

Monitoring result for Apex Lingerie Limited on site Apex Lingerie Limited

Monitoring

Monitored Party	: Apex Lingerie Limited
amfori ID	: 050-000665-000
Site	: Apex Lingerie Limited
Site amfori ID	: 050-000665-002
Address	: Chandora, Shafipur, Kaliakoir, : Gazipur : Dhaka : Bangladesh
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Submission Date	: 16/11/2021
Expiration Date	: 16/11/2023

This is an extract of the online monitoring result, generated on 12/05/2022, 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.



amfori does not assume any liability with regard to the compliance of this extract, or any versions of this extract, with the Regulation (EU) 2016/679 (General Data Protection Regulation).

*All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent.
© amfori, 2021*

Overall rating



Section rating

PA1: Social Management System	B
PA 2: Workers Involvement and Protection	A
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	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

Apex Lingerie Limited is a 100% export-oriented knit (Lingerie) item manufacturing company which is located at Chandra, Shafipur, Kaliakoir, Gazipur, Dhaka, Bangladesh. The main production process of this facility is Warp Knitting, Narrow Fabric Dyeing, Moulding, Hook & Eye, Cutting, Sewing, Quality and Finishing. The production capacity of the audited facility is 4,800,000 pieces per month. The total land area is about 837696 square feet, the production area is occupied about 209160 square feet, and the storage area is about 65000 square feet. The factory was established in 1998 (as per the Incorporation certificate) and since 1998, the facility started its production.

The site description is as below-

The audited premises are used by 04 factories including three sister concerns named:-

1. Apex Lingerie Limited. (Audited Factory)
2. Apex Spinning & Knitting Mills Limited.
- 3) Apex Yarn Dyeing Limited.
- 4) Apex Textile Printing Mills Limited.

These factories are operated by same management and same owner.

Building 01: (06 storied-Audited Factory)

Ground floor: Fabric Inspection area, fabric store, Elastic Wrapper section and Moulding section.

1st floor: Sample section, CAD, Cutting section, Accessories store.

2nd floor: Sewing section.

3rd floor: Finishing section, packing section, Hook & Eye area, Piping area, D- humidification room, Spot removing room.

4th floor: Sewing section, Training room.

5th floor: Sewing section.

Rooftop: Vacant.

Building no: 2

Ground floor: Childcare room, Medical center (Combinedly used).

1st floor: Vacant.

Rooftop: Vacant.

Building no: 3

Basement: Fire Pump (Combinedly used).

Ground floor: Fire Control Room (Combinedly used).

Rooftop: Vacant.

Building no: 4: Ground floor: Security Post (Combinedly used).

Building no: 5: Ground & 1st floor: Workers Dining hall (Combinedly used).

Building no: 6: Ground floor to 3rd floor: Mosque (Combinedly used).

Building no: 7: Ground floor: Trade Union Office (Combinedly used).

Building no: 8: Compressor (Combinedly used).

Building no: 9

Ground floor to 2nd floor and 4th floor to 6th floor: Apex Textiles Printing Mills Ltd (Same owner and different management).

3rd floor: Finished goods store (Used by Apex Lingerie limited).

Building 10: (outside of factory premises).

Ground floor: DAF (Dissolved Air Flocculation) area (Combinedly used).

1st floor: Lab, Chemical room, compressor room, chemical dosing room (Combinedly used).

Building 11: Generator (Audited facility).

Shed 1: Warp knitting section, Narrow Fabric Dyeing section (Used by the audited factory).

Shed 2: Security Rest Room (Combinedly use).

Shed 3: Waste keeping Room (Combinedly use).

Shed 4: Security & Driver Rest Room, kitchen. (Combinedly use).

Shed 5: Workshop (Combinedly use).

Shed 6: Boiler room (Audited factory).

Shed 7: Canteen (Combinedly used).

Shed 8: Chemical room (outside of factory premises) (Combinedly used).

