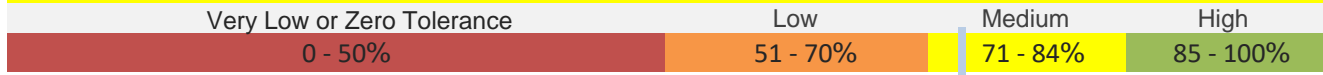
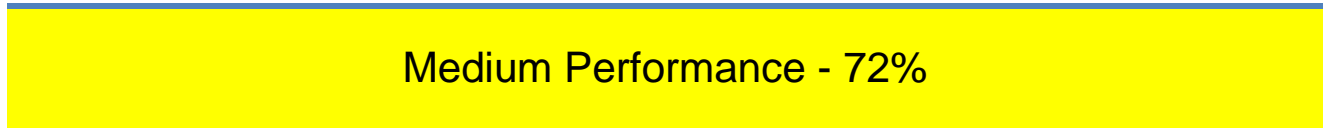


**UTAH KNITTING & DYEING LTD.**  
EVT-BD-CTR-94574

**SITE INFORMATION**

Report #:	EVT-BD-CTR-94574	Audit Date:	10/27/2018 - 10/28/2018
Country:	Bangladesh	Schedule Type:	Semi-Announced
Vendor Name:	Utah Fashions Ltd.	Audit Type:	Annual
Carter's ID:	11384	Service Provider:	ELEVATE
Business Unit:	Carter's Global Sourcing (CGS)	Auditors:	Urtyy Majumder, Jutan Debnath & Ziaul Islam
		Man Days:	4 man days

**SITE SCORE AND BENCHMARKING**



<b>Business Ethics</b>	<i>Minor</i>	<i>Moderate</i>	<i>Major</i>	<i>Zero Tolerance</i>
Transparency & Business Integrity	0	0	0	0
Sub-Contracting	0	0	0	0
Homework	0	0	0	0
<b>Systems</b>				
Management Systems	1	0	0	0
<b>Labor</b>				
Child Labor	0	0	0	0
Forced or Compulsory Labor	0	0	0	0
Foreign Migrant Labor	0	0	0	0
Non-Discrimination	0	0	0	0
Disciplinary Practices	0	0	0	0
Harassment or Abuse	0	0	0	0
FOA and Collective Bargaining	0	0	0	0
<b>Wages</b>				
Compensation & Benefits	0	0	0	0
<b>Hours</b>				
Hours of Work	0	2	1	0
<b>Environmental Health and Safety</b>				
Health And Safety	1	8	0	0
Environmental	0	0	0	0



## UTAH KNITTING & DYEING LTD.

### EVT-BD-CTR-94574

#### GENERAL AUDIT OVERVIEW

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Utah Knitting & Dyeing Ltd. was incorporated in 2000 and going for operation in this existing location in 2003 and is located at VILL: BORKAN MONIPUR, PO: BHABANIPUR, Bangladesh. Note that the factory specialized in production of woven & knit items. The main production processes include: knitting, dyeing, all over printing, cutting, sewing, finishing.

A total of 5088 employees are currently working at the factory; including 4175 production workers and 913 office staff. The ethnic background of management and production workers were all Bangladeshi.

There are 5 buildings and 8 sheds in the factory premise used by Utah Knitting & Dyeing Ltd. & Utah washing Ltd.

There is a general shift for garments section from 8am to 5pm including lunch break from 1:30pm to 2:30pm, 12:35pm to 1:35pm, 1:25pm to 2:25pm. For dyeing, all over printing, knitting section, there are 3 shifts from 6am to 2pm, 2pm to 10pm, 10pm to 6am including lunch break from 10am to 11am, 6pm to 7pm, 2am to 3am. Workers are recruited directly by the factory. As per the factory management any work beyond 8 hours and weekly off day is considered as overtime. The normal work week is 6 days from Saturday-Thursday and Friday is weekly day off and Monday is for dyeing section. Wages are calculated on hourly basis and paid in monthly basis. According to management there is no specific peak production month production is consistent throughout the year. Facility brands and percentages being produced 60% for Carter's, 10% for H & M, 15% for Tesco & 15% for Debenhams. There is no organized labor union established in the factory. However, facility has elected Participation Committee (PC).

#### EMERGENCY PREPAREDNESS SUMMARY

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Based on the plant tour, documents review and management interview, overall emergency preparedness of this facility found as: facility has 2 stairways for evacuation. Each room has two exits. At the time of facility visit all the doors were found open. Industrial emergency light, IPS support battery backup lights were found in the exit point and production floor. Evacuation plan, emergency numbers were found posted in facility production floor and premises. Fire alarm switch was found beside in the each and every floor. Facility has a valid hospital contact with nearest hospital for the emergency treatment of the employees and as per medical contract the hospital authority provided ambulance service during the emergency time. Fire service vehicle can easily entry in to the factory premises during the emergency situation. Facility has a designated fire officer to look after the fire safety of the facility and the fire safety training. Facility has separate rescue team, fire team, first aid team. Facility has sufficient assembly area located in front of the factory building. Factory conducted fire drill regularly and last day fire drill was conducted on September 22, 2018 and night fire drill was conducted on July 29, 2018. Factory has sufficient firefighting equipment's such as- Co2-201, ABC dry powder-549 & foam- 28. Facility underground water reservoir capacity 228500 gallons and overhead tank capacity 100000 gallons.

