CORRECTIVE ACTION PLAN - REAL GARMENTS LTD

EVIDENCE DISCOVERED (Circle Reason)

1. Management does not provide workers with the original copies of their work or resident permit documents required by the Employment Councils.
   - Workers do not receive copies of company policies, the working rules, grievance procedures, discipline policies, and workers’ documents. The acknowledgement shall be in the language the worker understands. Workers will be informed that they can have a copy of the policies in case the one at their disposal is lost or damaged as the factory will keep a copy in their personal file.
   - Original Employment Contracts are provided to all workers in their native language (that is Bengali, Hindi, Malagasy and Creole). The current worker understands are being provided to all current workers and expected date to complete is end of Sept 2022.
   - All workers are already provided with 2 lockers with keys and padlocks to keep their valuable belongings in a locker 24/7. Factory management will ensure that lockers provide enough privacy and safety and are well maintained.

2. Management does not provide workers with the original copies of their Employment Contract Letter.
   - workers did not receive transport fare from their house to airport prior to departure to RGL Mauritius. The agent provided on 31st August 2023. (P.S July salary computation is already closed).
   - RGL undertakes the commitment to refund all workers the maximum amount of BDT 3,000 in the salary payment on 31st August 2023 (P.S July salary computation is already closed).
   - For the same Two originals Employment Contracts is signed in Mauritius upon arrival.
   - The First part of the Two originals Employment Contracts is signed in source country and the Second part of the contract remains with worker.

3. Workers do not receive copies of company policies, nor do they receive training on the Forced Labour and Human Trafficking Policy.
   - Prior to start of worker interviews with a specific batch of potential candidates, a template of the Employment Contract in own worker language is provided to all potential new recruits.
   - Advertising Job position forpareal Garments Ltd in source country.
   - The employer adherence to providing employment conditions and policies surrounding the hiring, employment and termination processes. First-officer of the Employment Councils is signed in Mauritius synopsis, second officer of the Employment Councils is signed in source country.
   - Prior to submit of worker interviews with a specific batch of potential candidates, a template of the Employment Contract in own worker language is provided to all potential new recruits.
   - A mandatory topic is included in the assessment of workers' awareness training on the policies.

4. Bangladesh workers pay local transport expenses to travel back to their home country instead of using the company transport.
   - Real Garments agrees to reimburse all Bangladesh workers with for the local travel fare as soon as possible.
   - 1.4: Original Employment Contracts are being provided to all current workers and expected date to complete is end of Sept 2022.
   - 2.1 Provide all workers with original copy of their Employment Contract Letter.
   - 2.2 SMS-RE-001 - Recruitment Policy for Expatriate Workers is amended to include the obligation to provide original Employment Contracts to all workers on day of hiring, while workers are still working in the source country.

5. Workers do not receive copies of company policies, nor do they receive training on the Forced Labour and Human Trafficking Policy.
   - 1.4: Original Employment Contracts is in own worker native language (Bengali, Hindi, Malagasy and Creole). The worker understands are being provided to all current workers and expected date to complete is end of Sept 2022.
   - 3.1 End July
   - 3.2 End July
   - 3.3 End July
   - 3.4 Sept 2023
   - 2.1 30/09/2023

6. Management does not provide workers with the original copies of their Employment Contract Letter.
   - 1.4: Original Employment Contracts are being provided to all current workers and expected date to complete is end of Sept 2022.
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The Ministry of Labour has 3.5 years of roadsides in each permit process across all years in the goal of the Ministry of Labour Association and Gambia, in the Ministry of Labour, (Ministries). RGL should maintain for at least 2 years after the COVID-19 pandemic.

Policy management has already been implemented for the RC test for mid-range and mid-range end point candidates for at least the 2020 and mid-2021 end point candidates for all new agents. They have also been involved in the Ministry of Labour. Gambia's Association training and verification of the workers, the Ministry of Labour, and the Ministry of Labour, (Ministries). The Heads of the Recruitment Agency shared that due diligence was done but in an undocumented and informal manner.

There is a gap in the current labour service provider's directions to the Ministry of Labour, which does not reduce the obligation of the agents to provide employment at a minimum of 200 foreign contract workers' employment and document such training.

