maximum numbers of working hours (Regular Working Hours + Overtime Hours) in a week =48 +12 (Regular + OT) = 60 hrs/week (maximum); the maximum working hours (Regular Working Hours + Overtime Hours) per day =8 +2 (Regular + OT) = 10 hrs/day (maximum); the maximum overtime hours in a month = 12 hrs/ month (maximum). e)) 4 from January 2015, the maximum numbers of working hours (Regular Working Hours + Overtime Hours) in a week =48 +0 (Regular + OT) = 48 hrs/week (maximum); the maximum working hours (Regular Working Hours + Overtime Hours) per day =8 +0 (Regular + OT) = 8 hrs/day (maximum); the maximum overtime hours in a month = 0 hrs/ month (maximum)
SECTION	EMPLOYMENT PRACTICES
HARASSMENT ? VERBAL ABUSE (FEEDBACK INFORMATION WITH NO HARD EVIDENCE)	
Answer	NO
Pre Defined Comments	Source:Others (please specify the source)
Comments	Current Status: Factory is free of harassment or abuse or any kind of physical or mental punishment. It was revealed by talking with the employees that they are treated with dignity and respect. It has a policy to prohibit harassment or abuse practice. There are sufficient suggestion boxes and HR officer to express freely for the employees.
NO ENVIRONMENTAL, HEALTH & SAFETY (EHS) COMMITTEE / TASK FORCE (MADE UP OF EMPLOYEES)	
Answer	NO

Pre Defined Comments	Source:Others (please specify the source)
Comments	Current Status: Based on documents review, workers interview and management interview, it was noted that the factory have an environmental, health & safety committee.
NO ROBUST HIRING PROCEDURE.	
Answer	NO
Pre Defined Comments	Source:Others (please specify the source)
Comments	Current status: Factory does not require any monetary deposits during recruitment. Factory doesn t have system to recruit employees from manpower agencies. All employees are directly recruited by the factory. If any employees want to leave the job, he/she may leave giving 30 days notice prior to leave. There is no wages withholding practice observed in the factory. 20 personal files were reviewed where employees have job application, age documentation, contract based on listed terms and conditions signed by parties, educational certificate (if available) etc. No discrimination practice observed in hiring.
WORKERS MOVEMENT RESTRICTED (E.G. TOILET PASS, ETC.)	
Answer	NO
Pre Defined Comments	Source:Others (please specify the source)
Comments	Current status: All employees found working voluntarily during audit in the factory. Employees freedom of movement is not restricted as they can easily go to toilet or can drink water.
TRAINING (NO EHS TRAINING FOR PPE, CHEMICALS, WASTE HANDLING, HAZARDOUS SIGNING, LABELING, MSDS AWARENESS, EMERGENCY CHEMICAL SPILL PROCEDURE ETC. AND/OR TRAINING MATERIALS NOT IN LOCAL LANGUAGE; NO TRAINING RECORDS)	
Answer	NO
Pre Defined Comments	Source:Others (please specify the source)
Comments	Current status: Factory had provided training for PPE, waste handling to their employees.
SECTION WORK PLACE DISCRIMINATION	
VERIFIABLE INCIDENTS OF DENIED JOBS, DISMISSED WORKERS AND/OR NON-PROMOTIONS BASED ON NATIONALITY / GENDER / AGE / RACE / RELIGION BELIEFS / PREGNANCY / DISABILITIES ETC.	
Answer	NO
Pre Defined Comments	Source:Workers? interviews Source:Others (please specify the source)
Comments	Current Practice: Based on audit process (interviewing, documents review, factory tour), no discrimination practice was observed in hiring, compensation, access to training, promotion, caste, national origin, religion, age, gender, marital status, etc. in this factory. Factory has own discrimination policy.
SECTION FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING	
WORKERS DO NOT HAVE THE RIGHT TO FORM OR JOIN TRADE UNION WHERE IT IS PERMITTED BY LAW	
Answer	NO
Comments	Current Practice: Factory had Workers welfare association as per legal requirement.
SECTION MIGRANT WORKERS/GUEST WORKERS	
NO OR EXPIRED LEGAL DOCUMENT (VISA, WORK PERMIT ETC.) AND THERE IS NO EVIDENCE TO DEMONSTRATE THAT RENEWAL OF THE RESPECTIVE LEGAL DOCUMENT (E.G. VISA, WORK PERMIT ETC.) IS IN PROCESS.	
Answer	NO
Comments	Current practice: All workers working in the factory were local and no foreign or migrant worker appointed in this factory.
SECTION FORCED LABOR	
TERMINATING WORKERS WHO WILL NOT WORK OVER-TIME HOURS/DISCIPLINING WORKERS WHO WILL NOT WORK OVER-TIME HOURS	
Answer	NO
Pre Defined Comments	Source:Workers' interviews
Comments	Current Practice: All employees were work voluntarily in the factory. Employees freedom of movement was not restricted; they could go to toilet or drink water freely. Terms and conditions in employee files did not reflect any coercion, limitation to the employee s basic right of freedom or forced labour of any kind beyond legal generally accepted obligations. Factory did not require any monetary deposits during recruitment. If any employees want to quit the job, he/she may leave by giving notice 30 days prior. There was no wage withholding practice observed in the factory. Moreover, as per interviewed employees statement, they were not penalized financially for any kind of loss. Security guards were not

