

**Producer :**DBID : 367897 and Audit Id :  
Audit Type : Follow-up Audit

Audit Date : 03/03/2020



Auditee :

CONFIDENTIAL

Audit Date From :

03/03/2020

Audit Date To :

03/03/2020

Expiry Date of the Audit :

Please refer to the producer profile in the amfori BSCI platform

Auditing Company :

ALGI

Auditor's Name(s) :

Muhammad Ejaz(Lead)

Auditing Branch (if applicable) :

ALGI Pakistan



This is an extract of the on line Audit Report. The complete report is available in the amfori BSCI Platform.  
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## Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence																																													
<b>A</b>  Very Good	<ul style="list-style-type: none"><li>• Minimum 7 Performance Areas rated A</li><li>• No Performance Areas rated C, D or E</li></ul> These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr></table>	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	B	B	B	B	B	A	A	A	A	A	A	A	A	B	B	B	B	B	B	B	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
A	A	A	A	A	A	A	A	A	A	A	A	A	A	A																																	
A	A	A	A	A	A	A	A	A	A	B	B	B	B	B																																	
A	A	A	A	A	A	A	A	B	B	B	B	B	B	B																																	
<b>B</b>  Good	<ul style="list-style-type: none"><li>• Maximum 3 Performance Areas rated C</li><li>• No Performance Areas rated D or E</li></ul> These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td></tr><tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>C</td></tr></table>	A	A	A	A	A	A	B	B	B	B	B	B	B	B	B	A	A	A	A	A	B	B	B	B	B	B	B	B	C	C	B	B	B	B	B	B	B	B	B	B	B	C	C	C	C	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
A	A	A	A	A	A	B	B	B	B	B	B	B	B	B																																	
A	A	A	A	A	B	B	B	B	B	B	B	B	C	C																																	
B	B	B	B	B	B	B	B	B	B	B	C	C	C	C																																	
<b>C</b>  Acceptable	<ul style="list-style-type: none"><li>• Maximum 2 Performance Areas rated D</li><li>• No Performance Areas rated E</li></ul> These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr><tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr></table>	A	A	A	A	A	A	A	A	A	C	C	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	C	D	D	C	C	C	C	C	C	C	C	C	C	C	C	C	D	D	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
A	A	A	A	A	A	A	A	A	C	C	C	C	C	C																																	
A	A	A	A	A	B	B	B	B	C	C	C	C	D	D																																	
C	C	C	C	C	C	C	C	C	C	C	C	C	D	D																																	
<b>D</b>  Insufficient	<ul style="list-style-type: none"><li>• Maximum 6 Performance Areas rated E</li></ul> These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td></tr><tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td></tr><tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr></table>	A	A	A	A	A	A	A	A	A	A	D	D	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	D	E	E	D	D	D	D	D	D	D	E	E	E	E	E	E	E	E	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
A	A	A	A	A	A	A	A	A	A	D	D	D	D	D																																	
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D	D	D	D	D	D	D	E	E	E	E	E	E	E	E																																	
<b>E</b>  Unacceptable	<ul style="list-style-type: none"><li>• Minimum 7 Performance Areas rated E</li></ul> These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr><tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr><tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr></table>	A	A	A	A	A	A	E	E	E	E	E	E	E	E	E	A	A	B	B	C	D	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
A	A	A	A	A	A	E	E	E	E	E	E	E	E	E																																	
A	A	B	B	C	D	E	E	E	E	E	E	E	E	E																																	
E	E	E	E	E	E	E	E	E	E	E	E	E	E	E																																	
<b>Zero Tolerance</b>	A Zero Tolerance issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)	Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.																																													

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**Main Auditee Information**

Name of producer :	CONFIDENTIAL		
DBID number :	CONFIDENTIAL		
Audit ID :	CONFIDENTIAL		
Address :	, North Karachi Industrial Area, Karachi CONFIDENTIAL		
Province :	Sindh	Country :	Pakistan
Management Representative :	Mr. Muhammad Noman (Manager HR) & Mr. Muhammad Naveed Hashmi (HR & Factory Manager)		
Contact person:	Muhammad Noman	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	All types of knitted garments		

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**Audit Details**

Audit Range :	<input type="checkbox"/> Full Audit	<input checked="" type="checkbox"/> Follow-up Audit
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural <input type="checkbox"/> Small Producer
Audit Announcement :	<input type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced <input checked="" type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No	
Audit extent (if applicable) :	none	
Audit interferences or contingencies (if applicable) :	none	
Overall rating :	B	
Need of follow-up :	If YES, by :	

**Rating per Performance Area (PA)**

PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
B	C	A	A	A	A	A	A	A	A	A	A	A

**Executive summary of audit report**

AL-AMIN EXPORTS is a partnership facility located at Plot no. WH-12, Sector 16-B, North Karachi Industrial Area, Karachi- Pakistan Total land area occupied by this facility is about 4574 Square yards (41167 square feet). The facility was established in 2006.

