# JCPenney

# **Score Card Report**

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

### **Final Category**

ID	QUESTION TEXT	RESPONSE	PRIORITY
FC001		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	Non-Compliant	MEDIUM
	Building layout plan not matching actual		
	Detailed Finding:		
	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.		
	Legal Requirement:		
	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.		
	Recommendation:		
	It is recommended that the factory should obtain updated layout plan.		

## 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	Non-Compliant	MEDIUM
	Insufficient fire-fighters		
	Detailed Finding:		
	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.		
	Legal Requirement:		
	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.		
	Recommendation:		
	It is recommended that the facility management should arrange to training sufficient number of workers in firefighting procedure.		
7.1.58	<ul> <li>7.1.58 Personal protective equipment is not properly provided or utilized systematically</li> <li>Comments <ul> <li>PPE not being used</li> <li>Detailed Finding:</li> <li>It was noted through plant tour that around 70% over lock machine operators were not using head cover.</li> <li>Legal Requirement:</li> </ul> </li> </ul>	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.

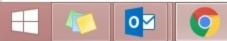
- Recommendation:
  - It is recommeded that the factory should ensure that all workers use respective PPE.



#### FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

ID	QUESTION TEXT	RESPONSE	PRIORITY
10.13	10.13 Other (I O D)	Non-Compliant	MEDIUM
	Comments		
	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.		

\$	RizePoint - Elevate Success	× +	F.												- 0	×
4	→ C A https://jo	cpenney.rizep	point.com/(	orrect	tiveActionPlan									☆	• 0	
<b></b>	pps G    Gmail    S	Sedex    🛛 🗋	)    WM	<b>()</b>    B	sci    🔸    c	arter's    🔸		C&A    🗋    GSCC	bsi.    SCAN    🛛 🗘	)    Higg Index	💠    BWB    【	🖌    NHK P	anel    🗋	HSBC	<b>f</b>    FB	»
IC	Penney								1	Mr. Ershad U	ll Alam 🚽 🛛 🧯	Help -	🔶 P	owered B	y RizePoir	nt ^
		Home	Supplier	6	Factories	Audits -	Reports 🗸	Action Plans 🗸	Resources 🗸							
T	Corrective Action Plans: Complete (4)										Clear A	ll Filters		Actions		
	Clause Status 🛛 🔻	Factory Na	ame 🍸	TTT	Submi 🍸	Clause				T	Immediate Haz		T P			
	Complete	Nafisa Appare	els Ltd.	F B 2 3	3. Cycle SA Aud	it 7.1.58 Pers	conal protective ec	quipment is not proper	ly provided or utilized	d systematic	No		1854			-
	Complete	Nafisa Appare	els Ltd.	F B 2 3	3. Cycle SA Aud	it 10.13 Othe	r (I O D)				No		1851			
	Complete	Nafisa Appare	els Ltd.	F B 2 3	3. Cycle SA Aud	it 1.7 Require	ed government lice	enses, No Objection Ce	ertificates (NOC), per	mits, waivers	No		1852			
	Complete	Nafisa Appare	els <mark>Ltd</mark> .	F B 2 3	3. Cycle SA Aud	it 7.1.38 Num	ber of individuals	s trained in fire safety is	s insufficient per loca	al law (I D)	No		1853			



-