

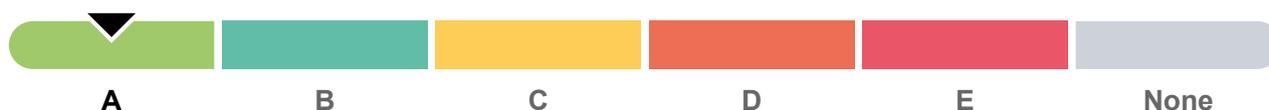
Monitored Party AMAVA APPAREL LTD.	amfori ID 104-000004-000	Address No. 24 & 25, Block No. 13, Plot No. P-3, Delta Industrial Zone,, N/A Pathein Township, Ayeyarwady, Myanmar
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner ALGI HOLDING COMPANY LLC
Monitoring Start Date 06/05/2025	Closing Meeting Finished Date 07/05/2025	Submission Date 16/05/2025
Expiration Date 16/05/2027	Announcement Type Semi Announced	
Site AMAVA APPAREL LTD	Site amfori ID 104-000004-001	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	B	
PA 2: Workers Involvement and Protection	A	
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	A	

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	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

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

Name of Team Monitoring Person: Shah Md. Nazmul Hoque (APSCA Membership No. CSCA 21700949) and Ah Kar Aung (APSCA Membership No. ASCA 32200848)

Name of Observers, Translators, Trainees, Advisors/Consultants: No translator or observer was used in the monitoring, and no consultant was identified.

Monitoring Partner Name: ALGI HOLDING COMPANY LLC

Monitoring Schedule Details: The monitoring activity was planned for 4.5 onsite person-days (1.5 days by 3 auditors) and a total of 5 person-days, including 0.5 reporting time. The audit team is based in Bangladesh (Lead Auditor and Team Auditor 01) and Myanmar (Team Auditor 02) and has been approved to conduct the audit in Myanmar.

Announcement Type: This was a full monitoring (semi-announced) that started at 7:30 am on May 06, 2025, and ended at 11:30 am on May 07, 2025. The monitoring team was assigned to verify the compliance status of the factory against the amfori BSCI Code of Conduct (BSCI Version v. 2021) and applicable local laws relating to 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: The factory "AMAVA APPAREL LTD." is a private limited company incorporated in September 8, 2014, and started operation in the same year. As per business licenses, the factory is located at Plot No. 24 & 25, Block No. 13 (P-3), Delta Industrial Zone, N/A Pathein, Pathein Township, Myanmar. As per the land lease agreement, the total land area is about 18,413.213 square meters. The facility specializes in manufacturing Jackets, Coveralls, T-shirts, Polo Shirts, and Short Pants for the international market. Main production processes include Cutting > Sewing > Finishing > Packing, with a maximum production capacity of 1,200,000 pieces annually. The production runs consistently medium around the year as there is no peak / off-peak season.

The business licenses of the facility are as follows:

Incorporation Certificate: Company Registration No. 114551430 (no expiry date).

MIC Permit: Endorsement No. 856/2014 validated until November 21, 20204450.

Industrial License: AY/Kyi/1116 validated until February 28, 2026.

PCDC (Pathein City Development Committee) License: No. 348701 validated until March 31, 2025 (expired).

Site Description: The auditee rented the premises from a local owner; the agreement is in the attachment section. Site Description: The facility consists of 08 sheds, and due to the space limitation, the facility descriptions are uploaded in the attachment section.

Operating Shifts and Hours: As per the working hour policy and working hour approval, there is one general shift for production workers, management, and other staff, as well as three shifts for the security section.

The factory's regular work shifts are as follows:

Monday to Friday: 07:30 am to 04:00 pm with 30 minutes of unpaid rest break in two batches from 11:30 am to 12:00 pm and 12:00 pm to 12:30 pm. Further, the factory provides a resting break before overtime from 4:00 pm to 4:30 pm.

Saturday: 07:30 am to 11:30 am.

Sunday is the weekend for everyone, except for security guards, who often take their rest breaks and weekends on a rotating schedule.

The security section: 06:00 am to 02:00 pm, 02:00 pm to 10:00 pm, and 10:00 pm to 06:00 am.

Time recording system: The facility has an electronic timekeeping system (fingerprints) to record workers' daily attendance.

Salary payment details: The wages are computed monthly and paid in cash within 05 days of the following month.

