

# Monitoring result for Debonair Padding and Quilting Solution Limited (DPQSL) on site Debonair Padding and Quilting Solution Limited

## Monitoring

Monitored Party	: Debonair Padding and Quilting Solution Limited (DPQSL)	amfori ID	: 050-000600-000
Site	: Debonair Padding and Quilting Solution Limited	Site amfori ID	: 050-000600-002
Address	: Chotanpara, Paragoan, Valuka, Mymensingh Dhaka Bangladesh	Monitoring Activity	: amfori Social Audit - Manufacturing
		Monitoring Type	: Full Monitoring
		Submission Date	: 18/09/2021
		Expiration Date	: 18/09/2023

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## Overall rating



## Section rating

PA1: Social Management System	C
PA 2: Workers Involvement and Protection	A
PA 3: The Rights of Freedom of Association and Collective Bargaining	A
PA 4: No Discrimination	C
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

## General description

Below auditors conducted the audit accordingly:

Md. Salah Uddin-APSCA RA 21703297

Abdullah Al Muktedir- APSCA RA 21700582

Md. Zuiel Hossen-APSCA ASCA 21701262

Fuara Sultana - APSCA RA 21703441

This is a full audit conducted by ITS Labtest Bangladesh Ltd. Four auditors in one day (05 September 2021) to verify the facility's operations against the amfori BSCI Code of Conduct and local legislation. Facility management was positive towards this audit and provided full access to the auditors. Note, in this audit 0.5-man day time assign for reporting purposes.

Debonair Padding and Quilting Solution Ltd. are located at Paragaon (Chotanpara), Bhaluka, Mymensingh, Bangladesh. The facility has incorporated in 2015 and started its operation in 2017 at its current location. The total land area of the facility premises was approximate 813,455 square feet, the production area was approximate 189,927 square feet and the warehouse area was approximate 48,243 square feet.

Building Description: The facility premises consist of a total of 07 buildings and 14 Sheds. Detail description is given below:

Building 01: (01 Storied admin building):  
Ground floor: Medical, Child Care, Office.  
Rooftop: Vacant.

Building 02: (01 Storied security building)  
Ground floor: Security Office  
Rooftop: Vacant.

Building 03: (03 Storied RCC Building)  
Ground Floor: PSF Warehouse  
1st & 2nd Floor: Finished Warehouse.  
Rooftop: Vacant.

Building 04: (01 Storied)  
Ground floor: Temporary restroom.  
Rooftop: Vacant.

Building 05:  
Fire Control and Fire pump.

Building 06:  
Lab room and ETP plant.

Building 07: (01 storied Under Construction)

Shed 01: PSF Warehouse Shed

Shed 02: Padding Production Shed (Padding Production, Office, Delivery)

Shed 03: (02 storied Comforter Shed)

Ground Floor Eco down and Ball Fiber Production

1st Floor Pillow filling Section.

Shed 04 with 01 mezzanine floor:

Ground floor: Homeware item production (cut to pack), cloth store, accessories store, spot removing room, and C-TPAT area.

Mezzanine floor: Office and sample section.

Shed 05: Pillow Filling Shed

Shed 06: Needle Punch Production.

Shed 07: Quilting Shed

Shed 08: Substation, generator, Compressor.

Shed 09: Empty carton and leftover store.

Shed 10: Resin Mixing point 2shed

Shed 11: Boiler Room.

Shed 12: Quilting and Padding Toilet

Shed 13: Chemical Store.

Shed 14: Dining and Canteen.

The facility has one regular shift from 08:00 am to 05:00 pm with a one-hour meal break from 01:00 pm to 02:00 pm. The facility has 02 shifts (08:00 am to 05:00 pm and 08:00 pm to 05:00 am) in Cutting- Homeware, Finishing- Homeware, Eco down, Needle punch, Quilting, and comforter) sections with including 01-hour interval for rest or meal in each shift. The facility has 03 shifts (06:00 am to 02:00 pm, 02:00 pm to 10:00 pm, and 10:00 pm to 06:00 am) in the security section with including 01-hour intervals for rest or meal in each shift by rotation. In general, the employee work 06 days a week (Saturday to Thursday), and Friday is a weekly holiday. All employees were recruited permanently and receive wages on a monthly basis in local currency within the 7th working day of the following month. The facility uses an electronic finger punch system to record daily attendance.