	<p>allowed to stay in production floors. Thus, based on the observation and employees interview during the current audit, it was noted that this factory was in compliance with this section.</p>
SECTION	PPE / CHEMICAL SAFETY
NO OR INAPPROPRIATE SPILL	RESPONSE MATERIAL / SECONDARY CONTAINMENT (110%, MATERIALS USED)
Answer	YES
Pre Defined Comments	Source:On site observation
Comments	<p>Current audit conducted on 12th January, 2016:</p> <p>New exception (L)</p> <p>Legal Requirement: No relevant legal requirement exists.</p> <p>Wal Mart Standard: In accordance with the Client Standard factory management shall arrange appropriate spill response material / secondary containment (110percentage, materials used).</p> <p>Description of the Non Compliance: It was noted that appropriate (110percentage) secondary container not provided for the chemical drums in chemical store of Shed # 1.</p> <p>Recommended Corrective Action: It is recommended that management adopt practices and controls to ensure that the factory should provide secondary containers for all chemicals.</p> <p>Comments of factory management: Management accepted the finding and assured that they will take corrective action 12th February 2016 and responsible person was Mr. S.M Salahuddin.</p>
NO PROPER EYE-WASH / SHOWER STATION	
Answer	NO
Pre Defined Comments	Source:On site observation
Comments	<p>Previous audit conducted on 27th June, 2013.</p> <p>Local law:</p> <p>In accordance with Bangladesh Labour Code (2006), Sec.79 Where the Government is satisfied that any operation carried on in an establishment exposes any person employed in it to a serious risk of bodily injury, poisoning or disease, it may make rules applicable to such establishment in which such operation is carried on (a)specifying the operation and declaring it to hazardous (b)prohibiting or restricting the employment of women, adolescents or children in the operation; (c) providing for the periodical medical examination of persons employed in the operation and prohibiting the employment of persons not certified as fit for such employment (d) providing for the protection of all persons employed in the operation or in the vicinity of the places where it is carried on; and (e)providing for notices with regard to careful use of any harmful chemicals in connection with the operation.</p> <p>Description of non compliance:</p> <p>It was noted that an eye wash facility was not installed in chemical usage and storage area (Washing section).</p> <p>However the facility has provided Wash basin with ordinary Water tap as a temporary arrangement.</p> <p>Recommended corrective action:</p> <p>It is recommended that management adopt practices and controls to ensure that proper eye wash facility is arranged in washing section.</p> <p>Management Response:</p> <p>Factory management mentioned that they will take corrective action regarding the issue on or before 5th June 2013 and responsible person was Md. Rabiul Islam (Bayazid).</p> <p>Current audit conducted on 12th January, 2016:</p> <p>Corrected (L)</p> <p>During this follow up audit, it was noted that factory management has installed appropriate eye wash station in chemical usage and storage area (washing section).</p>
NO TRAINING FOR PPE / INAPPROPRIATE TYPE OF PPE / WORKERS NOT WEARING PPE APPROPRIATELY / NO PPE PROVIDED TO SOME WORKERS OR SOME DEPARTMENTS IN THE FACTORY	
Answer	NO
Pre Defined Comments	Source:On site observation
Comments	<p>Previous audit conducted on 27th June, 2013.</p> <p>Local law:</p>

