

Monitored Party
Jin Hong Garments Ltd.

amfori ID
050-002712-000

Site
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050-002712-001

This is an extract from the online Monitoring Report and is only valid as an acknowledgement of findings during amfori Social Audit - Manufacturing. The complete report is available on the [amfori Sustainability Platform](#).

Findings for Main Site Jin Hong Garments Ltd.

PA1: Social Management System

Site: Jin Hong Garments Ltd. | Site amfori ID: 050-002712-001

Question: 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

ENGLISH

Finding

- a) Through current assessment, it was noted that, though the factory has developed a social management system (team, organogram, internal monitoring) to integrate the amfori BSCI code of conduct into day-to-day business practice and to contribute customers and stakeholders in possible continuous improvement of the facility but some gap was identified in PA 1, PA 2, PA 3, PA 4, PA 5, PA 7, PA 10, PA 12 and PA 13. [amfori BSCI CoC]
- b) The 'Trade License' of the factory was found expired on 30th June, 2024. However, the factory has applied for renewal on 28th July, 2024.

Remarks

Facility management will take corrective action accordingly.

Question: 1.3 Is there satisfactory evidence that the auditee has identified their significant business partners and their level of alignment with the amfori BSCI Code of Conduct?

ENGLISH

Finding

Through documents review as well as interview, it was noted that the factory management has developed a detailed policy and procedure for selecting and monitoring of business partners to find out their social performance capability with respect to the amfori BSCI requirements. But some gaps were identified in proper supplier mapping. The factory has identified 2 suppliers but more 2 suppliers were identified during the audit process. Besides, amfori BSCI code of conduct and terms of implementation was shared with 2 suppliers only and monitoring system of the social management system has done only for 2 suppliers. [amfori BSCI CoC]

Remarks

Facility management will take corrective action accordingly.

PA 2: Workers Involvement and Protection

Site: Jin Hong Garments Ltd. | Site amfori ID: 050-002712-001

Question: 2.3 CRUCIAL: Is there satisfactory evidence that the auditee takes specific steps to make workers aware of their rights and responsibilities?

ENGLISH

Finding

Through documents review as well as interview with the management and workers, it was noted that though the factory management has a process to provide training and awareness to the workers and workers representative but through worker's interview lack of awareness was identified among around 40% interviewed workers about workers' rights, living wage, earn leave, job description etc. [As per amfori BSCI CoC]

Remarks

Facility management will take corrective action accordingly.

Question: 2.4 Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?

ENGLISH

Finding

Through documents review as well as interview with the management and workers, it was noted that though the factory management has a process to provide training and awareness to the workers and workers representative regarding the requirement of amfori BSCI code of conduct but 8 interviewed workers out of 25 workers found less aware on this. [In accordance with amfori BSCI code of conduct]

Remarks

Facility management will take corrective action accordingly.

Question: 2.5 Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?

ENGLISH

Finding

Through documents review as well as interview with the management and workers, it was noted that though the factory has developed grievance policy and procedure for its employees, but the policy did not define properly how to deal with 'Time Frame', 'Potential Conflict of Interest' and 'Appealing Procedure'. [In

Finding

accordance with amfori BSCI CoC]

Remarks

Facility management will take corrective action accordingly.

PA 3: The Rights of Freedom of Association and Collective Bargaining

Site: Jin Hong Garments Ltd. | Site amfori ID: 050-002712-001

Question: 3.1 Is there satisfactory evidence that the auditee respects the right of workers to form unions - or to refrain from doing so- without distinction whatsoever and irrespective of gender in a free and democratic way?

ENGLISH

Finding

Through documents review, management and worker interview it was found that, the factory has formed 'Participation Committee' through selection process instead of election process. [Bangladesh Labour (amendment) Act 2013, Section 206]

Remarks

Facility management will take corrective action accordingly.

PA 4: No Discrimination, Violence or Harassment

Site: Jin Hong Garments Ltd. | Site amfori ID: 050-002712-001

Question: 4.1 CRUCIAL: Is there satisfactory evidence that the auditee takes the necessary measures to avoid or eradicate discrimination in the workplace?

ENGLISH

Finding

Through management interview and documents review it was noted that (a) the factory management conduct internal assessment but didn't cover all required section for discrimination as well as most common activities through which discrimination may occur. (b) Though no discrimination found in the factory, but the factory management didn't analyze a root cause of discrimination behaviors (if any). [As per amfori BSCI COC]

It has been rated as 'Partial' as the factory has policy and procedure to eradicate discrimination in the workplace and no discrimination case found in the factory.

Remarks

Facility management will take corrective action accordingly.

Question: 4.2 Is there satisfactory evidence that the auditee takes the necessary preventative and/or remedial measures to ensure workers are not disciplined, dismissed, harassed or otherwise discriminated against because of their complaints against infringements of their rights?

