

Monitored Party Knit Concept Ltd.	amfori ID 050-001480-000	Address North Norshingpur, Kashipur, Fatullah, Narayangonj, Dhaka, Bangladesh
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner UL LLC
Monitoring Start Date 07/01/2026	Closing Meeting Finished Date 07/01/2026	Submission Date 13/01/2026
Expiration Date 14/01/2027	Announcement Type Semi Announced	
Site Knit Concept Ltd.	Site amfori ID 050-001480-002	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	B	
PA 2: Workers Involvement and Protection	C	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination, Violence or Harassment	A	
PA 5: Fair Remuneration	B	
PA 6: Decent Working Hours	A	
PA 7: Occupational Health and Safety	B	

PA 8: No Child Labour	A	
PA 9: Special Protection for Young Workers	A	
PA 10: No Precarious Employment	A	
PA 11: No Bonded, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Name of lead auditor: Zahidun Nabi CSCA 21702554

Name of team auditor: Rashna Shamsuddin CSCA 21701410

Name of observers, translators, trainees, advisors/consultants (if applicable): Team auditor Mahafuja Anjum ASCA 32400031 observed the audit as a training purpose.

Monitoring partner name: UL LLC

Audit schedule details: The assessment is planned for 2 auditors in one day.

Announcement Type: Semi announced with four-weeks window.

This is a follow-up assessment. PA1, PA2, PA5, PA6, PA7, PA10 & PA12 are included in the follow-up assessment scope.

Document review, onsite visit and employee interview are conducted.

The auditee locates in Bangladesh, and the auditors are from same.

Business partner information: The auditee is located at address on North Norshingpur, Kashipur, Fatullah, Narayangonj, Bangladesh. It was founded on 23-Jul-06. Business license number is 67-58-1-003-00754, which is valid up to 27-Nov-25.

The auditee has applied for renewal on dated 24-Dec-25. Products of the auditee is knit garments items. The production process is Knitting, Cutting, Sewing, Embroidery, finishing.

Audited location information: The factory is in its own building and premises. There are 2 factories located in same premises and shared the structures.

1. KCL Fashion- Different licensed factory

2. Knit Concept Ltd- Audited factory.

Both factories are owned by same owner and management, and product is same type of knit items. License and payroll are different. But no workers sharing observed. Workers are provided with each company ID cards for identification.

Please see the attachment for details description of the premises.

No dormitory.

Operating shifts and hours: The cutting, sewing, and finishing section employees work in 1 working shift (9:00 am to 6:00 pm) with lunch break from 1:00 pm to 2:00 pm. Security, Knitting and Embroidery section operates in day and night shift [08:00 am to 5:00 pm / 08:00 pm to 05:00 am]. All are with one hour meal break. Voluntary type of overtime would be conducted after the end of regular hours, and frequency is 2 hours per day and 12 hours per week but not in regular pattern. The 7th day of rest is provided for employees.

No overtime for vulnerable workers (pregnant, young, disabled)

Time recording system: Biometric Fingerprint scanning system is used to track the working hours of employees.

Salary payment details: Employees are paid on the 7th working day after the end of the pay period. The payment cycle is monthly. They are paid through cash.

Worker number information:

Total worker number: 547 (male 235; female 312)

Production worker number: 496 (male 205; female 291)

Vulnerable worker number: 0

Good practice:

PA 1- Supply Chain and stakeholder mapping is completed by auditee

PA 5- The auditee has done a living wage calculation.

PA 5- The auditee pays 600 BDT per month as a present bonus for the full attendance in a month.

PA 7- The factory provides free sanitary pads for employees on demand.

Worker organization details: There is no trade union onsite. Alternatively, there is one worker's participation committee established in the auditee in 28-Oct-25. There are 5 members (2 male and 3 female) are in workers participation committee.

Circumstances: During the audit booking manpower is reported 547. On the field audit day, reported manpower is 389. The auditee informed, there total strength will be 547 while they received more orders.

Summary of findings: There are noncompliance issues reported in PA 1, PA 2, PA 5, PA 7, PA 10 & PA 12.