In accordance with The Factories Rules, 1979, Chapter 4, Section 42, no process or work shall be carried on in any factory in such a manner as to cause risk of bodily injury.

In accordance with Bangladesh Labor Law 2006, Chapter 5, Section 79, where the Government is satisfied that any operation carried on in an establishment exposes any person employed in it to a serious risk of bodily injury, poisoning, or disease, it may make rules applicable to such establishment in which such operation is carried on a) specifying the operation and declaring it to be hazardous. b) prohibiting or restricting the employment of women, adolescents or children in the operation; c) providing for the periodical medical examination of persons employed in the operation and prohibiting the employment of persons not certified as fit for such employment; d) providing for the protection of all persons employed in the operation or in the vicinity of the places where it is carried on; and e) providing for notices with regard to careful use of any harmful chemicals in connection with the operation

Description of non compliance:

It was noted during the health and safety walkthrough that 100percentage of the over lock operators were not utilized the provided face mask. Moreover 3 of 5 Washing employees were not utilized apron, hand gloves and face mask.

Recommended corrective action:

It is recommended that the management adopt practices and controls to ensure that appropriate PPE is utilized by the over lock and washing employees.

Management Response:

Factory management mentioned that they will take corrective action regarding the issue within 29th May 2013 and responsible person was Md. Rabiul Islam (Bayazid).

Current Unannounced Orange Follow Up audit conducted on 12th January, 2016:

Corrected (L)

During this follow up audit, it was noted that all employees found working with appropriate PPE.

SECTION

SANITATION

FACILITIES CONDITION NOT CLEAN (RESTROOM, ETC.)

Answer

NO

Pre Defined Comments

Source:On site observation

Comments

Current Practice: Factory s health and safety condition is favorable. It is well lightened and well ventilated. Existing toilets are sufficient in number and are hygiene.

SECTION

ACCIDENT / FIRST AID PROGRAM

NO FIRST AID PROGRAM AND/OR AIDS PROGRAM

Answer

NO

Pre Defined Comments

Source:Documentation review

Comments

Current Practice: Factory provides training for first aider and also provides AIDS awareness to their workers.

FIRST AID BOX SUPPLIES NOT SUFFICIENT

Answer

NO

Pre Defined Comments

Source:On site observation

Comments

Current Practice: Adequate number of first aid trained person and first aid kit is available in factory.

SECTION

ENVIRONMENT - WASTE MANAGEMENT

STORAGE OF HAZARDOUS WASTE: (E.G. NO SECONDARY CONTAINMENT, WASTE CONTAINERS DAMAGED OR OVERFILLED, WASTE NOT SEGREGATED BY TYPE AND HAZARD)

Answer

NO

Pre Defined Comments

Source:On site observation

Comments

Previous audit conducted on 27th June, 2013

Client Standard:

In accordance with Client standard, the factory shall have waste containers that factory identify / segregate and label waste containers with type of hazard.

Description of non compliance:

It was noted during the health and safety walkthrough that the waste was not segregated and were not kept in the designated area.

Recommended corrective action:

It is recommended that management adopt practices and controls to ensure that factory identify / segregate and label waste containers with type of hazard.

Management Response:

Factory management mentioned that they will take corrective action regarding the issue within 5th June 2013 and responsible person was Md. Rabiul Islam (Bayazid).

Current Unannounced Yellow Follow Up audit conducted on 12th January, 2016:

Corrected (L)

During this follow up audit, it was noted that all types of wastages are segregated and labeled with type and hazard in a designated area.

