

# Monitoring result for Tamai Knit Fashion Ltd on site Tamai Knit Fashion Ltd.

## Monitoring

Monitored Party : **Tamai Knit Fashion Ltd**  
amfori ID : **050-001813-000**  
Site : **Tamai Knit Fashion Ltd.**  
Site amfori ID : **050-001813-002**  
Address : **B-70,71,72 and 87 BSCIC Industrial Area, Shasongaon, Fatullah,  
: 1420, Narayangonj  
: Dhaka  
: Bangladesh**  
Monitoring Activity : **amfori Social Audit - Manufacturing**  
Monitoring Type : **Full Monitoring**  
Monitoring Partner : **SGS**  
Monitoring Start Date : **26/01/2023**  
Closing Meeting : **26/01/2023**  
Finished Date  
Submission Date : **09/02/2023**  
Expiration Date : **09/02/2025**

This is an extract of the online monitoring result, generated on 11/02/2023, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available [here](#) - The English version is the legally binding one.



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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	B
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 Labour	A
PA 12: Protection of the Environment	A
PA 13: Ethical Business Behaviour	A

## General description

Tamai Knit Fashions Limited is 100% export-oriented knit garments manufacturing company which is located at B-70, 72 & 87, BSCIC Industrial Area, Shasangaon, Fatulla, Narayanganj, Bangladesh. Main production process of this facility is cutting, sewing, pressing, QC, folding, poly and packing. Production capacity of the audited facility is 250,000 pieces per month. Production area is occupied about 80,000 square feet, land area is about 10,000 square feet, storage area is about 20,000 square feet and dining 3,000 square feet. The factory was established on October 3, 2006 (As per Incorporation certificate) and production started in October 2006.

There is one production building which is 10 storied. Details building description is given below:

Ground floor: fire control room, generator room, boiler room, substation, transformer room, compressor room, fire pump room, fabric inspection room, fabric store, water reservoir, security room.

1st floor: Office, storeroom, warehouse, finished carton area, accessories store.

2nd floor: Finishing section, medical room, child-care, inspection room, spot removing room, alteration room, conference room # 2, (knitting section was not functional during audit).

3rd floor: HR, admin & compliance room, sewing section, pm room, mechanic room, needle issue room, marketing & accounts room, commercial and procurement section.

4th floor: CEO room, conference room, accounts, it, merchandising room, sewing section.

5th floor: Office room, cutting, input area, lab & washing place.

6th floor: Sample section, sewing section, cad room, cutting input room, maintenance room.

7th floor: Sewing section, sample section, idle machine area.

8th floor: 20% area is occupied by idle machine area. Rest 80% area is found vacant.

9th floor: 30% area is occupied as temporary store. Rest 70% area is found vacant.

rooftop: 70% area is occupied by workers' dining, canteen, and female prayer room. rest 30% area is found vacant.

The facility has total 33 first aiders and 11 first aid boxes, 157 trained fire fighters, 17 hose pipes, 112 ABC fire extinguishers, 38 Co2 fire extinguishers, 02 foam type fire extinguishers, 55 fire alarm, 95 smoke detectors, 83 emergency lights, 03 emergency staircases of production buildings.

There is a total of 741 employees in the facility with 418 male and 323 female employees. General working hour of the facility is 08:00 am to 05:00 pm. Moreover, for security section there are 03 shifts which are from 6:00 am to 02:00 pm, 02:00 pm to 10:00 pm and 10:00 pm to 6:00 am. Employees are allowed for one-hour meal break. The facility maintains electronic time recording system (fingerprint) for workers' attendance. Friday is their weekly holiday for all sections. Employees receive wages by monthly basis in local currency as per law.

Audit Process: The audit team consisting of 04 auditors and conducted this full monitoring audit in one day (January 26, 2023). Moreover, one observer was present in the audit. The auditor came from SGS Bangladesh Limited. An opening meeting was held on at the day of assessment where Ms. Umme mafruda Eva- Assistant Manager (HR, Admin & Compliance) and her team with Ms. Elma-Vice president of Participation Committee was present.

During opening meeting, auditors explained about the audit scope and process and a detail description on amfori BSCI new requirement and approach. Immediate 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.

Closing meeting: At the end of the assessment a closing meeting was held to discuss all the areas of improvement in the findings report and positive notes with Ms. Umme mafruda Eva- Assistant Manager (HR, Admin & Compliance) 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 "Social Management System", "Workers Involvement and Protection", "No Discrimination", "Fair Remuneration", "Occupational Health and Safety", and "Protection of the Environment". For other areas, no finding was observed.

Certificate/License Number:

Incorporation certificate No. C-64005 (1496) / 06

Factory License no. 18039/ Narayanganj is valid till 30th June 2023

Trade License no. 138/2022-2023 issued by "Enayetnagar Union Parishad" is valid till 30th June 2023

Fire License no. DD/Dhaka/25573/2015, Valid till 30 June 2023

Audit Company name: SGS Bangladesh Limited

Audit date: 26th January 2023

Announcement Type: Semi announced.