PA 1: PA 1.1- Gap in management system.

PA 2: PA 2.3- Gap in workers awareness on gender equality and zero tolerance for Violence and Harassment

PA5: PA 5.4- Gap in living wage; PA 5.5- Gap in insurance benefits.

PA 7: PA 7.1- Gap in health and safety management system, factory license expired and its category is not as per present manpower; fire license coverage; PA 7.5: Gap in firefighting training awareness; PA 7.6- Gap in PPE; PA 7.11- Gap in building layout plan; PA 7.13- gap in electrical safety; PA 7.16- Gap in fire safety plan; PA 7.21- Gap in workers canteen

and dining facility; PA 7.22- Gap in child care room requirements.

PA 10: PA 10.2- Gap in workers identity cards.

PA 12: PA 12.4- Gap in waste management system.

Living wage calculation: Anker Methodology is used to calculate the living wage.

The auditee has written long term plan and goal to close the gap of living wage by end of 2028 and currently ensuring minimum wage as per law. The latest living wage data is published on GLWC website (Living Wage Update Report No. 25-04-48) for Bangladesh. As per the published data, the living wage of this region is 25166 BDT per month. The auditee has done a survey among the workers (45 workers) for living wage estimation with Anker methodology. There is gap of 6062 BDT between average wage and living wage of this region. 100% of workers are ensured for minimum wage. Asma Jahan, Compliance manager shared that it is under long term goal.

Opening Meeting: Upon arrival at the facility, the auditors were greeted by Asma Jahan- Compliance Manager and escorted to the meeting room located on 2nd floor's meeting room where an opening meeting was conducted with- Asma Jahan; Hafizur Rahman- Executive Director; Md. Saidur Rahaman- Managing Director and a worker's representative. The follow up assessment procedures, grading criteria, UL Statement of Integrity and amfori BSCI COC was explained, and the UL Statement of Integrity and amfori BSCI COC was signed by management representative during the assessment scheduling process. Access to facility and documentation was fully granted. Facility management allowed the auditors to take photos during the assessment.

Closing Meeting: At the conclusion of the assessment a closing meeting was conducted with the above management team and the Worker's representative. The assessment outcome was communicated and reviewed in detail through presenting the Closing Meeting Report. Facility management agrees with all the observations and commented that they will correct all the issues. The Closing Meeting Report was signed by Hafizur Rahman- Executive Director. The assessment team thanked the meeting participants for their time, cooperation, and assistance with the assessment process. The assessment was concluded at 3:30 pm on 7-Jan-26.

Auditor Notes:

1. Those documents below were not uploaded to the system due to the fact that they are not applicable. (Below photos are not available- Agency Labor contract- No agency; Contractor license/permit- No contractor, Government Waivers-Not applicable; Inconsistencies between time and production records- Not detected; Dormitory- No dormitory provided by the auditee; Environmental clearance certificate- Not applicable for this factory.
2. Due to the local law requirements on protection of personnel data, personnel information has been hidden in the audit report and uploaded documents.
3. The factory management understands English and as per amfori BSCI memo, translation is not required.

SITE DETAILS

Site
Knit Concept Ltd.

Site amfori ID
050-001480-002

GICS Classification

Sector	Industry Group	Industry
Industrials	Capital Goods	Industrial Conglomerates
Sub Industry		
Industrial Conglomerates		

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	୭ ୮ ୯	Workers
Legal minimum wage in local currency	> ୨,୫ ୦ ୦	Monthly
Lowest wage paid for regular work at the site	> ୨,୫ ୦ ୦	Monthly
Calculated living wage in local currency	୨ ୫, > ୬ ୬	Monthly
Total sample	> ୨	Workers

