Factory Assessment Report

Sustainable Compliance Initiative (SCI)

Companies that join the Fair Labor Association (FLA) agree to uphold the FLA Workplace Code of Conduct throughout their entire supply chain. The Code of Conduct is based on International Labour Organization (ILO) standards, and defines labor standards that aim to achieve decent and humane working conditions.

FLA member(s)	Next Level Apparel - 55
Country	Bangladesh
Assessment Date	7/14/2026
Assessment Company	SCSA - 200008

Workforce Summary

Number of Workers	708
Percentage female	49 %
Primary Languages	Bengali

Wage Data information

Monthly minimum wage in country at time of assessment	The legal monthly minimum wage in Bangladesh in 2025 is 12,500 BDT.
GLWC living wage benchmark for the country or relevant region at time of assessment	The GLWC living wage gross benchmark for Dhaka, Bangladesh in 2024 is 30,459 BDT. The GLWC living wage gross benchmark for Dhaka Surrounding Areas in 2024 is 25,166 BDT.

Assessment Summary

Violations per FLA Code Element	Violated Benchmarks
Nondiscrimination (ND)	1
Health, Safety And Environment (HSE)	20
Employment Relationship (ER)	7
Hours Of Work (HOW)	5
Harassment Or Abuse (HA)	2
Freedom Of Association And Collective Bargaining (FOA)	0
Forced Labor (F)	0
Child Labor (CL)	0
Compensation (C)	1

Violations per Category	Violated Benchmarks
Immediate Action Required	23
Sustainable Improvement Required	13
Uncorroborated Risk of Non-Compliance	0
Notable Feature	0

Assessment Results

Compensation (C)

Benchmark ID	C.24.1
Benchmark Details	Employers shall not set production targets, piece rates or any other incentive or production system at such a level that workers need to work beyond regular working hours as set under the FLA Workplace Code, excluding overtime, in order to make at least the minimum wage or the prevailing industry wage, whichever is higher.
Finding Details	As production plans are set with an assumption of 10 hours per day per worker workers cannot meet the expected production targets within regular working hours.
Recommendations for Immediate Action	
Recommendations for Sustainable Improvement	
Compliance Classifications	Sustainable improvement required
Local Law	

Employment Relationship (ER)

Benchmark ID	ER.18.2
Benchmark Details	Employers shall ensure managers and supervisors are fully familiar with the workplace disciplinary system and in applying appropriate disciplinary practices.
Finding Details	The assessment determined that managers & supervisors are not fully familiar with the workplace disciplinary system. Eight out of fifteen managers & supervisors interviewed showed very limited awareness of the workplace disciplinary system. These interviewees were not well aware of the types of misconduct, disciplinary action process, inquiry process, or types of disciplinary actions.
Recommendations for Immediate Action	
Recommendations for Sustainable Improvement	
Compliance Classifications	Sustainable improvement required
Local Law	

Benchmark ID	ER.3.3
Benchmark Details	Workers should be provided with written documentation that substantiates all the issues covered in orientation briefings.

Finding Details	The factory does not provide a written orientation document to workers.
Recommendations for Immediate Action	
Recommendations for Sustainable Improvement	
Compliance Classifications	Sustainable improvement required
Local Law	

Benchmark ID	ER.4
Benchmark Details	Employers shall inform workers about workplace rules, environmental protection systems, health and safety information, and laws regarding workers' rights with respect to freedom of association, compensation, working hours, and any other legally required information, and the FLA Code through appropriate means, including posted in local language(s) throughout the workplace's common areas.
Finding Details	(1) The factory does not provide regular communication to workers on the Code of Conduct elements and Employment Functions. (2) The FLA Code of Conduct is not posted in the factory, not is the member company's Code (see finding ER.19.1).
Recommendations for Immediate Action	
Recommendations for Sustainable Improvement	
Compliance Classifications	Sustainable improvement required
Local Law	

Benchmark ID	ER.19.1
Benchmark Details	Employers shall maintain on file all documentation needed to demonstrate compliance with the FLA Workplace Code and required laws.
Finding Details	(1) The FLA member company's Code of Conduct is not posted at the factory. (2) The factory's trade license expired on July 1, 2026, but the factory has yet to apply for renewal of the trade license.
Recommendations for Immediate Action	(1) Post the FLA member company's code of conduct at the factory. (2) Take the necessary steps to renew the trade license in a timely manner.
Recommendations for Sustainable Improvement	
Compliance Classifications	Immediate Action Required

Local Law	In accordance with The Trade Organizations ordinance 1961, section 3(1) Notwithstanding anything contained in the act or in any other law for the time being in force relating to registration of societies, bodies or associations of person, no trade organization shall be registered under the or such other law unless it holds a license granted by the Government Authorizing nit to be so registered.