There is an ETP which is located outside of factory premises.

The facility has a total of 245 first aider and 45 first aid boxes, 836 firefighters, 45 hose pipes, 238 ABC fire extinguishers, 104 Co2 fire extinguishers, 3 foam-type fire extinguishers, 198 fire alarms, 333 smoke detectors, 291 emergency lights and 4 staircases.

There is a total of 3971 employees in the facility with 2737 female and 1234 male employees. The general working hour of the facility is 07:45 am to 04:45 pm. Besides facility has 2 shifts for Moulding, Hook & eye, and maintenance sections: Shift 1: from

6:00 am to 2:00 pm, shift 2: from 2:00 pm to 10:00 pm as well as facility has 3 shifts for security, warp knitting & narrow fabric dyeing Sections: Shift 1: from 6:00 am to 2:00 pm, shift 2: from 2:00 pm to 10:00 pm and shift 03: from 10:00 pm to 6:00 am. Employees are allowed for a one-hour meal break. The facility maintains an electronic time record system. All employees of the factory work 6 days (Saturday to Thursday) in a week and Friday is their weekly day off. Rotation basis weekly day off for shifting workers: (security, wrap knitting and narrow fabric dyeing unit). The wage period of the factory is based on a calendar month and they pay within 7th working days from the end of each wage period.

Audit Process: The audit team consists of 5 auditors who conducted this full monitoring audit in two days (9th & 10th November 2021). On the 1st day of audit, 03 auditors (Md. Mahmudur Rahman, Md. Mostafizur Rahman Shah & Shuvankar Pual) came to the factory to conduct this audit and 2nd day of audit, 2 auditors (Md. Mahmudur Rahman, Md. Mostafizur Rahman Shah) continued the audit.

An opening meeting was held on day of assessment where Md. Harun Or Rashid - Assistant General Manager - Compliance, Mr. Jakaria Mahmud - Deputy Manager (Compliance), Md. Habibullah Khan - Deputy Manager (Admin), Mr. Ujjal Kumar Bhowmik-Manager (Admin), Md. Raziur Rahman- Executive (Compliance), Md. Rahan Adnan Rafiq - Senior Executive & Md. Habibur Rahaman – President (Trade Union)

During the opening meeting auditors explained about the audit scope and process and a detailed description on amfori BSCI requirements and approach. Immediate after the opening meeting a site visit was conducted with the factory management. A general document checklist was provided to the management and supplied documents were reviewed. The auditors verified last one year documents from November 2020 to October 2021 and documents were found available in the factory.

Closing meeting: At the end of the assessment a closing meeting was held to discuss all the areas of improvement in the finding reports and positive notes with Md. Harun Or Rashid – Assistant General Manager – Compliance and with his team. Facility management agreed on all findings and signed on closing meeting report. Auditor also 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 the area of “Social Management System and Cascade Effect”, “Workers Involvement and Protection”, “Fair Remuneration”, “Occupational Health and Safety”, “Protection of the Environment”. Details of the findings are listed in respective sections. For other areas, no non-conformity was noted.

Auditing Company Name: SGS Bangladesh Limited.

Auditors' APSCA numbers are as follows:

Md. Mahmudur Rahman (RA 21701562)

Mostafizur Rahman Shah (RA 21703681)

Shuvankar Pual (ASCA 21701484)

Covid-19.

- a) Arranging and ensuring a handwashing facility for each employee at each entrance of production floor when entering in the factory.
- b) Ensuring face masks 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.

