



> CAP online

This document confirms that factory **ACS Towel Limited** has been audited against the ICS **social** audit framework on **10/07/2024** by **ArcheAdvisors** on behalf of **Casino**.

The total rating of this audit is **E 84%**.

ACS Towel Limited



Alert Notification

Factory ID

20384

Country

Bangladesh

Factory address (updated from audit if so)

Tetlabo, Ward No.-3, Pairabo, Rupgonj, Narayangonj

Factory city

Narayangonj

Factory state/province

Dhaka

Retailer

Casino Monoprix

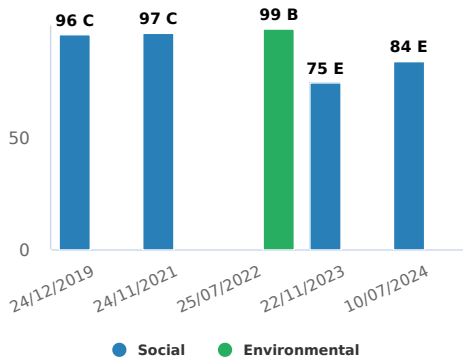
Audit type

Follow-up

Audit category

Social

RATING %



Visit date

10/07/2024

Overall rating

E 84%

> Last audit date: 10/07/2024

AN	Chapter	Letter and % rating
0	Management System, Transparency and Traceability	B 92%
1	Minimum age, Child labour and Young workers	A 100%
2	Forced labour	A 100%
3	Discrimination	A 100%
4	Disciplinary Practices, Harassment and Abuse	A 100%
5	Freedom of association and Grievance Mechanisms	A 100%
6	Working hours and Overtime	E 0%
7	Remuneration and Benefits	E 70%
8	Health and Safety	B 93%

0 Management System, Transparency and Traceability

0.4 Have requested documents been found valid?	Answer
Follow-Up Audit July 10, 2024; New Finding: It was noted that, Factory license (License No: 14712/N.Ganj, dated: 11 Jan, 2011) has been expired on 30th June, 2024. The factory has already applied for renewal on 23rd May, 2024. In accordance with Bangladesh Labour Law 2006, Section – 326(1)	NO
Factory comment (english)	
Agreed. We will get the license by 20th July, 2024	
Factory comment (local language)	
N/A	
Auditor comment	
Nil	

6 Working hours and Overtime

6.6 Are workers working overtime hours (daily, weekly, monthly, yearly, other) in accordance with local law?

Follow-Up Audit July 10, 2024; Finding Not CORRECTED: Sample month's time card disclosed that, total number of weekly working hour are not within the local limit. As per time record of Dec, 2023: maximum weekly work is 68 hours (General 48+ weekend OT 8+ OT 12) Bangladesh Labor Law 2006, Section 100, 102 (10/Day and 60/week) Re-Audit 22.11.2023: New Finding Reviewed records disclosed that total number of daily and weekly work hours are not within the local labor code Maximum number of daily work hours: August 2023 General 08 + Overtime 06 = Total 14 September 2023 General 08 + Overtime 4.5 = Total 12.5 October 2023 General 08 + Overtime 04= Total 12 November 2023 General 08 + Overtime 11= Total 19 Maximum number of weekly work hours August 19-25, 2023 Weekday Reg 48+ Weekend OT 00 + Week day OT 29= Total 77 September 02-08, 2023 Weekday Reg 48+ Weekend OT 00 + Week day OT 17= Total 65 September 30- October 06, 2023 Weekday Reg 48+ Weekend OT 00 + Week day OT 15.8= Total 63.8 November 04-10, 2023 Weekday Reg 48+ Weekend OT 00 + Week day OT 31= Total 79 Bangladesh Labor Law 2006, Section 100, 102 (10/Day and 60/week)

Answer

NO BUT THERE IS A LOCAL LAW

Documents from audit



Factory comment (english)

Agreed and no additional comment

Factory comment (local language)

N/A

Auditor comment

Nil

6.13 Do workers receive at least 1 day off (24 consecutive hours) within 7 days period according to the ILO convention ?

Follow-Up Audit July 10, 2024; NEW Finding: On the basis of provided time card, It was noted that, workers do not get 1 day rest in 7 days period. Below are the detail information: December, 2023: 21 days consecutive work was detected from Nov 25 to Dec 15, 2024. April, 2024: 11 days consecutive work was detected from March 30 to April 9, 2024. June, 2024: 8 days consecutive work was detected from 8 to 15 June, 2024. ICS code of conduct.