Other Metrics

Male workers	> ୫ ୬	Workers
Female workers	୨ ୭ ୭	Workers
Non-binary workers	୦	Workers
Permanent workers - Male	୨ ୭ ୫	Workers
Permanent workers - Female	୭ > ୨	Workers
Permanent workers - Non-binary	୦	Workers
Temporary workers - Male	୦	Workers
Temporary workers - Female	୦	Workers
Temporary workers - Non-binary	୦	Workers
Seasonal workers - Male	୦	Workers
Seasonal workers - Female	୦	Workers
Seasonal workers - Non-binary	୦	Workers
Management - Male	୭ ୦	Workers
Management - Female	୨ >	Workers
Management - Non-binary	୦	Workers
Apprentices - Male	୦	Workers
Apprentices - Female	୦	Workers
Apprentices - Non-binary	୦	Workers
Workers on probation - Male	୪	Workers
Workers on probation - Female	> ୨	Workers
Workers on probation - Non-binary	୦	Workers
Workers with night shift - Male	୭ >	Workers
Workers with night shift - Female	୦	Workers
Workers with night shift - Non-binary	୦	Workers
Workers with disabilities - Male	୦	Workers
Workers with disabilities - Female	୦	Workers
Workers with disabilities - Non-binary	୦	Workers
Domestic migrant workers - Male	୦	Workers
Domestic migrant workers - Female	୦	Workers
Domestic migrant workers - Non-binary	୦	Workers
Foreign migrant workers - Male	୦	Workers

Foreign migrant workers - Female	○	Workers
Foreign migrant workers - Non-binary	○	Workers
Workers hired directly - Male	⌵ ⌵ ⌵	Workers
Workers hired directly - Female	⌵ ⌵ ⌵	Workers
Workers hired directly - Non-binary	○	Workers
Workers hired indirectly - Male	○	Workers
Workers hired indirectly - Female	○	Workers
Workers hired indirectly - Non-binary	○	Workers
Unionised workers - Male	○	Workers
Unionised workers - Female	○	Workers
Unionised workers - Non-binary	○	Workers
Workers under CBA - Male	○	Workers
Workers under CBA - Female	○	Workers
Workers under CBA - Non-binary	○	Workers
Pregnant workers	○	Workers
Workers on parental leave - Male	○	Workers
Workers on parental leave - Female	⌵	Workers
Workers on parental leave - Non-binary	○	Workers
Sample - Male	⌵	Workers
Sample - Female	⌵	Workers
Sample - Non-binary	○	Workers

FINDINGS



PA1: Social Management System

Site: Knit Concept Ltd. | Site amfori ID: 050-001480-002

Question: 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

ENGLISH

Finding

Initial audit on 2 January 2025.

Previous observation: There are gaps identified in other performance areas which indicate gap in management system.

Follow up audit on 7 January 2026. Not corrected.

Based on document review and management interview it was noted that the auditee partially respects this principle. There are gaps identified in other performance areas which indicate gap in management system.

Mr. Hafizur Rahman, the Executive Director, shared that they are in process of remediate all issues. This question is rated partially as the auditee has full commitment in other performance area and there is policy and procedure. [In accordance with amfori BSCI Code 1.1]



PA 2: Workers Involvement and Protection

Site: Knit Concept Ltd. | Site amfori ID: 050-001480-002

Question: 2.3 CRUCIAL: Is there satisfactory evidence that the auditee takes specific steps to make workers aware of their rights and responsibilities?

ENGLISH

Finding

Initial audit on 2 January 2025.

Previous observation: "Gender equality and zero tolerance for Violence and Harassment in the workplace (For factory workers)" training is not provided.

Follow up audit on 7 January 2026. Not Corrected.

Through document review, workers interview and management interview, it is noted that auditee partially respects this principle- "Gender equality and zero tolerance for Violence and Harassment in the workplace (For factory workers)" training is provided. Last training on Gender equality and zero tolerance for Violence and Harassment in the workplace was conducted on 28-Dec-25. But 5 out of 12 sample workers are not properly aware of these topics. Asma Jahan informed that this is under continuous improvement for training to increase workers awareness. This question is rated partially as there is amfori BSCI management responsible for conduct training. As the factory has signed the new code and committed to adhere with new code, this is rated as partial. [In accordance with amfori BSCI Code 2.3]



PA 5: Fair Remuneration

Site: Knit Concept Ltd. | Site amfori ID: 050-001480-002

Question: 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

ENGLISH

Finding

Initial audit on 2 January 2025.