#### Record Verification

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In order to verify that the provided wage and working hour records were accurate and complete, a variety of production and other records were cross-checked for consistency against provided time and wage records within the audit scope (From October 2017 to September 2018). The specific records that were crosschecked included: raw materials in & out records, fabric inspection and inventory records, daily cutting production records, daily sewing output records, Hourly sewing production records, daily sewing line output records, hourly metal check record, daily packing records, daily injury record, daily treatment records, 12 months' salary sheets (From October 2017 to September 2018) and workers' daily in & out time records. After checking these records no inconsistencies were identified. After review in workers time cards it was noted that the factory has exceeded the weekly working hour limit of 60 hours/week. In the month of February 2018, May 2018 & September 2018 the workers of all sections had worked for an average of 68 hours to a maximum of 88 hours/ week (including weekly off day work). The highest daily work hours were noted 17 hours. Further, factory (all sections) had worked minimum 1 to maximum 4 weekly off days in the months of February 2018, May 2018 & September 2018. Further, work on weekly off days is paid as overtime without workers being given a substitute day off. This resulted in most continuous 32 days of work without a break (January 20, 2018 to February 20, 2018).

#### SECURITY SYSTEMS IN PLACE

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It was noted that 3 security posts were available along with security guards all over the factory. Security guards work in 3 different shifts (24 hours) and shift-1 start from 6.00am to 2.00pm, shift-2 starts from 2.00pm to 10.00pm and shift -3 starts from 10.00pm to 6.00am. Further, facility has 48 CCTV cameras in place and boundary wall around the building. All CCTV cameras was found active with 30 days backup.

#### SITE AND BUILDING DESCRIPTION

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Building Description: There are 4 buildings and 8 sheds in the factory premise used by Utah Knitting & Dyeing Ltd. & Utah washing Ltd. Details information are given below:

Building 1 is 4 storied. Ground floor: Dyeing, Dyeing Finishing, Batch; Mezzanine: Office, Dyeing QC Lab; 1st floor: Sewing (Knit Garments), Sample, spot removing room, Maintenance, Finishing, Iron, Needle control room, Inspection room, Office. Medical., Drinking Water, Male Female Toilet. Drinking Water. 2nd floor: Knitting, office, fabric Inspection, Male Female Toilet. 3rd floor: Fabric Inspection, Cutting, Accessories Store, Office, CAD Room, Drinking Water, Male Female Toilet.

Building 2 is 4 storied. Ground floor: Chemical store, Dry process; 1st floor: Dyes, Chemical, fabric store & office; 2nd floor: Fabric Store & CT -PAT; 3rd floor: Chemical store, General Store & accessories store.

Building 3 is also 4 storied. Ground floor: Washing section, transformer room, Chemical Sub Store, Chemical Dispensing room, Batch & Sample room, Dyes sub store, General Store chemical dispensing room, Dyes sub store; Mezzanine: Dyeing Lab & QC Lab, Compressor room; 1st floor: Finishing, Packing, Dining, LT Room & personal belongings rack; 2nd floor: Yarn & Fabrics Store, Knitting machine & office.

Building 4 is 7 storied and used by Utah Knitting & Dyeing Ltd. Ground floor: All Over Printing (AOP) Drinking Water, Male Toilet. Mezzanine Floor: Conference room, Compressor Room; 1st Floor: AOP (Machine installation works is going on) (west extension area-Dining) Drinking Water, Male, Female Toilet. 2nd floor: Finishing, Iron, Metal Detection, Packing, Spot remove room, Male & Female Prayer Room, Medical carter & Inspection Room. (West extension area -Dining) Drinking Water, Male Female Toilet. 3rd floor: Sewing (U-1), Needle Control Room, Maintenance Room, Eyelet Hole-Fusing Area & Office Room, Drinking Water, Male Female Toilet. 4th Floor: Sewing (U-2) Needle Control Room, Maintenance Room, Eyelet Hole-Fusing Area & Office Room, Drinking Water, Male Female Toilet. 5th floor: Sewing (U-3), Needle Control Room, Maintenance Room, Eyelet Hole-Fusing Area & Office Room. Drinking Water, Male Female Toilet. 6th floor: Cutting, Sample & CAD, Cut parts rack, Fabric Inspection, Running Fabric, Fusing, Office & Training Room., Drinking Water, Male Female Toilet.

Shed 01: Maintenance; Shed 02: ETP; Shed 03: Wastage godown; Shed 04: Deep pump house; Shed 05: Security room  
Shed 06: Electric substation, UKDL Woven; Shed 07: Driver rest room; Shed 08: Boiler

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Special Building Type: Nil

Multi-Story Building: This factory is not operating in a multi-story building shared with other factories/enterprises under separate ownership.

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### CLOSING MEETING SUMMARY

Uttam Kumar Sarkar (AGM Compliance), Md. Abu Zaher (Asst. Manager -Admin & Compliance), A. J. M. Saleh Russel (Manager -Human Resource Department) along with facility compliance team attended the closing meeting. ELEVATE staff communicated each finding in detail to them and allowed them to ask questions and make any needed clarifications. They agreed on all the issues, signed the CAP and confirmed their understanding of each finding discussed. The ELEVATE team handed over a copy of the CAP to the factory, thanked them for their cooperation, and left the factory at 5:00 pm on October 28, 2018.

