

Monitoring result for LOI CONFECTION SA on site

LOI CONFECTION SA

Monitoring

Monitored Party	: LOI CONFECTION SA
amfori ID	: 450-000015-000
Site	: LOI CONFECTION SA
Site amfori ID	: 450-000015-002
Address	: Lot 03810 D Ambihitrangano Sabotsy Namehana
	: 103, Antananarivo
	: Toamasina
	: Madagascar
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Submission Date	: 20/06/2022
Expiration Date	: 20/06/2024

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Overall rating



Section rating

PA1: Social Management System	B
PA 2: Workers Involvement and Protection	B
PA 3: The Rights of Freedom of Association and Collective Bargaining	A
PA 4: No Discrimination	B
PA 5: Fair Remuneration	A
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 Labour	A
PA 12: Protection of the Environment	A
PA 13: Ethical Business Behaviour	A

General description

LOI CONFECTION S. A is a 100% export-oriented garments (Woven) manufacturing factory located at Lot 03 810 D Ambohitrangano Sabotsy Namehana Antananarivo, Madagascar. Factory had been established in August 1995 while operation started in the same year. Facility's local name is LOI (Lingerie de l'océan indien) and most of the legal license and documents was taken for LOI CONFECTION S. A as manufacturing units. The main production process of the factory is cutting, printing, embroidery, sewing, washing, finishing, ironing, quality check, folding, metal detection, packing and storing. There is a small part of Handicraft process in the premises under same owner and management. The current production capacity of the factory is 150,000 pieces per month on an average (Woven). The total land area is about 4671 square meters. The total production area is about 3786 square meters, the dining/canteen area is about 335 square meters, and the warehouse area is about 368 square meters. Factory premises consistent of 1 main shed building and 7 sub-sheds for production and utilities. Details descriptions are given in below:

Prefabricated Shed building 1: (Main production building)

Ground floor: Embroidery (Machine) section, security office, production office, sewing section, accessories store, maintenance room, workers toilet, additional sewing lines (Inactive), fusing machine area, sample section, Cad room, organic fabric store, documents archive room and smoke zone (outside of the building).

Extension part of building 1: Finishing section (iron section, poly, folding and Packing area), metal free zone, finished goods keeping area, fabric store, chemical store, fabric inspection area, left over goods (fabric and accessories items) store, empty carton store, washing section, washing chemical store, compressor and boiler room.

Mezzanine-1: Cutting section, band knife area. Numbering area.

Mezzanine-2: Office, conference room, handicraft and garments show room or display center.

Prefabricated Shed building 2: Printing section, color mixing room.

Shed-3: Generator room

Shed house 4: Left over goods, machine keeping area.

Shed house 5: Left over goods, machine keeping area.

Shed 6 (Handicraft Process): Handicraft production section.

Shed-7: Worker's locker, canteen for workers and staff, kitchen, breast feeding area and medical room (OSTIE).

ETP area and Incineration plan of waste items.

Open area and under process for vegetables and plantation area

The facility has total 11 first aiders and 11 first aid boxes, 11 trained firefighters all are trained from Fire Brigade, 2 fire hose pipes, 24 ABC fire extinguishers, 50 KG 1 ABC extinguisher, 3 CO2 fire extinguishers, 20 water types of fire extinguishers, 8 fire alarms, 28 smoke detectors, 30 emergency lights and 5 evacuations exit and 2 stairs for each mezzanine floor.

There was total 717 employees in the facility with 532 female and 185 male employees. Among them, 716 are local employees (Malagasy), 1 foreign (Male) experts management staff from Moroccan.