The facility is specialized in all types of knitted garments, which includes process of cutting, sewing, checking, finishing and packing. On the audit day, there were total 420 employees in the factory of which, 60 employees were non-production employees and 360 employees are production workers.

Opening meeting: ALGI Pakistan auditor conducted this follow up audit at AL-AMIN EXPORTS. The assessment auditor (Mr. Muhammad Ejaz "Lead auditor" APSCA membership) reached the facility at around 9:05 AM and were greeted by Mr. Muhammad Noman (Manager HR) and escorted the assessment auditor to the auditorium where an opening meeting was conducted. After exchange of business cards and formal introduction, the assessment auditor explained the purpose of their visit and conducted the opening meeting at 9:10 AM with Mr. Muhammad Noman (Manager HR), Mr. Muhammad Naveed Hashmi (HR & Factory Manager), Mr. Adeel Siddique (Health and Safety Committee In-charge), Mr. Muhammad Salah (Joint Worker Council Committee Member), Miss. Shabana (Joint Worker Council Committee Member), Mr. Muhammad Irfan (Joint Worker Council Committee President) to determine the audit agenda.

The auditor explained the scope, amfori BSCI holistic approach detail and objectives of the audit and complete processes involved in the audit including facility tour, document review and confidential employee interview. Further, the assessment auditor took permission to take pictures and conducting confidential workers interviews. The auditee allowed the assessment auditor to conduct a thorough audit including facility tour, document review and confidential interview and assured full cooperation throughout the audit.

The assessment auditor explained and presented ALGI's Gifts and Gratitude letter to the facility management Mr. Muhammad Noman (Manager HR) who agreed and signed the same.

Facility Overview: Facility Overview: The factory consists of one building and section wise factory lay out was as follows:

Basement is occupied by office, cutting section, stitching section, checking section, finishing section and packing section.

Ground floor is occupied by time office, security office, fabric warehouse, child care room, accessories store, sample section and washrooms.

Mezzanine floor is occupied by offices and workers eating area.

First floor is occupied by office, cutting section, stitching section, checking section, finishing section and packing section.

Second floor is occupied by office, cutting section, stitching section, checking section, finishing section and packing section.

Third floor is occupied by carton ware house, spot cleaning section and fabric storage area.

Documents Review: As per the auditee, they have no specific peak sessions. Three months payroll records and time records from January 2020 to March 2019 provided for review. The assessment auditor selected 25 samples from November 2019 (Current paid month), 25 samples from August 2019 (Random paid month) and 25 samples from March 2019 (Initial paid month) for review.

Work Schedule: Based on documents review, management and worker interviews, wages paid monthly in cash. Management and production employees working hour's starts from 9:00 AM to 6:00 PM included lunch break from 01:00 PM to 02:00 PM.

Normal working days are from Monday to Saturday and Sunday is declared weekly off all production employees and management staff. Security section operates in 3 shifts from 7:00 AM to 3:00 PM, 3:00 PM to 11:00 PM and 11:00 PM to 7:00 AM. Sunday is week rest day for security.

The auditee has installed electronically scanning system to track the working hours of the employees.

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Factory had provided minimum wage as Pak Rupees 17500 per month, which meet the legal minimum wage of the Province.

Factory had provided the overtime wage 200% of the normal wages, which is as per legal requirement.

Closing Meeting: At the end of all the audit processes, a closing meeting was conducted by the assessment auditor at 06:20 PM in with Mr. Muhammad Noman (Manager HR), Mr. Muhammad Naveed Hashmi (HR & Factory Manager), Mr. Adeel Siddique (Health and Safety Committee In-charge), Mr. Muhammad Salah (Joint Worker Council Committee Member), Miss. Shabana (Joint Worker Council Committee Member), Mr. Muhammad Irfan (Joint Worker Council Committee President).

First of all, the assessment auditor thanked the facility management for spending their valuable time towards the audit and their cooperation throughout the audit process. Later the assessment auditor explained in detail the observations that come across during the audit process.

The facility management was receptive to the observations and assured to take the necessary steps to correct the same at the earliest with Mr. Muhammad Noman (Manager HR), Mr. Muhammad Irfan (Joint Worker Council Committee President) and Mr. Muhammad Salah (Joint Worker Council Committee Member) agreed and signed the summary of findings.