NO WASTE INVENTORY AND TRACKING SYSTEM

Answer

NO

Pre Defined Comments

Source:Documentation review

Comments

Current practice: the facility maintained proper inventory & tracking record of waste (poly, reject carton, paper etc.)

SECTION

ENVIRONMENT - WASTEWATER & EFFLUENTS MANAGEMENT

WASTEWATER/EFFLUENTS MONITORING NOT CONDUCTED AS PER APPLICABLE LEGAL / PERMIT REQUIREMENTS

Answer

NO

Pre Defined Comments

Source:Documentation review

Comments

Current practice: The factory generates waste water from production process and this waste water is treated by CEPZ central ETP.

DRAINAGE SYSTEM: (E.G. NO CLEAR LAYOUT, NO SEPARATION AMONG RAINWATER AND WASTEWATER, ETC...)

Answer

YES

Pre Defined Comments

Source:Documentation review

Comments

Current Unannounced Yellow Follow Up audit conducted on 12th January, 2016:

New exception (C):

Legal Requirement: No relevant requirement exists.

Wal Mart Standard: In accordance with Client standard, the factory shall have drainage layout system (e.g. no clear layout, no separation among rainwater and wastewater, etc...)

Description of the Non Compliance: It was noted that the factory had no drainage layout system (waste water, rain water & sewerage water).

Recommended Corrective Action: It is recommended that management adopt practices and controls to ensure that the factory shall have drainage layout system

Comments of factory management: Management accepted the finding and assured that they will take corrective action 12th March 2016 and responsible person was Mr. S.M Salahuddin.

SECTION

ENVIRONMENT - AIR EMISSIONS MANAGEMENT

ODS (OZONE DEPLETING SUBSTANCES) INVENTORY (E.G. INVENTORY NOT IN PLACE OR NOT COMPLETED TO COVER ALL THE SUBSTANCES/EQUIPMENTS, ETC...)

Answer

YES

Pre Defined Comments

Source:Documentation review

Comments

Current Unannounced Yellow Follow Up audit conducted on 12th January, 2016:

New exception(C)

Legal Requirement: No relevant requirement exists.

Wal Mart Standard: In accordance with Client standard, the facility management shall maintain inventory records of Ozone Depleting Substances.

Description of the Non Compliance: Based on management interview & documents review, it was noted that the factory did not have inventory record of ozone depleting substance although facility used air conditioner, refrigerator etc.

Recommended Corrective Action: It is recommended that factory shall have inventory record of ozone depleting substance

Comments of factory management: Management accepted the finding and assured that they will take corrective action 12th March 2016 and responsible person was Mr. S.M Salahuddin.

MAINTENANCE OF ODS (OZONE DEPLETING SUBSTANCES) CONTAINING EQUIPMENT (E.G. EQUIPMENTS INSPECTIONS NOT REGULARLY CONDUCTED, NO LEAKAGE CONTROLS IN PLACE, EVIDENCES OF LEAKAGES, ETC...)

