

Monitored Party Faith Industries Limited	amfori ID 050-003058-000	Address 936, Vogra (Chowdhurybari), Joydebpur, Gazipur., Gazipur, Dhaka, Bangladesh
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner TÜV SÜD
Monitoring Start Date 23/02/2026	Closing Meeting Finished Date 23/02/2026	Submission Date 06/03/2026
Expiration Date 06/03/2027	Announcement Type Semi Announced	
Site Faith Industries Limited	Site amfori ID 050-003058-001	

This is an extract of the online Monitoring Result, generated on 06/03/2026, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available on the [amfori Sustainability Platform](#) - The English version is the legally binding one.

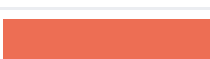
amfori does not assume any liability with regard to the compliance of this extract, or any versions of this extract, with the Regulation (EU) 2016/679 (General Data Protection Regulation).

All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent. © amfori, 2021

OVERALL RATING



SECTION RATING

PA1: Social Management System	C	
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	C	
PA 5: Fair Remuneration	A	
PA 6: Decent Working Hours	A	
PA 7: Occupational Health and Safety	D	

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: Tania Sultana (CSCA 21702536)

Name of team auditor: Shimul Kar (ASCA 21704639)

Name of observers, translators, trainees, advisors/consultants (if applicable): Nil.

Monitoring partner name: TÜV SÜD Bangladesh Pvt. Ltd.

Audit schedule details: This full audit is planned in one day. 02 auditors on 23 February 2026, have verified the facility's operations as per amfori BSCI Code of Conduct and local legislation. Note, in this audit 02 auditors spent 1.5 man-days on-site, and 0.5 man-day assigned for offsite report purpose. In and Out time of the auditors was 08:30 AM and 03:30 PM.

Announcement Type: The audit was Semi-announced by type of announcement.

Business partner information: Faith Industries Limited is a Garments Accessories (Care label, Woven Label, Hangtag, Sewing Tag, Sticker, Paper box, Wrap Band) manufacturer located at G-136/3, Vogra, Pareya Bagan Road, Bason, Gazipur-1700, Bangladesh. The facility was incorporated on 2008 and started its operation from 2024 at current location. The total structural area occupied by the facility is about 23,000 square feet. Production processes are, Weaving, Cutting, Pasting, Printing and Finishing (Quality to packing). The production capacity of the facility is 55,12,000 pieces per month including all items. As per the management statement, the production activity level is medium round the year.

On 23 February 2026, auditors entered the facility, and a short opening meeting was conducted with the management to introduce the audit team and describe the audit process, etc. On behalf of factory management Ms. Serazun –Manager (Factory), Mr. Jalal- Manager (Human Resource and Compliance), Md. Maksud – Senior Executive (Human Resource and Compliance), Mr. Shakil – Junior Executive (Admin and Human Resource), were attended at the short opening meeting.

Right after the short opening meeting, the audit team went out for a site/plant visit with permission for photography and workers' interview from the management.

Audited location information: There is no other factory in the facility premises. The auditee is the owner of the facility premises. No dormitory facility is available as this is not required by law. The details building descriptions are as below.

Building-01 (Steel structure shed building):

Ground Floor: Generator, Substation, Compressor, Finishing, Warehouse, Woven label (Weaving), Offset (Cutting, Pasting, Lamination, Printing and Finishing)

Mezzanine floor: Office, & Label (Printing, cutting), Prayer space.

Building -02: Fire pump

Building -02: Security room

Shed 1: Wastage store

After returning from the plant tour, the audit team did a detailed opening meeting to describe about amfori BSCI. On behalf of factory management, the same persons mentioned in the short opening meeting with Mr. Habib – Vice president of Participation Committee was present in this detailed opening meeting.

Total of 12 employees were randomly selected for interviews. Payroll records were reviewed from February 2025 to January 2026, and among them payroll records and timecards for the month of January 2026 (recent paid month), August 2025 (random month) and March 2025 (random month) were reviewed in detail.

