

Monitoring result for Space Sweater Ltd. on site Space Sweater Ltd.

Monitoring

Monitored Party : **Space Sweater Ltd.**
amfori ID : **050-001111-000**
Site : **Space Sweater Ltd.**
Site amfori ID : **050-001111-002**
Address : **Shi- 145/1, Jugitala,**
: **1700, Gazipur**
: **Dhaka**
: **Bangladesh**
Monitoring Activity : **amfori Social Audit - Manufacturing**
Monitoring Type : **Full Monitoring**
Monitoring Partner : **SGS**
Monitoring Start Date : **19/01/2023**
Closing Meeting : **19/01/2023**
Finished Date
Submission Date : **01/02/2023**
Expiration Date : **01/02/2025**

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Overall rating



Section rating

PA1: Social Management System	C
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	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

Space Sweater Ltd. is 100% export-oriented sweater garments manufacturing company which is located at shi-145/1, Jogitala, Gazipur, Bangladesh. Main production process of this facility is winding, jacquard, linking, trimming, mending, light check, sewing, PQC, washing, pressing, QC, folding, poly and packing. Production capacity of the audited facility is 400,000 pieces per month. Production area is occupied about 100,000 square feet, land area is about 84,000 square feet, storage area is about 30,000 square feet and dining 15,000 square feet. The factory was established on July 16, 2006 (As per Incorporation certificate) and production started in July 2018.

There is only one factory in the facility premise. There are five buildings and six sheds in the facility premise. A detailed description is given below:

Building 01 (Seven storied)

Ground floor: Jacquard Section, Winding section, Bonded Warehouse, Yarn Office, UPS Room-02, Technician & Idle Machine Room.

First floor: Jacquard section, Jacquard Distribution Yarn Issue / Receive room, Needle Control Room-01, UPS Room-1

Second floor: Finished goods area, Carton & Hanger Storage, Moisture Control Room-02.

Third floor: Finishing section, PQC Section, Packing Section, Wash Section, Iron Section, Sewing Section, Light Check Area.

Fourth Floor: Trimming Section, mending section, Bartack machine area, Zipper Attachment, Light check, Auto Placket, Part

Winding, Part mending, Quality Assurance Room, Needle Control Room-02, Production Office, Knitting Part Inspection.

Fifth floor: Linking section, Overlock, Super linking,

Sixth floor: Sample section, Dining Room, Canteen, Mosque, Office, Inspection Room (1-6), Accessories Store, Hall Room,

Meeting Room-3, Meeting Room-4, IT Room, Laboratory (Lab).

Roof top: 70% vacant & rest of area used as gardening for beautification.

Building: 02 (Two storied)

Ground floor: Power Sub- Station Room, Generator Room, Boiler Room.

First floor: Compressor Room, Maintenance Store, General Store, Isolation Room, Finishing Yarn Room.

Roof top: Vacant.

Building: 03 (Single storied).

Ground floor: Medical center, Childcare room, Domestic water pump.

Building: 04

Basement: Pump room.

Ground floor: Fire command room.

Building: 05 (Two storied)

ETP area.

Shed areas:

Shed 01: Waste house.

Shed 02: Chemical store, ETP lab and blower room of ETP.

Shed 03: PRS room.

Shed 04: Workshop.

Shed 05: Common room (Driver rest room)

Shed 06: Security post.

Car parking and bicycle stand area.

The facility has total 42 first aider and 10 first aid boxes, 320 trained fire fighters, 23 hose pipes, 124 ABC fire extinguishers, 50 Co2 fire extinguishers, 02 foam type fire extinguisher, 47 fire alarm, 353 smoke detectors, 64 emergency lights, 03 emergency staircases of production buildings.

There a total of 1241 employees in the facility with 797 male and 444 female employees. General working hour of the facility is 08:00 am to 05:00 pm and only jacquard section workers are working in 02 shifts at 08:00 am/pm to 05:00 pm/am. 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 & face detection) 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 05 auditors and conducted this full monitoring audit in one day (January 19, 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 Md. Siddiqur Rahman-AGM (HR, Admin, Compliance) and his team with Jhorna Adhikari - 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 Md. Siddiqur Rahman-AGM (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”, “Decent Working Hours”, “Occupational Health and Safety”, “Protection of the Environment”. For other areas, no finding was observed.

Certificate/License Number:

Incorporation certificate No. C - 62755 (246) / 06

Factory License no. 18575/Dhaka is valid till 30th June 2023

Trade License no. word no.17, serial no. 246, issue date: 19/4/17 issued by Gazipur City Corporation, is valid till 30th June 2023

Fire License no. DD/Dhaka/27981/2018, Valid till 30 June 2023

Audit Company name: SGS Bangladesh Limited

Audit date: 19th January 2023

Announcement Type: Semi announced

Auditors' Name and APSCA Status:

Ananya Mallick, APSCA Number CSCA 21703429

Mohammed Saiful Islam, APSCA Number, RA 21701603

Imran Ahmed, APSCA Number, RA 21701483

Most. Mahfuza Akter, APSCA Number RA 21701593

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#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 disinfection tunnel for covid-19 before entering the factory for all employees # COVID-19.