The facility establishes electronic (fingerprint) time keeping identification system to record the time in/out for workers. They have defined their regular workdays were from Monday to Saturday with 8 hours per day + 30 rest break. Sunday is weekly day off. Security has two shifts, Shift A: 6.00am to 6.00pm and 6.00pm to 6.00am. Employees are allowed for 30 minutes' lunch break for all. The facility is respecting local minimum wage 200,000 MGA in accordance as per Minimum Salary decret by the labour minister and Employment public service: DECRET N°2019-927 on 3rd May 2019 for the industry and had followed his own base since 2021 with a minimum wage of MGA 217,000 and from 2022 a minimum wage of MGA 234,2360, other benefits like free lunch for all workers, Subsidized lunch for staff, transport allowances for all employees, Yearly Gift Card and Production/Efficiency Bonus for all. One festival bonus as per law. Facility included CNAPS (Caisse National dela Prevoyance Social-Social Insurance and OMSI (Organization Medico Social Inter professional) medical services for all permanent employees. Payment is given by 100% bank. Deduction was used for CNAPS (Caisse National de la Prevoyance Social-Social Insurance and OSTIE (Organisme Sanitaire Tananarivienne Inter-Entreprises) medical services, Income Tax, cost sharing (lunch) and absent which has allowed by law. Factory paid monthly wages to the employees, payment date is last date of the months of each wage's payment cycle which is 1 to 31st or 31st date. Facility pays overtime following for first 8 hours OT as 130% of the basic wage; the rest (above 8 hours) OT as 150% of the basic wage; Weekly off (Sun Day) OT as 190% of the basic wage and festival holiday OT as 200% of the basic wage.

Audit Process: This audit was conducted in 4 days (7th to 10th June 2022). On the 1st, 2nd, 3rd and 4th day of audit, one (01) auditor and one Local Expert and Interviewer continued the audit. An opening meeting was held on 1st day of audit then the introduction with factory management and workers representatives. Ms. Lalatiana LE GOFF-General Manager; Ms. RANDRIANASINJANAHARY Domoina-Responsible compliance; Ms. Mitsinjohasina RANDRIAMANGA-Pay and Administration Responsible; Ms. Mirana Nantenaina RAHARISONIRINA-Compliance Auditor; Mr. Tahiriniaina Anthony RAVELONARIVO-Worker Union Representative of FISEMA/MIFANAMPY; Mr. Livanirina Jean RANDRIAMBOLA-Worker Union Representative of FISEMA/MIFANAMPY and Ms. Perline Niriharisoa RAKOTOSOLO-Worker Union Representative of FMM was present during the opening meeting.

During the opening meeting, auditors explained the audit scope and process and a detailed description on amfori sustainability platform requirement and approach. 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.

Closing meeting: At the end of the assessment, a closing meeting was held to discuss areas of improvement in the findings report with Ms. RANDRIANASINJANAHARY Domoina-Responsible Compliance, Ms. Lalatiana LE GOFF-General Manager (Through online); and with their team. Facility management agreed on all findings and signed on the findings report. The auditor

informed the management regarding the submission of the remediation plan to the amfori sustainability platform participant through amfori sustainability platform against the findings raised on the audit within 60 days.

Overall Findings: Non-Compliance were noted in “Social Management System and Cascade Effect”, “Workers Involvement & Protection”, “No Discrimination”, “Fair Remuneration”, “Occupational Health & Safety” and “Ethical Business Behaviour”. Details of the findings are listed in respective performance areas. For other areas, no non-conformity was noted.

#Covid-19: Comments from auditor side:

The following measure has been taken by the facility to protect their employees from Covid-19:

- a) Arranging and ensuring handwashing facility for each employee at entrance area and dining.
- b) The facility delivers awareness speech on Covid-19 through the public address (PA) system during working hours.
- c) Try to ensure use of face mask
- d) Taking temperature for all.
- e) Maintaining the same arrangement for visitors.

Note: There is a Local Expert, and an Interviewer were used for this audit. Detail of Interpreters:

Name: Mrs. Hasimbola Raharimalala

Educational Background: Management in Tourism.

Experience: Her profession is Sales Coordinator SGS Madagascar SARL. She has 2 Years of experience in Tourism and 9 months of experience as sales coordinator.

Language Efficiency: Malagasy (Local Language), English and French (written and spoken).

Announcement Type: Semi-Announced.

