

Monitored Party C&D Products Rwanda Ltd	amfori ID 646-000001-000	Address Street RDA/2 Special Economic Zone, Gasabo District 6857, 250 Kigali, Eastern, Rwanda
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Bureau Veritas Hong Kong Limited
Monitoring Start Date 15/05/2023	Closing Meeting Finished Date 24/05/2023	Submission Date 30/05/2023
Expiration Date 30/05/2025	Announcement Type Semi Announced	
Site C&D Products Rwanda Ltd.	Site amfori ID 646-000001-002	

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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	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 Labour	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Audit Company: Bureau Veritas Consumer Products Service

Audit Company APSCA Number: 11600002

Lead Auditor Name: Zsolt Badacsonyi

APSCA Auditor Registered Number: CSCA 21701449

Announcement type: Semi-Announced

Monitoring date: May 15-24, 2023

C&D Products Rwanda Ltd. was established in 2019 and located in Economic Free Zone of the town of Kigali, Rwanda.

The company rents its sites and premises from the Government of Rwanda.

The company has 4 sites, as follows:

Site 1 (Factory 1) has 2 flat buildings on 5800 sqm, which were built in 2016 and made of brick and iron sheets. The first building serves for cutting, the second building serves for sewing. Both buildings have social premises. There is no dormitory on the site.

Site 2 (Factory 2) has one flat building on 4700 sqm, which were built in 2018 and made of brick and iron sheets. The building serves for sewing, and has social premises. There is no dormitory on the site

Site 3 (Factory 3) has 2 flat buildings on 3800 sqm, which were built in 2017 and 2018, and made of brick and iron sheets. The first building serves for sewing, the second building serves for finishing and packing. Both buildings have social premises. There is no dormitory on the site.

Site 4 (Factory 4) has one 3-storey building on 5250 sqm, which were built in 2017 and made of brick. The ground floor is used for storage of machines only, the first floor serves for sewing, the second floor serves for main warehouse. There are social premises in each floor of the building. There is no dormitory on the site. The site is located in a gates area which is shared by another factory operating in separated building.

The factory produces garments with the operation of cutting, sewing, embroidery, ironing, quality control and packing. The factory receives materials from its mother company and supplies to European market.

The amfori BSCI CoC and Tol was signed by the System&Compliance Manager prior to the audit. Access to employees, facility and documentation was fully granted. Facility management allowed the auditor to take photos during the assessment. The factory's business license (Nr. 108827479) was checked by the auditor and found as valid without expiry date.

There were no agency workers on the sites, but security guards were present from a contractor.

The factory has migrant (expatriate) employees from three countries (Bangladesh, China and Kenya) acting as mid or top managers.

The youngest worker was 18 years old.

The Auditee has the following freely elected Committees: HS Committee, Women Welfare Committee, Grievance Committee, Sports and Social Committee, Anti-Sexual Harassment Committee and a Food Committee.

The factory has peak season from January to November. The low season (December) is only due to factory and national holiday.

An electronic attendance (swipe card) recording was in use.

The regular working hours in the factory is from Monday to Friday in 8 hours, 5 hours in Saturday. The work starts at 08:00 am. for all employees.

Maximum overtime hours were:

0-50 per month in December 2022 (low month),

0-26 per month in March 2023 (high month) and

0-36 per month in April 2023 (last current month).

The workers were paid at monthly rate and a bonus system based on performance was applied. Overtime was paid at 150% for weekdays, 200% for holiday.

There was no legal minimum wage in Rwanda, as well as there is no legal requirement on overtime in the country. The lowest wage was 45.000 RWF, the average was 48.724 RWF. All of the workers were paid above the living wage of 44.000 RWF. The factory used Anker methodology for living wage calculation.

The workers were paid by bank transfer.

Attendance logs and pay slips of 55 permanent workers were reviewed from December 2022 (low month), March 2023 (high month) and April 2023 (last current month).

55 (13 males and 42 females; 4 groups of 5 females and 1 group of 5 males, 30 individually) employees from all 4 sites,

from different sewing lines, button hole operation, cutting, quality control, packing, warehouse, maintenance, cleaning and security departments were interviewed.