Answer

NO

Documents from audit



Factory comment (english)

Agreed and no additional comment

Factory comment (local language)

N/A

Auditor comment

Nil

6.7 Are workers working overtime in compliance with ILO standards?

Follow-Up Audit July 10, 2024; Finding NOT CORRECTED: Sample month's time card disclosed that, total number of weekly working hour are not within ILO standard. Below were detail of sample month's record. Dec, 2023: maximum weekly work is 68 hours (General 48+ weekend OT 8+ OT 12) Bangladesh Labor Law 2006, Section 100, 102 (10/Day and 60/week) Re-Audit 22.11.2023; Finding NOT CORRECTED: Reviewed records disclosed total number of daily and weekly work hours are not within ILO Standard Maximum number of daily work hours: August 2023 General 08 + Overtime 06 = Total 14 September 2023 General 08 + Overtime 4.5 = Total 12.5 October 2023 General 08 + Overtime 04= Total 12 November 2023 General 08 + Overtime 11= Total 19 Maximum number of weekly work hours August 19-25, 2023 Weekday Reg 48+ Weekend OT 00 + Week day OT 29= Total 77 September 02-08, 2023 Weekday Reg 48+ Weekend OT 00 + Week day OT 17= Total 65 September 30- October 06, 2023 Weekday Reg 48+ Weekend OT 00 + Week day OT 15.8= Total 63.8 November 04-10, 2023 Weekday Reg 48+ Weekend OT 00 + Week day OT 31= Total 79 Bangladesh Labor Law 2006, Section 100, 102 (10/Day and 60/week) Last Audit 24.11.2021: Over time work is not in accordance with ILO standard for below mentioned employees and all sampled employees are concern. - In October 2021, 05 out of 20 sampled workers (only from stitching section); - In June 2021, 07 out of 20 sampled workers (only from stitching section); - In January 2021, 03 out of 20 sampled workers (only from stitching section); E.g.: - In the month of October 2021, a worker of stitching section (sewing helper) worked 48 regular hours + 12 overtime hours total 60 hours in a week, OT hours in the month is 52 hours, maximum working hours in a day is 10 hours, and OT hour in 03 consecutive weeks are 36. - In the month of June 2021, a worker of stitching section (Jr. Packer) worked 48 regular hours + 12 overtime hours total 60 hours in a week, OT hours in the month is 50 hours, maximum working hours in a day is 10 hours, and OT hour in 03 consecutive weeks are 32. - In the month of January 2021, a worker of stitching section (Cutter Man) worked 48 regular hours + 12 overtime hours total 60 hours in a week, OT hours in the month is 48 hours, maximum working hours in a day is 10 hours, and OT hour in 03 consecutive weeks are 36.

Answer
NO

Factory comment (english)

Agreed and no additional comment

Factory comment (local language)

N/A

Auditor comment

Nil

6.12 Do workers receive days off according to the local law?

Follow-Up Audit July 10, 2024; NEW Finding: It was noted that, 7th day rest is not guaranteed for the workers. Below are the detail information of sample months: December, 2023: Maximum continuous work is 21 days (from 25th November to December, 15, 2024). All weekly works were not compensated with festival holiday or withing 3 working days. Bangladesh Labor Law 2006,

Answer
NO

Factory comment (english)

Agreed and no additional comment

Factory comment (local language)

N/A

Auditor comment

Nil

7 Remuneration and Benefits

7.13 Is overtime paid?	Answer
Follow-Up Audit July 10, 2024; NEW FINDING: Work more than 48 hours in a week due to weekend work, which is not adjusted with additional festival holidays are not compensated as overtime. Bangladesh Labor Law 2006 Sec 102 & 108	NO
Factory comment (english)	
Agreed and no additional comment	
Factory comment (local language)	
N/A	
Auditor comment	
Nil	

8 Health and Safety

8.28 Is there an evacuation plot plan posted on every floor of the facility?

Follow-Up Audit July 10, 2024; Finding NOT CORRECTED: During the current assessment, evacuation plot plan was found not posted inside the production floor. Re-Audit 22.11.2023: NEW FINDING All the evacuation plot plans are found posted only near to the exit, but not inside the floor as a result the arrangement is not made to show evacuation plan of exit in one or more places easily visible in each floor of each employee of the factory. Bangladesh Factory Rule 2015 55 (8)

Answer
NO

Factory comment (english)

We are providing evacuation plot plan near to all the exits as per BNBC code.

Factory comment (local language)

N/A

Auditor comment

Nil

8.44 Do emergency exit stairs have handrails or guards and are in compliance with local law?

Follow-Up Audit July 10, 2024; Finding NOT CORRECTED: It was noted that, two out of four stairs from the 2 storied main production building, one out of two stairs from the 3 storied canteen building are found made of steel (Very Heat conductive materials.) Re-Audit 22.11.2023: NEW FINDING Two out of four stairs from the 2 storied main production building, one out of two stairs from the 3 storied canteen building are found made of steel (Very Heat conductive materials.) Bangladesh Labor Code 2006 Section 62 (4)

Answer
PARTIALLY

Factory comment (english)

Any kind of materials are heat conductive, thus not possible.

Factory comment (local language)

N/A

Auditor comment

Nil

8.92 Is use of personal protective equipment (PPE) required and enforced by facility management?

Follow-Up Audit July 10, 2024; Finding NOT CORRECTED: It was noted that, Approximately 50% employees including fire fighter, first aider, cleaner, are found working bare footed. As a result in case of emergency they will evacuate barefooted too. Re-Audit 22.11.2023: NEW FINDING Approximately 60% employees including fire fighter, first aider, cleaner, are found working bare footed. As a result in case of emergency they will evacuate barefooted too. Factory Rule 2015 Section 67

Answer
NO

Factory comment (english)

Agreed and no additional comment

Factory comment (local language)

N/A

Auditor comment

Nil