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### ZERO TOLERANCE / MAJOR FINDINGS

Major: During the current assessment, it was noted that one day weekly off is not adhered to by the factory. Factory (all sections) had worked minimum 1 to maximum 2 weekly off days in the months of February 2018, May 2018 & September 2018. Further, work on weekly off days is paid as overtime without workers being given a substitute day off. This resulted in most continuous 32 days of work without a break (January 20, 2018 to February 20, 2018).

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### BEST PRACTICES

The facility has its own code of ethical business conduct. The code of ethical business conduct has been well communicated and implemented both internally and externally to its supplier chain.

The facility provides regular trainings to managers and suppliers on code of ethical business conduct and shares best practices down their supply chain.

The facility establishes annual objectives, targets and improvement plans to improve their social compliance performance; periodic audits and reviews are in place.

The facility provides appropriate training to all employees on disciplinary policies and procedures; the trainings conducted are in a format that considers the different learning style, background, and education level of workers.

The facility has a written set of policy and procedures for its labour agents prohibiting of forced and compulsory labour.

The security guards at the facility are not authorized to impose disciplinary actions against workers.

The facility has developed and provides non-discrimination and cultural sensitivity education for all employees, addressing the importance of treating all people equally.

The facility actively seeks ideas for improvement through regular communication system/suggestion boxes, and exit interviews.

The facility pays overtime premiums above legal minimum requirements.

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**UTAH KNITTING & DYEING LTD.**  
EVT-BD-CTR-94574

**SITE PROFILE**

**Site Name (English):** Utah Knitting & Dyeing Ltd.

**Vendor Name:** Utah Fashions Ltd.

**Site Address (English):** VILL: BORKAN MONIPUR,  
PO: BHABANIPUR

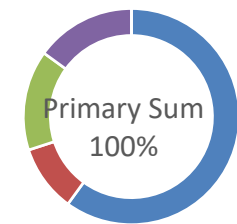
**Primary Contact Name:** Syed Shamim Kadery\_DGM  
Compliance  
**Country:** Bangladesh  
**Email:** kadery&uthagroup.com  
**Phone:** 1711435866  
**Social Compliance Contact:** Syed Shamim Kadery\_DGM  
Compliance

**carter's business unit:** Carter's Global Sourcing (CGS)  
**Site Industry:** Apparel  
**Site Legal Status:** Privately owned  
**Year Site Began Operations:** Incorporated in 2000 and started its operation in 2003.

**BUSINESS INFORMATION**

**Brand(s) for client:** N/A

<i>Primary Customers</i>	<i>% of business</i>
<b>carter's</b>	60%
<b>H &amp; M</b>	10%
<b>Tesco</b>	15%
<b>Debenhams</b>	15%



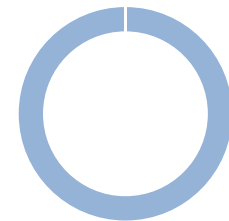
**Main Product Type:** Apparel

**Other**

**EMPLOYEE INFORMATION**

<b>Total Number of Employees</b>	5088
<b>Number of Production Workers</b>	4175
<b>Management Staffs (Non-Production):</b>	913
<b>Male:</b>	1241
<b>Female:</b>	2934
<b>Local:</b>	4175
<b># of Domestic Migrant Workers:</b>	0
<b># of Foreign Migrant Workers:</b>	0

<i>Foreign Migrant Country</i>	<i># of Workers</i>
<b>Not Applicable</b>	



**Other Workers** 5,088

**Languages Spoken:**

**Management:** English & Bangla  
**Employees:** Bangla

**FREEDOM OF ASSOCIATION**

**Is there union in facility?** No  
**If 'Yes', name of union:** N/A  
**Name(s) of union Rep:** N/A

**Is there a CBA in place?** No  
**If 'Yes', CBA valid period:** N/A

**Is there a worker committee of any kind?** Yes  
**If 'Yes', indicate the details:** Participation Committee



## UTAH KNITTING & DYEING LTD.

### SUBCONTRACTOR INFORMATION

<b>Does the Site employ subcontractors for any part of the production process?</b>		No
Subcontractor Name	N/A	
Contact Name:	N/A	
Telephone:	N/A	
Email Address:	N/A	
Process Type:	N/A	
Process subcontracted:	N/A	
Social Audits performed:	0	
Private label items:	N/A	
Address:	N/A	
Type of Social Audits:	N/A	
Client Production Observed?	N/A	
Subcontractor Name	N/A	
Contact Name:	N/A	
Telephone:	N/A	
Email Address:	N/A	
Process Type:	N/A	
Process subcontracted:	N/A	
Social Audits performed:	0	
Private label items:	N/A	
Address:	N/A	
Type of Social Audits:	N/A	
Client Production Observed?	N/A	
Subcontractor Name	N/A	
Contact Name:	N/A	
Telephone:	N/A	
Email Address:	N/A	
Process Type:	N/A	
Process subcontracted:	N/A	
Social Audits performed:	0	
Private label items:	N/A	
Address:	N/A	
Type of Social Audits:	N/A	
Client Production Observed?	N/A	

### CURRENT CERTIFICATIONS/PROJECTS

<u>Certification / Project</u>	<u>Status</u>	<u>Expiry Date (MM/DD/YYYY)</u>
Better Work:		
FLA:		
ISO:		
ICTI:		
GSV:		
WRAP:		
SA8000:		