Benchmark ID	ER.7.1
Benchmark Details	Employers shall have written policies and procedures with regard to performance reviews that outline the review steps and process, demonstrate linkages to job grading, prohibit discrimination, are provided in writing and seek feedback and agreement/disagreement from employees in writing, and that follow all local legal requirements.
Finding Details	During document review, the assessment determined that workers do not have access to their documented performance evaluations and that the performance appraisal format does not include the option for workers to provide feedback on their performance evaluation.
Recommendations for Immediate Action	
Recommendations for Sustainable Improvement	
Compliance Classifications	Sustainable improvement required
Local Law	

Benchmark ID	ER.1.2
Benchmark Details	Employers shall assign responsibility for the administration of human resources to a clearly defined and adequately qualified staff member or staff members and ensure workers at all levels receive communication and training about existing policies and procedures or any revisions.
Finding Details	The factory does not provide any ongoing training to workers on the Code of Conduct elements and Employment Functions.
Recommendations for Immediate Action	
Recommendations for Sustainable Improvement	
Compliance Classifications	Sustainable improvement required
Local Law	

Benchmark ID	ER.1.3

Benchmark Details	Employers should implement an annual, review process with input from workers of all policies, procedures and their implementation to ensure they meet legal requirements and the FLA Workplace Code.
Finding Details	Based on document review, the assessment determined that there is no system for regular reviews of company policies and procedures. There are no review dates found on company policy and procedure documents.
Recommendations for Immediate Action	
Recommendations for Sustainable Improvement	
Compliance Classifications	Sustainable improvement required
Local Law	

Harassment Or Abuse (H/A)

Benchmark ID	H/A.10.1.2
Benchmark Details	Body searches and physical pat downs shall only be undertaken when there is a specific, legitimate reason to do so and upon consent of workers, unless a state official with the power to do so (e.g. police officer) has ordered the search.
Finding Details	(1) Based on site tour and worker interviews, the assessment noted that the facility does not take workers' consent before conducting body searches. (2) The assessment determined that the factory conducts body searches on a routine basis. All workers receive a body search upon entering and exiting the facility, rather than only when there is a specific, legitimate reason for a search.
Recommendations for Immediate Action	
Recommendations for Sustainable Improvement	
Compliance Classifications	Sustainable improvement required
Local Law	

Benchmark ID	H/A.10.1.3
Benchmark Details	Body searches shall not be undertaken in public and the person who undertakes the search shall be of the same sex as the person who is being searched.
Finding Details	The assessment observed that security personnel conduct body searches of male workers in an open place in front of female workers, without ensuring their privacy.
Recommendations for Immediate Action	

Recommendations for Sustainable Improvement	
Compliance Classifications	Sustainable improvement required
Local Law	

Health, Safety And Environment (HSE)

Benchmark ID	HSE.14.1
Benchmark Details	All production machinery, equipment and tools shall be properly guarded and regularly maintained.
Finding Details	(1) At least 20% of machines did not have eye shields installed at the time of the assessment. At least 20% of high-speed machines had needle guards positioned too high to provide protection. (2) Traffic and walk paths inside of the factory premises are not clearly marked. (3) There is no handrail provided for at least two stairs in the utility building (from the ground floor to the first floor) and one stair in the canteen building (from the ground floor to the third floor). In addition, there is only one side of a handrail provided at stairs in the main production building from the fourth floor to the rooftop. Finally, there is no handrail provided for at least two ramps in the canteen building & the utility building.
Recommendations for Immediate Action	(1) Properly install machine safety guards. Train and supervise workers to use them in a proper manner to ensure their own safety. (2) Clearly mark the traffic lane and walk path. (3) Provide handrails on both side at all stairs and ramps.
Recommendations for Sustainable Improvement	
Compliance Classifications	Immediate Action Required
Local Law	1. In accordance with Bangladesh Labor Act 2006, chapter 7, section 75 In accordance with Bangladesh Labor Rules, 2015, chapter 6, section 67 2. In accordance with Bangladesh Labor Law 2006, Chapter- 6, Section – 62, Sub section-4: 3. In accordance with Bangladesh Labor Rules , 2015, chapter 6, section 54 , sub section 4: In accordance with Bangladesh Labor Law, chapter 6, Section 72 (a) In accordance with Bangladesh Labor Rules , 2015, chapter 6, section 54 , sub section 5