Worker Number Information:

Total number of workers (production workers and management staff): 1440 (Male- 119 and Female- 1321)

Production worker number: 1350

Vulnerable worker number: There are 12 migrant employees (all male) from Vietnam, Sri Lanka, and Indonesia working in managerial and technical positions. 15 pregnant workers in the factory, and among them, 04 are on maternity leave. No other vulnerable workers were observed.

Any other special group of workers: No other special group of workers was observed during the audit.

Circumstance: No special circumstances were observed during the audit.

Worker Organization Details: There is a labor union (Amava Apparel Garment Basic Labour Union) in the facility, which was established on September 5, 2019, with three executive members. Further, the facility formed a Workplace Coordinating Committee (WCC) through an election process on July 08, 2024, with 12 members (06 employer representatives, 03 elected workers representatives, and 03 union representatives), and got approval from the concerned authority on July 09, 2024. Further, the facility replaced one employer and one worker's representative on April 25, 2025, and obtained the approval on the same date. The recent meeting was conducted on April 4, 2025, and the agendas were the new year holidays.

Document & Record Review: Wages & benefits and hours of work (based on provided records): 12 months' wage and timekeeping records were requested from May 2024 to April 2025, as well as reviewed in detail for April 2025 (recent paid month), November 2024 (random month), and June 2024 (random month).

Summary of Findings: PA1: Social Management System (1.1 & 1.4-observation), PA 2: Workers Involvement and Protection (2.4), PA 5: Fair Remuneration (5.4), PA 6: Decent Working Hours (6.2-observation), PA 7: Occupational Health and Safety (7.1, 7.3, 7.6 & 7.16).

Good Practices: a) The facility provides workers monthly skills, attendance, and production bonuses. b) The facility provides a free transportation facility to the workers. c) The facility provides transportation allowance to workers who are not using free transportation.

Living Wage Calculation: Living Wage: As the country selection (Myanmar) is missing from the Global Living Wage Coalition (GLWC) website, the monitoring person used the basic living wage of MMK 407,928.4/month, which was manually collected and calculated by the monitoring partner through Anker's methodology. Relevant data comes from the website (NUMBEO), which is the world's largest cost-of-living database. Basic Living Wage calculation, manually collected by the monitoring partner, is uploaded as part of the report attachments.

Remarks:

1. Collective bargaining agreements, contractor licenses, government waivers, inconsistency between time and production records, and remediation of previous findings were not applicable in this monitoring.
2. The fire alarm system and fire hydrant were tested during the audit and found to be functional.

Note:

Speak for Change (S4C) Program: This program was not available in Myanmar.

SITE DETAILS

Site
AMAVA APPAREL LTD

Site amfori ID
104-000004-001

GICS Classification

Sector
Consumer Discretionary

Industry Group
Consumer Durables & Apparel

Industry
Textiles, Apparel & Luxury Goods

Sub Industry
Apparel, Accessories & Luxury Goods

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	1,394	Workers
Legal minimum wage in local currency	204,000	Monthly
Lowest wage paid for regular work at the site	398,756	Monthly
Calculated living wage in local currency	407,928.4	Monthly
Total sample	40	Workers

Other Metrics

Male workers	117	Workers
Female workers	1,277	Workers
Non-binary workers	0	Workers
Permanent workers - Male	114	Workers
Permanent workers - Female	1,139	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	7	Workers
Management - Female	1	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	182	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	9	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	12	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	119	Workers
Workers hired directly - Female	1,321	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	3	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	15	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	4	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	5	Workers
Sample - Female	35	Workers
Sample - Non-binary	0	Workers