**UTAH KNITTING & DYEING LTD.**  
EVT-BD-CTR-94574

**WAGES OVERVIEW**

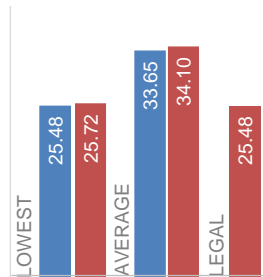
KPI	Facility Data	Country Average Bangladesh	% Difference
Monthly worker turnover (% average)	5.00%	4.04%	24%
Monthly take-home (average)	7,500	9,391	-20%
Monthly take-home (lowest)	5,700	6,629	-14%
Paid correctly (%)	100.00%	99.47%	1%
Paid above hourly (%)	100%	100%	0%
Hourly wage (average)	33.65	34.10	-1%
Hourly wage (legal)	25.48	25.54	0%
Hourly wage (lowest)	25.48	25.72	-1%

Key: ■ Good Performance  
■ Underperforming

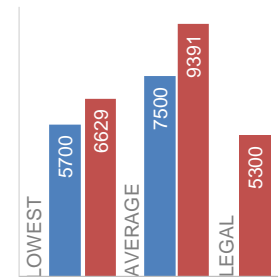
**PAYMENT**



**HOURLY WAGES**



**MONTHLY WAGES**



Facility

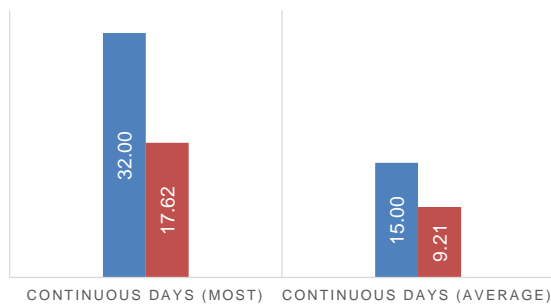
Country Average

**WORKING HOURS OVERVIEW**

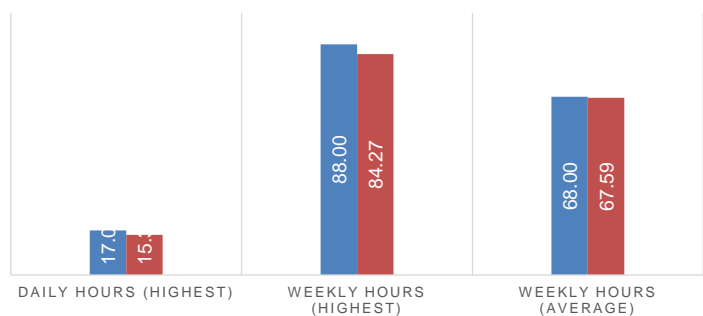
KPI	Facility Data	Country Average Bangladesh	% Difference
Continuous days (most)	32.00	17.62	82%
Continuous days (average)	15.00	9.21	63%
Weekly hours (highest)	88.00	84.27	4%
Weekly hours (average)	68.00	67.59	1%
Daily hours (highest)	17.00	15.35	11%

Key: ■ Good Performance  
■ Underperforming

**WORKING DAYS**



**WORKING HOURS**



Facility

Country Average

## Systems

### Management Systems

Reference	Findings	Severity
4.09	<p><b>Detailed Findings</b></p> <p>During the current assessment it was noted that the factory did not maintain death nominee form in the worker's personal file as per rules.</p> <p><b>Legal Requirements</b></p> <p>In Accordance with Bangladesh Labour Rules 2015, rule 118- Payment of undisbursed wages and other dues in case of death of workers: Following the description of Form-41, every worker must nominate a person who can receive undisbursed payment and other dues in the absence of him/her, at the time of his/her employment in the workforce. 2) The worker's photo and a photo of the nominated person have to be attached in the nominee form: provided that the worker can change the nominee from time to time following the same procedures</p> <p><b>Recommendations</b></p> <p>It is recommended that the factory should ensure death nominee form in the worker's personal file as per rules.</p>	Minor

## Hours

### Hours of Work

Reference	Findings	Severity
13.05	<p><b>Detailed Findings</b></p> <p>During the current assessment, it was noted that the factory has exceeded the weekly working hour limit of 60 hours/week. In the month of February 2018, May 2018 &amp; September 2018 the workers of all sections had worked for an average of 68 hours to a maximum of 88 hours/ week (including weekly off day work).</p> <p><b>Legal Requirements</b></p> <p>In accordance with Bangladesh Labour Code 2006, section- 102; (1) No adult worker shall be required or allowed to work in an establishment for more than forty-eight hours in any week. (2) Subject to the provisions of section 108, an adult worker may work for more than forty-eight hours in a week: Provided that 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.</p> <p><b>Recommendations</b></p> <p>It is recommended that the factory should adhere to the Weekly working hours as per the Legal limit of 60 hours/week.</p>	Moderate
13.06	<p><b>Detailed Findings</b></p> <p>During the current assessment, it was noted that one day weekly off is not adhered to by the factory. Factory (all sections) had worked minimum 1 to maximum 2 weekly off days in the months of February 2018, May 2018 &amp; September 2018. Further, work on weekly off days is paid as overtime without workers being given a substitute day off. This resulted in most continuous 32 days of work without a break (January 20, 2018 to February 20, 2018).</p> <p><b>Legal Requirements</b></p> <p>In accordance with Bangladesh Labour Code 2006, section-103; (1) Every worker working in any establishment shall, in case of shop, commercial or industrial establishment, get one and half days, and in case of factories and other establishments one day as weekly holiday</p> <p><b>Recommendations</b></p> <p>It is recommended that the factory grants workers one day off in a week.</p>	Major
13.07	<p><b>Detailed Findings</b></p> <p>During the current assessment, it was noted that the factory has exceeded the daily working hour limit of 10 hours /day. In the month of February 2018, May 2018 &amp; September 2018 the workers of all sections had worked for an average of 11.33 hours to a maximum of 17 hours/ day.</p> <p><b>Legal Requirements</b></p> <p>In accordance with Bangladesh Labor Law 2006, section 100. Daily hours: No adult worker shall ordinarily be required or allowed to work in an establishment for more than eight hours in any day: Provided that, subject to the provisions of section 108, any such worker may work in an establishment not exceeding ten hours in any day.</p> <p><b>Recommendations</b></p> <p>It is recommended that the factory should adhere to the Daily and working hours as per the Legal limit of 10 hours/day</p>	Moderate