Benchmark ID	HSE.5.1

Benchmark Details	All applicable, legally required or recommended elements of safe evacuation shall be complied with, including all of the following elements: posting evacuation plans; the installation and maintenance of fire alarms; the installation and maintenance of emergency lighting; ensuring aisles/exits are not blocked and that workers are not blocked within their workstations; employee education and training; and evacuation procedures and fire drills.
Finding Details	(1) The assessment observed that the factory does not prohibit smoking within fifteen meters (~50 ft.) of all closed areas. The factory only posted a "no smoking" sign. In addition, there are no signs forbidding smoking at the waste store, LPG storage area, boiler room, generator room, or compressor room. (2) The floor markings for at least three aisles in the sewing & finishing section and for two aisles in the cutting section are faded. In addition, at least one passageway in the cutting section, one passageway in dining hall, and one passageway in the finished goods warehouse lack directional arrow markings on the floor to mark routes. There is no evacuation plan posted at the boiler room, generator room, sub-station room, dining hall, yarn store, or leftover material store.
Recommendations for Immediate Action	(1) Prohibit smoking specifically within fifteen meters of the closed areas. Post "no smoking" signs at all required areas. (2) Re-paint/re-apply all aisle floor markings that are faded and all directional arrows for passageways. Post the evacuation plan at all required areas, in the proper language/s.
Recommendations for Sustainable Improvement	
Compliance Classifications	Immediate Action Required

Local Law	1. In accordance with Bangladesh Labor Rules, 2015, chapter 6, section 66: There has to be prohibition of smoking and usage of the source of ignition (such as- candle, match, gas lighter etc.) in hazardous places or in places where the Inspector thinks fit. In addition, the concerned institute must write and notify precautionary statements in easily understandable Bengali language in noticeable places in cases where the possibility of fire accidents is high. 2. In accordance with Bangladesh Labor Law 2006, Chapter- 6, Section – 62, Sub section-4: In every factory every window, door, or other exit affording means of escape in case of fire, other than the means of exit in ordinary use, shall be distinctively marked in a language understood by the majority of the workers and in red letters of adequate size or by some other effective and clearly understood sign. In accordance with Bangladesh Labor Rules, 2015, chapter 6, section 55, sub -section 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.

Benchmark ID	HSE.18.2
Benchmark Details	Medical staff shall be fully licensed and recognized under applicable national rules and regulations.
Finding Details	There is no nurse appointed at the medical center, as is required by local law. A medical assistant is present at the center, but she has not obtained registration from the proper authority.
Recommendations for Immediate Action	Appoint at least one nurse for the medical center. Obtain proper registration for the medical assistant.
Recommendations for Sustainable Improvement	
Compliance Classifications	Immediate Action Required
Local Law	1. In accordance with Bangladesh Labor Rules, 2015, chapter 8, section 77, Sub section 1 (Amendment 2022) : At least one registered Physician shall be in each Treatment Unit of the institute or factory with the facility of dispensary. Additionally, at least one trained compounder or medical assistant, nurse and subordinate employee shall be employed for helping him/her. 2. In accordance with Bangladesh Medical & Dental Council Act 2010, section 15, sub-section 1 : Medical assistants holding a diploma in medical treatment shall be eligible to be registered by the Council under this Act after completion of medical training of not less than 3 (three) years provided by any medical institution located in Bangladesh or outside Bangladesh.

Benchmark ID	HSE.28
Benchmark Details	Employers shall create a system to ensure that all necessary Health and Safety protections are provided for external contractors; including protection when working within , confined spaces, maintenance issues, and general Health and Safety Issues.
Finding Details	The factory does not have any practice of providing safety information to contractors that enter the premises.
Recommendations for Immediate Action	
Recommendations for Sustainable Improvement	
Compliance Classifications	Sustainable improvement required
Local Law	

Benchmark ID	HSE.5.1.2
Benchmark Details	All applicable, legally required or recommended elements of safe evacuation shall be complied with, including all the following elements: installation and maintenance of fire alarms;
Finding Details	There is no automatic fire alarm system provided at the three-story cutting building. There is a manual fire alarm and fire alarm system that is not connected with the central fire alarm control panel. In addition, there is no fire alarm system installed at the three-story dining/canteen building. Currently the factory is using that building as a dining hall (ground floor), yarn storage (1st floor), and leftover materials storage (2nd floor).
Recommendations for Immediate Action	Install an automatic fire alarm system at the cutting building. Connect that fire alarm system with the central fire alarm control panel. Install a fire alarm system at the dining hall building.
Recommendations for Sustainable Improvement	
Compliance Classifications	Immediate Action Required
Local Law	In accordance with BNBC 2020, Part 4, Chapter 4, Section 4.4: The installation of automatic fire and smoke detection system shall be a necessity when the size, arrangement and occupancy of a building become such that a fire itself cannot provide adequate warning to its occupants. In accordance with Bangladesh Labor Law 2006, Chapter-6, Section – 62, Sub Section-5: In every factory there shall be provided effective and clearly audible means of giving warning in case of fire to every person employed therein.