Finding	
<p>on January 13, 2025. However, 15 out of 40 sampled workers were found not aware of the content of amfori BSCI CoC. (As per amfori BSCI CoC)</p> <p>The management stated that they would provide more training.</p> <p>This finding is rated as Partial because 25 sampled workers were aware of the amfori BSCI CoC.</p>	<p>ပြမှန်သင်တန်းများကို စဉ်းစားသည့် စက်ရုံသည် ဇန်နဝါရီ 13 ၊ 2025 တွင် ပြုလုပ်ခဲ့သော လက်ထောက်အစည်းအဝေးတွင် မှတ်စာပေးခဲ့သည်။ ဤသို့ နမူနာလုပ်သား 40 တွင် 15 သည် amfori BSCI CoC ၏ အကြောင်းအချက်ကို သတိမပြုမိကြောင်း တွေ့ရှိရသည်။ (BSCI CoC အရ)</p> <p>စီမံခန့်ခွဲရေးမှူးက လျှောက်ငှားမှု ပြီးစီးပြီးနောက် ပိုမိုသော အားပေးမှုများ ပြုလုပ်မည် ဖြစ်ကြောင်း တွေ့ရှိရသည်။</p> <p>နမူနာလုပ်သားအရပ်ရပ် ၂၅ ဦးသည် amfori BSCI CoC ကို သိရှိထားကြောင်း တွေ့ရှိရပြီး အခြား ၁၅ ဦးသည် မသိကြောင်း တွေ့ရှိရသည်။</p>



PA 5: Fair Remuneration

Site: AMAVA APPAREL LTD | Site amfori ID: 104-000004-001

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	
<p>Based on the document review and interviews with workers and management, it was observed that although the facility conducted a worker survey to assess the basic living wage in the region, it did not proceed to calculate the actual basic living wage. Using Anker’s methodology, the auditors estimated the regional basic living wage to be approximately MMK 407,928.4 per month. However, 10 out of 40 sampled workers were found to be earning below this threshold, with wages ranging from MMK 398,756 to MMK 472,661 across the three sampled months—April 2025, November 2024, and June 2024. (As per amfori BSCI CoC)</p> <p>Facility management acknowledged the gap and committed to calculating the basic living wage for the region.</p> <p>This finding is rated as ‘Partial’, as the facility only partially complies with the relevant requirements of the amfori BSCI Code of Conduct.</p>	<p>စာရွက်စာတမ်းများနှင့် အင်တာဗျူးများအပေါ် အခြေခံ၍ စီမံခန့်ခွဲမှုအဖွဲ့က အင်အားပြုလုပ်မှု အစီအစဉ်အဖြစ် ချမှတ်သော အခြေခံအသက်မွေးဝမ်းကြေး (Basic Living Wage) ကို ခန့်မှန်းတွက်ချက်ရာတွင် အလုပ်သမား ၁၀ ဦးသည် ဤအခြေခံအသက်မွေးဝမ်းကြေးထက် အောက်တွင် ရရှိနေကြောင်း တွေ့ရှိရသည်။ ၎င်းတို့၏ လစာများမှာ အလုပ်သမား ၃၀ ဦးထက် ပိုမိုမြင့်မားပြီး ၃၉၈,၇၅၆ မှ ၄၇၂,၆၆၁ ကို အကျယ်အဝန်းဖြင့် ရရှိကြောင်း တွေ့ရှိရသည်။ ၎င်းတို့၏ လစာများမှာ အလုပ်သမား ၃၀ ဦးထက် ပိုမိုမြင့်မားပြီး ၃၉၈,၇၅၆ မှ ၄၇၂,၆၆၁ ကို အကျယ်အဝန်းဖြင့် ရရှိကြောင်း တွေ့ရှိရသည်။ (amfori BSCI CoC အရ)</p> <p>စီမံခန့်ခွဲမှုအဖွဲ့က ဒေသအတွက် အခြေခံအသက်မွေးဝမ်းကြေးကို တွက်ချက်ရန် စီစဉ်ခဲ့ကြောင်း တွေ့ရှိရသည်။</p>

Finding	
	<p>ဤအချက်အလက်ကို "အပြင်ပြင်ဆင်ဆင်" ဖြစ်နိုင်ပါသည်။ အကြောင်းမှာ စက်ရုံသည် amfori BSCI Code of Conduct ၏ လိုအပ်ချက်များအနက် တစ်စိတ်တစ်ပိုင်းကို အပြစ်ရှိစွာ ဖြစ်နိုင်ပါသည်။</p>