# Environmental Health and Safety

## Health & Safety

### Building Safety

Reference	Findings	Severity
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### Machine Safety

Reference	Findings	Severity
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14.024	<b>Detailed Findings</b>	Moderate
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During the current assessment, it was noted that needle guards and eye safety guards were displaced around 30% of sewing machines on the production floor. Some eye safety guards were found gloomy and broken condition in sewing floor.

#### Legal Requirements

In accordance with Bangladesh Labor Law 2006, section-63(1), [In every establishment the following shall be securely fenced by the safeguards of substantial construction which shall be kept in a position while the part of machinery required to be fenced are in motion or in use, namely-

- (a) every moving part of a prime move, and every flywheel connected to a prime mover;
- (b) the headrace and tailrace of every water wheel and water turbine;
- (c) any part of a stock-bar which projects beyond the headstock of a lathe; and
- (d) unless they are in such position or of such construction as to be as safe to every person employed in the factory as they would be if they were securely fenced
- (i) every part of an electric generator, a motor or rotary converter;
- (ii) every part of transmission machinery; and
- (iii) every dangerous part of any machinery]

#### Recommendations

It is recommended that the factory should ensure all machine safety guards are in proper place.

### Personal Protective Equipment (PPE)

Reference	Findings	Severity
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14.040	<b>Detailed Findings</b>	Moderate
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During the current assessment, it was noted that 15% sewing & cutting workers were not using face mask and scarf while working on the production floor. 10% knitting workers were not using any face mask and earplug. Some thread sucker operators were not using ear plug while working. Spot removers also not wearing any mask and goggles while working with chemicals.

#### Legal Requirements

In accordance with Bangladesh Labor Rules 2015, section - 67(2) "In addition to the arrangement of safety and health protection measures mentioned in Sub-section (1), the concerned manufacturing institute must provide necessary equipments, 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."

#### Recommendations

It is recommended that the factory shall ensure that all workers use relevant PPE

### Fire Safety

Reference	Findings	Severity
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14.102	<b>Detailed Findings</b>	Moderate
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During the current assessment, it was noted that around 12 fire extinguishers were not hanged in proper places of building-1 and building- 2.

#### Legal Requirements

In accordance with Labor rules 2015, section 55 (7) "Each fire extinguisher mentioned in the sub-rule (2):

- (a) should be installed in such a place from where all can see it;
- (b) should be installed in an accessible place from every part for using it instantly;
- (c) should be installed near the exit or stair landing of each floor as far as possible. But it should be kept watch so that the emergency exit isn't intercepted in any way;
- (d) In applicable case, supporting wall or cabinet made of wood, metals or plastic should be installed in such a way so that the bottom of the fire extinguisher remains 1000 mm high from the ground level;
- (e) should be installed in the same place of each floor;
- (f) should be installed in fire prone areas of the building such as: kitchen, crowded area, warehouse, electric dividing point, area with combustible materials etc and it should be portable.

#### Recommendations

It is recommended that the factory should ensure all fire extinguishers are mounted to wall on that mentioned area.

14.103	<b>Detailed Findings</b>	Moderate
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During the current assessment, it was noted that through documents review and worker interview that insufficient certified firefighters noted in the factory premises. Currently factory has 142 certified firefighters from FSCD (Fire Service and Civil Defence) instead of 916. Further, existing firefighters were not properly trained on firefighting procedure. Though the factory had provided internal training to them but the trained firefighters were not conversant with the use of firefighting equipment & emergency response procedures

**Legal Requirements**

In accordance with Bangladesh Labor Rule 2015, section 55 (10) [By far possible, training should be given on fire extinguishing, emergency rescue and first aid and usage of portable fire extinguishing to facility's each worker or to at least 18% of workers of each division and fire extinguishing team, rescue team and first aid team (6% member in each team) should be formed from these trained workers and record of related information should be kept.]

**Recommendations**

It is recommended that the facility should ensure sufficient fire fighters in the premise.

14.108

**Detailed Findings**

Moderate

During the current assessment it was noted that around 07 fire extinguishers were partly blocked in building-1 and building- 2.