Operating shifts and hours:

- There is 01 general shift from 09:00 am to 06:00 pm for office staffs, production and supporting department including 01-hour Interval for rest or meal break provided from 01:00 pm to 02:00 pm Friday is weekly holiday.

Note: Due to Holy Ramadan facility has started its operation 08:00 am to 03:30pm with 30 minutes of prayer break.

- The facility has 03 shifts (06:00 am to 02:00 pm, 02:00 pm to 10:00 pm, and 10:00 pm to 06:00 am) for Security Section, including 01-hour Interval for rest or meal in each shift. Weekly holiday provided on a rotation basis.

Time recording system: An electric timekeeping system (Finger and Face detection) is used for maintaining in and out

times of the employees.

Salary payment details: Wage is paid in monthly basis and calendar month is followed as wage period for the employees. Wages are paid by the facility within 07 working days after completing one pay period of the following months. The salary was paid by the facility through Cash.

Worker number information:

- Total number of employees 61 (Males 57 and Females 04).
- Total number of Production workers are 37 (Males 36 and Female 01).
- Total management and non-production employees are 24 (Males 21 and female 03 including 01 male and 01 female from Management).
- Total number of employees in the probation period is 04 (Males 04).
- Total number of pregnant workers is 00.
- Total number of disabled employees 01 (Male)

All workers are hired directly. No indirectly hired, seasonal, pregnant, piece-rated, temporary, home-based worker, apprentice, young worker and migrant workers were found working in the facility.

Good practices: No such good practices were observed in the facility.

Worker organization details: The facility has no trade union. A worker's participation committee is available in the facility which formed by selection process on 15 January 2026. There are 06 members in the committee among them 03 are workers members and 03 are management members.

Circumstances: There was no special circumstance during the audit.

Summary of findings: Improvement areas were identified in the following performance areas; PA 1, PA 2, PA 3, PA 4, PA 5, PA 7, PA 10, PA 11 and PA 12.

Auditors conducted the closing meeting on same date, after completion of the entire audit process. The same persons mentioned in the opening meeting attended the closing meeting with the worker's representative. Finally, Ms. Serazun –Manager (Factory) and Mr. Habib – Vice president of Participation Committee signed the Findings Report after the end of the closing meeting.

The attitude of management and workers: The factory management was positive and extended their full cooperation throughout the audit. Further, they have agreed with the area of improvement identified during the audit. Through interviews with workers, it was noted that all workers are content with the factory. The relationship between management and the workers appeared to be cordial.

#Living wage calculation: The auditor used the living wage calculated by GLWC as per the facility location.

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

- Contractor license/permit.
- Agency labor contract.
- Government waivers.
- Collective bargaining agreements.
- Group insurance

SITE DETAILS

Site

Faith Industries Limited

Site amfori ID

050-003058-001

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

N.A.

METRICS

Key Metrics

Total workforce	53	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	25,166	Monthly
Total sample	12	Workers

Other Metrics

Male workers	50	Workers
Female workers	3	Workers
Non-binary workers	0	Workers
Permanent workers - Male	53	Workers
Permanent workers - Female	4	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	1	Workers
Management - Female	1	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	4	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	1	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	1	Workers
Workers with disabilities - Female	0	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	0	Workers
Domestic migrant workers - Female	0	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	57	Workers
Workers hired directly - Female	4	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	0	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	1	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	11	Workers
Sample - Female	1	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Faith Industries Limited | Site amfori ID: 050-003058-001

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

It was noted through site visit, documents review and interview that some area of improvements is identified under different Performance Areas, which is the evidence of gaps identified in the overall management system against amfori BSCI COC requirements. [Ref: amfori BSCI Code of Conduct]
As facility management have a good understanding on amfori BSCI requirements and its significances, so the question marked partially.

Question: 1.3 Is there satisfactory evidence that the auditee has identified their significant business partners and their level of alignment with the amfori BSCI Code of Conduct?

