

Monitored Party AMAVA APPAREL LTD.	amfori ID 104-000004-000	Address No. 24 & 25, Block No. 13, Plot No. P-3, Delta Industrial Zone,, N/A Pathein Township, Ayeyarwady, Myanmar
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner ALGI International, Inc.
Monitoring Start Date 18/05/2023	Closing Meeting Finished Date 31/05/2023	Submission Date 31/05/2023
Expiration Date 31/05/2025	Announcement Type Semi Announced	
Site AMAVA APPAREL LTD	Site amfori ID 104-000004-001	

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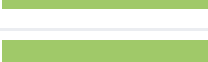


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OVERALL RATING



SECTION RATING

PA1: Social Management System	B	
PA 2: Workers Involvement and Protection	A	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination	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 Labour	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Assessment Time Frame & Scope:

This was regular full monitoring (semi-announced) that started at 07.30 am on May 18, 2023 and ended at 12:50 pm on May 19, 2023. ALGI team of monitoring persons; Shah Md. Nazmul- Lead Monitoring Person (APSCA Registration No. RA 21700949), Mohammad Shanjid Rahman Shaheen- Team Member (APSCA Registration No. ASCA 21704468) and M Golam Kibria (APSCA Registration No: RA 21704401) were assigned for two days to verify the compliance status of the factory against the amfori BSCI code of conduct (BSCI Version 2.0) as well as applicable local laws relating to the following areas:

PA1: Social Management System, PA2: Workers Involvement and Protection, PA3: The Rights of Freedom of Association and Collective Bargaining, PA 4: No Discrimination, PA5: Fair Remuneration, PA6: Decent Working Hours, PA7: Occupational Health and Safety, PA 8: No Child Labor, PA 9: Special protection for young Worker PA 10:No Precarious Employment PA 11: No Bonded labor, PA12: Protection of the Environment and PA 13: Ethical Business Behavior

The audit components included opening and ongoing discussions with management regarding factory practices, a review of documentation and records, a facility tour, confidential employee interviews, and a final closing meeting with management.

Factory Overview: The factory "Amava Apparel Limited." is a private limited company which was started its operation in its current location in 2014. As per the legal documents and management information, the factory is located in Plot no 24 & 25 Block No 13 (P-3), Delta Industrial Zone, N/A Pathein, Pathein Township, Myanmar. The total land area occupied by the facility is 9.55 acres whereas the built-up area is 17,975 square meters. The facility is specialized in manufacturing Woven Garments. Main production processes include Cutting > Embroidery > Sewing > Quality > Finishing > Packing with a maximum production capacity of 1,403,585 pieces per year. As per factory management, the level of production is consistently medium around the year.

Site Description: The facility consists of 08 sheds and the facility descriptions are as below: -

Shed 01 (Mezzanine):

Ground floor: Sewing section, finishing section, packing section, finished goods area, drying room, and boiler.
Mezzanine: Sample section, sewing section, and conference.

Shed 02:

Cutting section, warehouse, office, medical room, embroidery section, Inspection room, heat sealing area, and iron section.

Shed 03 (02 storied):

Ground floor & 1st floor: Worker's dining area.

Shed 04 (02 storied):

Ground floor: Kitchen, staff dining, childcare room, and staff dormitory room.

1st floor: Staff dormitory.

Shed 05 (02 storied):

Ground floor: Mechanical room, pump room, and chemical store.

1st floor: Compressor room.

Shed 06: Generator room.

Shed 07: Water treatment plant.

Shed 08: Security checkpoint.

Legal Documentations:

1. Industrial permission (Issued by The Ministry of Finance and Industrial Supervision and Inspection): Eay Ya/Kyi/1116, Valid until 29th February 2024.
2. MIC (Myanmar Investment Commission) Permit No: 856/2014. The validity of the endorsement is for 30 years.
3. Social Security Board (SSB) registration number: 17001.31.5.2.31 (Last Payment in April 2023)
4. Fire License has expired and applied date 20th March 2023
5. Certificate of incorporation: 114551430 (Date of incorporation 8th September 2014- No Expiry time frame)

6. Electrical Inspection Certificate: EI/ AYY_ PA. Tha Company No 019 Valid until 25th October 2024.

8. Patheingyi City Development Committee (PCDC) 20229041 Valid up from 25/08/2022 to 24/08/2023

A total of 1,087 employees are currently working in the factory, which includes 741 production workers and 346 non-production workers including management. The facility hired 04 migrant workers (Chinese) for the management position. As per company policy, wages are calculated monthly and are paid generally within 05 days of the following month.