Benchmark ID	HSE.5.1.4

Benchmark Details	All applicable, legally required or recommended elements of safe evacuation shall be complied with, including all the following: ensuring aisles/exits are not blocked and that workers are not blocked within their workstations
Finding Details	During the factory walkthrough, at least four aisles in the sewing & finishing section, one aisle in the cutting section, and one aisle in the fabric warehouse were partially obstructed by goods, equipment, and workstations. In addition, evacuation routes were obstructed by goods, equipment, co-workers, and workstations in cutting, sewing, and finishing sections.
Recommendations for Immediate Action	Keep aisles and passageways free of obstacles at all times for easy evacuation in case of any emergency.
Recommendations for Sustainable Improvement	
Compliance Classifications	Immediate Action Required
Local Law	In accordance with Bangladesh Labor Law 2006, Chapter-6, Section – 62, sub- section 6, a free passage-way giving access to each means of escape in case of fire shall be maintained for the use of all workers in every room of the factory.

Benchmark ID	HSE.9.1
Benchmark Details	All chemicals and hazardous substances shall be properly labeled and stored in secure and ventilated areas and disposed of in a safe and legal manner, in accordance with applicable laws and international standards.
Finding Details	(1) The factory has not posted safety labels for chemicals (WD-40, spot lifter, solvent, Mobil, Sulfuric acid & buffer solutions PH) as per GHS (Globally Harmonized System) requirements. In addition, the factory posted some safety labels in English rather than the local language. (2) There is no secondary containment provided for some chemical containers, including in the generator room, boiler room, and in front of the utility building.
Recommendations for Immediate Action	(1) Post safety labels for all chemicals following GHS (Globally Harmonized System) requirements. Post all safety labels in the workforce's language/s. (2) Provide secondary containment under all chemical containers.
Recommendations for Sustainable Improvement	
Compliance Classifications	Immediate Action Required

Local Law	In accordance with Bangladesh Labor Law 2006, Chapter-5, Section – 53: in every factory in which, by reason of the manufacturing process carried on, there is given off any dust or fume or other impurity of such a nature and to such an extent as is likely to be injurious or offensive to the workers employed therein. Effective measures shall be taken to prevent it's accumulation in any work-room and its inhalation by workers.

Benchmark ID	HSE.23.1
Benchmark Details	Safe and clean drinking water shall be freely available at all times, within reasonable distance of the workplace. Drinking water shall be of a reasonable temperature. The means to drink water (e.g. cups) must be safe and sanitary and available in an appropriate number.
Finding Details	Based on the site tour, it was noted that the factory did not maintain at least six meters of travel distance between the drinking water point and the toilet. At least four drinking water points at the main production building were installed within four meters of travel distance of the toilet, and four water purification machines were installed inside of the male toilet at the main production building.
Recommendations for Immediate Action	The factory shall ensure at least six meters travel distance between the drinking water station and toilets.
Recommendations for Sustainable Improvement	
Compliance Classifications	Immediate Action Required
Local Law	In accordance with Bangladesh Labor Rules, 2015, chapter 5, section 50, Sub Section 2: The place of storing the drinking water should be located at least 6 meter off from the wash room or toilet of the factory.

Benchmark ID	HSE.22.1
Benchmark Details	All food made available to workers shall be prepared, stored, and served in a safe and sanitary manner in accordance with all applicable laws and international standards.
Finding Details	The factory has a kitchen inside the factory premises, but it has not obtained kitchen operating permissions from the relevant authority.
Recommendations for Immediate Action	Obtain kitchen operating permissions from the relevant authority. Maintain all records and keep the permission valid/current at all times.
Recommendations for Sustainable Improvement	
Compliance Classifications	Immediate Action Required

Local Law	In accordance with Food Safety Act 2013, chapter six, section 39- No person shall manufacture, import, process, store or sell any article of food or food ingredient without registering a food business which is mandatory under any law for the time being in force.
Benchmark ID	HSE.1
Benchmark Details	Employers shall comply with all national laws, regulations and procedures concerning health, safety, and the environment.
Finding Details	(1) During the site tour, assessors observed that different types of waste materials such as metal scrap, chemical containers, non-use bamboo, poly, cupboards, and waste cartons were stored in an open area next to the cutting building and canteen building (in front of the utility building) and exposed to rain water. (2) The factory does not dispose of waste materials through a government-approved organization. The factory has a waste disposal agreement with a company holding a trade license from the local government, but the trade license is for a garment disposal goods seller rather than for waste disposal. In addition, the company's trade license expired on July 1, 2025. Furthermore, the company did not obtain an environmental clearance certificate from the relevant authority. (3) The factory has not obtained approval of its fire safety plan from the Bangladesh Fire Service and Civil Defense, as required by law. (4) Based on the site tour & interviews with management & staff, the assessment determined: (a) No wheelchair is provided at the medical center. (b) There is no welfare officer (a position defined by Bangladesh Labor Rules 2015, chapter 8, section 79, sub-section 2) currently available at the factory, as required by law.
Recommendations for Immediate Action	(1) Store waste materials in a proper manner. (2) Dispose of waste materials through a government-approved entity. (3) Obtain approval of the fire safety plan from the correct authority. (4) Provide a wheelchair at the medical center and appoint a welfare officer at the factory.
Recommendations for Sustainable Improvement	
Compliance Classifications	Immediate Action Required

