
Auditee :	KA Design Ltd.
Audit Date From :	22/09/2015
Audit Date To :	22/09/2015
Expiry Date of the Audit :	22/09/2016
Auditing Company :	ALGI
Auditor's Name(s) :	Amirul Islam, Farhan Chowdhury(Lead), Shakil Ahmed
Auditing Branch (if applicable) :	ALGI Bangladesh



BSCI Audit Summary Report

This is an extract of the on line Audit Report. The complete report is available in the BSCI Platform.
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Rating Definitions



Rating	A combination of ratings per performance area where:	Consequence																																													
<p>A OUTSTANDING</p>	<p>o Minimum 7 performance area rated A o No Performance area rated C, D or E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	B	B	B	B	A	A	A	A	A	A	A	A	B	B	B	B	B	B	B	<p>The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.</p>
A	A	A	A	A	A	A	A	A	A	A	A	A	A	A																																	
A	A	A	A	A	A	A	A	A	A	A	B	B	B	B																																	
A	A	A	A	A	A	A	A	B	B	B	B	B	B	B																																	
<p>B GOOD</p>	<p>o Maximum 3 performance area rated C o No performance area rated D or E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr> <tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> </table>	A	A	A	A	A	A	B	B	B	B	B	B	B	B	B	A	A	A	A	A	A	B	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	B	C	C	C	C	<p>The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.</p>
A	A	A	A	A	A	B	B	B	B	B	B	B	B	B																																	
A	A	A	A	A	A	B	B	B	B	B	B	B	B	C																																	
B	B	B	B	B	B	B	B	B	B	B	C	C	C	C																																	
<p>C ACCEPTABLE</p>	<p>o Maximum 2 performance areas rated D o No performance area rated E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr> <tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	C	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	C	D	D	C	C	C	C	C	C	C	C	C	C	C	C	C	D	D	<p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p>
A	A	A	A	A	A	A	A	A	A	C	C	C	C	C																																	
A	A	A	A	A	B	B	B	B	C	C	C	C	D	D																																	
C	C	C	C	C	C	C	C	C	C	C	C	C	D	D																																	
<p>D INSUFFICIENT</p>	<p>o Maximum 6 performance area rated E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td><td>D</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td></tr> <tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	A	D	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	D	E	E	D	D	D	D	D	D	D	D	E	E	E	E	E	E	E	<p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p>
A	A	A	A	A	A	A	A	A	A	A	D	D	D	D																																	
A	A	A	B	B	B	C	C	C	D	D	D	D	E	E																																	
D	D	D	D	D	D	D	D	E	E	E	E	E	E	E																																	
<p>E UNACCEPTABLE</p>	<p>o Minimum 7 performance areas rated E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	E	E	E	E	E	E	E	E	E	A	A	B	B	C	D	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	<p>BSCI participants shall closely oversee the auditee's progress as it may represent a higher risk than other business partners</p>
A	A	A	A	A	A	E	E	E	E	E	E	E	E	E																																	
A	A	B	B	C	D	E	E	E	E	E	E	E	E	E																																	
E	E	E	E	E	E	E	E	E	E	E	E	E	E	E																																	
<p>Zero Tolerance</p>	<p>A Zero Tolerance issue was identified (see Annex 5)</p>	<p>Immediate actions are required. The BSCI Zero Tolerance Protocol is to be followed.</p>																																													

Main Auditee Information

Name of producer :	KA Design Ltd.		
DBID number :	353031		
Audit ID :	37202		
Address :	Vill: Boro Beraid, P.O: Boro Beraid, Badda, Dhaka		
Province :	Dhaka	Country :	Bangladesh
Management Representative :	Moinul Hossain, Manager (Admin, HR & Compliance)		
Contact person:	Ruhul Abrar	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	Knit		

Audit Details



Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural
Audit Announcement :	<input checked="" type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced <input type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No	
Audit extent (if applicable) :	none	
Audit interferences or contingencies (if applicable) :	none	
Overall rating :	C	
Need of follow-up :	Yes	If YES, by : 22/09/2016

Rating per Performance Area (PA)

PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
D	B	A	A	B	A	A	A	A	A	A	C	A

Executive summary of audit report

KA Design Ltd. is located at Village: Boro Beraid, P.O: Boro Beraid, Badda, Dhaka district of Bangladesh. The facility is of concrete and metal structure with a total land area of about 250,000 square feet where production areas are about 74,425 square feet and warehouse areas are about 6,000 square feet. The factory was established in 2005 (from 2015 in the existing location) and specialized in manufacture of knit garments. Main production processes include cutting, sewing and finishing. Their major clients are Medico sportswear, Intersports, ALDI etc. On the audit day, there were total 204 employees in the factory of which 164 employees were production workers. Facility's production capacity is 52,000 pieces per month. Facility has set minimum wage BDT5300 for their factory. Building - 1 (4 storied): Ground floor - Childcare room and medical room . 1st floor- Dining hall and canteen. 2nd Floor to 3rd Floor – Under construction. Building-2 (1 storied) Generator, boiler and substation. Shed-1 Cutting section, sewing section and finishing section. Shed-2 Wastage area Shed-3 Security post Based on documents review and management interview and worker interview, wages are paid monthly in cash within seven working days in next month. The regular working hours are from 8:00 AM to 05:00 PM with 1 hour of lunch break from 1:00 PM to 2:00 PM. There are three shifts for security guards. These are Shift A: 6:00 AM to 2:00 PM, Shift B: 2:00 PM to 10:00 PM and Shift C: 10:00 PM to 6:00 AM. Normal working days are from Sunday to Friday. During the current audit, payroll records since last assessment i.e. from June 2015 to August 2015 and attendance records from June 2015 to August 2015 were provided for review. The auditor randomly selected 20 nsamples from August 2015 (recent month), 20 samples from July 2015 (random month) and 20 samples from June 2014 (initial month) for review. The findings of this audit are as follows: 1. No effective system established by the factory to monitor social performance of their suppliers. 2. The management has no written "contingency plan" in case something slows down or interrupts production. 3. There was no practice of regular survey on the grievance procedure. 4. Living wages for the region not calculated by the factory management and no initiative taken to meet the gap between minimum wages and living wages. 5. Facility is using manual time card for workers where actual in and out time is not properly reflected. 6. The boiler license was found applied for 2 boilers in the factory. 7. No competency certificate (Baddiatik Karigori Permit) was found for the electrician from the concern authority. 8. No safety instruction and operation procedure was found posted with any machine. 9. Written emergency procedures did not include dealing with cases of trauma. 10. Facility did not conduct noise level test in their factory. 11. Factory did not provide any evidence that level of illumination is adequate, considering wavelength range, duration of exposure. 12. No Environmental impact assessment has been done by competent person/organization who shall take into consideration all processes in the factory boundaries when the auditee determines the impacts and environmental implications. 13. No evidence of air emission test found during the audit to ensure reduction of emissions, particularly CO2 emission, at least but not limited to legal local requirements. Moinul Hossain, Manager (Admin, HR & Compliance) has agreed and signed the CAP.

Ratings Summary



Auditee's background information			
Auditee's name :	KA Design Ltd.	Legal status :	Private Limited Company
Auditee aliases :		Year in which the auditee was founded :	2005
Address :	Vill: Boro Beraid, P.O: Boro Beraid, Badda,	Contact person (please select) :	Ruhul Abrar
Province :	Dhaka	Contact's Email :	abrar@habitusfashion.com
City :	Dhaka	Auditee's official language(s) for written communications :	English
Region :	South Asia	Other relevant languages for the auditee :	Bengali
Country :	Bangladesh	Website of auditee (if applicable) :	www.texfortis.com
GPS coordinates :	None	Total turnover (in Euros) :	22411475.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :	None	Production volume :	65,000 pcs/month
Product Group :	Apparel	Production cost calculation :	Yes
If other, please specify :	None	Lost time injury calculation cost :	Yes
Product Type :	Knit		

Auditee's employment structure at the time of the audit		
Total number of workers :	204	Total number of workers in the production unit to be monitored (if applicable) :
		0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	61	143
Temporary workers	0	0
In management positions	20	2
Apprentices	0	0
On probation	50	100
With disabilities	0	0
Migrants (national citizens)	0	0
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	61	143
Production based workers	0	0
With shifts at night	6	0
Unionised	0	0
Pregnant	-	0
On maternity leave	-	0

