

Monitored Party NEWAGE APPARELS LIMITED	amfori ID 050-001772-000	Address Holding – 06/66/01, Road- 11, Block – L, Ward- 06, Nischintapur, Purbo Norshingpur, Ashulia, Savar, Dhaka – 1341., 1341 Dhaka, Dhaka, Bangladesh
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner ALGI HOLDING COMPANY LLC
Monitoring Start Date 07/04/2026	Closing Meeting Finished Date 15/04/2026	Submission Date 20/04/2026
Expiration Date 20/04/2028	Announcement Type Semi Announced	
Site Newage Apparels Limited	Site amfori ID 050-001772-001	

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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	A	
PA 5: Fair Remuneration	A	
PA 6: Decent Working Hours	C	

PA 7: Occupational Health and Safety	A	
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	B	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Name of Lead Monitoring Person: Shakil Ahmed (APSCA Membership No. CSCA 21700953)

Name of team monitoring persons: Toufique Noor Sadi (APSCA Membership No. CSCA 32200841) & Raushan Tasneem (APSCA Membership No. CSCA 32200843)

Name of observers, translators, trainees, advisors/consultants: Tanzina Akter (APSCA Membership No. ASCA 32401205), joined the audit as an internal observer. No consultant was identified.

Monitoring Partner Name: ALGI Holding Company LLC.

Monitoring Schedule Details: The monitoring activity was planned for 5.5 onsite person-days (3 auditors in 02 days) and a total of 6 person-days, including 0.5 person-days for reporting. The audit team is based in Bangladesh and is affiliated with amfori to conduct assessments in this country.

Announcement Type: This was a full monitoring (semi-announced) that started at 8:00 am on April 07, 2026, and ended at 03:45 pm on April 08, 2026. The monitoring team was assigned to verify the factory's compliance with the amfori BSCI Code of Conduct (BSCI Version v. 2021) and applicable local laws across Performance Areas (PA1 to PA13). The assessment components included opening and ongoing discussions with management regarding factory practices, reviewing documentation and records, a facility tour, confidential employee interviews, and a final closing meeting with management.

Business Partner Information: NEWAGE APPARELS LIMITED commenced its operations in 1995 at a different location and moved to its current premises in 2004 and the current address is Holding – 06/66/01, Road- 11, Block – L, Ward- 06, Nischintapur, Purbo Norshingpur, Ashulia, Savar, Dhaka – 1341, Bangladesh. The facility specializes in the production of various types of knit and woven garments, including tops, bottoms, and caps. The main production processes include cutting, sewing, finishing, packing, printing, and embroidery. According to the fire license, the facility occupies a built-up area of approximately 490,712.40 square feet. Within the premises, only the audited factory is situated, and the facility is the legal owner of the buildings and sheds. The factory has an annual production capacity of approximately 23,760,000 pieces, and production remains moderate year-round.

Factory business licenses with license numbers are mentioned below:

Incorporation certificate: C-21618(25)/92 (No expiry date)

Factory license: 26-72-1-002-00123 (validity till 8 July 2026)

Fire license: DD/Dhaka/18418/2004 (validity till 30 June 2026)

Trade license: 022493 (validity till 30 June 2026)

Audited Location Information: The facility premises consist of 9 buildings and 2 sheds. Due to space limitations, the building description is uploaded in the report attachment section. The facility does not provide the workers with a dormitory and transport facilities; these are also not legally mandatory.

Operating Shifts and Hours: The facility operates a single general shift from 8:00 AM to 5:00 PM, Saturday to Thursday, with a one-hour unpaid lunch break from 1:00 PM to 2:00 PM. However, the printing and embroidery sections operate in two shifts: the first shift runs from 8:00 AM to 5:00 PM, and the second shift runs from 8:00 PM to 5:00 AM. Friday is observed as the weekly day off for both production workers and management staff.

The security department operates in three rotating shifts: 6:00 AM to 2:00 PM, 2:00 PM to 10:00 PM, and 10:00 PM to 6:00 AM. Security personnel are provided with rest breaks and weekly days off on a rotational basis.