Monitoring Date: 7th June to 10th June 2022.

Monitoring Firm: SGS (Mauritius) Ltd.

Auditors Name: Mohammad Ziaur Rahman (RA 21701473)

Site Details

Site : LOI CONFECTION SA

Site amfori ID : 450-000015-002

GICS Classification

Sector : Consumer Discretionary

Industry Group : Consumer Durables & Apparel

Industry : Textiles, Apparel & Luxury Goods

Sub Industry : Apparel, Accessories & Luxury Goods

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

This site is not located in a water stressed region

Metrics

Key Metrics

Total workforce	632 Workers
Legal minimum wage in local currency	200000 Monthly
Lowest wage paid for regular work at the site	2342360 Monthly
Calculated living wage in local currency	512693 Monthly
Total sample	30 Workers

Other Metrics

Male workers	158 Workers
Female workers	474 Workers
Permanent workers - Male	179 Workers
Permanent workers - Female	528 Workers
Temporary workers - Male	6 Workers
Temporary workers - Female	4 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	30 Workers
Management - Female	45 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	7 Workers
Workers on probation - Female	13 Workers
Workers with night shift - Male	9 Workers
Workers with night shift - Female	0 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	179 Workers
Workers hired directly - Female	528 Workers
Workers hired indirectly - Male	6 Workers
Workers hired indirectly - Female	4 Workers
Unionised workers - Male	20 Workers
Unionised workers - Female	75 Workers
Workers under CBA - Male	0 Workers
Workers under CBA - Female	0 Workers
Pregnant workers	9 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	11 Workers
Sample - Male	10 Workers
Sample - Female	20 Workers

Findings

PA1: Social Management System

The auditee is in process to implement amfori BSCI Code of Conduct into day-to-day business practices currently no proper monitoring of supplier or service provider as not communicate BSCI TOI and BSCI COC with all significant business partners, no grievance satisfaction surveys on the grievance mechanism, No effective training to the workers on OHS and others awareness, gaps in living wage calculation, insufficient risk assessment of some area, lacking on use of PPE, insufficient fire equipment, used of signage and instruction for electrical and workplace, insufficient machine safety, chemical management and did not introduce any "Reward" system for ethical behaviour and integrity. (As per amfori BSCI COC check point no.1.1)

L'audité est en train de mettre en œuvre le Code de conduite amfori BSCI dans les pratiques commerciales quotidiennes actuellement pas de surveillance appropriée du fournisseur ou du prestataire de services car il ne communique pas BSCI TOI et BSCI COC avec tous les partenaires commerciaux importants, pas d'enquêtes de satisfaction sur le grief mécanisme, Pas de formation efficace pour les travailleurs sur la sensibilisation à la SST et autres, lacunes dans le calcul du salaire décent, évaluation insuffisante des risques de certaines zones, manque d'utilisation d'EPI, équipement d'incendie insuffisant, utilisation de la signalisation et des instructions pour l'électricité et le lieu de travail, sécurité insuffisante des machines, la gestion des produits chimiques et n'a introduit aucun système de « récompense » pour le comportement éthique et l'intégrité. (Conformément au point de contrôle amfori BSCI COC n° 1.1)

a. Facility did not communicate "Terms of implementation for business partners (TOI)" BSCI Code of Conduct (COC) with their 7 out of 14 significance suppliers and service provider. b. Facility did not monitor social performance of 14 out of 14 business partners (supplier and service providers). Also, the facility did not develop a grievance mechanism policy for business partners. (As per amfori BSCI COC check point no.1.5)

un. L'établissement n'a pas communiqué les "Conditions de mise en œuvre pour les partenaires commerciaux (TOI)" du Code de conduite (COC) de la BSCI à ses 7 fournisseurs et prestataires de services importants sur 14. b. L'établissement n'a pas suivi les performances sociales de 14 de 14 partenaires commerciaux (fournisseurs et prestataires de services). De plus, l'établissement n'a pas élaboré de politique de mécanisme de réclamation. (Conformément au point de contrôle amfori BSCI COC n° 1.5)