#### Opening meeting:

In opening Mr. Khalilur Rahman - GM (Operation), Mr. SM Shafiqul Islam – Assistant General Manager (Human Resource and Compliance), Mr. Saleh akram - Asst. Manager (HR & Compliance), Mr. Elias Kanchan - Vice President of Participation Committee was present in the opening meeting. Auditor described the whole audit process, standards, scope, and explained the amfori BSCI code of conduct and local laws to what extent these are related to this audit in the opening meeting.

During site tour all areas of the facility such as Padding: Outdoor, Eco down, Quilting and comforter, Needle punch, finishing. Homeware: cutting, sewing, finishing, iron & packing, etc. were covered during the audit.

#### Improvement areas:

Improvement areas were identified in PA 1, PA 2, PA 4, PA 5, PA 7, PA 8 and PA 13. Details have been pointed out in the respective checklist point.

For other areas, no non-conformity was noted, and the description is as below:

#### PA 3.

During the audit, it was observed that the auditee fulfills the requirements of this performance area. During the audit, it was noted through interaction with facility management, interviews with workers, and documents review that, the facility does not have labor union/collective bargaining agreements, they formed a PC (Participation Committee) through election procedure.

#### PA 6

During the audit, it was observed that the auditee fulfills the requirements of this performance area. The facility has displayed notice regarding the working hours, overtime hours, lunch breaks, weekly and festival holidays on notice boards. The regular working hour of the facility is 08 hours. The highest working hour found was 60 hours per week in the sample month of July 2021, March 2021, and November 2020 which were within the legal limit.

#### PA 9.

All employees were above the age required by local law. The hiring age policy of the facility was 18 years old and above. During the facility tour, no young employee was found engaged by the facility. Based on the employee interview, they confirmed that there was no employee whose age was less than 18 years old working in the facility. The youngest employees were found 19 years.

#### PA 10.

During the audit, it was observed that the auditee fulfills the requirements of this performance area. During the audit, it was found that the facility management recruits the workers through advertisement or internal reference. Workers are selected based on the result of the examination taken on the working skills of workers during the recruitment process. Facility management has not recruited any worker on a temporary or contract basis.

#### PA 11.

The facility does not hold original documents belonging to employees such as passports, Driving Licenses, original birth certificate,s or any other documents as applicable by law. The employees are not forced to stay back once they get authorized leave from the management. Duties and responsibilities of their security guards assigned at the facility that limits security tasks to normal security matters such as the protection of the company property and personnel security.

#### PA 12.

Based on satisfactory evidence it was noted that the facility fully respects this principle - The facility has policies and procedures to incorporate relevant environmental laws. Facility has environment impact assessment. Facility complies the latest legislation in respect of environment. Facility has test report for air and noise. Facility has awareness program on wastage handling.

During #COVID19 situation the facility has taken some preventive actions. For example, they have arranged hand washing areas at the facility gate and at the facility production floors. The facility ensured all employee's body temperatures are checked through the infra-red gun. The facility has ensured a cleaning schedule to disinfect the facility premise including common furniture and equipment. #COVID19

#### Note:

Below documents have not been uploaded as these were not applicable for this facility:

- Contractor license/permit
- Agency labor contract
- Government waivers
- Structural/stability license
- Collective bargaining agreements.

Below photographs have not been uploaded as these were not applicable for this facility:

- Dormitories
- High-risk health and safety areas
- Inconsistencies between time and production records.

Site Details

Site : Debonair Padding and Quilting Solution Limited

Site amfori ID : 050-000600-002

GICS Classification

Sector : Consumer Discretionary

Industry : Textiles, Apparel & Luxury Goods

Industry Group : Consumer Durables & Apparel

Sub Industry : Textiles

GS1 Classifications

N.A.

Product Process Classifications

N.A.

## Metrics

### Key Metrics

Total workforce	<b>936</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>11200</b> Monthly
Total sample	<b>32</b> Workers

### Other Metrics

Male workers	<b>656</b> Workers
Female workers	<b>280</b> Workers
Permanent workers - Male	<b>802</b> Workers
Permanent workers - Female	<b>344</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>24</b> Workers
Management - Female	<b>0</b> Workers
Apprentices - Male	<b>0</b> Workers
Apprentices - Female	<b>0</b> Workers
Workers on probation - Male	<b>46</b> Workers
Workers on probation - Female	<b>4</b> Workers
Workers with night shift - Male	<b>160</b> Workers
Workers with night shift - Female	<b>0</b> Workers
Workers with disabilities - Male	<b>0</b> Workers
Workers with disabilities - Female	<b>0</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>802</b> Workers
Workers hired directly - Female	<b>344</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>2</b> Workers
Workers on parental leave - Male	<b>0</b> Workers
Workers on parental leave - Female	<b>2</b> Workers
Sample - Male	<b>22</b> Workers
Sample - Female	<b>10</b> Workers