**Legal Requirements**

In accordance with Labor rules 2015, section 55 (7) "Each fire extinguisher mentioned in the sub-rule (2):  
 (a) should be installed in such a place from where all can see it;  
 (b) should be installed in an accessible place from every part for using it instantly;  
 (c) should be installed near the exit or stair landing of each floor as far as possible. But it should be kept watch so that the emergency exit isn't intercepted in any way;  
 (d) In applicable case, supporting wall or cabinet made of wood, metals or plastic should be installed in such a way so that the bottom of the fire extinguisher remains 1000 mm high from the ground level;  
 (e) should be installed in the same place of each floor;  
 (f) should be installed in fire prone areas of the building such as: kitchen, crowded area, warehouse, electric dividing point, area with combustible materials etc and it should be portable.

**Recommendations**

It is recommended that the factory should ensure all fire extinguishers are blockage free.

14.111

**Detailed Findings**

Moderate

During the current assessment, it was noted that some aisles (20%) were partly blocked in sewing and finishing section by semi-finished goods, work station, trolley and finished cartons. Further, 50% aisles marking missing and faded in different areas of Building -1 & Building -2.

**Legal Requirements**

In accordance with Bangladesh Labor Law 2006 Chapter 6 Section 72 (c) [All floors, stairs, passages and gangways shall be clean, wide and clear of all obstructions.] And, In accordance with the Bangladesh Labor Code 2006 Chapter 6 Section 62 - (4) In every establishment 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 red in Bengali language or by some other effective and clearly under stable sign.

**Recommendations**

It is recommended that the factory should ensure blockage free aisle. And also ensure proper aisle marking.

14.112

**Detailed Findings**

Minor

It was noted through document review and management interview that the facility did not conduct fire drill in the presence of FS& CD in every six months as per rules. Last fire drill conducted in the presence of FS & CD on February 27, 2017.

**Legal Requirements**

In Accordance with Bangladesh Labour Rules 3025, rule 55(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 have to be informed minimum 15 days before the drills are held

**Recommendations**

It is recommended that the facility should arrange fire drill at least once in every six months period in the presence of FS & CD.

**Emergency Preparedness**

Reference	Findings	Severity
14.125	<p><b>Detailed Findings</b></p> <p>During the current assessment, it was noted that exit lights / signs were missing in 4 places (dining hall (2), spot removing room (1) and fabric input area (1) in Building-4.</p> <p><b>Legal Requirements</b></p>	Moderate



In accordance with Bangladesh Labor Law 2006 Chapter 6 Section 62(4); [In every establishment every window, 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 Bangla and in red letters of adequate size or by some other effective and clearly understood sign.]

**Recommendations**

It is recommended that the factory should ensure exit lights/signs on that mentioned area.

14.128

**Detailed Findings**

Moderate

During the current assessment, it was noted that factory has not provided sufficient space between machine and wall in the alter section (sewing floors of building-4).

**Legal Requirements**

In accordance with Bangladesh Labor Rule 2015, section 59. Installation of equipment's and rout- In case of installation of any equipment in any place of the company, the distance of the equipment from the wall must be at least 1 meter and near the installed equipment or the row of the equipment at least 1 meter wide passage must have: Provided that, at present in case of the running institution if there is no place, the distance of equipment from the wall and passage can be kept at least 0.75 meter.

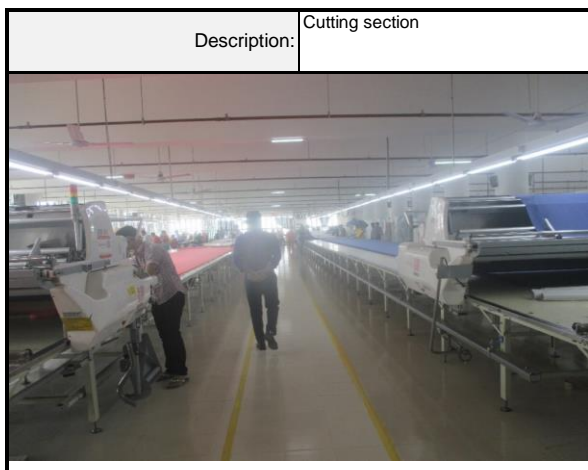
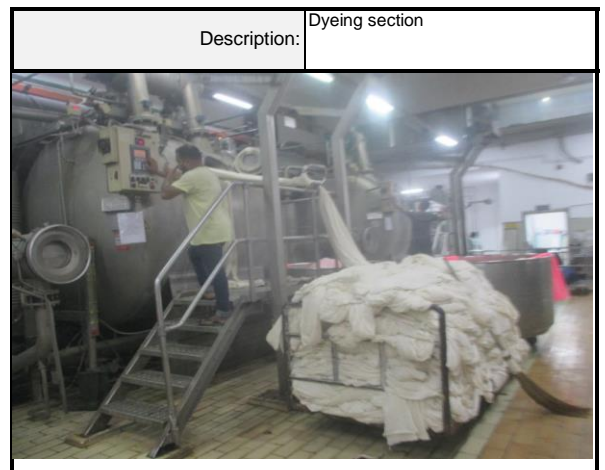
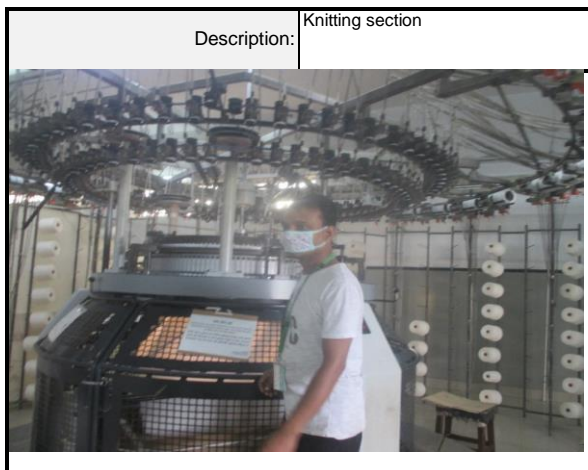
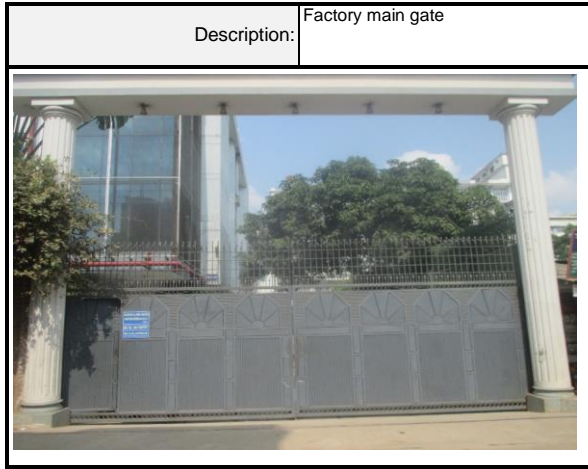
**Recommendations**