PA 2: Workers Involvement and Protection

Factory did not provide effective training to the workers, workers' representatives, staff, manager and other decision makers in terms of amfori BSCI code of conduct, principles and business operation, , workers' rights and benefits. (As per amfori BSCI COC check point no.2.4)

L'usine n'a pas fourni de formation efficace aux travailleurs, aux représentants des travailleurs, au personnel, au directeur et aux autres décideurs en termes de code de conduite amfori BSCI, de principes et de fonctionnement de l'entreprise, de droits et d'avantages des travailleurs. (Conformément au point de contrôle amfori BSCI COC n° 2.4)

Though the facility has a policy and procedure for grievance mechanism but the grievances procedure did not show any evidence of Potential conflicts of interest and how to overcome them, timelines to address grievance, Process for "appeals" or escalation as an additional guarantee. The facility did not conduct grievance satisfaction surveys for the employees to verify effectiveness. In addition, facility did not form format team to handle grievance in the factory, lots of verbal grievance coming from the workers but is not recorded. [As per amfori BSCI COC check point no. 2.5 and Law n° 2003-044 of July 28, 2004, to the Labour Code, Article 158)

Bien que l'établissement dispose d'une politique et d'une procédure pour le mécanisme de règlement des griefs, mais la procédure de règlement des griefs n'a montré aucune preuve de conflits d'intérêts potentiels et comment les surmonter, les délais pour traiter les griefs, le processus « d'appel » ou l'escalade comme garantie supplémentaire. L'établissement n'a pas mené d'enquêtes sur la satisfaction des griefs auprès des employés afin de vérifier l'efficacité. De plus, l'établissement n'a pas formé d'équipe de format pour gérer les réclamations dans l'usine, de nombreuses réclamations verbales provenant des travailleurs mais ne sont pas enregistrées. [Conformément au point de contrôle amfori BSCI COC n° 2.5 et Loi n°2003-044 du 28 juillet 2004, portant Code du travail, article 158)

PA 4: No Discrimination

Though the factory has policy and procedure to avoid discrimination and communicated this policy to workers but no grievance satisfaction surveys on the grievance mechanism has been conducted to verify the effectiveness. (As per amfori BSCI COC check point no. 4.2)

Bien que l'usine dispose d'une politique et d'une procédure pour éviter la discrimination et ait communiqué cette politique aux travailleurs, aucune enquête de satisfaction sur le mécanisme de réclamation n'a été menée pour vérifier l'efficacité. (Conformément au point de contrôle amfori BSCI COC n° 4.2)

PA 5: Fair Remuneration

The facility is in process to estimate the living standard in the region calculating their living wage to determine a potential gap between present local minimum wage and estimate living wage. The facility has conducted one survey for defining workers family basket but still they did not define their food basket considering the daily nutrition requirements and considering others living standard in the region. In addition, facility did not consider workers job length while fixed their wages as reported by the workers during interview. [As per amfori BSCI COC check point no.5.4]

L'établissement est en train d'estimer le niveau de vie dans la région en calculant leur salaire vital pour déterminer un écart potentiel entre le salaire minimum local actuel et le salaire vital estimé. L'établissement a mené une enquête pour définir le panier familial des travailleurs, mais ils n'ont toujours pas défini leur panier alimentaire en tenant compte des besoins nutritionnels quotidiens et du niveau de vie des autres dans la région. De plus, l'établissement n'a pas tenu compte de la durée de l'emploi des travailleurs lors de la fixation de leurs salaires, comme indiqué par les travailleurs lors de l'entretien. [Conformément au point de contrôle amfori BSCI COC n° 5.4]

