

Monitored Party GMS Composite Knitting Ind. Ltd.	amfori ID 050-000610-000	Address Sardaganj, Kashimpur,, 1346 Gazipur District, Dhaka, Bangladesh
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Intertek
Monitoring Start Date 19/05/2025	Closing Meeting Finished Date 02/06/2025	Submission Date 02/06/2025
Expiration Date 02/06/2027	Announcement Type Semi Announced	
Site GMS Composite Knitting Ind. Ltd.	Site amfori ID 050-000610-002	

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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, Violence or Harassment	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, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Lead Auditor:

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Monitoring partner: ITS Labtest Bangladesh Ltd.

Audit date: 18 & 19 May 2025

This semi-announced audit was conducted in two consecutive days (18 & 19 May 2025). Three auditors in day one and four auditors in day two verified the facility's operations against the amfori BSCI Code of Conduct and local legislation. The facility management was positive towards this audit and provided full access to the auditors. Note, in this audit 7 man-days were spent on-site, and 0.5 man-days were assigned for off-site report preparation.

GMS Composite Knitting Industries Limited. is a 100% export-oriented readymade garments manufacturer. The facility started operation in 2000 at this premises. The facility is located at Shardagonj, Kashimpur, Gazipur, Bangladesh. Factory license: 33-30-1-003-01014 and valid until 30 June 2025. Total area occupied by the facility is 2,257,769 square feet including production, non-production and warehouse areas (As per fire license coverage). The manufacturing process is as follows: Yarn Dyeing -Knitting- Fabric Dyeing- Dyeing Finishing- All over Print- Cutting - Screen Print- Embroidery- Sewing - Garments Wash- Finishing- Packing.

Total employees found 17326, including 10396 male and 6930 female. Total production employees were 12,879 including 7083 male and 5796 female. Domestic migrant employees were 14,740 including 8850 male and 5890. No outsourced employee was found employed. All employees were permanent and receive wages monthly in local currency within the 7th working day of the following month through the mobile banking system. The facility uses card punch system to record attendance of the employees. There is one regular shift from 8:00 am to 5:00 pm with a half-hour meal break. Apart from the regular shift, the facility operates 2 shifts in the embroidery section from 8:00 am to 5:00 pm and 8:00 pm to 5:00 am. Yarn dyeing, Knitting, dyeing, all over printing, maintenance and Security section work activities are carried out in three shifts from 6:00 am to 2:00 pm, 2:00 pm to 10:00 pm and 10:00 pm to 6:00 am. Normal working days are from Saturday to Thursday. Friday is their general weekly holiday. The youngest employee of the facility is 19. The highest wage found paid BDT 24,640, lowest wage found BDT 13,405 and average wage found BDT 15,422. Total 54 disabled including 30 male 24 female, and 124 pregnant employees found employed. No young/ intern/ apprentice workers were found employed. The facility wage cycle was from 1-30/31st of each month. The audit scope was from May 2024 to April 2025.

The facility has a good example e.g. Provide gift to the workers in Bangla new year.

The facility consists of a total of 16 operational buildings and 32 sheds due to word limits details of building description of the premise were attached into attachment section. There is no other facilities found in the audited facility premises.

The facility has no labor union as well as collective bargaining agreements, however, they have elected Participation Committee. The last election was held on 23 January 2025. The committee has 30 members. Facility management had an open-door policy for forming or joining unions independently. Participation Committee members regularly meet and conduct meeting. The last meeting was conducted on 10 April 2025 among the participation committee members.

There was no special circumstance during the audit.

Improvement areas were identified in PA 1, PA 2, PA 5, PA 7 and PA 12.

No area of improvement was identified in other performance areas.

Summary of performance areas as follows:

PA 1 (Social Management System): Though facility management implemented many points as per amfori BSCI requirements. But still there is an improvement point under this PA.

PA 2 (Workers Involvement and Protection): The facility management has developed a vision, mission, long-term goal and objectives. The facility has a policy on grievance procedure for the workers but was not in line with amfori BSCI requirements.

PA 3 (The Rights of Freedom of Association and Collective Bargaining): Facility has policy on Rights of Freedom of Association and Collective Bargaining. They have formed workers committee as required by law.

PA 4 (No Discrimination, Violence or Harassment): The facility has conducted employee satisfaction survey in line with the requirement. An assessment has been conducted on discrimination.

PA 5 (Fair Remuneration): Facility management ensures minimum wage, overtime wage as per legal requirement. However, living wages are not guaranteed by workers.

PA 6 (Decent Working Hour): Working hours were found within legal limits. Factory management has a policy on working hours. The factory management has displayed notices regarding the working hours, overtime hours, lunch breaks, and weekly and festival holidays on notice boards.

PA 7 (Occupational Health and Safety): The facility has recorded injuries properly as well as did further analysis in line with BSCI COC to improve the occupational health and safety procedures. But still there is improvement points under this PA.