Answer

YES

Pre Defined Comments

Source:Documentation review

Comments	<p>Current Unannounced Yellow Follow Up audit conducted on 12th January, 2016: New exception (C)</p> <p>Legal Requirement: No relevant requirement exists.</p> <p>Wal Mart Standard: In accordance with Client standard, the factory shall have maintenance records of ODS (Ozone Depleting Substances).</p> <p>Description of the Non Compliance: Based on management interview & documents review, it was noted that the factory did not have ODS maintenance records.</p> <p>Recommended Corrective Action: It is recommended that the factory shall have maintenance records of ODS (Ozone Depleting Substances) containing equipment.</p> <p>Comments of factory management: Management accepted the finding and assured that they will take corrective action 12th March 2016 and responsible person was Mr. S.M Salahuddin.</p>
SECTION	ENVIRONMENT - WATER MANAGEMENT
INVENTORY OF WATER USE AND CONSUMPTION NOT MONITORED AND DOCUMENTED (E.G. WATER METERS NOT INSTALLED OR OUT OF ORDER, WATER DATA NOT COLLECTED, ETC.)	
Answer	NO
Pre Defined Comments	Source:Documentation review
Comments	Current Practice: The facility monitoring inventory water use and consumption regularly. Based on documents review & management interview, the water consumption of the factory is 245938 Liters per month for washing section, drinking & toilet washing purpose
SECTION	ENVIRONMENT - ENERGY USE AND GHG (GREENHOUSE GAS) MANAGEMENT
MONITORING OF ENERGY CONSUMPTION, INCLUDING FUEL USE FOR TRANSPORTATION INSIDE FACTORY: (E.G. ENERGY METERS NOT INSTALLED OR OUT OF ORDER, ENERGY DATA NOT COLLECTED, NO INVENTORY OF ENERGY USE, ETC...)	
Answer	NO
Pre Defined Comments	Source:Documentation review
Comments	Current Practice: Factory monitoring energy consumption (diesel, electricity). Factory use approx 855 liter diesel for transportation in each month.
GHG EMISSIONS INVENTORY (DIRECT AND INDIRECT/RELATED TO ENERGY CONSUMPTION) NOT MONITORED AND DOCUMENTED	
Answer	YES
Pre Defined Comments	Source:Documentation review
Comments	<p>Current Unannounced Yellow Follow Up audit conducted on 12th January, 2016: New exception(C):</p> <p>Legal Requirement: No relevant requirement exists.</p> <p>Wal Mart Standard: In accordance with Client standard, the factory shall have monitored GHG emission & recorded.</p> <p>Description of the Non Compliance: It was noted that Greenhouse Gases emissions (e.g. CO2) are not monitored and documented.</p> <p>Recommended Corrective Action: It is recommended that management adopt practices and controls to ensure that GHG emission are monitored & recorded.</p> <p>Comments of factory management: Management accepted the finding and assured that they will take corrective action 12th March 2016 and responsible person was Mr. S.M Salahuddin.</p>
SECTION	ENVIRONMENT - MANAGEMENT SYSTEM
INADEQUATE ENVIRONMENTAL TRAINING PROGRAMS: (E.G. NO OR IMPROPER TRAINING FOR WORKERS DEDICATED TO: HANDLING OR TRANSPORTING WASTE, MAINTAINING WASTEWATER TREATMENT SYSTEM, ETC...)	
Answer	YES
Pre Defined Comments	Source:On site observation
Comments	<p>Current Unannounced Yellow Follow Up audit conducted on 12th January, 2016: New exception(C)</p> <p>Legal Requirement: No relevant requirement exists.</p> <p>Wal Mart Standard: In accordance with Client standard, the factory shall have adequate environmental training program (e.g. no or improper training for workers dedicated to: handling or transporting waste, maintaining wastewater treatment system, etc...) Description of the Non Compliance: It was noted that the facility did not have adequate environmental training program.</p> <p>Recommended Corrective Action: It is recommended that management adopt practices and</p>