ENGLISH

Finding

Based on the site visit, document review, and interviews, it was noted that, the facility has nine (09) suppliers. However, the facility has not shared the amfori BSCI Code of Conduct (2021 version) with its suppliers. Additionally, the facility has not communicated supplier grievance policy and anti-corruption policy to the suppliers. Although the facility conducts monitoring activities for its suppliers, the monitoring reports were found to be limited to checklist formats only. The reports did not include pictorial evidence, defined completion timelines and the identification of responsible persons for corrective actions, which limits the effectiveness of the supplier monitoring system. [Ref: amfori BSCI Code of Conduct]
As the facility has a supplier monitoring policy, so this question has rated partially.



PA 2: Workers Involvement and Protection

Site: Faith Industries Limited | Site amfori ID: 050-003058-001

Question: 2.1 Is there satisfactory evidence that the auditee has good management practices that involve workers and their representatives in sound information exchange on workplace issues?

ENGLISH

Finding

It was noted through documents review and interview that Participation Committee was not formed by a process of free and democratic election amongst the employees as prescribed by the law. The facility has form Participation committee through selection process on 15 January 2026. [Ref: Bangladesh Labor Rules 2015 Rules 187]

As the facility has formed a participation committee so partial rating was given to this checkpoint.

Question: 2.2 Is there satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the amfori BSCI Code of Conduct?

ENGLISH

Finding

Based on document review and interviews, it was noted that the facility has established a long-term goal for sustainable improvement. However, the plan is generic in nature and does not comprehensively address all performance areas of the amfori BSCI Code of Conduct. The facility has not developed specific Key Performance Indicators (KPIs) or detailed action plans with a step-by-step approach to achieve measurable improvements. Furthermore, the Participation Committee members were not involved in the goal-setting process, which limits worker representation and reduces the effectiveness of the sustainability planning framework. [Ref: amfori BSCI Code of Conduct]

As the facility has set a long term goal and mission and vision, so this question has rated partially.

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

It was noted through documents review and interview that, a) 06 of the interviewed workers found less aware about the requirements of amfori BSCI Code of Conduct.
b) Facility did not provided any training on amfori BSCI Business Partners: Zero Tolerance for Violence and Harassment for management. [Ref: amfori BSCI Code of Conduct].

As the facility started to provided training on amfori BSCI COC to their workers and few of the interviewed workers found aware, 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

Based on document review and interviews, it was noted that the facility maintains a grievance logbook; however, the records do not specify the responsible person for resolving each grievance nor the deadline for resolution. Additionally, Participation Committee members were not involved in the opening of the grievance box or in the grievance handling process, which is not fully aligned with the amfori BSCI Code of Conduct requirements. [Ref: amfori BSCI Code of conduct]

As the facility has provided training on grievance handling procedure and facility has a grievance policy so this questionnaire has rated partially.

PA 3: The Rights of Freedom of Association and Collective Bargaining

Site: Faith Industries Limited | Site amfori ID: 050-003058-001

Question: 3.1 Is there satisfactory evidence that the auditee respects the right of workers to form unions - or to refrain from doing so- without distinction whatsoever and irrespective of gender in a free and democratic way?

ENGLISH

Finding

It was noted through documents review and interview that Participation Committee was not formed by a process of free and democratic election amongst the employees as prescribed by the law. The facility has form Participation committee through selection process on 15 January 2026. [Ref: Bangladesh Labor Rules 2015 Rules 187]

As the facility has formed a participation committee so partial rating was given to this checkpoint.

PA 4: No Discrimination, Violence or Harassment

Site: Faith Industries Limited | Site amfori ID: 050-003058-001

Question: 4.2 Is there satisfactory evidence that the auditee takes the necessary preventative and/or remedial measures to ensure workers are not disciplined, dismissed, harassed or otherwise discriminated against because of their complaints against infringements of their rights?

ENGLISH

Finding

Based on document review and interviews, it was noted that the facility conducted a grievance and harassment & abuse satisfaction survey among workers; however, the survey was not anonymous, as workers' names and identification numbers were included on the survey forms. [Ref: amfori BSCI Code of Conduct]

As the facility provided training on disciplinary policy & procedures to the workers and other interviewed workers were aware on the same thus a partial rating is given to this checkpoint.

