

Social Audit Report

January 2009

BSCI 7-01/09

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FTA – Foreign Trade Association, Brussels – gsm Global Sustainable Management GmbH, Cologne – Migros-Genossenschafts-Bund, Zürich –
Systain Consulting GmbH, Hamburg

Social Audit Report

Factory Name:	Tahersons Fashions Ltd.		
Factory Address:	4700/H, Terminal Connecting Road, Chandgaon, Chittagong-4212, Bangladesh		
Management Representative:	Gazi Atiqur Rahman, Director		
Audit Results for BSCI Social Requirements Part B:	Good ¹ <input type="checkbox"/>	Improvement Needed <input checked="" type="checkbox"/>	Non-compliant <input type="checkbox"/>
Audit Results for Best Practice for Industry Part C:	Good <input type="checkbox"/>	Improvement Needed <input checked="" type="checkbox"/>	
Audit initiated by:	BSCI Member : <input type="checkbox"/>	Supplier: <input checked="" type="checkbox"/>	
Auditing Company Name:	CISE		
Audit report number:	CISE/RdeR/BD/2011-40		
DBID number:	23770		
Lead Auditor's name and SAAS certificate number:	Kamal Hosain Bhuiyan/ A8207		
Auditing Company Address:	CISE, C/O.RdeR Bangladesh (Pvt.) Ltd. Flat #3B, House # 114, Road # 15, Block-C, Banani, Dhaka-1213, Bangladesh.		
Audit Date:	January 26 to 29, 2011		
Date of the new BSCI to be started: (3 years from the initial audit)	January 28, 2014		
Number of Initial audits performed at this facility (Cycle number 1, 2, 3..):	Nil		
Agreed date for closing the CAP (if applicable):	1 Year		
Date, Signature & Stamp:	January 29, 2011		

¹ Due to the sampling nature of the auditing exercise, absence of findings during an assessment does not assure the full compliance of the facility nor does it guarantee that violations may not appear in the future. BSCI and the auditing company do not accept responsibility for conditions at other locations that may be used in the supply chain of the relevant product or service since this report covers the production site listed under "audited company" only.

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Lead-Auditor	Kamal Hosain Bhuiyan	Additional Auditor	Ahmad Humayun Kabir
Audit Date	January 26 to 29, 2011	Number of man days applied	2.5

A. Master Data – For full details on the business structure of the company, see complete Master Data in the Audit Questionnaire.

Location of audited Company		Basic Data	
Name of Company	Tahersons Fashions Ltd.	Year of foundation	2008
http://www.	www.tahergroup.com	Legal status	Private Limited Company
Street	4700/H,Terminal Connecting Road, Chandgaon, Chittagong-4212, Bangladesh	Language(s) spoken in company	Bengali/ Bangla
City	Chittagong	Total production capacity per month	500000 pieces per month
Zip Code	4212	Contact Person	
Country	Bangladesh	Name	Gazi Atiqur Rahman
Phone	+88-031-2553501	Position / Language	Director/ Bangla & English
Fax	+88-031-728871	Phone	+88-01678000212
DBID Number	23770	E-mail	atiq@tahergroup.com

Business Activities			
Clothing:	<input checked="" type="checkbox"/>	Construction Material:	<input type="checkbox"/>
Eyewear (Glasses):	<input type="checkbox"/>	Furniture:	<input type="checkbox"/>
Machinery:	<input type="checkbox"/>	Other hard goods:	<input type="checkbox"/>
Textiles:	<input type="checkbox"/>	Toys:	<input type="checkbox"/>
		Electronic Groups:	<input type="checkbox"/>
		Leather Goods (except shoes):	<input type="checkbox"/>
		Shoes:	<input type="checkbox"/>
		Textiles raw material or accessories	<input type="checkbox"/>

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B. Audit Assessment Part B BSCI Mandatory Social Requirements