Working Time:

As per the working hour policy and working hour approval, there is one general shift for production workers, management, and other staff and three shifts for the security section.

The working shifts of the factory are as below:

Monday to Friday: 7.30 am to 04:00 pm with 30 minutes unpaid resting breaks (11:30 am to 12:00 pm and 12:00 pm to 12:30 pm).

Saturday: 7.30 am to 11.30 am.

The security section: 08:00 am to 02:00 pm, 02:00 pm to 10:00 pm, and 10:00 pm to 06:00 am.

The facility has an electronic attendance system to keep workers' attendance.

Opening Meeting:

Mr. Traung Tan Phuc (General Manager), Wai Zar Kya (HR Executive), Nang Awn Le Hseng (Compliance Executive), Kyi Kyi Lwin (HR & Admin Manager) along with the compliance team, and a worker's representative from the Workplace Coordinating Committee (WCC) attended the opening meeting. ALGI monitoring team provided a brief description of the audit process, scope and provided ALGI Gift and Gratuity letter for review and signature. The management was open to the audit and claimed that they would provide all the necessary documentation as requested.

Document & Record Review:

Wages & Benefits and Hours of Work (Based on provided records): 12 months' wage and timekeeping records were requested and found available from May 2022 to April 2023 as well as reviewed in detail for the months of April 2023 (current month), December 2022 (random month), and July 2022 (random month).

Health & Safety Tour:

All areas and floors of this factory were toured including production and non-production areas. Noted that the facility is trying to develop health and safety conditions as per the local law and amfori BSCI CoC requirements.

Workers Interview:

A total of 35 (30 female & 05 male) workers were interviewed from various sections. 10 were interviewed individually & 25 were interviewed in 05 groups of 05 workers. The interviews were conducted in the worker's dining room.

Closing Meeting:

Mr. Traung Tan Phuc (General Manager), Wai Zar Kya (HR Executive), Nang Awn Le Hseng (Compliance Executive), Kyi Kyi Lwin (HR & Admin Manager) along with the compliance team, and a worker's representative from the Workplace Coordinating Committee (WCC) attended the closing meeting. ALGI monitoring person communicated each finding in detail and they agreed on all the findings and signed the onsite finding report. The ALGI monitoring team handed over a copy of the findings to the factory, thanked them for their cooperation, and left the factory at 01.00 pm on May 19, 2023.

Remarks:

1. Collective bargaining agreements, agency labor contracts, contractor licenses, government waivers, inconsistency between time and production records, and remediation of previous findings were not applicable in this audit.
2. The senior manager in charge has a good understanding of the situation concerning Covid-19 and has made all possible adjustments.
3. #Living Wage: As the country selection (Myanmar) missing from the global living wage coalition (GLWC) website, the auditor used the basic living wage of MMK 407,928.4/month, which was manually collected and calculated by the auditor through Anker's methodology. Relevant data comes from the website (NUMBEO) which is the world's largest cost of living database. Basic Living Wage calculation manually collected by the auditor is uploaded as part of the report attachments.
4. Since the local language of the factory was Burmese, to document review, and conduct workers & management

interviews a local translator was used in the audit, therefore total on-site person-days of the audit increased from 4.0 to 4.8.

5. As Mr. Kibria worked as a trainee auditor; his name is not showing in the details section of the amfori BSCI sustainability platform.

SITE DETAILS

Site
AMAVA APPAREL LTD

Site amfori ID
104-000004-001

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.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	1031	Workers
Legal minimum wage in local currency	144000	Monthly
Lowest wage paid for regular work at the site	144000	Monthly
Calculated living wage in local currency	407928	Monthly
Total sample	35	Workers

Other Metrics

Male workers	51	Workers
Female workers	980	Workers
Permanent workers - Male	87	Workers
Permanent workers - Female	1000	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Management - Male	6	Workers
Management - Female	19	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers with night shift - Male	13	Workers
Workers with night shift - Female	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Domestic migrant workers - Male	0	Workers
Domestic migrant workers - Female	0	Workers
Foreign migrant workers - Male	4	Workers
Foreign migrant workers - Female	0	Workers
Workers hired directly - Male	87	Workers
Workers hired directly - Female	1000	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Pregnant workers	32	Workers

Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	10 Workers
Sample - Male	5 Workers
Sample - Female	30 Workers

FINDINGS

PA1: Social Management System

Site: AMAVA APPAREL LTD | Site amfori ID: 104-000004-001

ENGLISH	LOCAL LANGUAGE
Finding(s)	
<p>An effective management system is yet to be implemented in the following areas; PA1: Social Management System, PA2: Workers Involvement and Protection, PA5: Fair Remuneration, PA7: Occupational Health & Safety and PA12: Protection of the Environment.</p>	<p>ထိရောက်သော စီမံခန့်ခွဲရေးစနစ်ကို အောက်ဖော်ပြပါ ဝေယျာတွင် အထင်အလွှာအဖြစ် ချမှတ်ရန် ရှိသေးသည်။ PA1: လူမှုရေးစီမံခန့်ခွဲရေးစနစ် (PA2, PA5: Fair Remuneration: PA7: အလုပ်အကိုင် ဂျာနယ်ရေးဆွဲမှုနှင့် လုံခြုံရေးနှင့် PA12: ဝတ်ဝန်များ၏ ကာကွယ်ရေး။</p>

PA 2: Workers Involvement and Protection

Site: AMAVA APPAREL LTD | Site amfori ID: 104-000004-001

ENGLISH	LOCAL LANGUAGE
Finding(s)	
<p>Although the facility provides regular training to the workers on amfori BSCI CoC and the last training was conducted on February 13, 2023, the training sessions were not more effective as a consequence approximately 50% of interviewed workers were not aware of the content of amfori BSCI CoC. (As per amfori BSCI CoC)</p>	<p>အစိုးရ အောက်အငြိမ်း သည် အခြေခံရိုးစိတ်စီမံခန့်ခွဲမှုတွင် အလုပ်သမားများကို ပုံမှန်အားဖြင့် ဖွဲ့စည်းပေးသော အင်အားစုများဖြင့် ဖြစ်ပေါ်စေခဲ့ပြီး နေ့စဉ် အလုပ်အကိုင်ဆောင်ရာတွင် အသုံးပြုရန် အားပြုရန် နေ့စဉ်အလုပ်အကိုင်ဆောင်မှုများ ပြုလုပ်ခဲ့သည်။ ၂၀၂၃ ခုနှစ် ဇန်နဝါရီလ ၁၃ ရက်နေ့တွင် ဆောင်ရွက်ခဲ့သော အင်အားစုအားဖြင့် မြစ်ဝကျွန်းပေါ်ရပ်ကွက်ရှိ ဝန်ထမ်းများသည် အခြေခံရိုးစိတ်စီမံခန့်ခွဲမှု၏ အကျဉ်းချုပ်အကြောင်းကို မသိရှိကြောင်း ပြောဆိုခဲ့သည်။ ၅၀% နီးပါးသည် အခြေခံရိုးစိတ်စီမံခန့်ခွဲမှု၏ အကျဉ်းချုပ်အကြောင်းကို မသိရှိကြောင်း ပြောဆိုခဲ့သည်။ (amfori BSCI CoC အရ)</p>

PA 5: Fair Remuneration

Site: AMAVA APPAREL LTD | Site amfori ID: 104-000004-001

ENGLISH	LOCAL LANGUAGE
Finding(s)	
<p>Though the facility has conducted workers survey to know the living cost of this region, they did not analyze the market prices to ensure the food prices. Further, they did not identify the gaps between the actual remuneration and the fair remuneration figure. Further, the facility did not take any steps to meet the basic living wage of this region for the workforce. (As per amfori BSCI CoC)</p>	<p>အစိုးရ အောက်အငြိမ်း သည် ဤဒေသ၏ အသက်မွေးဝမ်းကျောင်း ကုန်များကို စစ်ဆေးရန် အလုပ်သမားများ၏ ဝတ်စားဆင်ယင်မှုများကို စစ်ဆေးခဲ့သည်။ လူမှုရေးစီမံခန့်ခွဲမှုအားဖြင့် အကောင်းဆုံးကန့်သတ်ဆုံးအထိ ရောက်ရှိရန် ဝန်ဆောင်မှုကို စောင့်ကြည့်မည်။ ဤအပြင် ကုန်စည်များကို အခြေခံအားဖြင့် လုံလုံလောက်လောက် စီမံခန့်ခွဲမှုကို လုပ်ဆောင်ခဲ့ပြီး ဤဒေသရှိ အခြေခံအားဖြင့် အလုပ်အကိုင်ဆောင်မှုများကို စောင့်ကြည့်မည်။ ဤအပြင် အစိုးရ အောက်အငြိမ်း သည် အလုပ်သမား၏ အကျိုးအမြတ်များကို စောင့်ကြည့်မည်။</p>

