

Improvement plan on social and labor policies and procedures

(Issues identified, actions taken, and results achieved in response to results of social compliance monitoring)

Factory Name : Apex Spinning & Knitting Mills Ltd.

After Assessment & Observation :

Date: 21.12.21

Q.No	Social Labour Performance area/ Policy Procedure	Issues identification from monitoring			Root cause analysis	Actions taken for achieved results	Improvement Plan & initiative
		Expected outcome	Any violations found that were uncovered ?	Which issue found uncovered through monitoring and evaluation.			
1	Child labor and young workers Policy	Fully implemented			Training was provided as per team wise. In training day some workers were not attend due to absent & leave. For this reason 19% training not covered.	All employee need to cover awareness training on the child labor & young workers policy.	We will cover all employee awareness on Child labor and young workers Policy by PA system as per monthly schedule.
2	Prohibition of forced labor	Partially implemented			Training was provided as per team wise. In training day some workers were not attend due to absent & leave. For this reason 19% training not covered.	All employee need to cover awareness training on the child labor & young workers policy.	We will cover all employee awareness on Prohibition of forced labor by PA system as per monthly schedule.



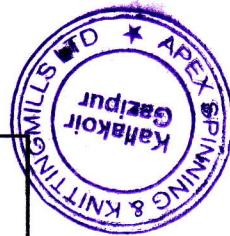
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After Assessment & Observation :

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Q.No	Social Labour Performance area/ Policy Procedure	Issues identification from monitoring			Root cause analysis	Improvement area /Activities for resolved the issues	Improvement Plan & initiative
		Expected outcome	Any violations found that were uncovered ?	Which issue found uncovered through monitoring and evaluation.			
		Fully implemented	Partially implemented	Not implemented			
3	Anti-harassment and abuse		yes		Training was provided as per team wise. In training day some workers were not attend due to absent & leave. For this reason 19% training not covered.	All employee need to cover awareness training on the child labor & young workers policy.	We will cover all employee awareness on Anti-harassment and abuse by PA system as per monthly schedule.
4	Anti-discrimination		yes		Training was provided as per team wise. In training day some workers were not attend due to absent & leave. For this reason 19% training not covered.	All employee need to cover awareness training on the child labor & young workers policy.	We will cover all employee awareness on Anti-discrimination by PA system as per monthly schedule.

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		Fully implemented	Partially implemented	Not implemented				
5	Working hours		yes			Training was provided as per team wise. In training day some workers were not attend due to absent & leave. For this reason 19% training not covered.	All employee need to cover awareness training on the child labor & young workers policy.	We will cover all employee awareness on Working hours by PA system as per monthly schedule.
6	Wages and benefits		yes			Training was provided as per team wise. In training day some workers were not attend due to absent & leave. For this reason 19% training not covered.	All employee need to cover awareness training on the child labor & young workers policy.	We will cover all employee awareness on Wages and benefits by PA system as per monthly schedule.

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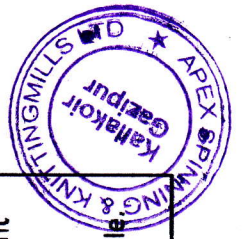
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		Expected outcome	Any violations found that were uncovered ?	Which issue found uncovered through monitoring and evaluation.			
		Fully implemented	Partially implemented	Not implemented			
7	Discipline procedures		yes		Training was provided as per team wise. In training day some workers were not attend due to absent & leave. For this reason 19% training not covered.	All employee need to cover awareness training on the child labor & young workers policy.	We will cover all employee awareness on Discipline procedures by PA system as per monthly schedule.
8	Freedom of association and collective bargaining		yes		Training was provided as per team wise. In training day some workers were not attend due to absent & leave. For this reason 19% training not covered.	All employee need to cover awareness training on the child labor & young workers policy.	We will cover all employee awareness on Freedom of association and collective bargaining by PA system as per monthly schedule.



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		Fully implemented	Partially implemented	Not implemented				
9	Grievance procedures		yes			Training was provided as per team wise. In training day some workers were not attend due to absent & leave. For this reason 19% training not covered.	All employee need to cover awareness training on the child labor & young workers policy.	We will cover all employee awareness on Grievance procedures by PA system as per monthly schedule.
10	Health and safety		yes			Training was provided as per team wise. In training day some workers were not attend due to absent & leave. For this reason 19% training not covered.	All employee need to cover awareness training on the child labor & young workers policy.	We will cover all employee awareness on Health and safety by PA system as per monthly schedule.
11	Domestic migrant workers		yes			Training was provided as per team wise. In training day some workers were not attend due to absent & leave. For this reason 19% training not covered.	All employee need to cover awareness training on the child labor & young workers policy.	We will cover all employee awareness on Domestic migrant workers by PA system as per monthly schedule.

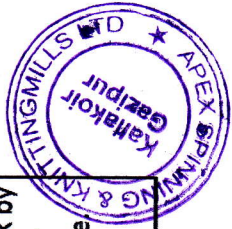


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		Fully implemented	Partially implemented	Not implemented			
12	suppliers/subcontractors		yes		Training was provided as per team wise. In training day some workers were not attend due to absent & leave. For this reason 19% training not covered.	All employee need to cover awareness training on the child labor & young workers policy.	We will cover all employee awareness on suppliers/subcontractors by PA system as per monthly schedule.
13	Raw materials sourcing		yes		Training was provided as per team wise. In training day some workers were not attend due to absent & leave. For this reason 19% training not covered.	All employee need to cover awareness training on the child labor & young workers policy.	We will cover all employee awareness on Raw materials sourcing by PA system as per monthly schedule.
14	Worker Feedback		yes		Training was provided as per team wise. In training day some workers were not attend due to absent & leave. For this reason 19% training not covered.	All employee need to cover awareness training on the child labor & young workers policy.	We will cover all employee awareness on Worker Feedback by PA system as per monthly schedule



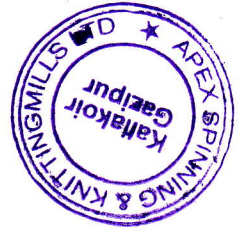
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		Fully implemented	Partially implemented	Not implemented			
15	Gender base violation mitigation		yes		Training was provided as per team wise. In training day some workers were not attend due to absent & leave. For this reason 19% training not covered.	All employee need to cover awareness training on the child labor & young workers policy.	We will cover all employee awareness on Gender base violation mitigation by PA system as per monthly schedule.
16	Bribery And Anti-Corruption		yes		Training was provided as per team wise. In training day some workers were not attend due to absent & leave. For this reason 19% training not covered.	All employee need to cover awareness training on the child labor & young workers policy.	We will cover all employee awareness on Bribery And Anti-Corruption by PA system as per monthly schedule.

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17	Recruitment and hiring	Fully implemented	yes		Training was provided as per team wise. In training day some workers were not attend due to absent & leave. For this reason 19% training not covered.	All employee need to cover awareness training on the child labor & young workers policy.	We will cover all employee awareness on Recruitment and hiring by PA system as per monthly schedule.

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Improvement plans create by

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