Previous observation: The auditee has written long term plan and goal to close the gap of living wage by 2025 and currently ensuring minimum wage as per law. There is gap of 6062 BDT between average wage and living wage of this region.

Follow up audit on 7 January 2026. Not Corrected.

The auditee has written long term plan and goal to close the gap of living wage by end of 2028 and currently ensuring minimum wage as per law. The latest living wage data is published on GLWC website (Living Wage Update Report No. 25-04-48) for Bangladesh. As per the published data, the living wage of this region is 25166 BDT per month. The auditee has done a survey among the workers (45 workers) for living wage estimation with Anker methodology. There is gap of 6062 BDT between average wage and living wage of this region. 100% of workers are ensured for minimum wage. Asma Jahan, Compliance manager shared that it is under long term goal. As the total remuneration partially meets the living wage calculated by auditor, this is rated partially [In accordance with amfori BSCI Code 5.4]

Question: 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted without negative impact on their pay, level of seniority, position, or promotion prospects?

ENGLISH

Finding

New issue on Follow up audit on 7 January 2026: Through site tour, document review, management, workers and their representative interview it was noted that- The insurance for workers (CR-2024481 is found valid up to 31-Dec-25. The auditee still not applied for renewal of the insurance. As the other benefits are paid accordingly, this is rated partially [In accordance with Bangladesh Labor Code (2006), Amendment (2013), Sec.99]

PA 7: Occupational Health and Safety

Site: Knit Concept Ltd. | Site amfori ID: 050-001480-002

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?

ENGLISH

Finding

Initial audit on 2 January 2025.

Previous observation: (1) There are gaps identified in several principles of this performance area 7. These observations indicate non-compliance against local law.

Follow up audit on 7 January 2026. Not corrected.

There are gaps identified in several principles of this performance area 7. These observations indicate non-compliance against local law. Asman Jahan, shared that they are in process of remediate all issues in H&S. [In accordance with amfori BSCI Code 7.1]

Finding

(2) The factory license is found valid up to 27-Nov-24. The category of the factory license is "E" instead of "G"

Follow up audit on 7 January 2026. Not corrected.

Factory license is expired and valid up to 27-Nov-25. The auditee has applied for renewal on dated 24-Dec-25. The category of the license is still E but should fall under category G (501-750). Mr. Hafizur Rahman, the Executive Director, shared that they have already applied and it is now under government to issue renewed license. [In accordance with Bangladesh Labor Rules 2015 -Schedule- 7]

(3) 5th floor of building which is currently used as Embroidery section and office area, wastage store & kitchen room in roof top is not covered in fire license.

Follow up audit on 7 January 2026. Not corrected.

5th floor of building which is currently used as embroidery, sewing, collar section and office area are not covered in fire license. In the roof top there is stock lots of goods & staff dining room are not included also in the fire license. Thus total 13000 square feet areas are not currently covered in fire license. This question is rated partially as the auditee has written fire safety policy & fire license for other areas. Asma Jahan informed, its under process. [In accordance with Fire Protection and Prevention Act, 2003, Section-4] [In accordance with Ministry of Labor & Employment Reminder No. Shop/Con/ CMC (Part -2)/ 2012/241(3) dated July 1, 2012]

Question: 7.5 Is there satisfactory evidence that the auditee regularly provides OHS trainings to ensure workers understand the rules of work, personal protection and measures for preventing and reacting to injury to themselves and fellow workers?

ENGLISH

Finding

Initial audit on 2 January 2025.

Previous observation: Based on management & interview with workers and document reviews it was noted that the auditee partially respects this principle as- no trained fire fighters from Fire Service and Civil Defense Authority in this facility. Besides, 04 out of 05 interviewed firefighters were found not well conversant on the firefighting and emergency response procedures. Facility has appointed a safety officer who provided firefighting training with only 82 employees. As per the manpower strength total 98 firefighters are required for this facility.

Follow up audit on 7 January 2026. Status: Not Corrected.