Local Law	1. In accordance with Bangladesh Labor Rules, 2015, chapter 5, section 40: 2. In accordance with Bangladesh Labor Rules 2015, chapter 5, section 47, sub-section 1: 3. In accordance with Bangladesh National Building Code 2020, part 4, Appendix A, section A.6, Sub-Section A.6.1: In accordance with Bangladesh Labor Rules 2015, chapter six, section 55, sub-section 13 4. In accordance with Bangladesh Labor Rules, 2015, chapter 8, section 77, Sub section 5 (D) In accordance with Bangladesh Labor Law 2006, chapter 8, section 89 (8), amendment 2013

Benchmark ID	HSE.10.1
Benchmark Details	Material Safety Data Sheets (MSDS) for all chemicals and hazardous substances used in the workplace must be available at the usage and storage sites of the chemicals and hazardous substances, in the local language and the language spoken by workers, if different from the local language.
Finding Details	There are no MSDS posted for the chemicals in the lab room or the utility room. In addition, the posted MSDS for the spot lifter and industrial solvent lack details such as firefighting measures, handling & storage instructions, required PPE, and disposal instructions.
Recommendations for Immediate Action	Post MSDS for all chemicals, with complete details, in the relevant language/s.
Recommendations for Sustainable Improvement	
Compliance Classifications	Immediate Action Required
Local Law	In accordance with Bangladesh Labor Rules, 2015, chapter 7, section 68, Sub-section 10: The owner shall place Material Safety Data Sheet (MSDS) of dangerous materials in an easily noticeable place so that the employed worker can be well informed about the possible hazards

Benchmark ID	HSE.4.1
Benchmark Details	Employers shall at all times be in possession of all legally required and valid permits and certificates related to health, safety, and environmental issues, such as: Purchase and storage of chemicals; Fire safety inspections; Machinery inspections; Waste disposal; Environmental licenses/permits;Sanitation permits, including those required for canteens; and Vehicle inspection and driver permits for all employer provided transportation.

Finding Details	(1) The factory's fire license expired on July 1, 2026, and the factory has not obtained a renewal copy of the fire license from the Bangladesh Fire Service & Civil Defense. In addition, the waste store, kitchen, dining hall building, and fire pump room were not included in the existing fire license. (2) The factory did not obtain building construction approval for the three story dining hall building, waste store shed, kitchen shed, and LPG storage tank shed. (3) The factory has a generator whose capacity is five hundred fifty KVA, but the factory has not obtained an environmental clearance certificate from the relevant authority. (4) The factory has not conducted a hydraulic test of the compressor vessel by a competent person or organization.
Recommendations for Immediate Action	(1) Renew the fire license in a timely manner & ensure the license includes all areas. (2) Obtain a construction approval plan from the relevant authority covering all areas. (3) Obtain the environmental clearance certificate for the generator. (4) Conduct a hydraulic test of compressor vessel by a competent person or organization.
Recommendations for Sustainable Improvement	
Compliance Classifications	Immediate Action Required

Local Law	1. In accordance with Fire Protection Act, 2003 (Fire Service & Civil Defiance), Section -4: Every factory or, warehouse should have updated fire licenses. 2. In accordance with BNBC 2020; part-2, chapter-3, section 3.1: No building or structure regulated by this Code shall be erected, constructed, enlarged, altered, repaired, moved, improved, removed, converted or demolished without obtaining permit for each such work from the building official. In accordance with Bangladesh Labor Rules 2015, Section: 353, Sub-Section: 1- Before use, change or expansion of any houses, building or premises as factory, approval in writing of the inspector general or any officer empowered by him shall be taken. 3. In accordance with Environment Conservation Rules 2023, Schedule 1: List of various categories of industrial establishments and projects (Sub-rule 2 of rule 5)- Orange category industrial establishments or projects- Serial No. 57: Generator (above 500 KVA). 4. In accordance with Bangladesh Labor Rules 2015, chapter 6, section 62, sub-section 1(GHA) – Following test should be done by the competent personnel: (A) For ensure the general condition of the vessel and the effectiveness of its fittings, external part should be tested once in every six months; (B) Should be tested once in a year inner side, inside of vessel and outside wall, effectiveness of the seams and spares parts of vessel and the fault of seroson. But, provided that, if it is not possible to check the inner part for the vessel due to construction problem, in that case Hydraulic test should be done once in every two years
Benchmark ID	HSE.6.1
Benchmark Details	All safety and medical equipment (e.g. fire fighting equipment, first aid kits) shall be available in sufficient numbers throughout the workplace, maintained and stocked as prescribed, and easily accessible to workers.
Finding Details	There is no emergency rescue window installed at the five-story main production building or at the three-story cutting building.
Recommendations for Immediate Action	Install an emergency rescue window at all required buildings in keeping with legal requirements.
Recommendations for Sustainable Improvement	
Compliance Classifications	Immediate Action Required

Local Law	In accordance with Bangladesh Labor Rules, 2015, chapter 6, section 54, sub section 10: There will be at least one window without grill that will be hinged so that one can come down with ladder or rope after opening the hinge in emergency situation and there will be a net of strong rope on the ground floor so that one can land on the net through rope in an emergency situation during the fire incident.