PA 6: Decent Working Hours

Site: AMAVA APPAREL LTD | Site amfori ID: 104-000004-001

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
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Finding	
<p>Observation: A review of documents and interviews with both workers and management revealed the following regarding the overtime status of a sample of 40 workers over three months:</p> <p>April 2025: No sampled workers worked consecutive days of overtime in any week, and the maximum overtime recorded was 14 hours per week.</p> <p>November 2024: No sampled workers worked consecutive days of overtime in any week, and the maximum overtime recorded was 13 hours per week.</p> <p>June 2024: 35 out of the 40 sampled workers worked consecutive overtime days in a maximum of 2 weeks, and the maximum overtime recorded was 16 hours per week.</p> <p>Although the recorded overtime hours did not exceed the legal limits—allowing for up to 3 hours of overtime from Monday to Friday and 5 hours on Saturday—the significant use of maximum overtime in one sampled month indicates a systematic reliance on overtime. This pattern suggests potential issues in the organization's workforce capacity planning. The consistent occurrence of maximum overtime hours may indicate insufficient staffing levels or inefficiencies in production planning. Addressing these issues could lead to improved workload management and enhanced compliance with labor standards.</p>	<p>N/A</p>

Finding	
<p>sections who stand for long hours lack appropriate seating facilities. Further, the facility has assessed risks related to toilet facilities, it has not provided hygiene kits for female workers. Additionally, the risk assessment does not account for the unavailability of hygiene kits & the risk related to the overlock machines in the sewing section. (As per Occupational Safety and Health Law 2019, Section 26)</p> <p>The management stated that they would work on the issue.</p> <p>The finding is read as Partial because the facility has developed a management system to assess the potential risk within the premises.</p>	<p>ရှိမ်း ၊ ergonomic အထက် အပုံနှိပ် မေးပေးပါ။ ။ ၂၀၂၀ ခုနှစ် နှစ်စဉ် နေ့စဉ် အလုပ်သမားများ အတွက် မတ်တပ် ရပ်နားနေစေရန် ဖြစ်ထက်ခြင်း နှင့် ငြိမ်းသည့် အပြင် ရှိ အလုပ်သမားများ သည် သင့်တော်စွာ စိုက်ခြင်း မရှိကြပါ။ ။ ဤအပြင် စက်ရုံသည် အိမ်ထဲမှ နှင့် ပတ်သက်သည့် အန္တရာယ်များကို အကဲဖြတ်စစ်ကြို အနှစ်သစ် အလုပ်သမားများ အတွက် တစ်စိတ်တစ်ပိုင်း သန့်ရှင်းရေး ကိရိယာများ မထောက်ပံ့ပါ။ ။ ဤအပြင် ၊ အန္တရာယ် အကဲဖြတ်မှုတွင် တစ်စိတ်တစ်ပိုင်း သန့်ရှင်းရေး ဖြစ်ထက်ခြင်း မရှိခြင်း နှင့် အလုပ်သမားများ အပြင် overlock စက်များ နှင့် သက်ဆိုင်သည့် အန္တရာယ်များ အတွက် ထည့်သွင်းစစ်ကြို မရှိပါ။ ။ (၂၀၁၉ ခုနှစ် လုပ်ငန်းခွင်အန္တရာယ်နှင့် ဖယ်ရှားရေး ဥပဒေ ပုဒ်မ ၂၆ အရ)</p> <p>အစီအစဉ် စီစဉ် နှင့် ပတ်သက်၍ စီမံခန့်ခွဲရေးမှ က လုပ်ဆောင်မှု မည်သို့ဖြစ်စေ သိရသည်။ ။</p> <p>စက်ရုံသည် အထက်အဦးအတွက် ဖြစ်နိုင်ခြင်းရှိသော အန္တရာယ်ကို အကဲဖြတ်ချက် စီမံခန့်ခွဲမှု စနစ်ကို တီထွင်ဆောင်ရွက် ခဲ့ပြီးဖြစ်ပါသည်။ ။ တစ်စိတ်တစ်ပိုင်း အဖြစ် ဖတ်ရသည်။ ။</p>