		Results			
		2	1	0	NA
B.1	Management Practice	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
B.2	Documentation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
B.3	Working Time	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
B.4	Compensation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
B.5	Child Labour / Young Employees	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.6	Forced Labour / Prisoner Labour / Disciplinary Measures	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.7	Freedom of Association / Collective Bargaining	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
B.8	Discrimination	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.9	Working Conditions	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.10	Health and Social Facilities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
B.11	Occupational Health and Safety	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
B.12	Dormitories	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
B.13	Environment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Total Result:	Good <input type="checkbox"/>	Improvements Needed <input checked="" type="checkbox"/>	Non-compliant <input type="checkbox"/>
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Remarks

The initial onsite assessment was conducted on January 26 to 29, 2011 at Tahersons Fashions Limited. The facility is located at 700/H, Terminal Connecting Road, Chandgaon, Chittagong-4212, Bangladesh. They have operated at this location since 2008. The main products manufactured by the factory are knit products such as tops & bottoms.

CISE assessment team arrived at the facility and was welcomed by Mr. Gazi Atiqur Rahman, Director. The assessment team held an opening meeting and exchanged business cards.

Following Factory representatives were present in the opening meeting-

1. Mr. Gazi Atiqur Rahman- Director
2. Mr. Syed Morshed Iman Rumman-Compliance Manager
3. Md. Saiful Malek-Admin & HR Officer

During opening meeting, the assessment team explained the purpose and procedure of the

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assessment to the management team, including a health and safety walkthrough, employees. Private interviews, thorough document checking and a detailed payroll record review. The management team was permitted to carry out the whole process as per the client's requirement. All management staff remained with the assessment team throughout the assessment process and was very cooperative throughout the assessment process.

In view of the facility, the factory compound consists of one building.

Tahersons Fashions Ltd. is located on the ground floor, 1st, 2nd, 3rd, 4th floor & roof top

A few General shops are located on the ground floor.

Ground floor is occupied by generator room.

1st floor is occupied by factory office, finishing section, packing section, finished carton room, boiler room.

2nd floor is occupied by sewing section, sample section

3rd floor is occupied by sewing section, accessories store, and maintenance section

4th floor is occupied by fabric store, cutting section, doctor & child care room.

Rooftop is occupied by dining room.

Currently 250 employees are working in the factory, which includes 80 number of male & 170 number of female employees.

At the end of the audit process, a closing meeting was held to discuss various concerns & by Mr. Gazi Atiqur Rahman, Director, has signed the Corrective Action Plan- B & C at the end of the closing meeting.

Following Factory representatives were present in the closing meeting:

1. Mr. Gazi Atiqur Rahman- Director
 2. Mr. Syed Morshed Iman Rumman- Compliance Manager
 3. Md. Saiful Malek- Admin & HR Officer
- Initial Audit result description (Part-B):

Section B.1: Management Practice

Findings

1. The factory did not have a senior management representative been appointed who, irrespective of other duties, is responsible that the BSCI social requirements are met.
2. The factory did not have a qualified person / are qualified persons responsible for updating and implementing legal regulations especially but not only with regard to matters subject to continuous change like wages and safety.
3. The company did not appoint a qualified person / qualified persons on the
4. operational level for implementation and checking compliance with the
5. BSCI social requirements including health and safety.
6. Executives, management and staff were not aware of the legal rights and duties under labour legislation.
7. There was no ongoing communication about social requirements between staff and management.

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Section B.2: Documentation

Findings:

1. The factory did not have a written policy available in the company that describes the social responsibility of the company especially with regard to female employees, compensation, working conditions, health and social facilities, safety, freedom of association and collective bargaining.
2. It was noted that the company has not a written commitment to their employees to comply with the BSCI Social Requirements including legal requirements in the country of operation and has this commitment posted in the location together with the BSCI Code of Conduct visible to all employees in relevant languages or attached it to each employee's contract.
3. During checking the personal files of the workers it was noted that copy of workers ID card was not maintained in the workers personal file.
4. Time cards are manually marked by the time keeper. As a result, uniform time in and out is reflected everyday (such as 8:00 am as time in for all employees and 5:00 pm as time out) in the time cards. This is not the exact time in and out of employees.
5. It was noted through documents review and workers interview that service book was not maintained properly.
6. Documentation on health and safety training was not available
7. Security guards did not have an employment contract which describes their duties

Section B.3 Working Time:

Finding:

1. Time cards are manually marked by the time keeper. As a result, uniform time in and out is reflected everyday (such as 8:00 am as time in for all employees and 5:00 pm as time out) in the time cards. This is not the exact time in and out of employees.