PA 8 (No Child Labor): Management preserves copies of Birth Certificates, Educational Certificates, and National ID cards in each worker's personal file for better verification of their age. Further, child labor policy and remediation policy have developed.

PA 9 (Special Protection for Young Workers): Has a robust recruitment procedure and policies. The production process in the facility allows only adult laborers, and all the employees recruited here are over 18 years of old.

PA 10 (No Precarious Employment): Facility management is maintaining this PA in a good level; nominee form was in line with legal requirements.

PA 11 (No Bonded, Forced Labour or Human Trafficking): The facility has a robust recruitment procedure and policies against No Bonded Labor. The facility did not keep any original documentation from workers and workers were free to leave after their working.

PA 12 (Protection of the Environment): The facility has no procedures to preserve natural water resources (recycling practices, preserve rainwater etc.) to ensure a better environment in the premises.

PA 13 (Ethical Business Behavior): There was an Anti-Corruption Policy that was communicated with relevant people and parties.

#Living Wage: Living wage is written following the Global Living Wage Calculation (GLWC) website.

Note: Below documents have not been uploaded as these were not applicable for this facility:

- Government waivers, as this is not applicable for amfori monitoring.
- Collective bargaining agreements, as there was no CBA at the facility.
- Contractor/agency license, as there was no contractor.

Below photographs have not been uploaded as these were not applicable for this facility:

- Dormitories, not applicable as there was no dormitory at the facility.
- High-risk health and safety areas, not applicable as there was no such risky area at workplace.

Note-1: There is a difference in workers on the day of audit and general, as workers work in other shifts and few workers found on leave.

Note-2: Through management, worker interviews & site tour, the audit team has cross-checked & informed the facility management initiative's on S4C program. The management acknowledged and as per their statement, they'll take proper initiative through awareness session and providing flyer & poster within premises with auditee's amfori ID & grievance channel information.

Note-3: Initially, auditor Mohammad Salah Uddin was assigned in the amfori platform, but due to internal re-arrangement, he did not join this audit, and he was replaced by auditor Nazirul Islam Tutul as well as Asim Mondal was participated he was not assigned in the platform.

SITE DETAILS

Site
GMS Composite Knitting Ind. Ltd.

Site amfori ID
050-000610-002

GICS Classification

Sector	Industry Group	Industry
Consumer Discretionary	Consumer Durables & Apparel	Textiles, Apparel & Luxury Goods

Sub Industry
Apparel, Accessories & Luxury Goods

amfori Process Classifications

- Assembly
- Packaging / wrapping / shipping
- Ironing
- Sewing / Stitching
- Raw materials reception / handling / storage (the site does not use hazardous chemicals)
- Painting, fleshing and liming (sheepskins)
- Draining
- Bleaching
- Dyeing
- Finishing / Coating

GS1 Classifications

N.A.

NACE Classification

Manufacture of wearing apparel, except fur apparel

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	16.862	Workers
Legal minimum wage in local currency	12.500	Monthly
Lowest wage paid for regular work at the site	12.500	Monthly
Calculated living wage in local currency	23.100	Monthly
Total sample	60	Workers

Other Metrics

Male workers	10.173	Workers
Female workers	6.689	Workers
Non-binary workers	0	Workers
Permanent workers - Male	10.396	Workers
Permanent workers - Female	6.930	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	193	Workers
Management - Female	2	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	98	Workers
Workers on probation - Female	145	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	2.200	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	30	Workers
Workers with disabilities - Female	24	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	8.850	Workers
Domestic migrant workers - Female	5.890	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	10.396	Workers
Workers hired directly - Female	6.930	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	124	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	114	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	33	Workers
Sample - Female	27	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: GMS Composite Knitting Ind. Ltd. | Site amfori ID: 050-000610-002

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

In accordance with amfori BSCI Code of Conduct PA 1 (Social Management System) Adopt and publicly communicate a written human rights policy statement, in line with the complexity and size of operations, approved at the most senior level. Implement a process- and risk-based due diligence management system in their business practices in line with the UNGPs and adjust to the business model of the company. The expectations set in this Code of Conduct should be embedded in the system.

Findings:

Based on site tour, document review and interviews with management & workers during the audit it was noted that the established management system of the facility needs some improvement in implementing BSCI Code of Conduct in their business practice in few performance areas.

Note:

As the auditee has other effective systems, policies, and procedures in place to implement the BSCI COC in its business practice, so partial rating is given in this checkpoint.



PA 2: Workers Involvement and Protection

Site: GMS Composite Knitting Ind. Ltd. | Site amfori ID: 050-000610-002

Question: 2.4 Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?

ENGLISH

Finding

In accordance with PA 2 (Workers Involvement and Protection): Build sufficient competence among the managers, workers, and worker representatives within their company, as well as in the supply chain, to embed the amfori BSCI Code of Conduct in their company culture and promote continuous education and training at each level of work.

Findings:

Based on document review, interviews with workers, worker representatives and management personnel and, it was identified that 25 out of 60 sampled workers were not aware of the requirements of the amfori BSCI Code of Conduct. However, the facility has a practice of conducting regular training to raise employee awareness of amfori BSCI Values and Principles.

