

# Monitoring result for Continental Garments Ind. (Pvt.) Ltd. on site Site 1

## Monitoring

Monitored Party	: Continental Garments Ind. (Pvt.) Ltd.	amfori ID	: 050-001529-000
Site	: Site 1	Site amfori ID	: 050-001529-001
Address	: 8, Dewan Idris Road, Boro Rangamatia, Ashulia, Savar	Monitoring Activity	: amfori Social Audit - Manufacturing
	: Dhaka	Monitoring Type	: Full Monitoring
	: Dhaka	Submission Date	: 11/10/2021
	: Bangladesh	Expiration Date	: 11/10/2023

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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

Continental Garments Industries (Private) Limited is a 100% export oriented woven and knit garments manufacturing company which is located at 8, Dewan Idris Road, Boro Rangamatia, Ashulia, Savar, Dhaka, Bangladesh. The factory was established in 1979 as per incorporation certificate and started operation since 2006 in this current location. Main production process of this facility is cutting, sewing, finishing (iron to packing). Facility currently have the production capacity 2,50,000 pieces per month for woven and 50,000 pieces per month for knit garments as reported by the factory management. Total factory land area is about 93,392.64 square feet, where production floor is about 1,20,040 square feet and warehouse 11,960 square feet. There is a 08 buildings and 2 sheds in the factory premises. The detail floor wise description is given below:

Building -1: (Prefabricated Steel Structured Building)

Ground Floor: Reception, Medical Room, CAD, Child Care Room, Cutting, Pattern, Sample, Store, Warehouse, Lab.

1st Floor- Office, Dining, Finished Goods Storing Area, Packing, Inspection Room, and Ideal Machine Room.

2nd Floor- Sewing, Finishing, Maintenance Room, Needle room, Sub Store and Office Room.

3rd Floor- Sewing, Finishing, Maintenance Room, Needle room, Sub Store and Office Room.

Building -2 (02 storied):

Ground floor: Generator Room, Compressor, Boiler Room, Substation, Submersible pump.

1st floor: Maintenance material storing area.

Rooftop: Vacant.

Building-3 (2 storied):

Ground floor: Security Guard Room.

1st floor: Admin Room.

Rooftop: Vacant.

Building-4 (One storied): Generator Room.

Building-5 (One storied): Fire Pump Room.

Building-6 (One storied): Currently Vacant and Proposed for Dining Hall.

Building-7(2 storied):

Ground floor: Diesel Storing are and Vacant area.

1st floor: Vacant.

Building -8 (one storied): Security Guard Room.

Building 08: (one storied): Submersible pump (under installation).

Shed 01: Workers' locker room.

Shed 02: Workers' canteen.

The facility has total 56 first aiders and 28 first aid boxes, 600 fire fighters trained from FSCD, 16 hose pipes, 180 ABC fire extinguishers, 79 Co2 fire extinguishers, 48 fire alarm, 239 emergency lights, 16 smoke and 03 evacuation exits in main production building.

Currently 2147 employees are working in the factory. Among them 947 are male and 1200 are female employees. In general, the employees work for 6 days in a week (Saturday to Thursday) and Friday is weekly holiday. Generally, facilities working hour starts from 8:00 am to 5:00 pm. But for management, working hour starts from 9:00 am to 6:00 pm. Since March-2021 for covid-19 situation, working hour starts from 8:30 am to 5:30 pm in sewing and quality section. One-hour personal break is ensured for all workers. Only security section has three (03) shifts. The factory uses electronic time keeping system to record workers In and Out time. Employees receive wages monthly in local currency. Factory management is paying monthly salary of the workers and management by banking system. Factory management is paying wages within 7th day after completion of the wage period.

Audit Process: The audit team consists of 03 auditors conducted this full monitoring audit in two days (27 & 28 September 2021). On the 1st day of audit, 03 auditors (Imtiaj Khan- RA 21701631, Md. Mostafizur Rahman Shah - RA 21703681, Farhana Begum Remun- RA 21703465) came to the factory to conduct this audit and 2nd day two auditors (Imtiaj Khan and Md. Mostafizur Rahman Shah) continued the audit . All the auditors came from SGS Bangladesh Limited. An opening meeting was held with the short introduction with the factory management Mr. Shiper Samajpati- Head-HR & Compliance, Md. Mazharul islam (Mithu)- Asst. Manager Compliance, Vincent Khokon Chowdhury- Sr. HR & Compliance Officer, Ms. Mitu Shikder-Sr. Welfare Officer, Mr. Shawon Sarker-Jr. Compliance Officer and Ms. Jharna- Vice President of Participation Committee (PC) was present in the opening meeting.

