
Auditee :	Alim knit (BD) ltd
Audit Date From :	20/01/2016
Audit Date To :	21/01/2016
Expiry Date of the Audit :	20/01/2017
Auditing Company :	UL-RS
Auditor's Name(s) :	Tahera Aktar Banu(Lead), Foyisal Ahammed, Mamun Rashid
Auditing Branch (if applicable) :	



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Rating Definitions



Rating	A combination of ratings per performance area where:	Consequence																																													
<p>A</p> <p>OUTSTANDING</p>	<ul style="list-style-type: none"> o Minimum 7 performance area rated A o No Performance area rated C, D or E <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	B	B	B	B	A	A	A	A	A	A	A	A	B	B	B	B	B	B	B	<p>The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.</p>
A	A	A	A	A	A	A	A	A	A	A	A	A	A	A																																	
A	A	A	A	A	A	A	A	A	A	A	B	B	B	B																																	
A	A	A	A	A	A	A	A	B	B	B	B	B	B	B																																	
<p>B</p> <p>GOOD</p>	<ul style="list-style-type: none"> o Maximum 3 performance area rated C o No performance area rated D or E <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr> <tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> </table>	A	A	A	A	A	A	B	B	B	B	B	B	B	B	B	A	A	A	A	A	A	B	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	B	C	C	C	C	<p>The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.</p>
A	A	A	A	A	A	B	B	B	B	B	B	B	B	B																																	
A	A	A	A	A	A	B	B	B	B	B	B	B	B	C																																	
B	B	B	B	B	B	B	B	B	B	B	C	C	C	C																																	
<p>C</p> <p>ACCEPTABLE</p>	<ul style="list-style-type: none"> o Maximum 2 performance areas rated D o No performance area rated E <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr> <tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	C	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	C	D	D	C	C	C	C	C	C	C	C	C	C	C	C	C	D	D	<p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p>
A	A	A	A	A	A	A	A	A	A	C	C	C	C	C																																	
A	A	A	A	A	B	B	B	B	C	C	C	C	D	D																																	
C	C	C	C	C	C	C	C	C	C	C	C	C	D	D																																	
<p>D</p> <p>INSUFFICIENT</p>	<ul style="list-style-type: none"> o Maximum 6 performance area rated E <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td><td>D</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td></tr> <tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	A	D	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	D	E	E	D	D	D	D	D	D	D	D	E	E	E	E	E	E	E	<p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p>
A	A	A	A	A	A	A	A	A	A	A	D	D	D	D																																	
A	A	A	B	B	B	C	C	C	D	D	D	D	E	E																																	
D	D	D	D	D	D	D	D	E	E	E	E	E	E	E																																	
<p>E</p> <p>UNACCEPTABLE</p>	<ul style="list-style-type: none"> o Minimum 7 performance areas rated E <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	E	E	E	E	E	E	E	E	E	A	A	B	B	C	D	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	<p>BSCI participants shall closely oversee the auditee's progress as it may represent a higher risk than other business partners</p>
A	A	A	A	A	A	E	E	E	E	E	E	E	E	E																																	
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E	E	E	E	E	E	E	E	E	E	E	E	E	E	E																																	
<p>Zero Tolerance</p>	<p>A Zero Tolerance issue was identified (see Annex 5)</p>	<p>Immediate actions are required. The BSCI Zero Tolerance Protocol is to be followed.</p>																																													

Producer : Alim knit (BD) ltd

DBID : 338120 and Audit Id : 42849

Audit Date : 20/01/2016

Audit Type : Full Audit

Main Auditee Information

Name of producer :	Alim knit (BD) ltd		
DBID number :	338120		
Audit ID :	42849		
Address :	Nayapara, Kashimpur, Konabari, Gazipur, Bangladesh Gazipur		
Province :	Dhaka	Country :	Bangladesh
Management Representative :	Khondker Nazmul Alam		
Contact person:	Khondker Nazmul Alam	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	Knit items		

Audit Details



Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit	
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms	
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural	
Audit Announcement :	<input type="checkbox"/> Fully-Announced	<input checked="" type="checkbox"/> Fully-Unannounced	<input type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No		
Audit extent (if applicable) :	none		
Audit interferences or contingencies (if applicable) :	none		
Overall rating :	C		
Need of follow-up :	Yes	If YES, by : 21/01/2017	

Rating per Performance Area (PA)

PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
A	A	A	A	A	A	D	A	A	A	A	A	A

Executive summary of audit report

UL-RS Conducted a Jahres-Initial Audit as per BSCI 2014 on dated 20-Jan-16 and 21-Jan-16. The auditor reached at the facility around 09.00 am and greeted by the management team. By presenting the business card an opening meeting is conducted with the management team and workers association members. Below persons are present in opening meeting- Khondker Nazmul Alam(Manager,HR & Compliance); Ataur Rahman(Manager Admin); Ariful Islam(Officer Compliance); Rubel Malik(Officer HR); Hasan Miah(Participation Committee Member); Sweety(Participation Committee Member). The management granted all the procedure as per BSCI audit scope. The UL statement of integrity, Terms of Implementation letter and Code of Conduct 2014 was also signed by management. Two worker participation committee members were also present in the opening meeting. The factory has been established since 2010 and produce knit item for mainly European & others client. The factory is specialized in manufacturing all type of knitted item Khondker Nazmul Alam(Manager,HR & Compliance) has been appointed to look after the administration and HR system of the facility as well as the BSCI Terms implementation. The factory have capacity planning for the overall day to day work. The factory maintain a social policy in light of applicable national law, different standards and other applicable standards as per there buyers requirement. The factory has maintained working rules and procedure, which is monitored and updated on regular basis and recorded appropriately. There is two ways communication take place between management and workers as reported by the employees. The facility has an active and elected worker participation committee with the active participation of workers and management representative. The factory maintains an anticorruption and anti-bribery policy. Currently there is no subcontract used by the management as per their statement. However sub suppliers are listed in the supply chain mapping tab. The necessary approvals were reviewed and found up to date. The factory maintains personal data for all employees in personal file and also maintains duties and responsibility to the company. Basic training records are documented and reviewed during the audit. The general working hour starts from 08.00 am to 05.00 pm and Dyeing section employees are working two shifts(8.00am to 7.00pm/8.00pm to 7.00am)with 60 minutes lunch break. Friday is reported weekly off day of the facility. The factory maintained automated time keeping system to record of working hours. Facility has night shifts for dyeing section. The factory is reportedly very transparent in the social compliance issue like compensation. The employees are permanent and hired on monthly salary basis. The employee's minimum wage is guaranteed as per the existing minimum wage defined by the notification. The employee salary is given in BRAC Bank within the 7 working days of following pay periods. No minimum wage violation was reported. The employees shared that the factory paid accordingly with minimum wage notice. The mandated benefits are provided as per the existing country law. The workers participation fund and workers welfare fund or company's profit is not established. The issue is not cited as per last BSCI notice. The factory provides overtime payment for employee considering double of basic which is compliant as per law. No child labor or young employee observed on the day of the audit. The facility recruit employees 18 years or above. However the factory has developed a policy regarding child labor and young employees. Factory has a written policy not to engage workers below 18 years and no child or young worker has been identified during audit. Nothing reported about historical child labor by the interviewed workers. Factory checks the age of the potential worker before recruitment by the registered doctor and maintains age related documents in the workers' personnel files. There is definitive policy regarding Forced labor, disciplinary Measures. No prisoner labor reported. The factory does not engage any forced or bonded labor. In Bangladesh no prison labor is engaged outside the prison according to the law. Nothing identified during audit. Factory also does not keep any original documents from the workers, confirmed by the interviewed workers. Workers are free to leave their employer at any time giving required notices. Nothing has been identified or reported by the workers as harsh or inhumane treatment. Factory has instructions to the employees not to use any abusive language or attitude. No trade union has been formed by the workers of the factory. However workers are free to join or form the trade union, no restriction has been imposed to the workers to from the management. There was an active participation committee exists as reported by the interviewed employee who are not elected as per law. Two Participation Committee members were present in closing meeting. The factory maintain an open door policy for complain mechanism. The factory has written anti-discrimination policy. The employees are reported well treated and get equal opportunity for work, overtime, training and promotion. The male and female employees are treated equally and get compensated same for same type of work. There is no discrimination in hiring, compensation, access to training, promotion, termination or retirement. No records found for pregnancy test. However three sampled female workers reported about possible pregnancy testing which is not confirmed with any other objective evidence or further investigation. Interviewed workers also confirmed that they have no complained of discrimination and harassment and abuse. Overall safe and hygienic working environment is provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps have been taken to prevent accidents and injury. All workers have access to clean toilet facilities and to potable water. The electrical system was in a good condition. Factory's production areas were well ventilated. The factory maintained a comfortable temperature throughout work floors. Facility provides free medical as well as first aid treatment facility for the worker during the working time accident or injury by their appointed doctor. In case of any emergency the factory has an agreement with hospital arrangement. Sufficient first aid kits stocked with necessary supplies are provided in workshops. Medical and child care facility available in the factory. Workers toilet segregate as male and female, adequate number as per law, wash facility proved in the toilet area. Workers dining seating accommodation found as per law. Facility also provides a child care room for the workers who have a little child. During the walkthrough the works stations were observed well ventilated, illuminated and temperatures apparently comfortable for the workers. The rest rooms were observed clean and with sufficient water supply. The factory provided portable water for the employees and maintained water test reports. The building was observed structurally sound and no structural deviation apparently observed on the day of the audit by random observation. The

