Monitoring summary report for Caesar Apparels Ltd

MONITORING ID: 24-0301805

amfori
Trade with purpose

Monitored Party **Caesar Apparels Ltd**	amfori ID **050-001394-000**	Address **PBA Road, Shikolbaha,, 4370 Chittagong, Chattogram, Bangladesh**
Monitoring Activity **amfori Social Audit - Manufacturing**	Monitoring Type **Full Monitoring**	Monitoring Partner **Eurofins CPA**
Monitoring Start Date **08/01/2025**	Closing Meeting Finished Date **15/01/2025**	Submission Date **15/01/2025**
Expiration Date **15/01/2027**	Announcement Type **Semi Announced**	
Site **Caesar Apparels Ltd.**	Site amfori ID **050-001394-002**	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	C	
PA 2: Workers Involvement and Protection	B	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination, Violence or Harassment	B	
PA 5: Fair Remuneration	B	
PA 6: Decent Working Hours	C	
PA 7: Occupational Health and Safety	A	

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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	

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GENERAL DESCRIPTION

Name of lead auditor: Most. Mahfuza Akter, APSCA membership number: CSCA 21701593
Name of team auditor: Ayasha Siddiqua, APSCA membership number: CSCA 21704574 attended the audit.
Name of observers, translators, trainees, advisors/consultants: None.

Monitoring partner name: Eurofins CPA.

This audit is a full audit is planned for 2 auditors in 2 days (Day 1: two auditors, Day 2: 1 auditor) which is 3-man day onsite (3.5-man day total). This monitoring was conducted on 08 & 09-1-2025.
Caesar Apparels Limited is located at PBA Road, Shikolbaha, Chittagong, Bangladesh. The factory was established on 15th June 2005 (as per the incorporation certificate) and started its operation in the current location since 2016 (as per management statement). The product of the facility is (knit and woven items) with the production processes: cutting, sewing, and finishing. Production capacity is around 12,000 pieces in a month.

The following business license information is noted:
Factory License: 3528/Chattogram, license is valid till 28/8/ 2025.
Fire License: Chatto/9368/2020-2016-2017, issued by Bangladesh Fire Service and Civil Defense, license is valid till 30/6/ 2025.
Trade License: Trad/CHTG/023038/2021, issued by Chattogram City Corporation, license is valid till 30th June 2025.

Audited location information: Total production area around 17500 square feet and land area around 634945 square feet, warehouse area 1800 square feet. There are 04 buildings and 04 sheds in the factory premises.
Building 01:
Ground Floor-Raw material Store, Cutting Section, sewing section, finishing section, Ironing section, Packing section, Finished goods Area, Office, Inspection room, Conference room.
1st Floor- Vacant (Under Construction)
2nd Floor- Vacant (Under Construction)
Building 02: Boiler
Building 03: Generator
Building 04: Dining

Shed-01: (Steel structure)
Ground floor-Pilot run/Size set, sewing section, Finishing section, Ironing section, Production and IE office, Maintenance.
Shed 02: Security Post
Shed 03: Childcare room, medical room.
Shed 04: Wastage room.
Operating shifts and hours: The factory's normal working hour start from 08:00 am to 05:00 pm. Employees are allowed for one-hour break in 1 shift i.e., 01:00 pm to 02:00 pm. Security section (recruited by the factory) runs in three shifts (06:00 am to 02:00 pm; 02:00 pm to 10:00 pm and 10:00 pm to 06:00 am). Working hour approval was obtained from the concerned authority. Friday is their weekly holiday.

Time recording system: The factory uses electronic timecards for recording the attendance of workers.
Salary payment details: Workers' wages are calculated on monthly basis and payment cycle is determined by the calendar month.

Worker number information: Total number of employees were noted 393 including 78 male and 315 female. Among them 59 are staff and management level and rest of the 334 are worker level. There was no child worker, young worker, intern, apprentice in the facility during the audit day.

Worker organization details: The facility did not have labor union or collective bargaining agreements. However, the facility has formed a Participation Committee through selection procedure in 2024. The committee has 10 members, among them 5 are from the worker's side and 5 are from management side. The facility has a policy on freedom of association. The last meeting was conducted on 14/11/2024, where different issues were discussed.

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Circumstances: There were no special circumstances noted during the audit. Auditors were provided full access for all audit functions and the management was cooperative and extended their fullest support throughout the audit.

Good practice: Nil

Summary of findings: Improvement areas were identified in PA 1, PA 2, PA 4, PA 5, PA 6, PA 7, PA 10, PA 11, PA 12 and PA 13. No improvement areas were identified in PA 3, PA8 and PA 9. Details of the findings are listed in the respective section.

#LivingWage calculation: Auditors followed the Anker Methodology of GLWC website. As per the website, the calculated living wage around the audited facility was BDT 21091. The relevant document is attached as a report attachment.

Remarks:
1. Government has issued a working hour waiver for 100% export-oriented garment industry and that is applicable to the whole industry. So, that is considered as law instead of waiver.
2. Structural/stability licenses is not a legal requirement in Bangladesh.
3. The facility did not have any trade union or collective bargaining agent, that make the collective bargaining agreements not applicable.
4. The facility did not have any dormitory facility and it's not mandated by law which made the dormitory photos not applicable.
5. No inconsistencies were found between timecards, salary sheets and production records which made the inconsistency report not applicable.

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SITE DETAILS

Site
Caesar Apparels Ltd.

Site amfori ID
050-001394-002

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.

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METRICS

Key Metrics

Total workforce	379	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	21,091	Monthly
Total sample	22	Workers

Other Metrics

Male workers	76	Workers
Female workers	303	Workers
Non-binary workers	0	Workers
Permanent workers - Male	78	Workers
Permanent workers - Female	315	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	3	Workers
Management - Female	0	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	5	Workers
Workers on probation - Female	20	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	0	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

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Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	78	Workers
Workers hired directly - Female	315	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	0	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	7	Workers
Sample - Female	15	Workers
Sample - Non-binary	0	Workers

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