PA 7: Occupational Health and Safety

During plant tour, existing risk assessment review, employees and management interview following issues were noted: a. Facility has only 2 fire hose reels at main production shed 1 which is not cover whole premises and sheds in case of any fire incident, but factory management did not identify this associated risk in their existing risk assessment. b. No firefighting equipment for shed-4 and shed-5 used Left over goods store and machine keeping area and no fire alarm for shed 2 to shed-7 but factory management did not identify this associated risk in their existing risk assessment. d. No smoke detector installed at chemical stores, generator room, boiler room, compressor room, organic fabric store, cut panel keeping area, finished goods store but factory management did not identify this associated risk in their existing risk assessment. e. Fabric store was disorganized, and sub-passage of finishing area was not marking for smooth evacuation in case of emergency, but factory management did not identify this associated risk in their existing risk assessment. f. Facility management did not conduct the risk assessment for the new and expectant mothers as per those workers work natures, and placement of work in the production floor. (As per amfori BSCI COC check point no.7.3 and Law n° 2003-044 of July 28, 2004, Section-2, Article 112 and 122 of Labour Code 2003).

Au cours de la visite de l'usine, de l'examen de l'évaluation des risques existants, des entretiens avec les employés et la direction, les problèmes suivants ont été notés : un. L'installation ne dispose que de 2 enrouleurs de tuyaux d'incendie dans le hangar de production principal 1, ce qui ne couvre pas l'ensemble des locaux et des hangars en cas d'incendie, mais la direction de l'usine n'a pas identifié ce risque associé dans son évaluation des risques existante. b. Aucun équipement de lutte contre les incendies pour les hangars 4 et 5 n'est utilisé Magasin de marchandises restant et zone de stockage des machines et pas d'alarme incendie pour les hangars 2 à 7, mais la direction de l'usine n'a pas identifié ce risque associé dans son évaluation des risques existante. ré. Aucun détecteur de fumée installé dans les magasins de produits chimiques, la salle des générateurs, la chaufferie, la salle des compresseurs, le magasin de tissus organiques, la zone de stockage des panneaux coupés, le magasin de produits finis, mais la direction de l'usine n'a pas identifié ce risque associé dans son évaluation des risques existante. e. Le magasin de tissus était désorganisé et le sous-passage de la zone de finition ne marquait pas une évacuation en douceur en cas d'urgence, mais la direction de l'usine n'a pas identifié ce risque associé dans son évaluation des risques existante. F. La direction de l'établissement n'a pas procédé à l'évaluation des risques pour les nouvelles mères et les femmes enceintes en fonction de la nature du travail de ces travailleurs et du placement du travail dans l'atelier de production. (Selon amfori BSCI COC check point n°7.3 et Loi n° 2003-044 du 28 juillet 2004, Section-2, Article 112 et 122 du Code du travail 2003).

Facility did not provide orientation training, PPE use, OHS issues, environmental awareness, and chemical handling, fire safety etc. relevant training to the workers on regular basis. Some training record shown for last year 2021 where training evaluation was missing. [As per amfori BSCI COC check point no.7.5 and Law n° 2003-044 of July 28, 2004, Section-2-Article 123 of Labour Code 2003).

L'établissement n'a pas fourni de formation d'orientation, d'utilisation d'EPI, de problèmes de SST, de sensibilisation à l'environnement, de manipulation de produits chimiques, de sécurité incendie, etc. aux travailleurs sur une base régulière. Certains enregistrement de formation de l'année 2021 durée manquaient . [Conformément au point de contrôle amfori BSCI COC n° 7. 5 et Loi n°2003-044 du 28 juillet 2004, Section-2-Article 123 du Code du Travail 2003).