Note:

Since the facility management provided training to the workers, and most of them demonstrated awareness

Finding

of the amfori BSCI Code of Conduct during interviews, so partial rating was given to this checkpoint.

Question: 2.5 Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?

ENGLISH

Finding

In accordance with amfori BSCI Code of Conduct PA 2 (Workers Involvement and Protection): Establish or participate in effective operational-level grievance mechanisms for individuals and communities who may be adversely impacted and maintain accurate records. The operational-level grievance mechanism must be in line with UNGP Article 31. Where relevant (e.g. when a migrant worker population is present), the operational-level grievance mechanism should be accessible in relevant local languages and should allow to address and remedy the issues effectively across jurisdictions through partnerships and coordination.

Findings:

Based on document review and interview during an audit it was noted that, the facility has a policy on grievance procedure for the workers, but the procedure of grievance mechanism does not define how to deal with potential conflict of interest.

Note:

As the facility management has already established a grievance procedure, so a partial rating is given at this checkpoint.

PA 5: Fair Remuneration

Site: GMS Composite Knitting Ind. Ltd. | Site amfori ID: 050-000610-002

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

In accordance with amfori BSCI Code of Conduct PA 5 (Fair remuneration) Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

Findings:

Based on document review, management & workers' interviews during the audit it was noted that the factory management has taken some initiatives to calculate living wages, but no action plan is in place to bridge the gap between the current local minimum wage and a living wage. Though they are ensuring minimum wage as per law.

Note:

As the facility management is providing minimum wage and started to collect data for a living wage. So, a partial rating is given in this questionnaire.

PA 7: Occupational Health and Safety

Site: GMS Composite Knitting Ind. Ltd. | Site amfori ID: 050-000610-002

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

In accordance with BSCI Questionnaire 7.6: (Is there satisfactory evidence that the auditee enforces the use of Personal Protective Equipment in conjunction with other facility controls and safety systems?) and Bangladesh Labor Rules-2015, Rule 67 (2): (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.)

Finding: During the site tour conducted as part of the triangulation process, a) it was observed that 3 out of 10 randomly selected employees in the all over printing section on the ground floor of the building 8 were not wearing the required personal protective equipment (PPE), such as hand gloves, respiratory masks, gumboots, chemical aprons, and goggles. The absence of PPE use increases the risk of occupational exposure and related health hazards.

b) It was observed that workers in the sewing section were seated on benches without backrest support. This seating arrangement poses an ergonomic risk and may lead to health issues such as back pain and discomfort due to prolonged poor posture.

Note, as other section employees were provided with relevant PPE, a partial rating was given to this checkpoint.

Question: 7.9 Is there satisfactory evidence that the auditee makes visible potential hazards to the workers and visitors through signs and warnings?

ENGLISH

Finding

In accordance with amfori BSCI Performance Area (Occupational Health and Safety) No. 7.9 (Take effective measures to prevent workers from having accidents, injuries, or illnesses, arising from, associated with, or occurring during work. These measures aim at minimizing, so far as is reasonable, the causes of hazards inherent within the workplace,?):

Finding:

During the site tour conducted as part of the audit, it was observed that yarn cones and sacks were stored at excessive heights in Yarn Store Shed 16. This practice increases the risk of falling hazards. Additionally, no precautionary measures, such as caution signs or warning labels, were found posted in the respective areas to alert workers of the potential danger.

Note: As the goods were stored temporarily in those areas, so partial rating is given in this question.

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

In accordance with BSCI Performance Area (Occupational Health and Safety) No. 7.22 (Provide an adequate number of safe, separate toilets with adequate level of privacy for all genders, and paper towels and washbasins with hand soap in all work areas);

Findings: Based on site tour during audit it was noted that, no exhaust ventilation system was found in the male toilet on the 5th, 4th and 3rd floor of Building 8 to extract malodors from the area. As a result, unpleasant odors were escaping from the toilet into adjacent areas.

Note: As no odor was coming out from the rest of the floors, thus partial rating has been given in this checkpoint.

PA 12: Protection of the Environment

Site: GMS Composite Knitting Ind. Ltd. | Site amfori ID: 050-000610-002

Question: 12.5 Is there satisfactory evidence that water is managed in a way that respects the environment, particularly but not limited to preserving local water sources?

ENGLISH

Finding

In accordance with amfori BSCI CoC Performance Area 12 (Protection of Environment): Identify the environmental impacts of their operations, and implement adequate measures to prevent, mitigate and remediate adverse impacts on the surrounding communities, natural resources, climate, and the overall environment.

Findings:

Based on document review, management and worker interview It was noted that facility did not have any procedure to prevent water loss and have a system to preserve natural water resources (that is recycling practices, preserving rainwater, etc.) to ensure a better environment on the premises. However, the facility has already established a rainwater collection tank within its premises.

Note:

As the facility has an environmental protection policy, partial rating is given at this checkpoint.