Section B.4 Compensation:

Finding:

1. Facility management does not have the provision of workers' participation fund and workers' welfare fund.

Section B.5 Child Labour/ Young Employees: No discrepancy noticed

Section B.6 Forced Labour/ Disciplinary Measures/ Prisoner Labour: No discrepancy Noticed

Section B.7 Freedom of Association & Collective Bargaining:

1. Employees are not aware about the use of suggestion boxes.

Section B.8 Discrimination: No discrepancy noticed

Section B.9 Working Conditions: No discrepancy noticed

Section B.10 Health & Social Facilities:

Findings:

2. The factory did not have a canteen.
3. The factory did not appoint a Nurse
4. The factory did not have a contract with hospital

Section B.11 Occupational Health & Safety:

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Findings:

1. During floor visit it was observed that cushioned rubber mats were not provided to standing workers.
2. All employees were not received health and safety training after recruitment and regularly during their employment Employees working with electricity did not have adequate qualification
3. It was noted and measured during the visit that the height of the existing emergency exit on the roof top was 5' 9" instead of 6' 6".
4. It was noted during the visit that 2 doors on the roof top opened inwards
5. During floor visit it was noted that 7 sewing machines were without rubber paddle mats.
6. It was noted that operators of machinery did not get training about safety regulations and operating procedures.

Section B.12 Dormitory:

Dormitory was not provided to the workers by the factory as it is not a legal requirement in Bangladesh.

Section B.13 Environment: No discrepancy noticed

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Audit Corrective Action Plan (CAP) Part B BSCI Mandatory Social Requirements

	Findings and Necessary Improvements	Implementation Date
Management Practice	<p>1. In accordance with BSCI Social requirements Point B.1.2</p> <p>The factory did not have a senior management representative been appointed who, irrespective of other duties, is responsible that the BSCI social requirements are met.</p> <p>2. In accordance with BSCI Social requirements Point B.1.3</p> <p>The factory did not have a qualified person / are qualified persons responsible for updating and implementing legal regulations especially but not only with regard to matters subject to continuous change like wages and safety.</p> <p>3. In accordance with BSCI Social requirements Point B.1.4</p> <p>The company did not appoint a qualified person / qualified persons on the operational level for implementation and checking compliance with the BSCI social requirements including health and safety.</p> <p>4. In accordance with BSCI Social requirements Point B.1.5</p> <p>Executives, management and staff were not aware of the legal rights and duties under labour legislation.</p> <p>5. In accordance with BSCI Social requirements Point B.1.6</p> <p>There was no ongoing communication about social requirements between staff and management.</p>	3 months.
Documentation	<p>1. In accordance with BSCI Social Requirements Point B.2.3</p> <p>The factory did not have a written policy available in the company that describes the social responsibility of the company especially with regard to female employees, compensation, working conditions, health and social facilities, safety, freedom of association and collective bargaining.</p> <p>2. In accordance with BSCI Social Requirements Point B.2.4,</p> <p>It was noted that the company has not a written commitment to their employees to comply with the BSCI Social Requirements including legal requirements in the country of operation and has this commitment posted in the location together with the BSCI Code of Conduct visible to all employees in relevant languages or attached it to each employee's contract.</p> <p>3. In accordance with BSCI Social Requirements Point B.2.5</p> <p>During checking the personal files of the workers it was noted that copy of workers ID card was not maintained in the workers personal file.</p> <p>4. In accordance with BSCI Social Requirements Point B.2.6</p> <p>Time cards are manually marked by the time keeper. As a result, uniform time in and out is reflected everyday (such as 8:00 am as time in for all employees and 5:00 pm as time out) in the time cards. This is not</p>	3 months