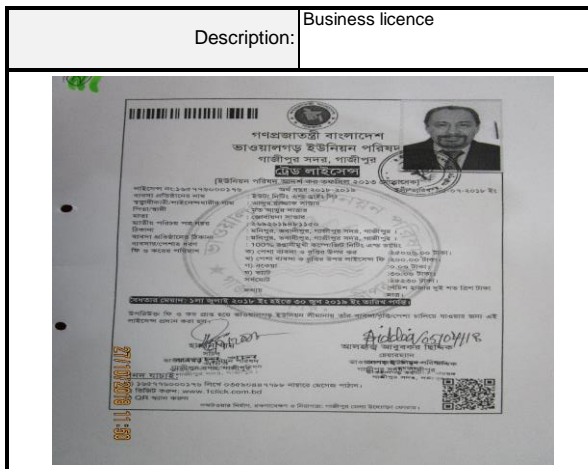
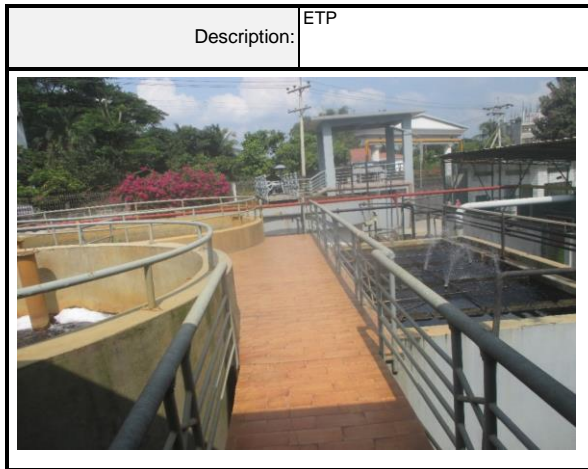
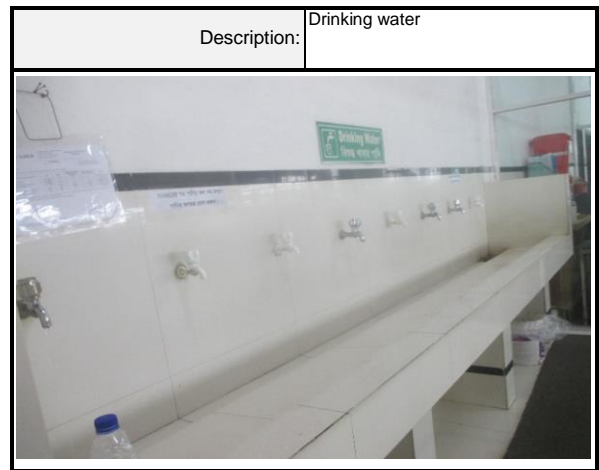
It is recommended that the factory should ensure sufficient space between machine and wall on that mentioned area.

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<b>KEY</b>	<b>Description</b>
Minor	Take action within 6 months of assessment
Moderate	Take action within 3 months of assessment
Major	Take action within 1 month of assessment
Zero Tolerance	Take action immediately