factory posted the evacuation plans on work floors, which indicated escape routes and the location of the fire extinguishers. PPE such as masks and gloves were provided to workers and PPE usage instruction posted each production floor. Workers receive regular and recorded health & safety training. Fire drill conducted every month. Fire training, first aid training provided as per law. The facility has done maintenance of the machines on regular basis confirmed through the documents reviewed. The factory has obtained building and fire insurance certificates for current period. The factory fire extinguishers are renewed for current period. Risk assessment done by the factory and injury register maintain properly. No dormitory provided by the facility for workers. This is acceptable in law. The management informed that they consider environment for any production going on. After end of the audit a closing meeting was conducted with management. Below listed management and Workers representative were present in the closing meeting. Abdur Rahman(GM Admin); Khondker Nazmul Alam(Manager,HR & Compliance); Ataur Rahman(Manager Admin); Ariful Islam(Officer Compliance) ; Rubel Malik(Officer HR); Hasan Miah(Participation Committee Member); Sweetsy(Participation Committee Member); . The management agree with the observation and give deadline for reported concern correction.

Ratings Summary



Auditee's background information			
Auditee's name :	Alim knit (BD) ltd	Legal status :	Private Limited Company
Auditee aliases :		Year in which the auditee was founded :	2010
Address :	Nayapara, Kashimpur, Konabari, Gazipur, Bangladesh	Contact person (please select) :	Khondker Nazmul Alam
Province :	Dhaka	Contact's Email :	nazmulhr@mondol.net
City :	Gazipur	Auditee's official language(s) for written communications :	Bangla
Region :	South Asia	Other relevant languages for the auditee :	English
Country :	Bangladesh	Website of auditee (if applicable) :	None
GPS coordinates :	N 23.98587, E 90.31917	Total turnover (in Euros) :	10430849.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :		Production volume :	1200000pcs
Product Group :	Apparel	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Knit items		

Auditee's employment structure at the time of the audit			
Total number of workers :	1750	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	963	787	
Temporary workers	0	0	
In management positions	20	5	
Apprentices	0	0	
On probation	160	140	
With disabilities	0	0	
Migrants (national citizens)	0	0	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	963	787	
Production based workers	0	0	
With shifts at night	90	0	
Unionised	0	0	
Pregnant	-	10	
On maternity leave	-	0	

Finding Report



Performance Area 1 : Social Management System and Cascade Effect		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [42849] Audit Date: 20/01/2016 PA Score: A		
None	Based on satisfactory evidence, the main auditee respects this principle Performance area.	
Remarks from Auditee: None		
Performance Area 2 : Workers Involvement and Protection		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [42849] Audit Date: 20/01/2016 PA Score: A		
None	Based on satisfactory evidence, the main auditee respects this principle Performance area.	
Remarks from Auditee: None		
Performance Area 3 : The rights of Freedom of Association and Collective Bargaining		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [42849] Audit Date: 20/01/2016 PA Score: A		
None	Based on satisfactory evidence, the main auditee partially respects this principle Performance area: (3.1)Participation committee's document review, management and workers interview it is noted that existing participation committee are not freely elected. Participation committee's formation validity has expired dated on November 12, 2015. However facility management has taken initiative to reelection process to formation of participation committee and it will be completed within on March 31, 2016. [Bangladesh Labour Code (2006), Amendment (2013) Sec.205 (6)] Recommendation: It is recommended that the workers' representatives shall be elected in accordance with the rules, where there is no trade union in the organization.	31/03/2016
Remarks from Auditee: None		
Performance Area 4 : No Discrimination		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [42849] Audit Date: 20/01/2016 PA Score: A		
None	Based on satisfactory evidence, the main auditee respects this principle Performance area.	
Remarks from Auditee: None		