Question: 4.3 Is there satisfactory evidence that the auditee takes the necessary preventative and/or remedial measures so workers are not harassed or disciplined on grounds of discrimination as listed in the amfori BSCI Code?

ENGLISH

Finding

Based on document review and management interview, it was noted that the facility has a system in place to provide training to workers on the disciplinary action procedure. However, the effectiveness of the training was found to be limited, as 06 of the interviewed workers were less aware of the disciplinary action procedure (Ref: amfori BSCI Code of Conduct).

As the facility conducts regular training and the majority of interviewed workers were found aware of their legal rights and benefits, a partial rating has been assigned to this checkpoint.

PA 5: Fair Remuneration

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

It was noted through documents review and interview that the facility has initiated efforts to calculate living wages as per current economic context. However, they are not ensuring the living wage. Note that living wages of the region is BDT 25,166 as per Global Living Wage Coalition (GLWC). [Ref: amfori BSCI Code of Conduct].

As facility management has understanding on living wage, so the question rated partially.

PA 7: Occupational Health and Safety

Site: Faith Industries Limited | Site amfori ID: 050-003058-001

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

ENGLISH

Finding

It was noted through facility visit, documents review and interview that a) some findings were identified under this Performance Area, which is the evidence of gaps identified in the overall observance of occupational health and safety system against amfori BSCI COC requirements and local law regulations. [Ref: amfori BSCI Code of Conduct].

b) This indicates that the fire license does not fully cover all operational structures within the facility premises as Building 02, Building 03, and Shed 01 were not included in the facility's fire license. [Ref: Fire Protection Act, 2003 (Fire Service & Civil Defiance), Section -4]

c) No occupational health checks found available for the workers who are involving with hazardous job duty like cleaners, electrician and workers who has working close with chemicals etc. [Ref: Bangladesh Labor Rules 2015, Rule 68 (4) and (5)].

As facility is partially fulfilling the different requirements of the against amfori BSCI COC requirements and local law regulations, so partial rating given to this check point.

Question: 7.4 Is there satisfactory evidence of active cooperation between management and workers (and/or their representatives) when developing and implementing systems towards ensuring OHS?

ENGLISH

Finding

It was noted through documents review and interviews that, the facility has formed a safety committee where representatives from the workers were selected by the worker representatives of Participation Committee, but it was not formed properly as per law as all the worker representatives of the Participation Committee was found selected instead of elected by workers. [Ref: Bangladesh Labor Rules 2015, Rule

Finding

81(6)].

As the facility has a safety committee and all committee members were found aware regarding their roles & responsibilities, so partial rating is given in this checkpoint.

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

It was noted through document review and management interview that a) No firefighter found trained from respective authority (Fire service and civil defense). However, facility has internally trained 12 persons as firefighters. Besides, knowledge level of 03 out of 05 fire fighters found inadequate regarding firefighting procedures and the use of firefighting equipment. [Ref: Bangladesh Labor Rules 2015, Rule 55 (10)] 2)

b) It was noted through document review, site visits, and management interviews that the facility did not conduct fire drills at least twice per year. The last fire drill was conducted on 04 February 2026 and 21 January 2026; however, no fire drill was conducted during the year 2025. [Ref: Bangladesh Labor Rules 2015-Sixth Chapter-Safety Rules 55 (14).

c) The facility did not inform to the concerned Inspector and nearby Fire Service Station minimum 15 days before the drills are held. Last fire drill was conducted on 04 February 2026. [Ref: Bangladesh Labor Rules 2015 Section 55 (14)].

As facility has provided fire training to the employees so, this question has rated partially.

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

It was noted through documents review and interviews that, approximately 30 % workers in printing section were found using surgical mask instead of respiratory mask. [Ref: Bangladesh Labor Rules 2015-Fifth Chapter-Protection for Health Rule 46 (2)]

As the facility provided training on using of PPE and others workers were found wearing PPE, so this question has rated partially.

Question: 7.7 Is there satisfactory evidence that the auditee implements engineering and administrative control measures to avoid or minimise the release of hazardous substances into the work environment, keeping the level of exposure below internationally established or recognised limits?