ENGLISH

Finding

Through documents review as well as interview with the management, a) it was noted that though the factory has developed policy and procedure for 'No Discrimination' in workplace; but factory did not conduct periodic survey on discrimination and harassment in the factory. But they did it for grievance. [As per amfori BSCI CoC]

b) Through management interview and documents review it was found that there was not adequate training (covered only 40%) on Discrimination, Violence or Harassment for workers. [As per amfori BSCI CoC]
This PA rated partially because factory management has developed policy and procedure for 'No Discrimination' in workplace and conduct satisfaction survey on grievance in the factory.

Remarks

Facility management will take corrective action accordingly.

PA 5: Fair Remuneration

Site: Jin Hong Garments Ltd. | Site amfori ID: 050-002712-001

Question: 5.2 Is there satisfactory evidence that wages are paid in a timely, stable and regular manner, and fully in legal tender?

ENGLISH

Finding

Through management and employee interview it was noted that, (a) the factory does not develop a system to provide pay slip to the employees. [Bangladesh Labour Rules 2015, Rules 111 (3)]

Remarks

Facility management will take corrective action accordingly.

Question: 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

ENGLISH

Finding

Through documents review as well as interview with the management and employee interview, it was found that the factory has estimated the decent living wage; but the factory was paying the remuneration lower than the decent living wage calculated by GLWC for the region BDT 25497 (Inside Dhaka city). Evidence from remuneration record (last paid month: June 2024) reviews and worker interviews it was found that around 72% of the total employees are getting that lower than BDT 25497 as per GLWC. [amfori BSCI CoC]

Remarks

Facility management will take corrective action accordingly.

Question: 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted without negative impact on their pay, level of seniority, position, or promotion prospects?

ENGLISH

Finding

Through documents review as well as interview, it was noted that the factory did not include approximately 150 employees in the group insurance coverage whereas the factory has 548 employees till date. [Bangladesh Labor Law 2006, Section 99].

Remarks

Facility management will take corrective action accordingly.

PA 7: Occupational Health and Safety

Site: Jin Hong Garments Ltd. | Site amfori ID: 050-002712-001

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?

ENGLISH

Finding

Through plant tour, documents review as well as interview with the workers and management, it was noted that (a) although the factory has developed a comprehensive occupational health and safety system, but some lacking was observed in the applicability of regulations; those are noted in each sub-head (7.1, 7.2, 7.3, 7.4, 7.6, 7.10, 7.11, 7.20 and 7.21) [As per amfori BSCI CoC]

(b) the factory has a room for the use of children of workers (as day care room), but the room is not well equipped as per law (like, cot, bed, suitable toys, area as per child required by law, area to play etc.) for the use of day care room [In accordance with Bangladesh Labor Law 2006 (94), (1)]

Remarks

Facility management will take corrective action accordingly.

Question: 7.2 Is there satisfactory evidence that the auditee seeks to improve workers' protection in case of accident, including through compulsory insurance schemes?

ENGLISH

Finding

Through documents review as well as interview, it was noted that the factory did not include approximately 150 employees in the group insurance coverage whereas the factory has 548 employees till date.

Finding

[Bangladesh Labor Law 2006, Section 99].

Remarks

Facility management will take corrective action accordingly.

Question: 7.3 Is there satisfactory evidence that the auditee set up an effective management system that ensures they regularly carry out risk assessments for safe, healthy and hygienic working conditions?

ENGLISH**Finding**

Through documents review as well as interview with management, it was noted that though the factory has assessed the health and safety risk but proper risk assessment was not done for washroom, drinking water facility, stair cases, expected mothers, compressor area. [In accordance with Bangladesh Labor Rules 2015, Schedule 4]

Remarks

Facility management will take corrective action accordingly.

Question: 7.4 Is there satisfactory evidence of active cooperation between management and workers (and/or their representatives) when developing and implementing systems towards ensuring OHS?

ENGLISH**Finding**

Through documents review as well as interview, it was noted that the factory had formed a safety committee but the committee formation process did not comply with the local law requirement of Bangladesh. Nominated persons from an elected participation committee (PC) should form a safety committee. As the participation committee was not formed through the election process, it can be said that the formation of the safety committee was not proper. [Bangladesh Labour Rules 2015, 81) Formation of Safety Committee and other issues (8)]

Remarks

Facility management will take corrective action accordingly.

Question: 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH**Finding**

It was noted through plan tour that 02 out of 04 operators of fusing section were found working without wearing hand gloves where the machine was found warm at the of plant tour. [Bangladesh Labour (Amendment) Law, 2013, section: 78 (a-1)]

Remarks

Facility management will take corrective action accordingly.

Question: 7.10 Is there satisfactory evidence that the auditee has and properly uses procedures and systems for reporting and recording occupational accidents and injuries?