Based on management & interview with workers and documents review it was noted that -still no trained fire fighters from Fire Service and Civil Defense Authority in this facility. Facility has appointed a safety officer who provided internal firefighting training 104 employees but among them 04 out of 05 interviewed firefighters were found not well conversant on the firefighting and emergency response procedures. As the auditee has internal training on firefighting this question marked as partial. As per management comments, due to lack of financial budget & awareness of workers the issue could not be corrected. [In accordance with Bangladesh Labor Rules 2015-Sixth Chapter-Safety Rule 55]

Question: 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH

Finding

Initial audit on 2 January 2025.

Previous observation: There is gap identified in PPE. The factory provided PPE for different workers.

However, 6 out of 6 embroidery workers were not using ear plug and around 8 cutting workers were not using proper face mask & head cover during work. In addition, 3 out of 5 overlock workers did not use face masks in sewing section. As auditee have PPE policy and procedure and rest of the employees are using PPE, this is rated partially.

Follow up audit on 7 January 2026. Status: Not Corrected.

Still, there is gap identified in PPE for 8 cutting workers (Not using face mask & head cover); 5 out of 8 overlock workers (Not using face masks) in sewing section at the 2nd & 5th floor. As auditee have PPE policy and procedure and rest of the employees are using PPE, this is rated partially. Due to lack of proper monitoring, this issue could not be corrected. [In accordance with Bangladesh Labor Code (2006), Amendment (2013),78]

Question: 7.11 Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?

ENGLISH

Finding

Initial audit on 2 January 2025.

Previous observation: 5th floor of building which is currently used as Embroidery section and office area are not included in machine layout plan. In the roof top there is wastage store & kitchen room are not included in the machine layout plan. Thus, total area approx.13000 square feet are not covered under machine layout plan.

Follow up audit on 7 January 2026. Not corrected.

Based on health and safety walkthrough & documents review it was noted that -still though the factory has a machine layout plan approved by factory inspector. However, 5th floor of building which area is currently used as embroidery, sewing, collar section and office area are not included in machine layout plan. In the roof top there is staff dining & stock lot goods, grey fabric area at ground floor is not included in the machine layout plan. Moreover, printing table is mentioned in approved layout but at present this does not exist. Thus, total area approx.13000 square feet are not covered under machine layout plan. This question is rated partially as they have valid fire license, factory license, layout plan approval for other areas. shared that they will revise the plan soon. Mr. Hafizur Rahman, the Executive Director, shared that they would revise the plan soon. [In accordance with Bangladesh Labor Rules 2015-Chapter Nineteen-353]

Question: 7.13 Is there satisfactory evidence that the auditee makes sure a competent person periodically checks the electrical installations and equipment?

ENGLISH

Finding

Initial audit on 2 January 2025.

Previous observation: (2) Based on health and safety walkthrough it was noted that- electric cable trays were found huge dust at cutting section of 4th floor. Moreover, Open electrical wire without insulation also noted inside the production floor.

Follow up audit on 7 January 2026. Not Corrected. Based on health and safety walkthrough it was noted that- still electric cable trays were found huge dust at cutting section of 4th floor. Moreover, Open electrical

Finding

wire without insulation also noted inside the production floor. A partial rating was given to this checkpoint as other electric safety measures found satisfactory. As per the management comments, due to lack of awareness, monitoring and budget limitation, this issue could not be corrected. [Bangladesh Labor Rule 2015, section 58 (1)]

Question: 7.16 Is there satisfactory evidence that the auditee ensures evacuations plans meet legal requirements and that these plans are posted in relevant places so workers can see and understand them?

ENGLISH

Finding

Initial audit on 2 January 2025.

Previous observation: The factory is still pending the fire safety plan from Fire service and Civil Defense authority of Bangladesh.

Follow up audit on 7 January 2026. Not Corrected.

Not Corrected. Through document review and management interview it was noted that the auditee has achieved fire license from Fire service and Civil Defense authority of Bangladesh. However, the factory is still pending the fire safety plan from Fire service and Civil Defense authority of Bangladesh. This question was rated partially because the facility has health and safety policy, procedures, valid fire license and evacuation plan already implemented. Mr. Hafizur Rahman, the Executive Director, shared that due to government issues they are unable to apply this. [In accordance with Ministry of Labor & Employment Reminder No. Shrop/Con/ CMC (Part -2)/ 2012/241(3) dated July 1, 2012]

Question: 7.21 Is there satisfactory evidence that the auditee provides workers with access to an appropriate, clean area for storing food, eating and/or cooking?

