

Monitoring result for Babylon Trims Ltd on site

Babylon Trims Limited

Monitoring

Monitored Party	: Babylon Trims Ltd	amfori ID	: 050-000707-000
Site	: Babylon Trims Limited	Site amfori ID	: 050-000707-002
Address	: Kandi Boilerpur, Horindhara, Union-Tetulzhora, Hemayetpur, : Savar, : Dhaka : Bangladesh	Monitoring Activity	: amfori Social Audit - Manufacturing
		Monitoring Type	: Full Monitoring
		Submission Date	: 16/11/2021
		Expiration Date	: 16/11/2023

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Overall rating



Section rating

PA1: Social Management System	C
PA 2: Workers Involvement and Protection	A
PA 3: The Rights of Freedom of Association and Collective Bargaining	A
PA 4: No Discrimination	A
PA 5: Fair Remuneration	A
PA 6: Decent Working Hours	A
PA 7: Occupational Health and Safety	A
PA 8: No Child Labour	A
PA 9: Special Protection for Young Workers	A
PA 10: No Precarious Employment	A
PA 11: No Bonded Labour	A
PA 12: Protection of the Environment	C
PA 13: Ethical Business Behaviour	A

General description

Babylon Trims Limited is a 100% export-oriented accessories manufacturing company, which is located at Kandi, Boilerpur, Horindhara, Tetulzhora (Union), Hemayetpur, Savar, Dhaka, Bangladesh. Main production process of this facility is Die Cutting, Poly, Offset, Carton, Ball Press. Production capacity of the audited facility is for poly: 7800000 pieces, Carton: 3000000 pieces, Offset: 5000000 pieces, Ball press and plastic clip: 3100000 pieces, Gum tape: 65000 pieces per month. The total land area is about 135000 square feet. Total production area is about 88000 square feet; warehouse area is about 38000 square feet. The facility was established in the year of 2002 (As per incorporation certificate).

There are 02 buildings and 7 sheds in the facility. Details are given below:

Building 1(3 storied building)

Ground floor: Blower machine, Poly printing area, poly cutting area.

1st floor: Gum tape area, poly printing, office, conference room.

2nd floor: ball press area, plastic clip making area, die cutting section, offset print area.

Rooftop: Dining, Canteen rest 70% are vacant.

Building 2: (1 storied building)

Generator room, compressor room.

Shed 1: Auto carton machine section (corrugation section, pasting section, flexo area), slotting machine, cutting machine, finishing area, finished goods keeping area, Paper roll go down, PVC store, maintenance room, boiler, Medical and childcare room,

Shed 2: Manual carton machine area, slotting machine, cutting machine, finishing area, Top divider room, Screen print room, wastage go down.

Shed 3: Chemical keeping area.

Shed 4: RMS room,

Shed 5 Substation.

Shed 6: Security post.

Shed 07: Control panel room.

Besides, facility uses ETP jointly with sisters concerned factory (Babylon Printers limited) which is located next to premises of audited factory.

The facility has total 38 first aiders and 15 first aid boxes, 200 fire fighters, 35 hose pipes, 185 ABC fire extinguishers, 75 Co2 fire extinguishers, 54 fire alarms, 202 smoke detector, 62 emergency lights, 02 staircase are there in the factory.

There are total 708 employees in the facility with 613 male and 95 female employees. Facility runs in 02 shifts which starts 08:00 am to 05:00 pm and 08:00 pm to 05:00 am with one-hour meal break. They maintain attendance records through Automatic record system (proximity card). Friday is their weekly holiday. Employees receive wages by monthly basis in local currency.