During plant tour below issues were identified related use of PPE (Personal protective Equipment): a. 10 out of 11 snap button operators were not using eye protective glass musk while working. b. 5 out of 5 cutting machine operators and 5 out of 5 band knife operators using 3 finger covering metal hand gloves instead of full protection at mezzanine floor of building 1. c. 2 out of 2 printer of printing section were not using hand gloves during work and workers of printing section using fabric mask instead of respiratory mask. d. Around 8-9 overlock machine operator were not using face mask during work at sewing section and fusing machine operator was not using hand gloves during work. (As per amfori BSCI COC check point no.7.6 and Law No. 2003-044 of July 28, 2004, on the Labor Code and 110, PROTECTION AGAINST CERTAIN WORK-RELATED RISKS of the Labour Code 2003)

Au cours de la visite de l'usine, les problèmes ci-dessous ont été identifiés concernant l'utilisation des EPI (équipements de protection individuelle) : un. 10 opérateurs de boutons-pression sur 11 n'utilisaient pas de masque de protection pour les yeux pendant le travail. b. 5 opérateurs de machines de découpe sur 5 et 5 opérateurs de couteaux à ruban sur 5 utilisent des gants en métal couvrant 3 doigts au lieu d'une protection complète à la mezzanine du bâtiment 1. c. 2 imprimeurs sur 2 de la section d'impression n'utilisaient pas de gants pendant le travail et les travailleurs de la section d'impression utilisaient un masque en tissu au lieu d'un masque respiratoire. ré. Environ 8 à 9 opérateurs de surjeteuse n'utilisaient pas de masque

PA 7: Occupational Health and Safety

facial pendant le travail dans la section de couture et l'opérateur de la machine à fusionner n'utilisait pas de gants pendant le travail. (Conformément au point de contrôle amfori BSCI COC n°7.6 et Loi n°2003-044 du 28 juillet 2004, portant Code du travail et 110, PROTECTION CONTRE CERTAINS RISQUES LIÉS AU TRAVAIL du Code du travail 2003)

It was noted through visit that Material Safety Data sheet (MSDS), labeling and secondary containment was missing for chemical like machine oil, adhesive, lube oil, thinner, paint at chemical store, printing chemicals at color mixing area, diesel at generator room and washing chemicals at washing section. [As per amfori BSCI COC check point no.7.7 Law No. 2003-044 of July 28, 2004, on the Section 07/13 HEALTH & SAFETY of the Labour Code 2003).

Lors de la visite, il a été noté que la fiche signalétique (MSDS), l'étiquetage et le confinement secondaire manquaient pour les produits chimiques tels que l'huile de machine, l'adhésif, l'huile de lubrification, le diluant, la peinture dans le magasin de produits chimiques, les produits chimiques d'impression dans la zone de mélange des couleurs, le diesel dans la salle du générateur et produits chimiques de lavage à la section de lavage. [Conformément au point de contrôle amfori BSCI COC n°7.7 Loi n° 2003-044 du 28 juillet 2004 portant section 07/13 SANTÉ & SÉCURITÉ du Code du travail 2003).

It was noted through visit that work instructions and safety instructions was missing at washing section, printing section, compressor room, chemical stores, ETP and waste Incineration plan. [As per amfori BSCI COC check point no.7.9 and Law No. 2003-044 of July 28, 2004, Article 120, PROTECTION AGAINST CERTAIN WORK-RELATED RISKS of the Labour Code 2003).

Il a été noté lors de la visite que les instructions de travail et les consignes de sécurité manquaient au niveau , de la section de lavage, de la section d'impression, de la salle des compresseurs, des magasins de produits chimiques, de l'ETP et du plan d'incinération des déchets. [Conformément au point de contrôle amfori BSCI COC n°7.9 et à la loi n°2003-044 du 28 juillet 2004, article 120, PROTECTION CONTRE CERTAINS RISQUES LIÉS AU TRAVAIL du Code du travail 2003).

The facility has a system for recording and analyzing root cause of accident and injuries but no procedure in place for reporting near misses (unplanned event that has the potential to cause injury but does not actually result in human injury), if any. (As per amfori BSCI COC check point no.7.10)

L'installation dispose d'un système d'enregistrement et d'analyse des causes profondes des accidents et des blessures, mais aucune procédure n'est en place pour signaler les quasi-accidents (événement imprévu qui a le potentiel de causer des blessures mais qui n'entraîne pas réellement de blessures humaines), le cas échéant. (Conformément au point de contrôle amfori BSCI COC n° 7.10)

Following electrical findings were noted through site visit: a. "Danger" sign was posted on two electrical distribution board at beside security post. b. No rubber mat was provided under the electrical panel board to protect the electrical shocked circuit. c. 1 out 1 electrical distribution board found open and uncover at shed -2 printing section. However, 2nd day of audit facility post two danger signs in the mentioned electrical panel board. [As per amfori BSCI COC check point no.7.13 and Law No. 2003-044 of July 28, 2004, articles 112-135 of the Labour Code 2003).