Site Details

Site : Space Sweater Ltd.

Site amfori ID : 050-001111-002

GICS Classification

Sector : Industrials

Industry Group : Capital Goods

Industry : Industrial Conglomerates

Sub Industry : Industrial Conglomerates

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	1192 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	40 Workers

Other Metrics

Male workers	778 Workers
Female workers	414 Workers
Permanent workers - Male	797 Workers
Permanent workers - Female	444 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	95 Workers
Management - Female	12 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	245 Workers
Workers on probation - Female	201 Workers
Workers with night shift - Male	97 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	797 Workers
Workers hired directly - Female	444 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	1 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	3 Workers
Sample - Male	25 Workers
Sample - Female	15 Workers

Findings

PA1: Social Management System

The auditee has set up a management system for implementation of the amfori BSCI Code of Conduct into day-to-day business practices but the system still not effective enough for continuous improvement and monitoring effectively as few gaps found in different areas like "Social management system and cascade effect" did not share right form of "Terms of Implementation" to all business partners and human right policies not share to business partner as well, gaps found Workers involvement and protection" area including proper awareness was not found from workers and workers' representatives on amfori BSCI COC, and no periodic grievance satisfaction survey, gap found in no discrimination like no periodic grievance and discrimination survey, gap found in Fair remuneration" area including living wage not calculated properly. Gaps found in "Decent Working Hour" like weekend was not ensured, gaps in "Occupational health and Safety" including PPE use, no secondary containment and machine safety guard. Gaps found in "Protection of the Environment" as no implementation to reduce water waste. [As per amfori BSCI COC check point no. 1.1]

Facility shared wrong form of Terms of Implementation (TOI) with their 07 out of 07 business partners. [As per amfori BSCI CoC Check point no 1.5]

Though facility management has developed the necessary policies and processes to prevent and address any adverse human rights impacts that may be detected in its supply chain but did not share this policy with 07 out of 07 business partners. [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 the interviewed workers regarding amfori BSCI COC. [As per amfori BSCI COC checkpoint no. 2.4]

Though the facility has conducted grievance satisfaction survey, it was not conducted periodically as a continuous process and facility conducted survey for only 100 employees where the total manpower is 1241. [As per amfori BSCI COC checkpoint no 2.5]

PA 4: No Discrimination

Though the facility has conducted grievance and discrimination satisfaction survey, it was not conducted periodically as a continuous process and facility conducted survey for only 100 employees where the total manpower is 1241. [As per amfori BSCI COC checkpoint no 4.2]

PA 5: Fair Remuneration

Facility management is aware of collection and calculation of fair remuneration. Facility has started general survey within workers of various grades, sections and several areas to identify fair remuneration. Based on that a living wage has been figured out by the management for surrounding areas of the factory. But the figure was not realistic based on current situation. Moreover, no action plan is in place to fill the gaps [As per amfori BSCI COC checkpoint no. 5.4]

PA 6: Decent Working Hours

Weekly day off was not ensured properly. During review of attendance record, workers' and management interview it was noted that selected sampled workers found working on their weekly day off (Friday) in March 04 and 18, 2022 (Off peak month) and on June 10 and 24, 2022 (Peak month) Maximum consecutive working days were found 13 days for both month March 2022 (Off peak month) & June 2022 (Peak month). No weekend violation was noted in the month of December 2022 (Current month). Facility management has adjusted those weekly day off work with festival leave (EID UL FITAR & EID UL ADHA 2022). [As per amfori BSCI COC checkpoint no. 6.4].

PA 7: Occupational Health and Safety

The facility is in the process of complying with health and safety rules and regulations, but there are still some gaps like PPE use, no secondary containment and insufficient machine safety. [As per amfori BSCI COC check point 7.1].

Following PPE related findings were noted through plant tour: a. 02 out of 02 over lock machine operators were not using face mask while working at 5th floor of building#1. b. 01 out of 01 spot removing operator was not using respiratory mask, eye goggles during work at spot removing room located at 3rd floor of building#1. c. Approximately 5% jacquard section workers were not using ear plug and face mask while working at jacquard section located at ground & 1st floor of building#1. [As per amfori BSCI COC check point 7.6 and Bangladesh Labor Rules, 2015, rule 67 (2)]

PA 7: Occupational Health and Safety

No secondary containment found for 01 machine oil jar & 01 Acetone jar located at ground floor & 3rd floor of building#1 respectively. [As per amfori BSCI COC check point no 7.7]

Based on the plant tour it was noted that 02 out of 02 eye guards of over lock machine and bartack machine were found in displaced condition located at 4th & 5th floor of building#1. [As per amfori BSCI COC check point 7.17 and Bangladesh Labour Law 2006, Section 63(1), D (3)]

PA 12: Protection of the Environment

Though facility management provided training on water use and maintained a consumption record but did not implement any significant programme to promote conservation of water and reduce water waste. [As per amfori BSCI COC checkpoint no. 12.5]