

Improvement plan on social and labor policies and procedures

(Issues identified, actions taken and results achieved in response to result of social compliance monitoring)

Factory Name : Apex Lingerie Limited

After Assessment & observation:

Date: 21.12.2021

Q.No	Social Labour Performance area/ Policy Procedure	Issues indentification from monitoring			Root cause analysis	Actions taken for achieved results	
		Expected outcome	Any violations found that were uncovered ?	Which issue found uncovered through monitoring and evaluation.		Improvement area /Activities for resolved the issues	Improvement Plan & initiative
1	Child labor and young workers Policy	Fully implemented Partially implemented Not implemented	Yes	11% not achieved.	We provided awareness as per batch & schedule wise . The schedule training day some worker was not attend at training for absent and leave. For this reason 11% training was not covered.	Need to provide training who are not received training at this policy.	We will provide training to employee through PA system as per schedule wise for covering all employee.
2	Prohibition of forced labor	Yes		11% not achieved.	We provided awareness as per batch & schedule wise . The schedule training day some worker was not attend at training for absent and leave. For this reason 11% training was not covered.	Need to provide training who are not received training at this policy.	We will provide training to employee through PA system as per schedule wise for covering all employee.
3	Anti-harassment and abuse	Yes		Worker= 08% not achieved. Security Guard= 21 % not achieved.	We provided awareness as per batch & schedule wise . The schedule training day some worker was not attend at training for absent and leave. For this reason worker 08% & Security Guard 21% training was not covered.	Need to provide training who are not received training at this policy.	We will provide training to employee through PA system as per schedule wise for covering all employee.

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4	Anti-discrimination	Fully implemented		Worker= 05% not achieved. Security Guard= 21 % not achieved.	We provided awareness as per batch & schedule wise . The worker was not attend at training for absent and leave. For this reason worker 05% & Security Guard 21% training was not covered.	Need to provid training who are not received training at this policy.	We will provide training to employee through PA system as per schedule wise for covering all employee.	
5	Working hours	Partially implemented		05% not achieved.	We provided awareness as per batch & schedule wise . The worker was not attend at training for absent and leave. For this reason 05% training was not covered.	Need to provid training who are not received training at this policy.	We will provide training to employee through PA system as per schedule wise for covering all employee.	
6	Wages and benefits	Partially implemented		7% not achieved.	We provided awareness as per batch & schedule wise . The worker was not attend at training for absent and leave. For this reason 07 % training was not covered.	Need to provid training who are not received training at this policy.	We will provide training to employee through PA system as per schedule wise for covering all employee.	



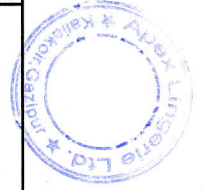
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		Expected outcome		Any violations found that were uncovered ?	Which issue found uncovered through monitoring and evaluation.		Improvement area /Activities for resolved the issues	Improvement Plan & initiative
		Fully implemented	Partially implemented	Not implemented				
7	Discipline procedures		Yes		07 % not achieved.	We provided awareness as per batch & schedule wise . The schedule training day some worker was not attend at training for absent and leave. For this reason 07 % training was not covered.	Need to provide training who are not received training at this policy.	We will provide training to employee through PA system as per schedule wise for covering all employee.
8	Freedom of association and collective bargaining		Yes		07% not achieved.	We provided awareness as per batch & schedule wise . The schedule training day some worker was not attend at training for absent and leave. For this reason 07 % training was not covered.	Need to provide training who are not received training at this policy.	We will provide training to employee through PA system as per schedule wise for covering all employee.
9	Grievance procedures		Yes		06 % not achieved.	We provided awareness as per batch & schedule wise . The schedule training day some worker was not attend at training for absent and leave. For this reason 06 % training was not covered.	Need to provide training who are not received training at this policy.	We will provide training to employee through PA system as per schedule wise for covering all employee.



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10	Health and safety	Fully implemented		06 % not achieved.	We provided awareness as per batch & schedule wise . The schedule training day some worker was not attend at training for absent and leave. For this reason 06 % training was not covered.	Need to provide training who are not received training at this policy.	We will provide training to employee through PA system as per schedule wise for covering all employee.
11	Worker Feedback	Partially implemented		10 % feedback acheived	Some workers were absent from work on the day the play slips were provided.	It is not possible to issue a play slip due to non-attendance and after non-communication to administration department.	We will provide training to employee through PA system as per schedule wise for covering all employee.
12	Gender base violation mitigation	Yes		7% not achieved.	We provided awareness as per batch & schedule wise . The schedule training day some worker was not attend at training for absent and leave. For this reason 07 % training was not covered.	Need to provide training who are not received training at this policy.	We will provide training to employee through PA system as per schedule wise for covering all employee.



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13	Bribery And Anti-Corruption	Fully implemented			We provided awareness as per batch & schedule wise . The schedule training day some worker was not attend at training for absent and leave. For this reason 11 % training was not covered.	Need to provide training who are not received training at this policy.	We will provide training to employee through PA system as per schedule wise for covering all employee.
14	Recruitment and hiring	Yes		N/A			

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Reviewed by

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Approved By