Audit Process – This amfori BSCI full audit conducted in 02 days by four (04) Auditors 01 observer. On the first day of audit 02 auditors and 01 observer are present to conduct the audit and the 2nd day of audit same 02 auditors are conduct the audit. An opening meeting was held on the day of assessment where S.M. Arief Raz Zaqr- COO, Md. Atiqul Islam Apu- AGM (HR, Admin and Compliance), Md. Mahmud Hossain- Deputy manager (HR, Admin and Compliance), Md. Sharif Tanik Arefin- Asst. Manager (HR, Admin and Compliance), Md. Humayun Kabir- Sr. Executive (HR & Admin), Md. Ariful islam- Asst. Manager (HR, Admin and Compliance), Md. Manzurul Islam- Factory Manager, Md. Abdul kader- Deputy Manager, Md. Shahidullah- Jr. manager (IT), Saidur Rahman- Sr. Officer (HR, Admin and Compliance), Ms. Sabira Akhter Nishat (Welfare officer) and Ms. Momena Khatun- President of Trade Union was present.

During opening meeting auditors explained about the audit scope and process and a detail description on amfori BSCI requirement and approach. Immediate after the opening meeting a site visit was conducted with the factory management. A general document checklist was provided to the management and supplied documents were reviewed. The auditors verified documents from October 2020 to September 2021.

Closing meeting: At the end of the audit a closing meeting was held to discuss all the areas of improvement in the findings report and positive notes with Md. Sharif Tanik Arefin- Asst. Manager (HR, Admin and Compliance) and with their team. Facility management agreed on all findings and signed on it. Auditor informed the management regarding the submission of remediation plan to the amfori BSCI participant through amfori BSCI platform against the findings raised on the audit within 60 days.

Audit Company name: SGS Bangladesh Limited. Auditors Name and APSCA Status: Asadur Rahman- RA 21701424, Md. Mahmudur Rahman Shovon- RA- 21701562, Audit date: October 31 and November 1, 2021.

Overall Findings: Non-Compliance were noted in the area of “Social Management System and Cascade Effect”, “Workers Involvement and Protection”, “Fair Remuneration”, “Occupational Health & Safety”, “Protection of Environment” For other areas, no findings were observed.

Comments from auditor about Covid-19: Following measure has been taken by the facility during operation in every day to protect their employees from #Covid-19: a) Arranging and ensuring hand washing facility for each employee at each entrance of production floor when entering in the factory. b) The facility delivers awareness speech on Covid-19 through public address (PA) system during working hours. c) Ensuring face mask for each employee. d) Maintaining same arrangement for visitors. e)

Having a reporting system to medical person or management if suspected or cases observed. f) Checking temperature for each employee while entering in the morning. g) Posted awareness poster in the prominent places.

Remarks: As per written statement by facility management, factory address has been changed in the database.

Site Details

Site : **Babylon Trims Limited**

Site amfori ID : **050-000707-002**

GICS Classification

Sector : **Industrials**

Industry : **Industrial Conglomerates**

Industry Group : **Capital Goods**

Sub Industry : **Industrial Conglomerates**

GS1 Classifications

N.A.

Product Process Classifications

N.A.

Metrics

Key Metrics

Total workforce	439 Workers
Legal minimum wage in local currency	8000 Monthly
Lowest wage paid for regular work at the site	8000 Monthly
Calculated living wage in local currency	17926 Monthly
Total sample	26 Workers

Other Metrics

Male workers	380 Workers
Female workers	59 Workers
Permanent workers - Male	613 Workers
Permanent workers - Female	95 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	145 Workers
Management - Female	0 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	105 Workers
Workers on probation - Female	5 Workers
Workers with night shift - Male	85 Workers
Workers with night shift - Female	45 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	0 Workers
Domestic migrant workers - Female	0 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	613 Workers
Workers hired directly - Female	95 Workers
Workers hired indirectly - Male	0 Workers
Workers hired indirectly - Female	0 Workers
Unionised workers - Male	300 Workers
Unionised workers - Female	70 Workers
Workers under CBA - Male	0 Workers
Workers under CBA - Female	0 Workers
Pregnant workers	0 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	0 Workers
Sample - Male	16 Workers
Sample - Female	10 Workers