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	<p>the exact time in and out of employees.</p> <p>5. According to the Bangladesh Labor Law 2006, Chapter 2, Section 6(2) & BSCI Social Requirements Point B.2.11 (d)</p> <p>It was noted through documents review and workers interview that service book was not maintained properly.</p> <p>6. In accordance with BSCI Social Requirements Point B.2.12 Documentation on health and safety training was not available</p> <p>7. In accordance with BSCI Social Requirements Point B.2.19</p> <p>Security guards did not have an employment contract which describes their duties</p>	
Working Time	<p>1. In accordance with BSCI Social Requirements Point B.3.1</p> <p>Time cards are manually marked by the time keeper. As a result, uniform time in and out is reflected everyday (such as 8:00 am as time in for all employees and 5:00 pm as time out) in the time cards. This is not the exact time in and out of employees.</p>	1 month
Compensation	<p>1. In accordance with BSCI Social Requirements Point B.4.12 & Bangladesh Labor Code 2006; Sec 234</p> <p>Facility management does not have the provision of workers' participation fund and workers' welfare fund.</p>	1 Year
Child Labour / Young Employees	No discrepancy noticed	Not Applicable
Forced Labour / Prisoner Labour / Disciplinary Measures	No discrepancy noticed	Not Applicable
Freedom of Association and Collective Bargaining	<p>1. In accordance with BSCI Social Requirements Point B.7.6A</p> <p>Employees are not aware about the use of suggestion boxes.</p>	15 days
Discrimination	No discrepancy noticed	Not Applicable
Working Conditions	No discrepancy noticed	Not Applicable
Health and Social Facilities	<p>1. In accordance with BSCI Social Requirements Point B.10.3 & Bangladesh Labor Law 2006, Chapter-8, Section 92 (1)</p> <p>The factory did not have a canteen.</p> <p>2. In accordance with BSCI Social Requirements Point B.10.7 (b)</p>	1 Year

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Health and Social Facilities	1. In accordance with BSCI Social Requirements Point B.10.3 & Bangladesh Labor Law 2006, Chapter-8, Section 92 (1) The factory did not have a canteen.	1 Year
	2. In accordance with BSCI Social Requirements Point B.10.7 (b) The factory did not appoint a Nurse	
	3. In accordance with BSCI Social Requirements Point B.10.7 (c) The factory did not have a contract with hospital	
Occupational Health and Safety	1. In accordance with BSCI Social Requirements Point B.11.2 (a) During floor visit it was observed that cushioned rubber mats were not provided to standing workers.	1 Year
	2. In accordance with BSCI Social Requirements Point B.11.2 (K) All employees were not received health and safety training after recruitment and regularly during their employment	
	3. In accordance with BSCI Social Requirements Point B.11.4 (I) Employees working with electricity did not have adequate qualification	
	4. In accordance with BSCI Social Requirements Point B.11.7 (a) & Section 51 (2) of the Factories Rules, 1979 It was noted and measured during the visit that the height of the existing emergency exit on the roof top was 5' 9" instead of 6' 6".	
	5. In accordance with BSCI Social Requirements Point B.11.7 (e) & Bangladesh Labor Law 2006, Chapter-6, Section 62(3) It was noted during the visit that 2 doors on the roof top opened inwards	
	6. In accordance with BSCI Social Requirements Point B.11.8 (a) During floor visit it was noted that 7 sewing machines were without rubber paddle mats.	
	7. In accordance with BSCI Social Requirements Point B.11.8 (c) It was noted that operators of machinery did not get training about safety regulations and operating procedures.	
Dormitories	No dormitory provided to the workers by the factory as it is not a legal requirement for this in Bangladesh	Not Applicable
Environment	No discrepancy noticed	Not Applicable