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. A general document checklist was provided to the management and supplied documents were reviewed. The auditors verified documents from September-2020 to August-2021 and found available during audit.

Closing meeting: At the end of the assessment, a closing meeting was held to discuss areas of improvement in the findings report with Mr. Shiper Samajpati- Head-HR & Compliance and with his team. Facility management agreed on all findings and signed on findings report. Auditor informed the management regarding the submission of remediation plan to the amfori BSCI participants through amfori sustainability platform against the findings raised on the audit within 60 days.

Overall Findings: Non-Compliance were noted in “Social Management System and Cascade Effect”, “Workers Involvement & Protection”, “No Discrimination”, “Fair Remuneration”, “Decent Working Hours”, “Occupational Health & Safety”, “Protection of the Environment” and “Ethical business Behaviour” areas. For other areas, no finding was observed.

#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.

## Site Details

Site : Site 1

Site amfori ID : 050-001529-001

### GICS Classification

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Sector : Consumer Discretionary

Industry : Textiles, Apparel & Luxury Goods

Industry Group : Consumer Durables & Apparel

Sub Industry : Apparel, Accessories & Luxury Goods

### GS1 Classifications

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N.A.

### Product Process Classifications

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N.A.

## Metrics

### Key Metrics

Total workforce	<b>2106</b> Workers
Legal minimum wage in local currency	<b>8000</b> Monthly
Lowest wage paid for regular work at the site	<b>8000</b> Monthly
Calculated living wage in local currency	<b>17926</b> Monthly
Total sample	<b>40</b> Workers

### Other Metrics

Male workers	<b>632</b> Workers
Female workers	<b>1474</b> Workers
Permanent workers - Male	<b>947</b> Workers
Permanent workers - Female	<b>1200</b> Workers
Temporary workers - Male	<b>0</b> Workers
Temporary workers - Female	<b>0</b> Workers
Seasonal workers - Male	<b>0</b> Workers
Seasonal workers - Female	<b>0</b> Workers
Management - Male	<b>108</b> Workers
Management - Female	<b>3</b> Workers
Apprentices - Male	<b>0</b> Workers
Apprentices - Female	<b>0</b> Workers
Workers on probation - Male	<b>146</b> Workers
Workers on probation - Female	<b>225</b> Workers
Workers with night shift - Male	<b>6</b> Workers
Workers with night shift - Female	<b>0</b> Workers
Workers with disabilities - Male	<b>2</b> Workers
Workers with disabilities - Female	<b>4</b> Workers
Domestic migrant workers - Male	<b>0</b> Workers
Domestic migrant workers - Female	<b>0</b> Workers
Foreign migrant workers - Male	<b>0</b> Workers
Foreign migrant workers - Female	<b>0</b> Workers
Workers hired directly - Male	<b>947</b> Workers
Workers hired directly - Female	<b>1200</b> Workers
Workers hired indirectly - Male	<b>0</b> Workers
Workers hired indirectly - Female	<b>0</b> Workers
Unionised workers - Male	<b>0</b> Workers
Unionised workers - Female	<b>0</b> Workers
Workers under CBA - Male	<b>0</b> Workers
Workers under CBA - Female	<b>0</b> Workers
Pregnant workers	<b>5</b> Workers
Workers on parental leave - Male	<b>0</b> Workers
Workers on parental leave - Female	<b>23</b> Workers
Sample - Male	<b>14</b> Workers
Sample - Female	<b>26</b> Workers

## Findings

### PA1: Social Management System

Facility management is in process to implement of amfori BSCI code of conduct into auditee's day to day business culture as factory did not implement living wage, sufficient awareness was not found from most of the workers on amfori BSCI COC, excessive working hour found and overtime hours were not calculated properly. Gaps were also found in No discrimination, Occupational health and safety, Protection of the environment and Ethical Business Behaviour performance areas. [As per amfori BSCI COC check point no. 1.1]

Capacity planning of the factory is not effective enough to avoid excessive overtime. Though facility has done producing planning considering 8 hours working hour per day, maximum daily working hours was found 14 hours (8 hours regular+6 hours overtime) in the month of August- 2021(current month). [As per amfori BSCI COC checkpoint no 1.4]