Findings

PA1: Social Management System

Facility is in process of implementation of amfori BSCI COC currently facility did not calculate living wage properly, sufficient awareness was not found from the workers, production supervisors, workers' representatives on training of amfori BSCI COC, some gaps found in communicating amfori BSCI TOI with business partners, gap found in health & safety and environment area. [As per amfori BSCI COC check point 1.1]

Facility has developed supplier selection policy and procedures in line with amfori BSCI COC but communicated TOI is not correct format. (as per amfori BSCI COC check point 1.5)

Facility management did not develop the necessary policies and processes to prevent and address any adverse human rights impacts that may be detected in its supply chain. [As per amfori BSCI COC check point 1.6]

PA 2: Workers Involvement and Protection

Facility management has provided training to the staff and workers on amfori BSCI code of conduct, but enough awareness was not found from the workers, production supervisors, workers' representatives regarding amfori BSCI COC. [As per amfori BSCI COC check point 2.4]

PA 5: Fair Remuneration

After reviewing fair remuneration, it was noted that facility management is aware about collection and calculation of fair remuneration. Facility has conducted general survey within workers of various grades, sections and several areas to identified fair remuneration. Based on that, a living wage has been figured out by the management for surrounding areas of the factory. However, no potential action has been taken to fill the gaps between actual remuneration and identified fair remuneration figure yet. [As per amfori BSCI COC check point 5.4]

PA 7: Occupational Health and Safety

Factory management did not involve worker's representatives and workers in the drifting and enforcement of the internal procedure on occupational health and safety. [As per amfori BSCI COC check point no.7.1]

Though facility identify risk of waste store, paper roll godown but during audit excessive height was noted at paper roll godown, waste godown which may cause of accident. [As per Bangladesh Labor Rules 2015, Schedule-4, Matters relating to safety committee (2) and amfori BSCI COC checkpoint 7.3]

The following PPE related findings were noted during site visit: a. During plant tour it was noted that approximately 15% workers at corrugation machine area were not using ear plug while working at shed 01. b. Randomly checked 03 out of 06 workers of screen print section workers were using fabric mask instead of respiratory mask during work at shed 01. [As per amfori BSCI COC check point no 7.6 and Bangladesh Labour Rules 2015, Rules 67 (2)]

No MSDS, labelling and secondary containment was found for chemical drum (gum), burnt Mobil and chemicals used for poly located at shed 2, beside generator room and building 01. [As per amfori BSCI COC check point no.7.7 and Bangladesh Labour Rules 2015, Rule 68 (10)]

a. Facility management did not take building construction approval from concerned authority (e.g-LGED/PWD). Facility had taken building construction approval from Chairman of Tetoljhara Union Parishad. However, facility has applied to the concerned authority RAJUK on 27th November 20213. [As per amfori BSCI COC checkpoint no 7.11 and Building Construction Act-1952, Section 3(1)] b. Facility management did not include rooftop of building 1 (worker dining, canteen) and shed 3 (chemical keeping area) in their updated floor layout plan. [As per amfori BSCI COC checkpoint no 7.11 and Bangladesh Labor Rules 2015, Rule 353(1)]

During documents review and management interview it was noted that 01 out of 02 electricians had no competency certificate from concern authority. [As per amfori BSCI COC checkpoint no 7.13 and Bangladesh Labor Rule 2015, Rule 58(9)]

PA 12: Protection of the Environment

Environment Clearance Certificate of the factory expired on April 5, 2021. However, factory management has applied and made payment for the renewal for same on September 08, 2021. [As per Bangladesh Environment Conservation Rules 1997, section 8 (1 & 2) and amfori BSCI COC check point no 12.3]

Waste like empty poly, carton, unused fire door, unused tiles, construction materials etc. were not segregated by type of hazard and found at open air. [As per amfori BSCI COC check point no. 12.4 and Bangladesh Labor Law 2006, Section 54]

PA 12: Protection of the Environment

Though facility management provided awareness training on proper use of water to the workers, but they did not implement significant programs to promote conservation of water and reduction of waste of water significantly. [As per amfori BSCI COC check point no. 12.5]