Time recording system: Facility management uses an electronic (face scanning) time record-keeping system to record workers' in and out of time.

Salary payment details: The facility disburses monthly wages via bank transfer to Dhaka Bank Ltd and the mobile banking platform bKash, within seven working days of the following month.

Worker Number Information:

Total number of workers (production workers and management staff): 3850 (Male-1463 and Female-2387)

Production worker number: 3240 (Male- 998 and Female- 2242)

Management, staff, and security: 610 (Male- 465 and Female- 145)

Vulnerable worker number: The facility has 67 pregnant workers, of whom 31 are on maternity leave, and the rest are working on site.

Any other special group workers:

Circumstance: No special circumstances were observed during the audit.

Worker Organization Details: The auditee has established a Participation Committee (PC) through an election process conducted on 23 October 2023. The committee comprises 22 members, including 5 representatives from management and 17 representatives from the workforce. The most recent Participation Committee meeting was held on 3rd March 2026, during which discussions included awareness of Eid festival leave and bonus, etc.

Document & Record Review: Wages & benefits and hours of work (based on provided records): 12 months' wage and timekeeping records were requested and found available from March 2025 to February 2026, as well as reviewed in detail for February 2026 (recently paid month), October 2025 (random month) & March 2025 (random month).

Other Documents & Records Review: Legal documents, test reports, policy & procedures, training records, personnel files, different machinery & equipment checklists, various registers, production-related records, etc., were verified during the audit process.

Summary of Findings: Gaps have been identified in PA1: Social Management System (1.1 & 1.4), PA2: Workers' Involvement and Protection (2.1 & 2.4), PA3: Rights of Freedom of Association and Collective Bargaining (3.1), PA5: Fair Remuneration (5.4), PA6: Decent Working Hours (6.2), PA7: Occupational Health and Safety (7.1, 7.3, 7.6, 7.11, 7.17, and 7.22.), PA12: Protection of the Environment (12.2 & 12.3)

Good Practices: The auditee pays monthly attendance bonuses to the workers. The facility provides a fair shop for workers, organizes an annual picnic, and ensures full encashment of designated annual leave.

Living Wage Calculation: The Basic Living Wage calculation (BDT 25,166/month) was selected by the monitoring person through the Global Living Wage Coalition (<https://www.globallivingwage.org/>) website as a benchmark for Satellite Cities, Bangladesh, 2025. The monitoring team was able to compare the results of the calculation, as the auditee calculated the region's basic living wage to be 16,775.

Remarks:

Collective bargaining agreements, contractor licenses, government waivers, inconsistency between time and production records, and remediation of previous findings were not applicable in this monitoring.

SITE DETAILS

Site
Newage Apparels Limited

Site amfori ID
050-001772-001

GICS Classification

Sector
Consumer Discretionary

Industry Group
Consumer Durables & Apparel

Industry
Textiles, Apparel & Luxury Goods

Sub Industry
Apparel, Accessories & Luxury Goods

amfori Process Classifications

Assembly

GS1 Classifications

N.A.

NACE Classification

Manufacture of wearing apparel, except fur apparel

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	3,671	Workers
Legal minimum wage in local currency	12,500	Monthly
Lowest wage paid for regular work at the site	17,673	Monthly
Calculated living wage in local currency	25,166	Monthly
Total sample	45	Workers

Other Metrics

Male workers	1,395	Workers
Female workers	2,276	Workers
Non-binary workers	0	Workers
Permanent workers - Male	1,463	Workers
Permanent workers - Female	2,387	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	5	Workers
Management - Female	3	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	123	Workers
Workers with night shift - Female	6	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	1	Workers
Workers with disabilities - Female	6	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

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	1,463	Workers
Workers hired directly - Female	2,387	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	67	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	31	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	20	Workers
Sample - Female	25	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Newage Apparels Limited | Site amfori ID: 050-001772-001