Benchmark ID	HSE.19
Benchmark Details	All facilities including workplace buildings, toilets, canteens, kitchens, and clinics, shall be kept clean and safe and be in compliance with all applicable laws, including relevant sanitation, medical, and safety and health regulations.
Finding Details	The assessment observed poor sanitary conditions for at least three male toilets in the main production building (wet floors, generally unclean facilities). In addition, there is no covered bin provided at the female toilet for disposal of sanitary napkins.
Recommendations for Immediate Action	The factory shall ensure neat & clean toilets and shall provide a covered bin in the female toilet.
Recommendations for Sustainable Improvement	
Compliance Classifications	Immediate Action Required
Local Law	In accordance with Bangladesh Labor Law 2006, Section 59 (d): All such latrines and urinals shall be maintained in a clean and sanitary condition at all times with detergent or disinfectants. In accordance with Bangladesh Labor Rules 2015 , schedule 2, section 3, sub-section e: Have to keep a covered waste bin inside of each toilet designated for female and have to clean it every day.

Benchmark ID	HSE.8
Benchmark Details	Workers shall be provided with training on the use and maintenance of personal protective equipment. Training shall be upon hire with periodic refresher training offered to all workers. Management will ensure use of PPE as necessary.
Finding Details	It was noted that at least 10% of overlock machine operators were working without wearing a face mask & head scarf. The assessment judged that the level of dust in the factory calls for the use of face masks at the overlock machine stations to protect workers' lungs. In addition, the assessment observed the factory's cook preparing food in the kitchen without wearing PPE.
Recommendations for Immediate Action	Provide all required PPE and train workers to wear PPE properly to ensure their own safety.
Recommendations for Sustainable Improvement	

Compliance Classifications	Immediate Action Required
Local Law	In accordance with Bangladesh Labor Rules, 2015, chapter 5, section 46, sub section 2: The workers engaged in such places with dust and fume should wear mask. In accordance with Bangladesh Labor Rules, 2015, chapter 6, section 67: (1) Safety measures and health safety must be arranged in accordance with the directions of this Rule or the regulations of the concerned govt. department for the workers who are employed in the procedures of manufacturing processes that have high risks of physical injury or loss. 2) In addition to the arrangement of safety and health protection measures mentioned in Sub-section (1), the concerned manufacturing institute must provide necessary equipment's, including safety shoes, helmets, goggles, masks, hand gloves, ear muffs, ear plugs, waist belts, aprons etc. and arrange training programs for the workers in using these materials and ensure their usage.

Benchmark ID	HSE.13
Benchmark Details	All necessary ventilation, plumbing, electrical, noise and lighting services shall be installed and maintained to conform to applicable laws and to prevent or minimize hazardous conditions to workers in the facility.
Finding Details	There is no industrial-grade emergency light or fog light installed for at least two sets of stairs in the main production building (from the ground floor to the fourth floor) and in the cutting building (from the ground floor to the second floor).
Recommendations for Immediate Action	Install industrial-grade emergency lights at all required areas.
Recommendations for Sustainable Improvement	
Compliance Classifications	Immediate Action Required
Local Law	In accordance with Bangladesh Labor Law 2006, Chapter-5, Section – 57: In every part of a factory where workers are working or, passing there shall be provided and maintained sufficient and suitable lighting, natural or artificial, or both.

Benchmark ID	HSE.17.2
Benchmark Details	Employers shall train workers in proper lifting techniques, and items such as lifting belts shall be provided.
Finding Details	The factory does not provide any training to workers on ergonomics, including safe lifting techniques.
Recommendations for Immediate Action	Provide training to workers on ergonomics, including safe lifting techniques.

Recommendations for Sustainable Improvement	
Compliance Classifications	Immediate Action Required
Local Law	In accordance with Bangladesh Labor Rules, 2015, chapter 6, section 67 (3) : No worker can be employed in the relevant works without ensuring safety and health protection measures and the training related therewith. In addition, personal safety equipment's must be preserved in accordance with Information Form-23.

Benchmark ID	HSE.5.2
Benchmark Details	Workers shall be trained in evacuation procedures.
Finding Details	No refreshment training is provided to the firefighting team on their duties in the event of an emergency.
Recommendations for Immediate Action	Provide refreshment training to members of firefighting team at least every six months.
Recommendations for Sustainable Improvement	
Compliance Classifications	Immediate Action Required
Local Law	In accordance with Bangladesh Labor Rules, 2015, chapter 6, section 55, sub -section 12 (Amendment 2022): A trained Safety officer shall be recruited in the factory/institute where at least 300 workers are employed. The duties of the safety officer shall be ensuring the preservation and maintenance of all fire-fighting equipment's and keeping them fit and arranging trainings for the three teams mentioned in Sub-section 10 after every six-month period.