Finding(s)	
	ဤဒေသ၏ အခြေခံ အသက်မွေးဝမ်းရှာ လုပ်ဆောင်မှု ဖြည့်ဆည်းရန် မည်သည့်ခြေစာမှ မလုပ်ဆောင်ခဲ့ပါ။ (amfori BSCI COC အရ)

PA 7: Occupational Health and Safety

Site: AMAVA APPAREL LTD | Site amfori ID: 104-000004-001

ENGLISH	LOCAL LANGUAGE
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Finding(s)	
<p>a.) According to the facility visit, documents review, and management & worker interview, it was noted that the auditee does not comply in line with the regulations on occupational health and safety relevant to questions no 7.1, 7.9, 7.17 & 7.24. (As per amfori BSCI CoC)</p> <p>b.) Following gaps have been identified related to legal documentation:</p> <p>1. Fire license has been expired on 14th November 2022. But facility management applied to the concerned authority for renewal on 20th March 2023.</p> <p>2. The facility does not have a cargo lift using permission from the concerned authority. However, they applied to the concerned authority for permission on 13th March 2023 but did not get yet.</p>	<p>a.) အောက်အဖွဲ့လည်းကောင်း နှင့် အလုပ်သမားတွေ့မြင်ဆွဲချိန်အစီအစဉ် ၇.၁၊ ၇.၆၊ ၇.၆၊ ၇.၁၇ နှင့် ၇.၂၄ နှင့် သက်ဆိုင်ဆောင်ရွက်ရန်အရ သင့်တော်မှုမရှိအောင် နှစ်စဉ် စစ်ဆေးခြင်း စီစဉ်မရှိပါ။ (amfori BSCI COC အရ)</p> <p>b.) တရားဝင်စာရင်းစစ်ချက်နှင့် ဆက်သွယ်သည့် အလုပ်သမားစာရင်းစစ်ချက် အစီအစဉ် မပြည့်စုံပါ။ ။ ၁။ မီးဘေးကင်းရေးလိုင်စင် ၂၀၂၂ ခုနှစ် နိုဝင်ဘာလ ၁၄ ရက်နေ့တွင် သက်တမ်းကုန်ဆုံးဖြစ်ခဲ့ပါသည်။ ၂။ အောက်အဖွဲ့တွင် သက်ဆိုင်ချက်အရ အသုံးပြုခွင့်မရှိသည့် မီးဘေးကင်းရေးလိုင်စင် ၂၀၂၃ ခုနှစ် မတ်လ ၂၀ ရက်နေ့တွင် အသုံးပြုခွင့် မရရှိခဲ့ပါ။ ၃။ အောက်အဖွဲ့တွင် သက်ဆိုင်ချက်အရ အသုံးပြုခွင့်မရှိသည့် မီးဘေးကင်းရေးလိုင်စင် ၂၀၂၃ ခုနှစ် မတ်လ ၁၃ ရက်နေ့တွင် ချွတ်ပြန်စေမှုများ ဖြစ်ပေါ်ခဲ့ပါသည်။</p>
<p>Noted during the facility visit that there were 02 staircases connected to the mezzanine floor (sewing section) at the main production building, and 01 out of 02 staircase was found made of steel structure which may cause potential slipping hazards during the emergency evacuation. Further, the facility did not identify the risk related to the mentioned staircase in its OHS risk assessment. (As per amfori BSCI CoC)</p>	<p>အဓိကလုပ်ရုံအောက်အဖွဲ့တွင် ရေခဲခန်းမ ၀၂ နှင့် ၀၁ နှစ်ဆက်သွယ်ထားပြီး အောက်အဖွဲ့လည်းကောင်း အတွင်း သက်ဆိုင်ခဲ့ပါသည်။ နှင့် ၀၂ ရေခဲခန်းမမှ ၀၁ နှစ် အရေပြားမာကျောစေရန် အတွင်း အစားအသုံး ရှိသော အနုစာရင်းစာရင်းစစ်ချက်အရ အသုံးပြုခွင့်မရှိပါ။ ။ ဤအတွက် အန္တရာယ်ရှိသည် ဖြစ်ပါသည်။ ။ အောက်အဖွဲ့တွင် သက်ဆိုင်ချက်အရ အန္တရာယ်ရှိသည်ကို အန္တရာယ်မရှိဟု ယူဆပြီး အန္တရာယ်မရှိဟု မှတ်တမ်းတင်ခဲ့ပါသည်။</p>
<p>It was noted that the facility does not have proper monitoring to ensure machine safety in the production floors. During the facility visit, approximately 40% of needle guards were found displaced or workers were not using in the right</p>	<p>အောက်အဖွဲ့ အောက်အဖွဲ့တွင် စက်လုပ်မှု ပြုလုပ်ရာတွင် စက်အန္တရာယ်မှ ကာကွယ်ရန် နှစ်စဉ် စစ်ဆေးခြင်း စီစဉ်မရှိပါ။ ။ အောက်အဖွဲ့လည်းကောင်း အတွင်း အန္တရာယ်ရှိသည်ကို အန္တရာယ်မရှိဟု ယူဆပြီး အန္တရာယ်မရှိဟု မှတ်တမ်းတင်ခဲ့ပါသည်။</p>