Question: 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
Finding	
Although the auditee has established a Social Management System to implement the amfori BSCI Code of Conduct, gaps remain in its effective implementation, particularly in the following Performance Areas: PA1: Social Management System PA2: Workers' Involvement and Protection PA3: Rights of Freedom of Association and Collective Bargaining PA5: Fair Remuneration PA6: Decent Working Hours (Observation) PA7: Occupational Health and Safety PA12: Protection of the Environment Management acknowledged these gaps and expressed commitment to addressing them. Consequently, this finding is rated as Partial, as the auditee meets several other requirements under the amfori BSCI Code of Conduct despite the identified gaps.	N/A

Question: 1.4 Is there satisfactory evidence that the auditee's workforce capacity is properly organised to meet the expectations of the delivery order and/or contracts?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on the document review and interviews with workers and management, it was observed that workers had worked excessive overtime in two of the three sampled months (February 2026, October 2025, and March 2025). Details are as follows: In February 2026, 38 out of 45 sampled workers were found to have worked overtime up to a maximum of 6 hours per day, instead of the legal limit of 2 hours per day, and up to 24 hours per week, instead of 12 hours per week.	N/A

Finding

In October 2025, 17 out of 45 sampled workers were found to have worked overtime up to a maximum of 6 hours per day, instead of 2 hours per day, and up to 30 hours per week, instead of the allowable limit of 12 hours per week.

No overtime violations were identified in March 2025. (Bangladesh Labor Act 2006, section-101)

It was further noted that the facility provided overtime compensation in accordance with local legal requirements, paying overtime at double the basic wage rate.

Management has acknowledged the issue and decided to work on it. The rating has been marked partial since rest of the criteria has been met by the facility.

PA 2: Workers Involvement and Protection

Site: Newage Apparels Limited | Site amfori ID: 050-001772-001

Question: 2.1 Is there satisfactory evidence that the auditee has good management practices that involve workers and their representatives in sound information exchange on workplace issues?

ENGLISH

LOCAL LANGUAGE

Finding

Based on management and worker interviews, as well as document review, it was noted that the facility formed a Participation Committee on October 23, 2023, through a free election process. However, the committee's validity expired on October 22, 2025, but the facility did not form a new committee within the 3 months as required by local law.

Noted that the facility is currently in the process of electing a new committee, with the election scheduled on 9 April 2026. Until the new committee is established, the previous committee continues to represent the workers. (Bangladesh Labour Rules 2015, Rule 197)

Management has acknowledged the issue and committed to addressing it. This finding is rated as Partial, as the facility regularly maintains a Participation Committee and is actively taking steps to elect a new one.

N/A

Question: 2.4 Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?

ENGLISH

LOCAL LANGUAGE

Finding

Based on document review and interviews with workers, worker representatives, and management, it was noted that the facility conducts regular training on the amfori BSCI Code of Conduct (CoC). The most recent training was held on 16 March 2026, and the amfori BSCI CoC was also displayed within the facility. However, 15 out of 45 interviewed workers were mostly unaware of the amfori BSCI CoC. (As per amfori BSCI CoC)

N/A

Management has committed to providing more effective training to ensure all workers understand the CoC.

This question is rated as Partial, as more than 50% of interviewed workers were aware of the amfori BSCI CoC.

PA 3: The Rights of Freedom of Association and Collective Bargaining

Site: Newage Apparels Limited | Site amfori ID: 050-001772-001

Question: 3.1 Is there satisfactory evidence that the auditee respects the right of workers to form unions - or to refrain from doing so- without distinction whatsoever and irrespective of gender in a free and democratic way?

ENGLISH

LOCAL LANGUAGE

Finding

Based on management and worker interviews, as well as document review, it was noted that the facility formed a Participation Committee on October 23, 2023, through a free election process. However, the committee's validity expired on October 22, 2025, but the facility did not form a new committee within the 3 months as required by local law.

N/A

Noted that the facility is currently in the process of electing a new committee, with the election scheduled on 9 April 2026. Until the new committee is established, the previous committee continues to represent the workers. (Bangladesh Labour Rules 2015, Rule 197)

Finding

Management has acknowledged the issue and committed to addressing it. This finding is rated as Partial, as the facility regularly maintains a Participation Committee and is actively taking steps to elect a new one.