Auditors' Name and APSCA Status:

Foysal Ahammed, APSCA Number, RA 21701426

Imran Ahmed, APSCA Number, RA 21701483

Most. Mahfuza Akter, APSCA Number RA 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) Ensuring face mask for each employee.
- c) Maintaining same arrangement for visitors.
- d) Having a reporting system to medical person or management if suspected case observed. e) Facility has posted awareness posters of Covid-19.
- f) Checking temperature for each employee while entering in the morning.
- g) Facility installed hand wash facility for covid-19 before entering the factory for all employees # COVID-19.

## Site Details

Site : Tamai Knit Fashion Ltd.

Site amfori ID : 050-001813-002

### GICS Classification

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Sector : Industrials

Industry : Industrial Conglomerates

Industry Group : Capital Goods

Sub Industry : Industrial Conglomerates

### amfori Process Classifications

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N.A.

### GS1 Classifications

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N.A.

### NACE Classification

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N.A.

### Water Stress Situation

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N.A.

## Metrics

### Key Metrics

Total workforce	573 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	19255 Monthly
Total sample	27 Workers

### Other Metrics

Male workers	321 Workers
Female workers	252 Workers
Permanent workers - Male	411 Workers
Permanent workers - Female	321 Workers
Temporary workers - Male	7 Workers
Temporary workers - Female	2 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	68 Workers
Management - Female	4 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	75 Workers
Workers on probation - Female	75 Workers
Workers with night shift - Male	3 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	411 Workers
Workers hired directly - Female	321 Workers
Workers hired indirectly - Male	7 Workers
Workers hired indirectly - Female	2 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	1 Workers
Sample - Male	16 Workers
Sample - Female	11 Workers

## Findings

### PA1: Social Management System

The auditee has set up a management system to implement amfori BSCI Code of Conduct into day-to-day business practices but the system is still not effective enough for continuous improvement and monitoring effectively as few gaps were found in different areas like "Social management system and cascade effect" facility has not developed the necessary policies and processes to prevent and address any adverse human rights impacts; "Workers involvement and protection" area including proper awareness was not found from workers and workers' representatives on amfori BSCI COC, and grievance satisfaction survey was not periodic; "No Discrimination" area including no periodic grievance and discrimination survey conducted; "Fair remuneration" area including living wage not calculated properly; "Occupational health and Safety" including risk assessment, gaps in layout plan, machine safety and insufficient seating arrangement; and "Protection of the Environment" including conservation of waste water. [As per amfori BSCI COC check point no. 1.1]

Facility management has not developed the necessary policies and processes to prevent and address any adverse human rights impacts that may be detected in its supply chain. [As per amfori BSCI COC check point 1.6]

### PA 2: Workers Involvement and Protection

The auditee has provided training to the workers on amfori BSCI CoC. However, sufficient awareness was not found from interviewed workers regarding amfori BSCI CoC. [As per amfori BSCI COC checkpoint no. 2.4]

Facility has grievance policy and procedure in place and also conducted grievance satisfaction survey, but it was not conducted periodically as a continuous process and facility conducted survey for 100 employees in the month of December 2022 where has manpower 741. [As per amfori BSCI COC checkpoint no 2.5]

### PA 4: No Discrimination

Facility has grievance and anti-discrimination policy and procedure in place and also conducted grievance & anti-discrimination satisfaction survey, but it was not conducted periodically as a continuous process and facility conducted survey on only 100 employees whereas manpower of the facility is 741. [As per amfori BSCI COC checkpoint no 4.2]

### PA 5: Fair Remuneration

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

### PA 7: Occupational Health and Safety

Facility is in progress of complying health & safety rules and regulations but still there are some gaps e.g inappropriate risk assessment, gaps in layout plan, machine safety and insufficient seating arrangement. [As per amfori BSCI COC check point 7.1]

Facility did not assess the potential risk of warehouse area as fabrics were kept at excessive height which may cause bodily injury by falling object on 1st floor of audited facility. [As per Bangladesh Labor Rules, 2015, Schedule-4, Matters relating to safety committee (2) and amfori BSCI COC check point no. 7.3]

Based on document review and management interview it was noted that machine layout plan did not match with existing floor setup as sewing section was mentioned in approved machine layout plan but physically found as temporary store and idle machine keeping area on 8th and 9th floor. [As per amfori BSCI COC check point 7.11 and Bangladesh Labor Rules-2015, Rule 353(1 & 4)]

Approximately 10% needle guards of sewing machines were displaced on 3rd, 4th, 6th & 7th floor of the building. Further, band knife machine area found without any safety barrier at cutting section on 5th floor of production building. [As per amfori BSCI COC check point 7.17 and Bangladesh Labour Law 2006, Section 63(1), D (3)]

Insufficient seating capacity was observed at dining hall area as the facility has arranged 120 seating arrangement instead of 148 at dining hall on rooftop area. [As per Bangladesh Labour Rules (amendment) 2022, Rule 87 (1) and amfori BSCI COC check point no. 7.21]

## PA 12: Protection of the Environment

Facility did not implement any program yet to promote water conservation and water waste reduction. Though facility has provided awareness training has a plan to do so. [As per amfori BSCI COC check point no.12.5]