Site Details

Site : Apex Lingerie Limited

Site amfori ID : 050-000665-002

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.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	3753 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	17926 Monthly
Total sample	40 Workers

Other Metrics

Male workers	1208 Workers
Female workers	2545 Workers
Permanent workers - Male	1234 Workers
Permanent workers - Female	2737 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	404 Workers
Management - Female	59 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	68 Workers
Workers on probation - Female	485 Workers
Workers with night shift - Male	248 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	4 Workers
Workers with disabilities - Female	10 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	1234 Workers
Workers hired directly - Female	2737 Workers
Workers hired indirectly - Male	0 Workers
Workers hired indirectly - Female	0 Workers
Unionised workers - Male	1120 Workers
Unionised workers - Female	2200 Workers
Workers under CBA - Male	0 Workers
Workers under CBA - Female	0 Workers
Pregnant workers	65 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	63 Workers
Minimum wage agreed on CBA in local currency	8000 Monthly
Sample - Male	11 Workers
Sample - Female	29 Workers

Findings

PA1: Social Management System

The auditee is in the process to implement amfori BSCI Code of Conduct into day-to-day business practices, currently living wage was not calculated properly and did not set any implementation plan, proper awareness on training about amfori BSCI COC was not found from workers. In addition, a few gaps were identified Occupational Health and Safety and Protection of Environment. [As per amfori BSCI COC checkpoint no. 1.1]

The facility has developed supplier selection policy and procedures in line with amfori BSCI COC but communicated 13 out of 13 amfori BSCI Terms of implementation were not found in a correct format. [As per amfori BSCI COC checkpoint no. 1.5]

PA 2: Workers Involvement and Protection

Though the facility management has provided training to the staff and workers on terms of amfori BSCI code of conduct but proper awareness was not found from workers and workers' representatives on amfori BSCI COC. [As per amfori BSCI COC checkpoint no. 2.4]

PA 5: Fair Remuneration

Though the facility conducted several surveys on workers but the facility did not estimate the living standard properly as the facility did not consider food baskets while calculating their living wage. Moreover, no action plan is in place to fill the gaps. (As per amfori BSCI COC checkpoint no. 5.4)

PA 7: Occupational Health and Safety

Though the facility has system for internal audit for monitoring health and safety system of the factory but still some gaps were identified in occupational health and safety performance area including risk assessment, PPE, MSDS, labelling, construction approval and machine safety. [As per amfori BSCI COC check point no. 7.1]

The facility did not assess fire risk properly as no fire hose pipe/reel coverage was found at Building 10 (Dissolved Air Flocculation area) and ETP area which is located outside of the facility premise. [As per Bangladesh Labor Rules, 2015, Schedule-4, Matters relating to safety committee (2) and amfori BSCI COC checkpoint no. 7.3]

a. Randomly checked 05% sewing operators were not using face masks during work located at 2nd, 4th and 5th floor of building 1. b. Randomly checked 04 out of 06 band knife machine operators of cutting section were not using headscarf during work located 1st floor of building 1. [As per Bangladesh Labor Rules 2015, Rules 67 (2) and amfori BSCI COC checkpoint no. 7.6]

MSDS, label and secondary containment was not found for the diesel drum located beside the diesel oil keeping area in the factory premises. Moreover, HCl acid drums were found at the ETP area without MSDS and secondary containment. [As per Rule 68 (10) of the Bangladesh Labour Rules 2015 and amfori BSCI COC checkpoint no.7.7]

The facility management did not include the 1st and 2nd floor of Building 02 (Childcare and Medical building) in approved construction approval. [As per building Construction Act 1952, Section-3 and amfori BSCI COC checkpoint no. 7.11]

Following machine safety-related issues were noted during the site visit: a. Around 5% eye guard of flatlock machine found displaced at 2nd, 4th and 5th floor of building 1. b. Around 05% needle guard of sewing machine found displaced at 2nd, 4th and 5th floor of building 1. [As per Bangladesh Labour Law 2006, section 63(1) D (3) and amfori BSCI COC checkpoint no. 7.17]

PA 12: Protection of the Environment

Though the facility has a waste store however during plant tour several wastes e.g. tin, iron, unused rack, unused chair and construction materials were found in open-air throughout the facility. [As per amfori BSCI COC checkpoint no. 12.4 and Bangladesh Labour Law 2006, section 54]