Benchmark ID	HSE.18.2.1
Benchmark Details	An appropriate number of medical staff shall be on duty during all working hours, including any type of overtime, as required under national law.
Finding Details	The factory's medical center does not operate during all working hours (regular plus overtime hours). Based on the medical assistant's time card, the assessment determined that she is on duty time from 8:00 AM to 17.00 PM, at times staying until 18.00 PM. However, the factory's daily overtime hours range from two hours to a maximum of thirteen hours per day. In addition, the factory sometimes arranges workers for rest day duty. No medical personnel were present during the rest day duty or for overtime beyond 18:00.
Recommendations for Immediate Action	
Recommendations for Sustainable Improvement	

Compliance Classifications	Sustainable improvement required
Local Law	

Benchmark ID	HSE.5.3
Benchmark Details	Alarm systems shall be regularly tested and evacuation drills shall be undertaken at least annually.
Finding Details	In practice, the factory has working hours lasting late into the night (up to thirteen overtime hours). However, the factory has not conducted any fire evacuation drills during the evening or night hours.
Recommendations for Immediate Action	Conduct fire evacuation drills during evening and night hours.
Recommendations for Sustainable Improvement	
Compliance Classifications	Immediate Action Required
Local Law	In accordance with Bangladesh Labor Rules, 2015, chapter 6, section 55, sub -section 14: As per Section 62(8), fire drills and emergency evacuation drills have to be arranged at least once in every six-month period and the same has to be preserved in respective record books, in accordance with Form- 22. In addition, the concerned Inspector and nearby Fire Service Station has to be informed minimum 15 days before the drills are held.

Nondiscrimination (ND)

Benchmark ID	ND.8.1
Benchmark Details	Employers shall abide by all protective provisions in national laws and regulations benefitting pregnant workers and new mothers, including provisions concerning maternity leave and other benefits; prohibitions regarding night work, temporary reassignments away from work stations and work environments that may pose a risk to the health of pregnant women and their unborn children or new mothers and their new born children, temporary adjustment of working hours during and after pregnancy, and the provision of breast-feeding breaks and facilities.
Finding Details	There is no childcare center provided at the factory.
Recommendations for Immediate Action	Provide a childcare center at the factory, as required under local law.
Recommendations for Sustainable Improvement	
Compliance Classifications	Immediate Action Required

Local Law	In accordance with Bangladesh Labor Law 2006, chapter 8, section 94, (i) In every establishment, where more than 40 women workers are employed, there shall be provided and maintained a suitable room or room for the use of children under the age of six years of such women. (ii) Such rooms shall provide adequate accommodation, be adequately lighted and ventilated and maintained in a clean and sanitary condition, and shall be under the charge of women trained or experienced in the care of children and infants. (iii) Such rooms shall be conveniently accessible to the mothers of the children accommodated therein and so far as is reasonably practicable it shall not situated in close proximity to any part of the factory where fumes, dust or odious are given off or in which excessively noisy processes are carried on.

Hours Of Work (HOW)

Benchmark ID	HOW.1.1
Benchmark Details	Employers shall comply with all national laws, regulations and procedures concerning hours of work, public holidays and leave.
Finding Details	The factory did not provide a substitute holiday to workers who worked on festival holidays, such as security personnel who worked on the declared festival holidays of December 16, 2025 and February 21, 2026. The factory provided two days of compensatory holidays with wages, but as per the Bangladesh Labor Act 2006, section 118 (3), the workers should have received two days of compensatory holidays with wages and a substitute holiday.
Recommendations for Immediate Action	Provide two days compensatory holidays with wages and a substitute holiday whenever workers report to work on a festival holiday.
Recommendations for Sustainable Improvement	
Compliance Classifications	Immediate Action Required
Local Law	In accordance with Bangladesh Labor Act 2006, chapter 9, section 118, sub-section 3: A worker may be required to work on any festival holiday, but 2 (two) days compensatory holidays with wages and a substitute holiday shall be provided for him in accordance with the provisions of section 103.