Kamal Hosain
29.1.11
Kamal Hosain Bhuiyan



Date / signature / stamp Auditor

Mr. Gazi Atiqur

Signature / stamp Company



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C. Audit Assessment Part C Best Practice for Industry - Voluntary implementation but auditing is mandatory

		Results		
		2	1	NA
C.1	Policy	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
C.2	Planning and Implementation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
C.3	Management Review	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
C.4	Control of Subcontractors / Suppliers / Sub-suppliers	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
C.5	Control of Homeworkers	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
C.6	Compensation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
C.7	Child Labour	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
C.8	Evasion	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
C.9	Outside Communication	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

Ripe for SA8000 Certification with regard to audit results B. and C.:

☐

YES

☒

NO

Training and assistance necessary but SA8000 certifiable

☐

YES

☒

NO

Remarks

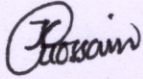
The management explained that at this time the facility has no plans to implement the SA8000 Standards. However, the management also said that they will discuss this matter with their top management

Please fill in under results		
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No deviation from requirements	Deviation from requirements	Requirements do not match to the company structure

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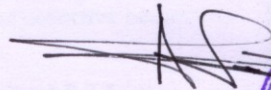
Audit Corrective Action Plan (CAP) Part C Best Practice for Industry

	Findings and Necessary Improvements	Agreed		Implementation Date
		Yes	No	
Policy	The facility needs to elaborate a company policy towards social accountability and labour conditions conforming to SA 8000 standards, national laws. Committing to continual improvement, effectively documented and implemented.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Not Applicable
Planning and Implementation	The company shall ensure that the requirements of the SA8000 Standard are understood and implemented at all levels of the organisation. The company shall ensure that there are clear definitions of roles, responsibilities and authority. There shall be training of new and/or temporary employees upon hiring as well as periodic training for permanent employees.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Not Applicable
Management Review	The top management shall periodically review the accuracy, suitability and continuing effectiveness of its company policies, procedures and performance results, according to the SA8000 Standard.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Not Applicable
Control of Suppliers / Subsuppliers	The company has a policy but without any suppliers control procedures.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Not Applicable
Control of Homeworkers	N/A. No home worker is used for productions.	<input type="checkbox"/>	<input type="checkbox"/>	Not Applicable
Compensation	The company is not paying according to basic need wage and has no plan to implement basic need wage plan	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Not Applicable
Child Labour	Company has child remediation plan and at the moment no child or young workers found in the factory.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Not Applicable
Evasion	No concern apparent	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Not Applicable
Outside Communication	The company shall establish and maintain procedures to communicate regularly to all interested parties data and other information regarding performance of the requirements of the SA8000 Standard, including, but not limited to, the results of management reviews and monitoring activities.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Not Applicable

 29.1.11
Kamal Hosain Bhuiyan

Date / signature / stamp Auditor




Mr. Gazi Atiqur Rahman
Signature / stamp Company



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List of Audit Attachments

	Obligatory Attachments	Attached?
1.	Employees Interview Sheet	Yes, attached in the questionnaire
2	Photos: outside factory compound, production floor, canteen, dormitories, display of the code of conduct, nursery, etc.	Yes, separate file
3	Child Labour Record Sheet	Yes, attached in the questionnaire

	Required copies to be available as part of the audit pack, if no legal prohibition for collecting the record, according to local law.	Available with the audit files?
4	Collective Bargaining Agreement	Not Applicable
5	Personnel File sample	Yes
6	Time Record sample	Yes
7	Payslip sample	Yes
8	Payment to Social Insurance Fund	Yes
9	Wage List sample	Yes
10	Maternity Leave sample	Yes
11	Work Rules	Yes
12	Documentation on Health and Safety Training	Yes
13	Documentation on Social Issues made by officials or other social audit	Yes
14	Agreement with a union or other worker representative	Not Applicable
15	Authorization for exemptions from statutory regulations	Not Applicable
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