Finding(s)	
place. (As per amfori BSCI COC)	စိုစွတ်စိမ်းစိုတဲ့ ဖြစ်နေသည့် ဖွဲ့စည်းပုံအရပ် အလုပ်သမားများ သည့် မှန်ကန်စေရေးအတွက် အပြန်အလှန် အကြောင်းအရာ ရှိခဲ့သည်။ (amfori BSCI COC အပိုင်း)
During the facility visit, it was observed that the childcare room of the facility was not well equipped with sufficient toys and proper accommodation facilities as per the local law requirements. However, interviewed workers told that they are not feeling comfortable keeping their children on the premises and they are happy to keep them with their family members. (The factories act 1951, section 50)	အောက်ဖော်ပြပါအတိုင်း မြေအောက်တွင် ၁ ဒေသခံ ဥပဒေ လိုအပ်ချက်များ အရ လိုအပ်သော ကစားစရာများ နှင့် သင့်လျော်စေရေးအတွက် ခင်အောက်အဖွဲ့များ နှင့် ထောက်ပံ့ပေးခြင်း စသည်ဖြင့် မရှိကြောင်း တွေ့ရှိခဲ့သည်။ ။ ဤသို့ ဥပဒေမပြုနိုင်သည့် အလုပ်သမားများ ကို မိမိတို့၏ အသက်မွေးဝမ်းကျောင်း အဖွဲ့တွင် ထိန်းသိမ်းစောင့်ရှောက်သည့် သက်ဆိုင်ရာ အဖွဲ့အစည်းများ နှင့် ဥပဒေမပြုနိုင်သည့် အလုပ်သမားများ ထိန်းသိမ်းစောင့်ရှောက်မှုများ ပြုလုပ်နိုင်စေရန်အတွက် အကြံပြုပါသည်။ (စက်ရုံများက ဝ ၉၅ ဝ ၁ အပိုင်း ၅ ဝ)



PA 12: Protection of the Environment

Site: AMAVA APPAREL LTD | Site amfori ID: 104-000004-001

ENGLISH	LOCAL LANGUAGE
Finding(s)	
The facility did not conduct Environmental Impact Assessment (EMP) from the concerned department. However, they applied to the concerned authority on May 11, 2023. (As per The Environment Conservation Rules 2012)	အစိုးရ အောက်အဖွဲ့ သည် သက်ဆိုင်ရာ အဖွဲ့မှ ဝတ်စုံကုန်ထုတ်လုပ်ရေး အဖွဲ့မှ အကြောင်းအရာ (စီအမ်ပီ) ကို မဆောင်ရွက်ခဲ့ပါ။ ဤသို့ ၂၀၂၃ ခုနှစ် မေလ ၁၁ ရက်နေ့တွင် သက်ဆိုင်ရာ အဖွဲ့ထံမှ အကြောင်းအရာ ရရှိခဲ့ပါသည်။