Performance Area 5 : Fair Remuneration		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [42849] Audit Date: 20/01/2016 PA Score: A		
Attendance bonus 300-500 BDT for all employees , Annual sports & cultural program and prize giving ceremony,external training ,birhtday celebration for all employee, library access for all employee during lunch period and health campaign.	Based on satisfactory evidence, the main auditee respects this principle Performance area.	
Remarks from Auditee: None		
Performance Area 6 : Decent Working Hours		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [42849] Audit Date: 20/01/2016 PA Score: A		
None	Based on satisfactory evidence, the main auditee respects this principle Performance area.	
Remarks from Auditee: None		
Performance Area 7 : Occupational Health and Safety		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [42849] Audit Date: 20/01/2016 PA Score: D		
None	Based on satisfactory evidence, the main auditee partially respects this principle Performance area: (7.6) 03 out of 03 employee of tumble section operators are not using ear plug while they are working in their piping machine in tumble section and huge sound of this machine. Further 10 out of 20 employee of cutting employees are not using face mask whereas observed fabric dust is flew there while they are cutting fabric in cutting section. [Bangladesh Labour Code (2006), Amendment (2013),78 (a)] Recommendation: It is recommended that facility shall provide awreness training to their employees to ensure use the personal protective equipment while they are wroking on those machine. (7.15) 01 out of 02 aisles are found partially blocked by carton in packing section located at 2nd floor whereas approximate 10 to 15 employees are working and area approximate 1912 square feet and 01 out of 02 aisles are found partially blocked by carton in packing section located at 3rd floor whereas approximate 10 to 15 employees are working and area approximate 1912 square feet. [Bangladesh Labour Code (2006), Sec.62(6)] Recommendation: It is recommended that auditee shall giving access a free passage-way to each means of escape in case of fire shall be maintained for the use of all workers in every room of the factory.	31/01/2016
Remarks from Auditee: None		
Performance Area 8 : No Child Labour		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [42849] Audit Date: 20/01/2016 PA Score: A		
None	Based on satisfactory evidence, the main auditee respects this principle Performance area.	
Remarks from Auditee: None		

Performance Area 9 : Special protection for young workers		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [42849] Audit Date: 20/01/2016 PA Score: A		
None	Based on satisfactory evidence, the main auditee respects this principle Performance area.	
Remarks from Auditee: None		
Performance Area 10 : No Precarious Employment		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [42849] Audit Date: 20/01/2016 PA Score: A		
None	Based on satisfactory evidence, the main auditee respects this principle Performance area.	
Remarks from Auditee: None		
Performance Area 11 : No Bonded Labour		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [42849] Audit Date: 20/01/2016 PA Score: A		
None	Based on satisfactory evidence, the main auditee respects this principle Performance area.	
Remarks from Auditee: None		
Performance Area 12 : Protection of the Environment		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [42849] Audit Date: 20/01/2016 PA Score: A		
None	Based on satisfactory evidence, the main auditee respects this principle Performance area.	
Remarks from Auditee: None		
Performance Area 13 : Ethical Business Behaviour		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [42849] Audit Date: 20/01/2016 PA Score: A		
None	Based on satisfactory evidence, the main auditee respects this principle Performance area.	
Remarks from Auditee: None		

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	20/01/2016	42849	A	A	A	A	A	A	D	A	A	A	A	A	A	C

Producer Photos



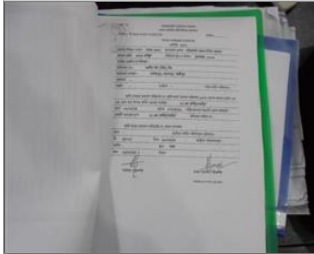
External photo(s) of the production unit(s)
Boiler operator.JPG



External photo(s) of the production unit(s)
Ear plug not using tumble section oprator.JPG



External photo(s) of the production unit(s)
Inside view of the production building.JPG



External photo(s) of the production unit(s)
Boiler.JPG



External photo(s) of the production unit(s)
Eating place for employees.JPG



External photo(s) of the production unit(s)
Partially blocked.JPG



External photo(s) of the production unit(s)
BSCI coc in local language.JPG



External photo(s) of the production unit(s)
Evacuation plot plan.JPG



External photo(s) of the production unit(s)
PPE not using in cutting section.JPG



External photo(s) of the production unit(s)
Canteen for expatriate staff.JPG



External photo(s) of the production unit(s)
External view.JPG



External photo(s) of the production unit(s)
Toilets.JPG



External photo(s) of the production unit(s)
Doctor room.JPG



External photo(s) of the production unit(s)
First Aid .JPG