

Chapter	Subchapter	Question	CAP	Responsible Person	Deadline date
B.1. Management Practice					
	B.1.1	Is there satisfactory evidence that the workforce capacity in the company (including subcontracting) is sufficient and properly planned to match delivery order contracts' expectations?	<p>It was noted that factory has no evidence that the workforce capacity in the company (including subcontracting) is sufficient and properly planned to match delivery order contracts' expectations.</p> <p>This violated BSCI Requirement of B.1.1 which stated that the workforce capacity in the company (including subcontracting) is sufficient and properly planned to match delivery order contracts' expectations.</p> <p>It is recommended that management adopt practices and controls to ensure to maintain records that the workforce capacity in the company (including subcontracting) is sufficient and properly planned to match delivery order contracts' expectations.</p>	Mr. Mujahid Bashir, Manager HR & Compliance	12/30/2013
B.10. Health and Social Facilities					
	B.10.2.3. Social Facilities	Is there satisfactory evidence that the company provide workers with washing facilities, changing rooms and toilets that are clean and respectful of local customs?	<p>It was noted that walls of canteen section and wash room at parking area was not white washed properly as per legal requirement.</p> <p>This violated with Factories Act 1934, Chapter 3, Health &amp; Safety, Section 13, Cleanliness Para 1, every factory shall be kept clean and in particular; Para D, all inside walls and partitions, all ceiling, or tops of rooms and walls, sites and tops or passages and stair case shall (iii) in any other case, kept white washed or color washed and the white washing or color washing shall be carried out at least once in every fourteen months</p> <p>It is recommended that management adopt practices and controls to ensure that all areas are white washed as per legal requirement.</p>	Mr. Mujahid Bashir, Manager HR & Compliance	12/30/2013
B.11. Occupational Health and Safety (OHS)					



	B.11.4.4. Chemicals	Is there satisfactory evidence that chemical substances are adequately labeled, safely stored and contained in their original packing?	It was noted that 1 of 1 used engine oil drum was placed in an open area without secondary containers. However factory has taken the corrective action on day of audit and placed drum with secondary containment. This violated BSCI requirement clause no. B 11.4.4 which states that Chemicals must be stored in such a way that they do not leak into the ground, and cannot pollute the groundwater. The safest form of protection is collecting basins. It is recommended that the factory should adopt practices and controls to ensure that all lubricants and chemicals are stored properly.	Mr. Mujahid Bashir, Manager HR & Compliance	12/12/2013
	B.11.8.1. Escape Routes and Emergency Exits	Is there satisfactory evidence that escape routes, aisles and emergency exits are not blocked, easily accessible and conspicuously marked?	It was noted that 1 of 1 aisle in canteen sections was not marked. However factory has taken the corrective action and marked the aisles on day of audit. This violated Factories Act 1934 (XXV of 1974) Chapter III Health & Safety point (25) precautions in case of fire section (4) in every factory every window, door or other exit affording means of escape in case of fire, shall be distinctively marked in a language understood by the majority of workers and in red letters of adequate size or by some other effective and clearly understood sign. It is recommended that management adopt practices and controls to ensure that aisles are marked in requested area.	Mr. Mujahid Bashir, Manager HR & Compliance	12/12/2013

Date:	December 10~12,2013				
Place:	Kamal Textile Mills (Pvt.) Limited, 3.5. k.m. Jaranwala Road, Khurianwala, Faisalabad. Pakistan.				
Stamp, signature of Producer:	Mr. Mujahid Bashir-Manager HR & Compliance				
Stamp, signature of Auditor:	Akhlq Hussain				