ENGLISH

Finding

Initial audit on 2 January 2025.

Previous observation: Based on onsite tours and workers interviews it was noted that auditee partially respect this principle as- The auditee is not providing any canteen and dining facility for the workers.

Follow up audit on 7 January 2026. Not corrected

Based on onsite tour and workers interview it was noted that still the auditee is not providing any canteen and dining facility for the workers. As all the workers are local and reported to stay around the factory within walking distance, this is rated partially. Responsible person: Mr. Hafizur Rahman- Executive Director shared that due to lack of budget and space the issue could not be corrected. [In accordance with Bangladesh Labor Rule 2015, section 92 & 93]

Question: 7.22 Is there satisfactory evidence that the auditee provides workers with clean washing facilities, changing rooms and toilets that are also respectful of local customs?

ENGLISH

Finding

Initial audit on 2 January 2025.

Finding

Previous observation: Based on health and safety walkthrough, workers, and management interview it was noted that the auditee partially respects this principle as- the facility has a daycare room but no trained or experienced staff (female) taking care of the children and infants. Moreover, there is no suitable cot or cradle with necessary bedding for each child and sufficient supply of suitable toys for the older children. Follow up audit on 7 January 2026. Status: Not Corrected. Based on health and safety walkthrough, workers, and management interviews, it was noted that still the facility has a daycare room but no suitable cot or cradle with necessary bedding for each child and sufficient supply of suitable toys for the older children. As the factory has day-care that's why this issue was rated as partial. Responsible person: Mr. Hafizur Rahman- Executive Director shared that due to lack of budget the issue could not be corrected. (In accordance with Bangladesh Labor Law-2006, section 94(1), (2) & (7))

PA 10: No Precarious Employment

Site: Knit Concept Ltd. | Site amfori ID: 050-001480-002

Question: 10.2 Is there satisfactory evidence that the auditee engages workers based on recognised and documented employment relationships?

ENGLISH

Finding

Initial audit on 2 January 2025.

Previous observation: Based on facility visits, management and worker interviews and document review it was identified that, employees provided ID cards. However, in all 20 randomly selected workers' ID cards are not found as per law prescribed manner (Form-6).

Follow up audit on 7 January 2026. Not Corrected.

Based on facility visits, management, worker interviews and document review it was identified that employees provided ID cards. But still, in all 12 randomly selected workers' ID cards are not found as per law prescribed manner (Form-6). As some information like Blood group, permanent address, emergency contact number & photo, etc. was not provided on those ID cards. Moreover, 5% of employees' id card was not found during audit. As facility has arranged ID cards for other workers, this section is rated partially. [In accordance with Bangladesh Labor Rules 2015, Section 19(5)- Form-6.].

PA 12: Protection of the Environment

Site: Knit Concept Ltd. | Site amfori ID: 050-001480-002

Question: 12.4 Is there satisfactory evidence that waste is managed in a way that does not lead to the pollution of the environment?

ENGLISH

Finding

Initial audit on 2 January 2025.

Previous observation: Based on plant tour and management interview it was noted that the waste is not managed in a way to reduce the risk of environmental pollution. Through onsite visit it was observed that different types of wastage like chemical drum, leftover, cone, poly, carton and metal etc. were found open

Finding

area without proper segregation by type of hazard at beside of shed -2.

Follow up audit on 7 January 2026. Not Corrected. Based on plant tour and management interview it was noted that still the waste is not managed in a way to reduce the risk on environmental pollution. Through onsite visit it was observed that different types of wastage like chemical drum, leftover, poly, carton & damage car etc. were found open area without proper segregation by type of hazard at beside of shed -2. As they have Environmental and waste management policy and company other requirements of waste management, this is rated partially [In accordance with amfori BSCI Code 12.4]