## Findings

### PA1: Social Management System

In accordance with amfori BSCI Performance Area (Social Management System and Cascade Effect) No. 1.1 (Is there satisfactory evidence that the auditee has set up an effective management system to implement the BSCI Code of Conduct?): Finding: It was noted that the established management system of the facility needs some improvement in implementing BSCI Code of Conduct in their business practice in few performance areas. Note: The facility has other effective system, policies and procedures in place to implement the BSCI COC in their business practice, so partial rating is given in this checkpoint.

In accordance with BSCI Performance Area (Social Management System and Cascade Effect) No. 1.3 (Is there satisfactory evidence that the auditee has a good overview of the significant business partners and their level of alignment with the BSCI Code of Conduct?): Finding: It was noted that facility has supplier selection policy to select current and future business partners. But the facility did not share or acknowledge external grievance and disciplinary procedure with any of their sub-suppliers. Note: As facility has supplier selection policy and documented partial information for business partners and, so partial rating was given to this checkpoint.

### PA 2: Workers Involvement and Protection

In accordance with BSCI Performance Area (Workers Involvement and Protection) No. 2.2: (Is there satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the BSCI Code of Conduct?): Finding: It was noted that, there is long -term goal of the factory by which it will reflect a step-by-step approach toward sustainable improvement, but some gaps are identified to achieve those goals in their strategic plan. Example- "Fair remuneration" head predefined timeline was to meet all the criteria/requirement within 31 December 2020 but still some gap identified under this performance area. Note, as facility has mission, vision and goal, so partial rating was given in this checkpoint.

### PA 4: No Discrimination

In accordance with BSCI Performance Area (No Discrimination) No. 4.1: (Is there satisfactory evidence that the auditee takes the necessary measures to avoid or eradicate discrimination in the workplace?) Finding: It was noted that facility management has conducted internal assessment on few common grounds used for discrimination, but others common grounds / activities like bonus, firing, training facility, allocation of overtime, allocation of PPE, access to toilet, drinking water, dining & canteen and rights & safety of pregnant workers were not considered during the assessment. Note: as facility developed anti-discrimination policy and interviewed employees informed that they are not discriminated in terms of sex, age, religion and region so partial rating is given in this checkpoint.

### PA 5: Fair Remuneration

In accordance with BSCI Performance Area (Fair Remuneration) No. 5.4: (Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?): Finding: It was noted though document review and management interview that the factory management has taken some initiative to calculate living wages, but no action plan is in place to fill up gap between present local minimum wage and living wage. Though they are ensuring minimum wage as per law. Note: As facility has calculated living wage, so partial rating is given in this checkpoint.

### PA 7: Occupational Health and Safety

In accordance with BSCI Performance Area (Occupational Health and Safety) No. 7.1: (Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?) and Bangladesh Labour Rules 2015, Rule 68 (4): (The owner of the institute shall conduct the physical fitness test of the workers on his/her own cost, by a registered Physician, for the activities that are described in Sub-section (1) and (2) and he/she would receive a Medical Certificate of each worker as per Form-26, certifying his fitness for performing the activities.) Finding: It was noted that the facility has a practice to conduct occupational health checkup for boiler operator, generator operator, spot removing operator and some production workers annually as per requirement, but they did not include loader and cutting operators for that. Note: as the facility has a practice to conduct occupational health checkups, partial rating was given to this checkpoint.

In accordance with BSCI Performance Area (Occupational Health and Safety) No. 7.6 (Is there satisfactory evidence that the auditee enforces the use of Personal Protective Equipment in conjunction with other facility controls and safety systems?) & Bangladesh Labour (Amendment) Law 2013, Section 78 (a-1): (In an applicable case, an employer shall not engage any workers in work without providing and ensuring use of personal safety equipment, and in doing so, a record book shall be maintained as designated by the owner.) Finding: It was noted that 2 out of 2 workers in fake down section were not using earplug located at ground floor of shed 03. Note: As other employees were using required personal protective equipment's during working time, so partial rating is given in this checkpoint.