ENGLISH

Finding

It was noted through document review, site visit, and interviews that, 02 Diesel drum was found with out secondary containment, Labeling and MSDS in generator room [Ref: Bangladesh Labor Law 2006, Chapter- 7, Section – 78]

As others chemical container were found with MSDS and labeling and secondary containment, so this question has rated partially.

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

It was noted through site visit, documents review and interview that, facility did not include waste keeping store, fire pump room, security point and fire control room in the approved floor layout plan from Chief Factory Inspector. [Ref: Bangladesh Labor Rules 2015-Nineteenth Chapter- Miscellaneous-Rule 353(1)]

As others area has include in the approved layout plan so this question has rated partially.

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

ENGLISH

Finding

It was noted through site visit, documents review and interview that, 01 out of electrician license was found expired on 29 November 2023. [Ref: Bangladesh Labor Rules, 2015, Chapter 6, Section 58]

As all DB board was found good condition, so this question has rated partially.

Question: 7.15 CRUCIAL: Is there satisfactory evidence that the auditee ensures that escape routes, aisles and emergency exits in the production site are not blocked, easily accessible and clearly marked?

ENGLISH

Finding

Based on the site visit, document review, and interviews, it was noted that two (02) out of three (03) staircases were missing handrails on one side, which may pose a safety risk during normal use and emergency evacuation.

[Ref: Bangladesh Labor Rules 2015-Sixth Chapter-Safety Rule 54 (1)]

As others stair case were found with both side hand railing so this question has rated partially.

Question: 7.17 Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?

ENGLISH

Finding

Based on plant tour, document review, and interview, it was noted that, no waiver certificate found from respective authority for the only generator (400 KVA) in the premises. [Ref: Bangladesh Energy Regulatory Commission Act 2003, Section- 27(1)]
as others machine safety guard was found in appropriate position, so this question has rated partially.

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

It was noted through the site visit, document review and interview that, facility has not dining facility where worker can seat and take their meal during break. [Ref: Bangladesh Labor Law 2006, Section 93]
As the facility provided appropriate break time to the workers to take meal so, this question has rated partially.

PA 10: No Precarious Employment

Site: Faith Industries Limited | Site amfori ID: 050-003058-001

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

ENGLISH

Finding

Based on document review and management interviews, it was noted that a) the facility maintains service books in workers' personnel files. However, 08 out of 12 reviewed service books were found not updated, as photo graph of the workers, in Part 01, Owners and Service information (Part 02) (Part-04 (Annual Leave) was not updated. [Ref: Bangladesh Labor Rules 2015, Chapter 02, Rules 21/d].

As other workers service books were found updated, so partial rating was given to this checkpoint.

PA 11: No Bonded, Forced Labour or Human Trafficking

Site: Faith Industries Limited | Site amfori ID: 050-003058-001

Question: 11.2 Is there satisfactory evidence that the auditee acts rigorously and diligently when engaging and recruiting migrant workers both directly and indirectly?

ENGLISH

Finding

Based on document review and management interview, it was noted that the facility has a system in place to provide training to workers on the disciplinary action procedure. However, the effectiveness of the training was found to be limited, as 06 of the interviewed workers were less aware of the disciplinary action

Finding

procedure (Ref: amfori BSCI Code of Conduct).

As the facility conducts regular training and the majority of interviewed workers were found aware of their legal rights and benefits, a partial rating has been assigned to this checkpoint.

PA 12: Protection of the Environment

Site: Faith Industries Limited | Site amfori ID: 050-003058-001

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

It was noted through document review, site visit, and interview that,

- a) Facility management did not obtain permission for use of extracting the groundwater from the respective authority. [Bangladesh Water Act 2013, section- 24 (1)].
- b) Facility did not provide training was water use and reduce of water waste. [Ref: amfori BSCI Code of Conduct].
- c) The facility did not have any procedure to prevent water loss and have a system to preserve natural water resources (recycling practices, preserving rainwater, etc.) to ensure a better environment on the premises. [Ref: amfori BSCI Code of Conduct].

As the auditee understands the importance of proper water management thus a partial rating is given in this checkpoint.