**Audit Photos**

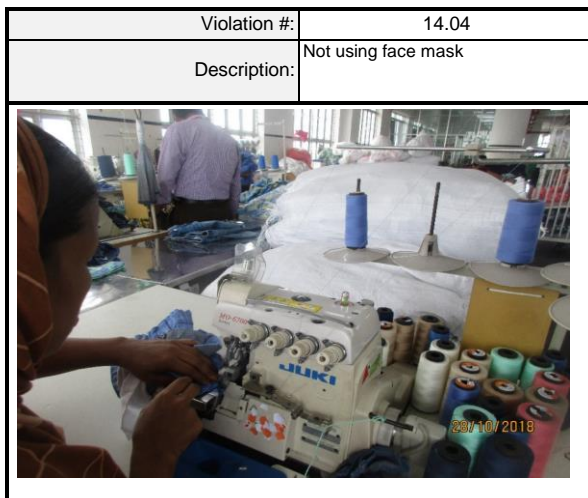


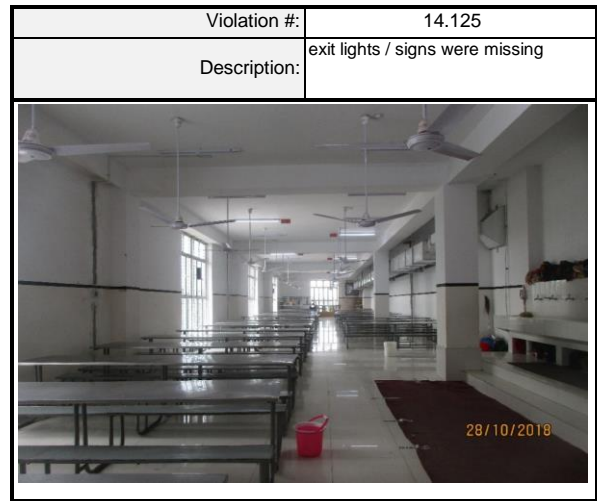






**General Photos**





Violation #:	13.05
Description:	excess weekly working hour

UTAH KNITTING & DYING LTD.  
DAILY ATTENDANCE REPORT  
For the month of Oct-2018

Card No.: 10700  
Name: Happy Akter  
Department: Sewing  
Supervisor: C. Choudhury  
Joining Date: 03-Aug-2015

Month/Date	Shift	Start Time	Actual Time	Late Hr	G. Min	OT Min	Remarks
10-Oct-2018	P	8:00 AM	7:58 AM	10:00 PM	0:00	0:00	
11-Oct-2018	P	8:00 AM	8:00 AM	10:00 PM	0:00	0:00	
12-Oct-2018	P	8:00 AM	7:58 AM	10:00 PM	0:00	0:00	
13-Oct-2018	P	8:00 AM	7:58 AM	10:00 PM	0:00	0:00	
14-Oct-2018	P	8:00 AM	7:58 AM	10:00 PM	0:00	0:00	
15-Oct-2018	P	8:00 AM	7:58 AM	10:00 PM	0:00	0:00	
16-Oct-2018	P	8:00 AM	7:58 AM	10:00 PM	0:00	0:00	
17-Oct-2018	P	8:00 AM	7:58 AM	10:00 PM	0:00	0:00	
18-Oct-2018	P	8:00 AM	7:58 AM	10:00 PM	0:00	0:00	
19-Oct-2018	P	8:00 AM	7:58 AM	10:00 PM	0:00	0:00	
20-Oct-2018	P	8:00 AM	7:58 AM	10:00 PM	0:00	0:00	
21-Oct-2018	P	8:00 AM	7:58 AM	10:00 PM	0:00	0:00	
22-Oct-2018	P	8:00 AM	7:58 AM	10:00 PM	0:00	0:00	
23-Oct-2018	P	8:00 AM	7:58 AM	10:00 PM	0:00	0:00	
24-Oct-2018	P	8:00 AM	7:58 AM	10:00 PM	0:00	0:00	
25-Oct-2018	P	8:00 AM	7:58 AM	10:00 PM	0:00	0:00	
26-Oct-2018	P	8:00 AM	7:58 AM	10:00 PM	0:00	0:00	
27-Oct-2018	P	8:00 AM	7:58 AM	10:00 PM	0:00	0:00	
28-Oct-2018	P	8:00 AM	7:58 AM	10:00 PM	0:00	0:00	
29-Oct-2018	P	8:00 AM	7:58 AM	10:00 PM	0:00	0:00	
30-Oct-2018	P	8:00 AM	7:58 AM	10:00 PM	0:00	0:00	
31-Oct-2018	P	8:00 AM	7:58 AM	10:00 PM	0:00	0:00	
Total Hrs:							23.00

Worked Days: 31  
Absent Days: 0:00  
Total Holidays: 3  
Days of the Month: 31  
Status Legend: P- Present, A- Absent, WH- Weekly Holiday, FH- Festival Holiday, CL- Casual Leave, SL- Sick Leave, LL- Earn Leave

Violation #:	13.06
Description:	Most continuous working days

UTAH KNITTING & DYING LTD.  
DAILY ATTENDANCE REPORT  
For the month of Oct-2018

Card No.: 10700  
Name: Happy Akter  
Department: Sewing  
Supervisor: C. Choudhury  
Joining Date: 03-Aug-2015

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16-Oct-2018	P	8:00 AM	7:58 AM	10:00 PM	0:00	0:00	
17-Oct-2018	P	8:00 AM	7:58 AM	10:00 PM	0:00	0:00	
18-Oct-2018	P	8:00 AM	7:58 AM	10:00 PM	0:00	0:00	
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31-Oct-2018	P	8:00 AM	7:58 AM	10:00 PM	0:00	0:00	
Total Hrs:							23.00

Worked Days: 31  
Absent Days: 0:00  
Total Holidays: 3  
Days of the Month: 31  
Status Legend: P- Present, A- Absent, WH- Weekly Holiday, FH- Festival Holiday, CL- Casual Leave, SL- Sick Leave, LL- Earn Leave

Violation #:	13.07
Description:	13.07 -excess daily working hours

Violation #:	
Description:	

N/A

Violation #:	13.06
Description:	Most continuous working days

Violation #:	
Description:	

N/A