

Score Card Report

| FACTORY | AUDIT INFORMATION | SUPPLIER |
|--|---|--|
| Location ID: F21613 Location Name: Nafisa Apparels Ltd. Address: Plot: A-9,10,11, BSCIC City/State/Zip: Chittagong, 3343 Bangladesh Email: iqbal@fourhgroup.com Factory Contact Name: Mr. Shahed Iqbal Chy. Factory Contact Email: iqbal@fourhgroup.com Factory Contact Phone: 880-31-2524229 | Audit Form Name : JCP - ELEVATE - Audit Tool - V25.1 Assessment Type: 3. Cycle SA Audit Start Date: 28 Mar 2018 09:30 AM Completed Date: 28 Mar 2018 04:30 PM Rating: Good | Supplier ID and Name: 762328 Four H Fashions Ltd. |

Final Category

| ID | QUESTION TEXT | RESPONSE | PRIORITY |
|-------|---------------------|--|----------|
| FC001 | Auditor Name | Mirza Parvez, Jutan Debnath & Urtty Majumder | |
| FC002 | Performance Rating: | Good | |
| FC003 | Audit Cycle | 18 months | |

LAWS AND REGULATIONS

| ID | QUESTION TEXT | RESPONSE | PRIORITY |
|-----|--|---------------|----------|
| 1.7 | 1.7 Required government licenses, No Objection Certificates (NOC), permits, waivers and certificates e.g. boiler license, generator license etc. (other than building and fire permits/license) are not all present on site as required by law (D) Comments <ul style="list-style-type: none"> • <i>Building layout plan not matching actual</i> • Detailed Finding: <i>It was noted through plant tour & document review that approved floor layout plan is not matching with the existing layout e.g. approved layout shows 1st floor was finishing section but currently 02 sewing lines also operate in this mentioned floor. However, factory already applied to the concerned authority on March 27, 2018 for updation.</i> • Legal Requirement: <i>353. Approval of factory's layout plan and extension lay-out plan: (4) Without written permission of the inspector general, no change in any approved layout plan may be brought.</i> • Recommendation: <i>It is recommended that the factory should obtain updated layout plan.</i> | Non-Compliant | MEDIUM |

HEALTH AND SAFETY : Clauses apply to both production areas and dormitories

| ID | QUESTION TEXT | RESPONSE | PRIORITY |
|--------|--|---------------|----------|
| 7.1.38 | 7.1.38 Number of individuals trained in fire safety is insufficient per local law (I D) Comments <ul style="list-style-type: none"> • <i>Insufficient fire-fighters</i> • Detailed Finding: <i>It was noted that there were insufficient number of trained/certified firefighters from the FSCD. Currently factory has 250 trained firefighters from FSCD instead of required 339.</i> • Legal Requirement: <i>In Accordance with Bangladesh Labour Rules 2015, rule 55-(10) If possible, all workers or at least 18% of the workers employed in each department have to be trained on fire-fighting, emergency rescue operation, first aid and the usage of portable fire-repellant instruments. And the security has to be ensured by dividing the trained workers into fire-fighting team, rescue team and first aid team (6% members in each team) and the records related herewith have to be preserved in accordance with Form- 22.</i> • Recommendation: <i>It is recommended that the facility management should arrange to training sufficient number of workers in firefighting procedure.</i> | Non-Compliant | MEDIUM |
| 7.1.58 | 7.1.58 Personal protective equipment is not properly provided or utilized systematically Comments <ul style="list-style-type: none"> • <i>PPE not being used</i> • Detailed Finding: <i>It was noted through plant tour that around 70% over lock machine operators were not using head cover.</i> • Legal Requirement: | Non-Compliant | HIGH |

In Accordance with Bangladesh labour Rules 2015, rule 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.

• Recommendation:

It is recommended that the factory should ensure that all workers use respective PPE.



FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

| ID | QUESTION TEXT | RESPONSE | PRIORITY |
|-------|---|---------------|----------|
| 10.13 | <p>10.13 Other (I O D)</p> <p>Comments</p> <ul style="list-style-type: none"> • New workers unaware of Participation Committee • Detailed Finding: It was noted through worker interview that newly recruited workers were found unaware about Participation Committee & its activities. However, factory arranged the PC meeting after every 02 months where meeting attendance was also maintained by the factory management but pictorial evidence was missing in the meeting file. • Legal Requirement: In Accordance with Bangladesh Labour Law 2006, section 205-(1) The employer in an establishment in which fifty or more workers are normally employed shall constitute in the prescribed manner a participation • Recommendation: It is recommended that the factory should arrange proper training about Participation Committee & its activities among new workers. In addition, factory management should keep the pictorial evidence for more authentication. | Non-Compliant | MEDIUM |

Corrective Action Plans: Complete (4) Clear All Filters Actions

| <input type="checkbox"/> | Clause Status | Factory Name | Submi... | Clause | Immediate Haz... | P |
|--------------------------|---------------|----------------------|-------------------------|---|------------------|------|
| <input type="checkbox"/> | Complete | Nafisa Apparels Ltd. | F B 2 3. Cycle SA Audit | 7.1.58 Personal protective equipment is not properly provided or utilized systematic... | No | 1854 |
| <input type="checkbox"/> | Complete | Nafisa Apparels Ltd. | F B 2 3. Cycle SA Audit | 10.13 Other (I O D) | No | 1851 |
| <input type="checkbox"/> | Complete | Nafisa Apparels Ltd. | F B 2 3. Cycle SA Audit | 1.7 Required government licenses, No Objection Certificates (NOC), permits, waivers... | No | 1852 |
| <input type="checkbox"/> | Complete | Nafisa Apparels Ltd. | F B 2 3. Cycle SA Audit | 7.1.38 Number of individuals trained in fire safety is insufficient per local law (I D) | No | 1853 |