The principle of prospective recruitment process is in place by which they verify the competency of applicants by asking them questions in their own language or in a language they understand.

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<table>
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<tr>
<th>Section</th>
<th>No.</th>
<th>DESCRIPTION OF FINDINGS (WRITE REPORT)</th>
<th>EVIDENCE OBSERVED (Note Reports)</th>
<th>ROOT CAUSE IDENTIFIED BY REAL GARMENTS</th>
<th>RECOMMENDATIONS BASED ON Verité’s Recommendations</th>
<th>DETAILS OF ACTION TAKEN (AND TO BE TAKEN) BY Real Garments</th>
<th>Responsible Dept./Person at Real Garments</th>
<th>Completion date (proposed by REAL)</th>
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<tbody>
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<td>1.1 (Para 2) of the factory’s policy note, “Workers leave factory premises, which also extend lines at the end of working hours, only after they have collected their payment and items of personal property from the factory premises.”</td>
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Compliance Manager / Maintenance Manager

19.4 End of July 23

Peerbux

• lack of potable water on all floors except ground floor

• Fire alarm, posing serious risk of fire hazard and Peerbux hostel was inaccessible and blocked. No

19.8 Maintenance Manager

19.9 Peerbux Hostel

19.7 Fire extinguisher

storage:

• toilet areas wet & slippery

• bedbugs / cockroach infestation / poor quality bedding

• smaller table fans purchased by workers, attached to

19.10 Emergency Equipment:

19.11 Storage:

19.12 Emergency Equipment:

19.8 Maintenance Manager / HSO / Compliance

19.9 Peerbux Hostel

19.8 Peerbux Hostel

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19.12 Peerbux Hostel

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Facilities

- Ensuring that all workers work in a safe and healthy environment.
- Providing necessary facilities such as rest rooms, canteens, and first aid rooms.
- Ensuring that the factory is well-lit and that all areas are clean and tidy.

Records

- All records and documents related to safety and health are maintained in the factory.
- Records are updated regularly and are available for inspection.

Compliance

- Compliance with all safety and health regulations is monitored by the factory management.
- A compliance report is submitted to the relevant authorities.

Safety

- All workers are trained on safety procedures and are provided with necessary PPE.
- Regular safety inspections are conducted to ensure compliance with safety regulations.

Machine Safety

- All machinery is maintained regularly and is in good working condition.
- Safety guards are installed and are functional.

Fire Safety

- Fire extinguishers are placed in strategic locations and are functional.
- Regular fire drills are conducted to ensure workers are familiar with the exit routes.

Recess

- Regular safety inspections are conducted to ensure compliance with safety regulations.
- A compliance report is submitted to the relevant authorities.

HSO / Compliance Manager

- End of July
- End of Aug
- End of July
- End of July
- End of July
- End of July
- End of July
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19. Ensure that all workers are properly trained in the use and maintenance of PPE. Moreover, during the factory tours, the Compliance HSO has demonstrated the effectiveness of PPE awareness training. Training on PPE is a continuous process as per the training calendar and additional training on use of PPE and implemented as and when required.
### Chemical Safety

Chemicals are stored in a designated area but are misplaced in worker's storage areas, making them inaccessible to employees. This can lead to worker exposure to hazardous chemicals, which can cause health issues. The factory has not implemented proper storage methods to secure chemicals.

### Potable Water

Water is distributed through wells and canteens in the factory. However, the water station is not hygienic, and there is no record of its cleaning. The water station should be cleaned regularly by using appropriate cleaning products and methods. Water should be monitored for contamination and adequacy.

### Emergency Showers

The emergency shower was observed to be dirty and not maintained in a clean and proper manner. The shower door should be washed regularly by using appropriate cleaning products and methods. The shower area should be monitored for contamination and adequacy.

### Chemical Storage

Chemicals are stored in designated areas but are not properly labeled. This can lead to worker exposure to hazardous chemicals, which can cause health issues. The factory has not implemented proper labeling methods to secure chemicals.

### Chemical Safety

Chemicals are stored in a designated area but are misplaced in worker's storage areas, making them inaccessible to employees. This can lead to worker exposure to hazardous chemicals, which can cause health issues. The factory has not implemented proper storage methods to secure chemicals.