PA 5: Fair Remuneration

Site: Newage Apparels Limited | Site amfori ID: 050-001772-001

Question: 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

ENGLISH

LOCAL LANGUAGE

Finding

A review of documents and interviews with management and workers revealed that the auditee has implemented an awareness program on the Basic Living Wage (BLW). The program includes calculating the living wage based on the current economic context to identify the gap between workers' total compensation and the regional living wage. According to the GLWC, the basic living wage for the region is BDT 25,166 per month, whereas the auditee's calculated living wage is BDT 16,775 per month. A review of 45 sampled workers (from February 2026, October 2025, and March 2025) showed that wages range from BDT 17,673 to BDT 25,099 per month, all below the basic living wage benchmark.

Although the auditee has conducted a wage gap analysis, the calculation lacks several key elements required for a comprehensive living wage assessment and requires further improvement to align with the amfori BSCI Code of Conduct. (As per amfori BSCI CoC)

Facility management stated that they will work to address the issue.

This finding is rated as Partial, as the facility demonstrates basic awareness of the BLW concept and has conducted a preliminary calculation; however, the basic living wage is not currently ensured for workers.

N/A

PA 6: Decent Working Hours

Site: Newage Apparels Limited | Site amfori ID: 050-001772-001

Question: 6.2 CRUCIAL: Is there satisfactory evidence that the auditee request of overtime is in line with the requirements of the amfori BSCI Code of Conduct?

ENGLISH

LOCAL LANGUAGE

Finding

Based on the document review and interviews with workers and management, it was observed that workers had worked excessive overtime in two of the three sampled months (February 2026, October 2025, and March 2025). Details are as follows:

In February 2026, 38 out of 45 sampled workers were found to have worked overtime up to a maximum of 6 hours per day, instead of the legal limit of 2 hours per day, and up to 24 hours per week, instead of 12 hours per week.

In October 2025, 17 out of 45 sampled workers were found to have worked overtime up to a maximum of 6 hours per day, instead of 2 hours per day, and up to 30 hours per week, instead of the allowable limit of 12 hours per week.

No overtime violations were identified in March 2025. (Bangladesh Labor Act 2006, section-101)

It was further noted that the facility provided overtime compensation in accordance with local legal requirements, paying overtime at double the basic wage rate.

Management has acknowledged the issue and decided to work on it. The rating has been marked partial since the rest of the criteria has been met by the facility.

N/A

PA 7: Occupational Health and Safety

Site: Newage Apparels Limited | Site amfori ID: 050-001772-001

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?

ENGLISH

LOCAL LANGUAGE

Finding

a) Through document review, site observation, and interviews with workers and management, it was

N/A

Finding	
noted that the facility was found non-compliant with local regulatory requirements under Questions 7.1, 7.6, 7.11, 7.17, 7.22 of this performance area, in accordance with the amfori BSCI Code of Conduct. b) Based on document review and management interviews, it was noted that the Captive Power Plant (Total Power Generation Capacity-4988Kw) permission had expired. The facility submitted a renewal application on 28 January 2026 (Bangladesh Energy Regulatory Commission Act, 2003, section-27) Management acknowledged the issues and committed to taking corrective actions. This finding is therefore rated as Partial, as the facility meets the remaining requirements.	

Question: 7.3 Is there satisfactory evidence that the auditee set up an effective management system that ensures they regularly carry out risk assessments for safe, healthy and hygienic working conditions?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on the documents review, facility visit and management interview, it was observed that the factory has not conducted a proper risk assessment for hygiene kits for female workers. The absence of this assessment indicates a gap in the factory's commitment to ensuring the welfare of its female workforce. (As per amfori BSCI CoC). Management stated that they will conduct a thorough risk assessment. This finding is rated as Partial, as the factory has conducted risk assessments in other areas, such as the production floor and processes, but has overlooked this specific area.	N/A

Question: 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on site observation and management interviews, the following gaps have been identified in using the required PPE:	N/A