Les découvertes électriques ci-dessous ont été notées lors de la visite du site : a. Un panneau « Danger » a été affiché sur deux tableaux de distribution électrique à côté du poste de sécurité. b. Aucun tapis en caoutchouc n'a été fourni sous le tableau du panneau électrique pour protéger le circuit des chocs électriques. c. 1 tableau de distribution électrique sur 1 trouvé ouvert et découvert à la section d'impression du hangar -2. Cependant, le 2e jour de l'installation d'audit, affichez deux panneaux de danger dans le panneau électrique mentionné. [Conformément au point de contrôle amfori BSCI COC n° 7.13 et loi n° 2003-044 du 28 juillet 2004, articles 112-135 du Code du travail 2003).

It was noted through visit that no evacuation plan was in place shed 2 to shed 7 and exit sign was missing in extra sewing line area of building-1 and chemical stores. (As per amfori BSCI COC check point no.7.16 and Law No. 2003-044 of July 28, 2004, article 122 of the Labour Code 2003).

Il a été noté lors de la visite qu'aucun plan d'évacuation n'était en place du hangar 2 au hangar 7 et qu'il manquait un panneau de sortie dans la zone de couture supplémentaire du bâtiment 1 et des magasins de produits chimiques. (Selon amfori BSCI COC check point n°7.16 et loi n°2003-044 du 28 juillet 2004, article 122 du code du travail 2003).

Following machine safety related issues were during site visit: a. Around 9-10 overlock machine eye guard were displaced during work at sewing section. b. Around 10 -11 snap button machines finger guard were inactive during work at sewing section. c. Around 11-12 lower pulley cover of sewing machines were missing while operational at sewing section. d. 5 out of 5 Band knife machines were not restricted by safety fence from production floor at cutting section. [As per amfori BSCI COC check point no.7.17 and Law No. 2003-044 of July 28, 2004, Article 120, PROTECTION AGAINST CERTAIN WORK-RELATED RISKS of the Labour Code 2003).

Les problèmes ci-dessous liés à la sécurité des machines ont été rencontrés lors de la visite du site : a. Environ 9 à 10 sur jeteuses, le protège-œil de la sur jeteuse a été déplacé pendant le travail dans la section de couture. b. Environ 10 à 11 machines à bouton-pression, le protège-doigts étaient inactifs pendant le travail dans la section de couture. c. Environ 11 à 12 couvercles de poulies inférieures de machines à coudre manquaient alors qu'ils étaient opérationnels dans la section de couture. ré. 5 machines à couteau à bande sur 5 n'étaient pas limitées par une barrière de sécurité du sol de production à la section de coupe. [Conformément au point de contrôle amfori BSCI COC n°7.17 et Loi n°2003-044 du 28 juillet 2004, article 120, PROTECTION CONTRE CERTAINS RISQUES LIÉS AU TRAVAIL du Code du travail 2003).

PA 13: Ethical Business Behaviour

Facility has the policy on anti-corruption policy but did not identify the possible risky area for corruption and bribe and facility did not introduce any "Reward" system for ethical behavior and integrity among its employees. (As per amfori BSCI COC check point no.13.1)

PA 13: Ethical Business Behaviour

L'établissement a une politique d'anti-corruption mais n'a pas identifié la zone à risque, possible pour la corruption et les pots-de-vin. L'établissement n'a pas introduit aucun système de « récompense » pour le comportement éthique et l'intégrité parmi ses employés. (Conformément au point de contrôle amfori BSCI COC n° 13.1)