Benchmark ID	HOW.20

Benchmark Details	Employers shall have in place practices that conduct regular analysis of hours of work in their workplaces and procedures that demonstrate a commitment to progressively reducing excessive hours of work.
Finding Details	The assessment noted that the facility prepared its production plans based on an assumption of 10 hours per day per worker, rather than 8 hours per day.
Recommendations for Immediate Action	
Recommendations for Sustainable Improvement	
Compliance Classifications	Sustainable improvement required
Local Law	

Benchmark ID	HOW.21
Benchmark Details	Other than in exceptional circumstances, the total weekly work hours (regular work hours plus overtime including any alternative shifts such as 4x4 or 3x3) shall not exceed 60 hours per week.
Finding Details	Based on a review of time cards from July 2025 to June 2026, the assessment found that daily overtime at the factory ranged from two hours to of thirteen hours. In addition, weekly working hours exceeded sixty hours for at least 70% of sampled workers, up a maximum of one hundred nine hours. For example: (i) From June 13 to 19, 2026, weekly total of eighty hours & daily overtime up to eight hours. May 16 to 21, 2026, weekly total of eighty-four hours & daily overtime up to thirteen hours. April 4 to 10, 2026, weekly total of eighty-eight hours & daily overtime up to 8 hours. (ii) March 6 to 12, 2026, weekly total of one hundred and five hours & daily overtime up to ten hours. February 14 to 20, 2026, weekly total of seventy eight hours & daily overtime up to five hours. January 3 to 9, 2026, weekly total of ninety-five hours & daily overtime hours up to eight hours. (iii) December 6 to 12, 2025, weekly total one hundred four hours & daily overtime up to twelve hours. November 15 to 21, 2025, weekly total of one hundred and nine hours & daily overtime up to eleven hours. October 4 to 10, 2025, weekly total of ninety-five hours & daily overtime up to 13 hours. (iv) September 20 to 26, 2025, weekly total of one hundred six hours & daily overtime up to ten hours. August 23 to 29, 2025, weekly total of one hundred hours & daily overtime up to nine hours. July 19 to 25, 2025 weekly total of eighty hours & daily overtime up to nine hours.
Recommendations for Immediate Action	Reduce excessive working hours and keep working hours and overtime hours within legal limits.

Recommendations for Sustainable Improvement	
Compliance Classifications	Immediate Action Required
Local Law	In accordance with Bangladesh Labor Law, 2006, Chapter-9, Section-102: (1) The total hours of work of an adult worker shall not exceed sixty hours in any week and on the average fifty-six hours per week in any year. (2) Subject to the provisions of section 108, an adult worker may work for more than 48 (forty-eight) hours also in a week: Provided that the total working hours of such worker shall not exceed 60 (sixty) hours in a week, and on the average 56 (fifty-six) hours per week in a year: Provided further that the total additional working hours of a worker employed in a road transport establishment shall not exceed 150 (one hundred and fifty) hours in a year:
Benchmark ID	HOW.2
Benchmark Details	Workers shall be entitled to at least 24 consecutive hours of rest in every seven- day period. If workers must work on a rest day, an alternative consecutive 24 hours must be provided within that same seven-day period or immediately following.
Finding Details	Based on a review of time cards from July 2025 to June 2026, the factory does not provide one day off after six consecutive working days. At least 50% of sampled workers worked seven or more consecutive days during the review period. The number of consecutive working days ranged from eight to ninety two days, such as: (i) From June 6 to 30, 2026 (a total of twenty five days); April 15 to May 21, 2026 (thirty seven days); May 9 to 21, 2026 (thirteen days); and March 28 to April 13, 2026 (seventeen days). (ii) December 17 to March 18, 2026 (ninety two days); February 28 to March 12, 2026 (thirteen days); February 14 to 26, 2026 (thirteen days); January 3 to 15, 2026 (thirteen days); and January 17 to February 3, 2026 (eighteen days). (iii) November 19 to December 15, 2025 (twenty seven days); December 6 to 15, 2025 (ten days); November 17 to December 4, 2025 (nineteen days); November 1 to 28, 2025 (twenty eight days); October 18 to 30, 2025 (thirteen days); and October 4 to 16, 2025 (thirteen days). (iv) September 7 to October 2, 2025 (twenty six days); August 16 to September 4, 2025 (twenty days); October 6 to 21, 2025 (sixteen days); July 19 to August 14, 2025 (twenty seven days); July 6 to 17, 2025 (twelve days).
Recommendations for Immediate Action	Provide at least one day off after six consecutive working days. Ensure workers take this rest day in practice.

Recommendations for Sustainable Improvement	
Compliance Classifications	Immediate Action Required
Local Law	In accordance with Bangladesh Labor Law 2006, Chapter 9, section 103: Every worker employed in an establishment (a) shall be entitled to 1 (one and a half) day holiday in a week in the case of a shop or commercial establishment or an industrial, establishment and 1 (one) day in a week in the case of a factory and establishment.

Benchmark ID	HOW.9.2
Benchmark Details	Employers shall take reasonable steps to inform workers about the nature and expected duration of the circumstances sufficiently in advance to allow workers to make alternative plans.
Finding Details	Through management interviews, the assessment confirmed that the factory does not notify workers regarding overtime duty at the beginning of their working shift. The factory only informs workers regarding overtime duty at least two hours before the end of their regular working hours.
Recommendations for Immediate Action	
Recommendations for Sustainable Improvement	
Compliance Classifications	Sustainable improvement required
Local Law	