Special circumstances: There were 4370 employees on the site instead of 4656, because some workers were on annual leave, sick leave, unpaid leave, circumstantial leave, maternity leave, were absent or were suspended.

A local interpreter was used for interviews and document review, thus mandays were increased by 20%.

The following documents were not applicable for the factory:

- 1) Contractor license/permit - Not applicable –Not required for suppliers;
 - 2) Agency labor contract - Not applicable – there were no agency workers in the factory;
 - 3) Government waivers - Not applicable – no such waivers exist in the country;
 - 4) Fire-related licenses - Not applicable – Not required for the premises/sites
 - 5) Structural/stability licenses - Not applicable – Not required for the buildings
 - 6) Environmental licenses - Not applicable – Not required for the factories
 - 7) Collective bargaining agreements - Not applicable – There is no CBA at the Auditee
 - 8) Dormitory photo- Not applicable – there was no dormitory in the factory.
 - 9) Social insurance photo - Not applicable – social insurance record is not practice in the country.
- #COVID-19: There were no measures.

SITE DETAILS

Site
C&D Products Rwanda Ltd.

Site amfori ID
646-000001-002

GICS Classification

Sector Consumer Discretionary	Industry Group Consumer Durables & Apparel	Industry Textiles, Apparel & Luxury Goods
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Sub Industry
Apparel, Accessories & Luxury Goods

amfori Process Classifications

N.A.

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	4370	Workers
Legal minimum wage in local currency	0	Monthly
Lowest wage paid for regular work at the site	45150	Monthly
Calculated living wage in local currency	42000	Monthly
Total sample	55	Workers

Other Metrics

Male workers	1274	Workers
Female workers	3096	Workers
Permanent workers - Male	1337	Workers
Permanent workers - Female	3319	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Management - Male	182	Workers
Management - Female	76	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Workers on probation - Male	335	Workers
Workers on probation - Female	1044	Workers
Workers with night shift - Male	14	Workers
Workers with night shift - Female	0	Workers
Workers with disabilities - Male	13	Workers
Workers with disabilities - Female	17	Workers
Domestic migrant workers - Male	0	Workers
Domestic migrant workers - Female	0	Workers
Foreign migrant workers - Male	36	Workers
Foreign migrant workers - Female	6	Workers
Workers hired directly - Male	1337	Workers
Workers hired directly - Female	3319	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Pregnant workers	59	Workers

Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	61 Workers
Sample - Male	13 Workers
Sample - Female	42 Workers

FINDINGS



PA1: Social Management System

Site: C&D Products Rwanda Ltd. | Site amfori ID: 646-000001-002

ENGLISH	LOCAL LANGUAGE
Finding(s)	
<p>The Auditee has not effectively implemented amfori BSCI requirements into its management system, because improvement opportunity was noted in performance area Occupational Health & Safety. BSCI requirement: The Auditee has to set up an effective management system to implement amfori BSCI Code of Conduct.</p>	<p>Isosiyete ntiyashyize mu bikorwa neza ibisabwa na amfori BSCI muri sisitemu yo gucunga, kubera ko amahirwe yo kunoza yagaragaye mu karere k'ubuzima n'umutekano ku kazi. BSCI ibisabwa: Uruganda rugomba gushyiraho uburyo bunoze bwo kuyobora kugirango dushyire mu bikorwa Amfori BSCI imyitwarire.</p>



PA 7: Occupational Health and Safety

Site: C&D Products Rwanda Ltd. | Site amfori ID: 646-000001-002

ENGLISH	LOCAL LANGUAGE
Finding(s)	
<p>The Auditee has prepared its Risk Assessment, but did not analyse the hazards of some processes, as embroidery, filling, car driving. BSCI requirement: The Auditee has to carry out a risk assessment for safe, healthy and hygienic working conditions.</p>	<p>Uruganda rwasuzumye ingaruka z'ibikorwa, ariko ntirwasesenguye ingaruka z'ibikorwa bimwe na bimwe, nko kudoda, kuzuza, gutwara imodoka. BSCI isabwa: Uruganda rugomba gukora isuzuma ryibyago kugirango umutekano ukore neza, ubuzima bwiza nisuku.</p>