### PA 2: Workers Involvement and Protection

Facility has provided training to the workers on amfori BSCI, but sufficient awareness was not found from 22 out of 40 interviewed workers regarding amfori BSCI COC. [As per amfori BSCI COC checkpoint no. 2.4]

Facility has conducted grievance survey in the facility but it was not conducted in periodical basis as they have started to conduct grievance survey since March 2021. [As per amfori BSCI COC checkpoint no. 2.5]

### PA 4: No Discrimination

Factory did not conduct satisfaction survey on personal related grievances whether the workers are satisfied or not regarding the solution of reported grievances. [As per amfori BSCI COC checkpoint no. 4.2]

### PA 5: Fair Remuneration

Facility management is aware about collection and calculation of fair remuneration. Facility has conducted general survey within workers of various grades, sections, and several areas to identified fair remuneration. Based on that, individual workers' living wage has been figured out by the management, but no specific living wage was identified for the surrounding areas of the factory. Moreover, no potential action has been taken to fill the gaps between actual remuneration and identified fair remuneration figure. [As per amfori BSCI COC checkpoint no. 5.4]

### PA 6: Decent Working Hours

a. Through Job card, salary sheet review, workers and management interview it was noted that the facility had performed excessive overtime in below month: 28 out of 40 sample workers had worked overtime from 13 to 22 hours (exceed 12) in a week in the month of August 2021 (current month) and daily highest overtime found 6 hours. However, no such reflection was found in other sample months. [As per Bangladesh Labor Law 2006, Section-100 and 102 and Gazette Notification No. 40.00.0000. 016.30.008.17.54, published in April 13, 2020 for April 17, 2021 to October 16, 2021 and amfori BSCI COC checkpoint no. 6.2] b. Facility does not calculate the fraction minutes in overtime hours. Through working hour record and management interview it was found that several employees have performed additional hour's job after completion of regular hour (8 hours) but actual out time were not considering as overtime in the workers' job card in the month of April-2021 and December-2020 (random month). For example, one worker in time was found 8:23 am and out time was found 19:28 pm but his/her overtime was counted as 1:30 hours instead of 2 hours. Those 28 minutes are not calculated or paid as overtime hours. [As per amfori BSCI COC checkpoint no. 6.2 and Bangladesh Labour Law 2006, section 108 (1)]

### 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 PPE, minor injury, structural design approval and machine safety guards. [As per amfori BSCI COC check point no. 7.1].

During plant tour it was noted that, randomly checked 02 out of 05 snap button machine operators were not using eye goggles in sewing section of Building-1. [As per Bangladesh Labor Rules 2015, Rules 67 (2) and amfori BSCI COC check point no. 7.6]

Facility has injury recording system in the medical room but did not have minor injury recording system which is treated by first aiders in production floor, for taking corrective and preventive action. [As per amfori BSCI COC checkpoint no 7.10 and Bangladesh Labour Rules, 2015, rule 73 (1)]

## PA 7: Occupational Health and Safety

No construction approval was found for any buildings and sheds in the facility premise. However, facility management has applied to the Public Works Department (PWD) on June 26, 2013 but did not receive yet. [As per Building Construction Act 1952, section 3 amfori BSCI checkpoint no. 7.11]

Based on plant tour it was noted that approximately 5% eye safety guards of overlock machines, flat lock machines and buttonhole machines were found in displaced condition at sewing section of the Building-1. Moreover, no safety mat was found under snap button machine as sharp items could fall and cause foot injury to the workers. [As per Bangladesh Labour Law 2006, section 63 (1) D (3) and amfori BSCI COC check point no. 7.17]

## PA 12: Protection of the Environment

Factory administration did not have proper effective mechanism on water consumption monitoring and conservation and sufficient awareness signage was not found posted in the production floor, toilet, dining area etc. on proper use of water. However, facility has provided training to the workers to make aware of water use reduction. [As per amfori BSCI COC check point no. 12.5]

## PA 13: Ethical Business Behaviour

Facility has conducted risk assessment on anti-corruption, but they did not cover all department in the conducted risk assessment. Moreover, facility did not provide training to the relevant employees (e.g. Senior level management, Decision maker etc.) on anti-corruption and bribery. [As per amfori BSCI COC check point no. 13.1]