	controls to ensure that facility shall have adequate environmental training program. Comments of factory management: Management accepted the finding and assured that they will take corrective action 12th April 2016 and responsible person was Mr. S.M Salahuddin.
SECTION	ENVIRONMENT - NOISE POLLUTION (EXTERNAL)
	NO EVIDENCE OF AWARENESS OF NUISANCE LEVELS FROM SITE ACTIVITIES AND ASSOCIATED IMPACTS (INCLUDING ODOR, NOISE, VISUAL AND GENERAL HOUSEKEEPING)
Answer	YES
Pre Defined Comments	Source:Documentation review
Comments	Current Unannounced Yellow Follow Up audit conducted on 12th January, 2016: New exception(C): Legal Requirement: No relevant requirement exists. Wal Mart Standard: In accordance with Client standard, the factory should provide training for awareness of nuisance levels from site activities impacts (noise) Description of the Non Compliance: It was noted that the factory did not provide training for awareness of nuisance levels from generator, boiler, compressor & Jacquard section to their workers. Recommended Corrective Action: It is recommended that the factory shall provide training for awareness of nuisance levels from site activities impacts (noise) Comments of factory management: Management accepted the finding and assured that they will take corrective action 12th February 2016 and responsible person was Mr. S.M Salahuddin.
SECTION	UNDER AGE LABOR
	OBSERVED UNDERAGE WORKERS
Answer	NO
Pre Defined Comments	Source:Workers? interviews
Comments	Current practice: Factory followed its own policy to ensure there had no underage employees and all employees were above 19 years old. When workers started to work in the factory, their ages would be certified by factory s own registered doctor by conducting interview and physically checked the biological growth. A number of 20 employee files were reviewed which had maintained the employees age documentation, educational certificate (if available), experience certificate (if available), nationality certificate given by local authority, etc. During interview, employees stated they had never seen any underage employee in the factory.
SECTION	HEALTH AND SAFETY RISK ASSESSMENT
	FACILITY DOES NOT MAINTAIN DOCUMENTS PERIODICALLY REVIEW RISK ASSESSMENTS RELATING TO OCCUPATIONAL HEALTH AND SAFETY RISKS
Answer	NO
Comments	Current practice: The facility management was conducting risk assessment regarding occupational health & safety risks.
SECTION	EQUIPMENT SAFETY / MACHINE SAFETY
	NO SAFETY GUARD FOR MACHINES OR EQUIPMENT
Answer	NO
Pre Defined Comments	Source:On site observation
Comments	Previous yellow follow up audit conducted on 27th June, 2013. Local law: In accordance with Bangladesh Labour law 2006, Section 63, In every establishment the following shall be securely fenced by the safeguards of substantial construction which shall be kept in a position while the part of machinery required to be fenced are in motion or in use, every dangerous part of any machinery. In accordance with The Factories Rules, 1979, Chapter 4, Section 40, no machinery, plant or equipment shall be constructed, situated, operated or maintained in any factory in such a manner as to cause risk of bodily injury. Description of Non compliance: It was noted during the health and safety walkthrough that approximately 10percentage of the linking machines missing lower pulley guards. Recommended corrective action:

It is recommended that the management adopt practices and controls to ensure that lower pulleys covered with safety guard in all the linking machines.

Management Response:

Factory management mentioned that they will take corrective action regarding the issue within 29th May 2013 and responsible person was Md. Rabiul Islam (Bayazid).

Current Unannounced Yellow Follow Up audit conducted on 12th January, 2016:

Status: Corrected (L)

During this follow up audit, it was noted that lower pulley guards have been installed with all linking machines.

WHERE REQUIRED BY LAW, ALL PROPER EQUIPMENT CERTIFICATION/LICENSE ARE CURRENT AND ON FILE

Answer

YES

Pre Defined Comments

Source:Documentation review

Comments

Current Unannounced Yellow Follow Up audit conducted on 12th January, 2016:

New exception(C):

Legal Requirement: In accordance with the Bangladesh Energy Regulatory Commission Act, 2003 chapter 6, section 27 (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; (b) energy transmission; (c) energy distribution and marketing, (d) energy supply; and (e) energy storage.

In accordance with the Bangladesh Energy Regulatory Commission Act, 2003 chapter 6, section 30, License can be renewed, cancelled and revised by a process prescribed by regulation.

Wal Mart Standard: Suppliers and their designated manufacturing facilities ("Suppliers") must fully comply with all applicable national and/or local laws and regulations, including but not limited to those related to labor, immigration, health and safety, and the environment

Description of Non Compliance: It was noted through generator waiver certificate review and management interview that the 1 of 2 generator (280 KW) waiver certificate has expired on December 6, 2015. However, factory had applied and deposited money for renew on 18th November 2015.

Recommended Corrective Action: It is recommended that management adopt practices and controls to ensure that waiver certificate of generator is updated and onsite for review.

Management Response:

Management accepted the finding and assured that they will take corrective action 28th February 2016 and responsible person was Mr. S.M Salahuddin.