ENGLISH

Finding

Through documents review and interview, it was noted that the factory has recorded injuries or accidents that happened in the workplace but there is no adequate procedure and system for investigation of the accident and injuries to identify root cause of them. For example, last injury happened on 16th July, 2024 and it was a minor needle injury in sewing section, but proper investigation to identify the root cause of it was not done [In accordance with amfori BSCI CoC]

Remarks

Facility management will take corrective action accordingly.

Question: 7.11 Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?

ENGLISH

Finding

- a) Through documents review as well as interview with the management, it was noted that the fire license of the factory was found expired on 30th June, 2024; however, the factory applied for the renewal on 02nd July 2024 [Fire Prevention and Extinguishing Act 2003, Section 7]
- b) The factory management could not provide/show the construction approval for building 02, 03 and 04, shed 01 and 02 from local concerned authority. [Building Construction Act 1952, Section 3A]

It has been rated as 'partial' because the factory has structural assessment and all the equipment maintained properly, and no visible issues (damp, cracks) observed on the buildings. Besides no issues found regarding the applicable licenses.

Remarks

Facility management will take corrective action accordingly.

Question: 7.20 CRUCIAL: Is there satisfactory evidence that the auditee always provides workers with access to potable water?

ENGLISH

Finding

It was noted through plan tour, workers and managements interview that, facility management provides drinking water in every floor and workers have access to this water points, but the water has risk of contagion as drinking water point located less than 1 meter from the washroom or toilet. [Bangladesh

Finding

Labour Rules, 2015 Rule 50(2)]

Remarks

Facility management will take corrective action accordingly.

Question: 7.21 Is there satisfactory evidence that the auditee provides workers with access to an appropriate, clean area for storing food, eating and/or cooking?

ENGLISH

Finding

During site visit and management interview it was noted that, (a)It was noted that facility did not have any canteen facility for the employees from where they can purchase light food or snacks during their work period. [Bangladesh Labour Rules 2015, Rule 87(1)]

(b) During site visit and management interview it was noted that inadequate seating capacity was found in the workers dining and canteen together. Currently, facility has 40 seating capacity in their dining and canteen together instead of required 83 as per law. [Bangladesh Labour Rules, 2015 Rule 92 (b)]

Remarks

Facility management will take corrective action accordingly.

PA 10: No Precarious Employment

Site: Jin Hong Garments Ltd. | Site amfori ID: 050-002712-001

Question: 10.2 Is there satisfactory evidence that the auditee engages workers based on recognised and documented employment relationships?

ENGLISH

Finding

Through documents review as well as interview with the workers and management, it was noted that, though the factory provides ID cards to workers into local language (Bengali) but few information like blood group, emergency contact number etc. was not mentioned properly in provided ID cards. [Bangladesh Labor Rules, Form- 6]

This section has been rated as 'Partial' as the factory has policy and procedure against hiring procedure and have engaged workers based on recognized and documented employment relationships as per local law.

Remarks

Facility management will take corrective action accordingly.

PA 12: Protection of the Environment

Question: 12.3 Is there satisfactory evidence of the auditee's required environmental permits and licences?

ENGLISH

Finding

Through plant tour and documents review as well as interview with the management, it was noted that the factory did not obtain 'Environmental Clearance Certificate' from 'Department of Environment' for the electricity generator with capacity of 1.097 MW (which falls under category of a Captive Power Plant). [In accordance with Environment Conservation Rules 2023, Schedule 1]

Remarks

Facility management will take corrective action accordingly.

Question: 12.5 Is there satisfactory evidence that water is managed in a way that respects the environment, particularly but not limited to preserving local water sources?

ENGLISH

Finding

Through current assessment it was noted that though the factory management has conducted risk assessment on water waste reduction and also provided awareness training to the employees for water waste reduction but the facility did not have any procedure to preserve natural water resource (recycling practices, preserve rain water etc.) to ensure better environment in the premises. [amfori BSCI CoC]

Remarks

Facility management will take corrective action accordingly.

PA 13: Ethical Business Behaviour

Site: Jin Hong Garments Ltd. | Site amfori ID: 050-002712-001

Question: 13.1 Is there satisfactory evidence that the auditee actively opposes any act of corruption, extortion or embezzlement, or any form of bribery in its activities as a business enterprise?

ENGLISH

Finding

Through documents review as well as interview, it was noted that, the factory did not arrange sufficient training to all relevant employees regarding the practice of anti-corruption and bribery.

This is rated as 'partial' as the factory has policy and procedure for 'Ethical Business Behaviour' and reward system for creating good example on maintaining Ethical Business Behaviour. Beside the factory management was transparent during the entire period of the audit, and no observation was found regarding unethical practice.

Remarks

Facility management will take corrective action accordingly.

Acknowledgement

Date	07/08/2024
Time Stamp	17:30
Place	Naoujoo, Tangail Road
Monitoring Partner	TUV NORD CERT GmbH
Acknowledged by the Lead Monitoring Person	<input checked="" type="checkbox"/> <i>Shahin</i>
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