Finding Report



Performance Area 10 : No Precarious Employment		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [37202] Audit Date: 22/09/2015 PA Score: A		
Remarks from Auditee:		
Performance Area 5 : Fair Remuneration		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [37202] Audit Date: 22/09/2015 PA Score: B		
	5.4: Living wages for the region not calculated by the factory management and no initiative taken to meet the gap between minimum wages and living wages. Noted that living wages of the region is BDT 9020 (approx) and minimum wages for the industry is BDT 5300. কারখানার অঞ্চলের জন্য জীবন ধারণের মজুরি কারখানা ব্যবস্থাপক দ্বারা নির্ণিত না এবং ন্যূনতম মজুরি ও জীবন ধারণের মজুরির মধ্যে পার্থক্য কমানো নিয়ে কোন উদ্যোগ নেই।	31/05/2016
Remarks from Auditee:		
Performance Area 6 : Decent Working Hours		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [37202] Audit Date: 22/09/2015 PA Score: A		
	6.2: Facility is using manual time card for workers where actual in and out time is not properly reflected. Note that in time (8:00 am) and out time (05:00 pm) are same for all workers in manual time keeping system. ম্যানুয়াল সময় কার্ড এ আগমন সময় এবং প্রস্থান প্রকৃত সময় সঠিকভাবে প্রতিফলিত হয় না। It is recommended that facility should use electronic time keeping system where actual in time, rest time and out time(fraction of hours, minutes) are reflected.	31/05/2016
Remarks from Auditee:		
Performance Area 11 : No Bonded Labour		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [37202] Audit Date: 22/09/2015 PA Score: A		
Remarks from Auditee:		
Performance Area 1 : Social Management System and Cascade Effect		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [37202] Audit Date: 22/09/2015 PA Score: D		
> Well established compliance team > Policy and procedure approved by top management	1.3: No effective system established by the factory to monitor social performance of their suppliers. No internal monitoring audit/verification conducted by themselves (Competent Person) or any other third party to measure the social performance of their supplier. কারখানা দ্বারা প্রতিষ্ঠিত কোন কার্যকর ব্যবস্থা নাই যা সরবরাহকারীর সামাজিক কর্মকাণ্ডগুলো নিরীক্ষণ করে। 1.4: The management has no written "contingency plan" in case something slows down or interrupts production. কারখানায় কোন সময়ে অনিশ্চিতভাবে উৎপাদনের গতি নিচে থাকলে বা উৎপাদন ব্যাঘাত হলে সেসময়ে করণীয় কোন লিখিত "অনিশ্চিত ঘটনার পরিকল্পনা" নাই।	31/05/2016
Remarks from Auditee:		

Performance Area 7 : Occupational Health and Safety		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [37202] Audit Date: 22/09/2015 PA Score: A		
	7.11: The boiler license was found applied for 2 boilers in the factory. কারখানা যথাযথ কর্তৃপক্ষ কর্তৃক অনুমোদন দ্বারা ব্যবহার ব্যবহার করে। 7.13: No competency certificate (Baddiatik Karigori Permit) was found for the electrician from the concern authority. উপযুক্ত কর্তৃপক্ষ থেকে তাদের সকল Electrician এর কোন সম্মত সার্টিফিকেট নাই। 7.17: No safety instruction and operation procedure was found posted with any machine. কোন নিরাপত্তা নির্দেশ এবং অপারেশন পদ্ধতি মেশিন এ পোস্ট পাওয়া যায় নি। 7.19: Written emergency procedures did not include dealing with cases of trauma. উমার ক্ষেত্রে তার আচরণ লিখিত জরুরী পদ্ধতি মধ্যে অন্তর্ভুক্ত করা হয়নি। 7.25: Facility did not conduct noise level test in their factory. কারখানার শব্দ পরীক্ষা করা হয় না। 7.25: Factory did not provide any evidence that level of illumination is adequate, considering wavelength range, duration of exposure. কারখানাতে প্রয়োজনীয় স্থান সমূহ আলো পরীক্ষা করা হয়নি।	31/05/2016
Remarks from Auditee:		
Performance Area 2 : Workers Involvement and Protection		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [37202] Audit Date: 22/09/2015 PA Score: B		
> Attendance bonus > Production bonus	2.5: There was no practice of regular survey on the grievance procedure. অভিযোগ সমাধান পদ্ধতির উপর নিয়মিত জরিপের কোন অনুশীলন নাই।	31/05/2016
Remarks from Auditee:		
Performance Area 13 : Ethical Business Behaviour		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [37202] Audit Date: 22/09/2015 PA Score: A		
Remarks from Auditee:		
Performance Area 12 : Protection of the Environment		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [37202] Audit Date: 22/09/2015 PA Score: C		
	12.1: No Environmental impact assessment has been done by competent person/organisation who shall take into consideration all processes in the factory boundaries when the auditee determines the impacts and environmental implications (i.e: how surrounding communities, resources and workers are affected). পরিবেশগত প্রভাব মূল্যায়ন কোন উপযুক্ত ব্যক্তি বা প্রতিষ্ঠান দ্বারা করা হয়নি। 12.4: No evidence of air emission test found during the audit to ensure reduction of emissions, particularly CO2 emission, at least but not limited to legal local requirements. বায়ু নিগমন পরীক্ষা করা হয় না।	31/05/2016
Remarks from Auditee:		
Performance Area 3 : The rights of Freedom of Association and Collective Bargaining		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [37202] Audit Date: 22/09/2015 PA Score: A		
Remarks from Auditee:		