Finding

- a) Approximately 60% of workers in the sewing sections—located on the 3rd, 4th, and 5th floors of Building 01; the ground and 1st floors of Building 02; and the 4th and 5th floors of Building 08—were not using face masks. (Bangladesh Labour Rules 2015, Section 67-2)
- b) 2 spot removing operators in the sewing section, located in the spot removing room on the 1st floor of Building 02, were not using face masks, eye protectors, or hand gloves while working with chemicals. (Bangladesh Labour Rules 2015, Section 67-2)
- c) Thread-sucking machine operator in the sewing section on the 1st floor of Building 02 was not using earplugs while operating the machine. (Bangladesh Labour Rules 2015, Section 67-2)
- d) The boiler operator in the boiler room of Building 07 was not wearing proper PPE, like gum boots, earplugs, and hand gloves, while working. (Bangladesh Labour Rules 2015, Section 67-2)
- e) 5 out of 10 workers in the embroidery section on the 6th floor of Building 08 were not wearing earplugs. (Bangladesh Labour Rules 2015, Section 67-2)
- Management has acknowledged these issues and committed to addressing them.
- This finding is rated as Partial, as the facility meets the remaining criteria.

Question: 7.11 Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?

ENGLISH

LOCAL LANGUAGE

Finding

Based on document review and management interviews, it was noted that the Captive Power Plant (Total Power Generation Capacity-4988Kw) permission had expired. The facility submitted a renewal application on 28 January 2026 (Bangladesh Energy Regulatory Commission Act, 2003, section-27)

N/A

Finding	
Management has acknowledged the issue and committed to addressing it.	
This finding is rated as Partial, as the facility meets the remaining criteria.	

Question: 7.17 Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on site observation and management interviews, it was noted that randomly checked 6 out of 10 eye guards on overlock machines and 7 out of 10 needle guards of sewing machines were displaced in the sewing sections located on the 3rd, 4th, and 5th floors of Building 01; the ground and 1st floors of Building 02; and the 4th and 5th floors of Building 08. (Bangladesh Labor Act 2006, section-63)	N/A
Management has acknowledged the issue and committed to addressing it.	
This finding is rated as Partial, as the facility meets the remaining criteria.	

Question: 7.22 Is there satisfactory evidence that the auditee provides workers with clean washing facilities, changing rooms and toilets that are also respectful of local customs?

ENGLISH	LOCAL LANGUAGE
Finding	
Based on site observation and management interviews, it was noted that there were no soaps and towels in randomly checked 2 out of 5 worker toilets located beside the production area. (Bangladesh Labour Rules 2015, Rule 86-2).	N/A
Management has acknowledged the issue and committed to addressing it.	
This finding is rated as Partial, as the facility meets the remaining criteria.	



PA 12: Protection of the Environment

Site: Newage Apparels Limited | Site amfori ID: 050-001772-001

Question: 12.2 Is there satisfactory evidence that the auditee has procedures in place to ensure integration of local environmental law into the business model?	
ENGLISH	LOCAL LANGUAGE
Finding	
Based on document review and management interviews, it was observed that the Environmental Clearance Certificate (ECC) for the Effluent Treatment Plant (ETP) had expired on November 23, 2025. However, the facility applied to the concerned authority on November 16, 2025. (Bangladesh Environmental Conservation Rules 2023, rules 6). Management acknowledged the issue and expressed its commitment to renew the certificate. This finding is rated as Partial Compliance, as other criteria under this question were found to be in alignment with applicable requirements.	N/A

Question: 12.3 Is there satisfactory evidence of the auditee’s required environmental permits and licences?	
ENGLISH	LOCAL LANGUAGE
Finding	
Based on document review and management interviews, it was observed that the Environmental Clearance Certificate (ECC) for the Effluent Treatment Plant (ETP) had expired on November 23, 2025. However, the facility applied to the concerned authority on November 16, 2025. (Bangladesh Environmental Conservation Rules 2023, rules 6). Management acknowledged the issue and expressed its commitment to renew the certificate. This finding is rated as Partial Compliance, as other criteria under this question were found to be in alignment with applicable requirements.	N/A