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
<p>Finding</p> <p>During the facility visit and through interviews with workers and management, it was observed that all 10 overlock machine operators randomly checked in the sewing section were not wearing face masks, although the process generates dust. It was also noted that the facility had not provided these workers with the required personal protective equipment (PPE). (As per Occupational Safety and Health Law 2019, Section: 26_e)</p> <p>The management stated that they would provide required PPE to all workers.</p> <p>The finding is rated as Partial because rest of the workers were using the required PPEs.</p>	<p>စက်ရုံသည် ပတ်ဝန်းကျင် အတွက် အလုပ်သမားများ နှင့် စီမံခန့်ခွဲရေးမှ နှင့် တွေ့ဆုံမိခြင်း ဖြစ်ပါသည်။ ပြုလုပ်ခဲ့သူ အထည့်သွင်း အပြင်တွင် ၂၀၂၀ ခုနှစ် စစ်ဆေးခဲ့သည့် စက်ရုံလုပ်ငန်းခွင် ဦးစီးသည့် ဖြစ်မှုများတွင် ထောက်ပံ့မှုမရှိခြင်း ဖြစ်ပါသည်။ မဝတ်ဆင်ဆောင်မှု ရှိပါသည်။ ။ စက်ရုံသည် အစီအစဉ် အလုပ်သမားများ အား အလုပ်အကိုင် တစ်စိတ်တစ်ပိုင်း အထောက်အကူ ပေးပေး (PPE) ကို ပံ့ပိုးပေးခြင်း မရှိကြောင်း မှတ်စာ ရေးပါသည်။ ။ (လုပ်ငန်းခွင်အန္တရာယ်နှင့် ဖယ်ရှားရေး ဥပဒေ 2019 အရ ၊ အခန်း- 26_e)</p> <p>အလုပ်သမားများ အတွက် လိုအပ်သော PPE များ ပံ့ပိုးပေးမည်ဟု စီမံခန့်ခွဲရေးမှ က ဆိုသည်။ ။</p> <p>၂၀၂၀ ခုနှစ် အလုပ်သမားများ သည် လိုအပ်သော PPE များကို အသုံးပြုနေကြောင်း ဖြစ်ပါသည်။ ။ တစ်စိတ်တစ်ပိုင်း အဖြစ် အဆင့် သတ်မှတ်ထားပါသည်။ ။</p>

Question: 7.16 Is there satisfactory evidence that the auditee ensures evacuations plans meet legal requirements and that these plans are posted in relevant places so workers can see and understand them?

ENGLISH	LOCAL LANGUAGE
<p>Finding</p> <p>During the facility visit and interviews with both workers and management, it was observed that 5 out of 5 randomly checked evacuation plans were not available in the local language. Additionally, approximately 50% of the interviewed workers were not aware of how to use the evacuation plans during emergencies. (As per The Factories Act 1951, Section: 40_6)</p> <p>The management stated that they would update the evacuation plans with the local language besides english.</p> <p>The finding is rated as Partial because, although the posted evacuation plans accurately reflected the actual layout and arrangement of the floors, they were not displayed in the local language.</p>	<p>ဝက်ရှ်လည်ပတ်မှုနှင့် အလုပ်သမားများနှင့် စီမံခန့်ခွဲရေး နှစ်ဦးစဉ်နှင့် တွေ့ဆုံမေးမြန်းရာမှ အတည်ပြုပါက ဝန်ထမ်းအား ရွေးချယ်စစ်ဆေးရာတွင် အတည်ပြုမှု ၅ ခုထဲတွင် ၅ ခုသည် ဒေသစာအုပ်စာဖြင့် မရရှိနိုင်ကြောင်း တွေ့ရှိရပါသည်။ ထို့အပြင် ၊ တွေ့ဆုံမေးမြန်းရာမှ အလုပ်သမား၏ 50% ခန့်သည် အရေးပေါ်အခြေအနေအရာတွင် အသုံးပြုရန် ရွေးချယ်စစ်ဆေးရာတွင် မသိရှိကြောင်း မသိကြပါ။</p> <p>စီမံခန့်ခွဲမှုမှ ကုန်ထုတ်လုပ်မှု ရွေးချယ်စစ်ဆေးမှု အစီအစဉ်အတိုင်း အင်္ဂလိပ်စာဖြင့် ဒေသစာအုပ်စာဖြင့် အင်္ဂလိပ်စာဖြင့် မသိကြောင်း မြင်ကြပါသည်။</p> <p>တွေ့ရှိရသည့် အစီအစဉ်အတိုင်း အခြေခံ အဆင့်သတ်မှတ်မှုများနှင့် အခြေခံ ရွေးချယ်စစ်ဆေးရာတွင် အတည်ပြုမှု တကယ်အတိုင်း အဆင့်နှင့် အစီအစဉ်တို့ကို ထင်ဟပ်နေသော်လည်း ကုန်ထုတ်လုပ်မှု ဒေသစာအုပ်စာဖြင့် ပြသထားခြင်း မရှိပါ။</p>