Performance Area 8 : No Child Labour		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [37202] Audit Date: 22/09/2015 PA Score: A		
Remarks from Auditee:		
Performance Area 4 : No Discrimination		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [37202] Audit Date: 22/09/2015 PA Score: A		
Remarks from Auditee:		
Performance Area 9 : Special protection for young workers		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [37202] Audit Date: 22/09/2015 PA Score: A		
Remarks from Auditee:		

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	22/09/2015	37202	D	B	A	A	B	A	A	A	A	A	A	C	A	C

Producer Photos



External photo(s) of the production unit(s)
Factory overview-1.JPG



Photo of the inside of the main production hall
Cutting section.JPG



Photo of the inside of the main production hall
Jockey pump.JPG



External photo(s) of the production unit(s)
Factory overview-2.JPG



Photo of the inside of the main production hall
Emergency exit.JPG



Photo of the inside of the main production hall
PA system.JPG



External photo(s) of the production unit(s)
Factory overview-3.JPG



Photo of the inside of the main production hall
Emergency light.JPG



Photo of the inside of the main production hall
Policy board.JPG



External photo(s) of the production unit(s)
Factory overview-4.JPG



Photo of the inside of the main production hall
Evacuation plan.JPG



Photo of the inside of the main production hall
Quality section.JPG



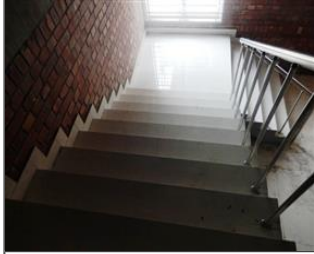
External photo(s) of the production unit(s)
Security post.JPG



Photo of the inside of the main production hall
Exhaust fan.JPG



Photo of the inside of the main production hall
Sewing section.JPG



External photo(s) of the production unit(s)
Staircase.JPG



Photo of the inside of the main production hall
Finishing section.JPG



Photo of the inside of the main production hall
Switchgear.JPG



Photo first aid facilities
First aid box.JPG



Photo of the inside of the main production hall
Fire extinguisher.JPG



Photo of the inside of the main production hall
Transformer.JPG



Photo first aid facilities
Medical room.JPG



Photo of the inside of the main production hall
Fire hose reel.JPG



Photo of the inside of the main production hall
Water purifier.JPG



Photo of the canteen (if applicable)
Canteen.JPG



Photo of the inside of the main production hall
Firefighting equipments.JPG



Photo of the personal protection equipments (if applicable)
PPE Usage.JPG



Photo of the canteen (if applicable)
Dining hall.JPG



Photo of the inside of the main production hall
Generator.JPG



Photo of the sanitary facilities
Drinking water point.JPG



Photo of the inside of the main production hall
Boiler.JPG



Photo of the inside of the main production hall
Iron section.JPG



Photo of the sanitary facilities
Toilet.JPG



Photo of the inside of the main production hall
Complain box.JPG