## PA 7: Occupational Health and Safety

In accordance with BSCI Performance Area (Occupational Health & Safety) No. 7.10: (Is there satisfactory evidence that the auditee has and properly uses procedures and systems for reporting and recording occupational accidents and injuries?) Findings: No system found in place at the facility to report the near miss injuries that enable the workers to report immediately to their superior. Note, as facility has maintained accident register properly so partial rating was given to this checkpoint.

In accordance with BSCI Performance Area (Occupational Health and Safety) No. 7.11 (Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?) and A) BERC Act, 2003, Section 27(1) No person shall engage himself in the following business unless he is empowered by a license or exempted from having it under this Act or any other Act, such as: - (a) power generation; (b) energy transmission; (c) energy distribution and marketing; (d) energy supply; and (e) energy storage). B) Bangladesh Boiler Act 1923, Section 8 (A certificate authorizing the use of a boiler shall cease to be in force on the expiry of the period for which it was granted.), C) BLR 2015, Rule 353(4): (Without written permission of the inspector general, no change in any approved layout plan may be brought). D) Bangladesh Building Construction Act 1952 Section 3(1): no person shall, without the previous sanction of an Authorized Officer, construct or re-construct or make addition or alteration to any building, or excavate or re-excavate any tank within, the area to which this Act applies Finding: It was noted that a) Facility has three generator having capacity of 1.28 MW captive power plant (CPP) but no generator permission taken from respective authority. However, facility has applied to the concern authority on 2 June 2021 for the CPP license. b) boiler license of the facility found expired on 14 October 2020. However, they have applied for boiler license to on 10 March 2021. c) Approved layout plan found miss-matched with actual floor plan on the ground floor of shed 09. Layout plan shows this floor is for glue and lamination section but currently this shed is being is used as empty carton and leftover store. d) Facility has taken building approval from local Union Parishad instead of concern authority for all building and shed on 6th May 2021. Note: As others licenses was updated so partial rating has been selected.

In accordance with BSCI Performance Area (Occupational Health & Safety) No. 7.16 (Is there satisfactory evidence that the auditee ensures evacuations plans meet legal requirements and that these plans are posted in relevant places so workers can see and understand them?) & Bangladesh Labour Rules 2015, Rule - 55 (8): (The arrangement should be made to show evacuation plan of exit in one or more places easily visible in each floor of each floor of the factory). Findings: It was noted that evacuation plan found mismatched with actual floor plan on the ground floor of shed 09. Evacuation plan shows this floor is for glue and lamination section but currently this shed is being is used as empty carton and leftover store. During audit day total 15 employees were working in this area. Note, as other areas were found matched with actual setup with the approval documents, partial rating was given to this checkpoint.

In accordance with BSCI Performance Area (Occupational Health & Safety) No. 7.19: (Is there satisfactory evidence that the auditee has emergency procedures, in writing, to deal with cases of trauma or serious illness?) Finding: It was noted that facility management has made an emergency procedure to deal with trauma and serious illness, but facility did not provide any training to the employees on the emergency procedure of trauma and serious illness. Note: As facility management has made an emergency procedure to deal with trauma and serious illness, so partial rating is given in this checkpoint.

## PA 8: No Child Labour

In accordance with amfori BSCI Performance Area (No Child Labour) No. 8.4 (Is there satisfactory evidence that the auditee has adequate and remedial policies and procedures to provide for further protection in case children are found to be working?) Finding: It was noted that facility management has developed child labor remediation policy which were found not appropriate as those were conflicting with young worker policy. In child labor remediation policies, the age limit of young worker was included. Thus, the policies were found confusing whether it was child remediation policy or young worker policy. However, facility has a separated young worker policy which was as per requirement. Note: as facility management developed child labor policy, so partial rating has given in this questionnaire.

## PA 13: Ethical Business Behaviour

In accordance with BSCI Performance Area (Ethical Business Behavior) No. 13.1: (Is there satisfactory evidence that the auditee actively opposes any act of corruption, extortion or embezzlement, or in any form of bribery in its activities as a business enterprise?). Finding: it was noted that factory management has identified most the potential areas of corruption and possible solution of mitigate anti-corruption issue, but they did not identify the potential corruption for production department, merchandising and security department. Note, as facility have developed an anti-corruption policy to prevent corruption and provide awareness training to the employees so, partial rating is given in this checkpoint.