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**Ratings Summary**

Auditee's background information			
Auditee's name :		Legal status :	Partnership
Local Name :	None	Year in which the auditee was founded :	2006
Address :	Karachi Industrial Area, North	Contact person (please select) :	Muhammad Noman
Province :	Sindh	Contact's Email :	compliance@
City :	Karachi	Auditee's official language(s) for written communications :	Urdu
Region :	South Asia	Other relevant languages for the auditee :	English & Urdu
Country :	Pakistan	Website of auditee (if applicable) :	www.
GPS coordinates :		Total turnover (in Euros) :	8810000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :	None	Production volume :	240,000 pieces per month
Product Group :	Apparel	Production cost calculation :	Yes
If other, please specify :	None	Lost time injury calculation cost :	No
Product Type :	All types of knitted garments		

Auditee's employment structure at the time of the audit			
Total number of workers :	420	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	400	20	
Temporary workers	0	0	
In management positions	60	0	
Apprentices	0	0	
On probation	0	0	
With disabilities	2	0	
Migrants (national citizens)	0	0	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	400	20	
Production based workers	0	0	
With shifts at night	3	0	
Unionised	0	0	
Pregnant	-	0	
On maternity leave	-	0	

Producer :

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## Finding Report



### Performance Area 1 : Social Management System and Cascade Effect

1- Followup Audit [Audit Id : Audit Date: 03/03/2020 PA Score: B

Deadline date:03/05/2020

#### GOOD PRACTICES:

No good practices has identified under this performance area.

#### AREAS OF IMPROVEMENT:

Overall Comments: During audit it was observed that, the auditee partially fulfills the requirements of this performance area as 1 questionnaire (1.1) has been marked as a partially. The auditee established an effective management system and set up different social compliance policy and procedures to implement the amfori BSCI Code of Conduct. Also, designated a senior management to implement the amfori BSCI code of conduct. Furthermore, the auditee has a proper policy and procedures to select the significant business partners. The auditee established proper workforce capacity planning.

- 1.1 - **Full audit on March 20, 2019:** Based on document review, interviews, it was noted that the auditee does have an effective management system to implement the amfori BSCI Code of Conduct as per the requirements. Factory has established their internal management system which includes most of the procedures however some procedures are not aligned with the amfori BSCI code of conduct e.g. particularly, dealing with grievances to local community. This issue raised because of gaps identified in amfori BSCI social management system in other PA's i.e PA2, PA5 , PA7 & PA13.

**Follow up audit conducted on 03rd March, 2020:** Not Corrected: Through the document review, interviews, it was noted that the auditee does have an effective management system to implement the amfori BSCI Code of Conduct as per the requirements. Factory has established their internal management system which includes most of the procedures. However, this issue has been raised due to gaps identified in other amfori BSCI social management systems in other PA's Workers Involvement and Protection, Fair Remuneration, Occupational Health and Safety.

#### Remarks from Auditee:

Full Audit [Audit Id : Audit Date: 20/03/2019 PA Score: B

Deadline date:20/05/2019

#### Good practices

Nil

#### Areas of improvement

The overall observation shows that the factory has partially respect this performance area of amfori BSCI COC. The auditee established an effective management system and set up different social compliance policy and procedures to implement the amfori BSCI Code of Conduct. Also, designated a senior management to implement the amfori BSCI code of conduct. Furthermore, the auditee has a policy and procedures to select the significant business partners as well as conducted the supply chain mapping and stakeholder mapping to meet the amfori BSCI requirements. The auditee established proper workforce capacity planning. Several isolated issues were identified in performance areas Workers Involvement and Protection, Fair Remuneration, Occupational Health and Safety and Ethical Business Behavior. However, issues identified in the section and described in point below: 1.1

مجموعی مشاہدے سے پتہ چلتا ہے کہ فیکٹری نے امپورسی بی ایس این آئی کوآرڈینیسی کے اس کارکردگی کے علاقے کا جزوی طور پر احترام کیا ہے۔ آڈیٹی نے ایک موثر انتظام کے نظام کو قائم کر کے عمل کو نافذ کرنے کے لئے ایک BSCI کیا اور امپورسی بی ایس این آئی ضابطہ اخلاق کو نافذ کرنے کے لئے مختلف سماجی تعمیل کی پالیسی اور طریقہ کار قائم کیے۔ اس کے علاوہ، امور سینئر مینجمنٹ مقرر کیا۔ اس کے علاوہ، آڈیٹی نے پالیسی اور طریقہ کار کو ایم کاروباری شراکت داروں کو منتخب کرنے کے ساتھ ساتھ ساتھ فراہمی کی چین نقشہ سازی اور اسٹیل بولٹرز میننگ کی ضرورت کو پورا کرنے کے لئے کیا۔ آڈیٹ نے مناسب کارروائی کی صلاحیت کی منصوبہ بندی کی، کارکنوں کی انوائسٹ اور تحفظ، میلا ریموٹرن، کاروباری صحت اور BSCI باقاعدگی سے سیٹھی اور اخلاقی کاروباری طرز عمل میں مختلف الگ الگ مسائل کی نشاندہی کی گئی۔ تبہ، سیکشن میں شناختی مسائل اور ذیل میں بیان کردہ: 1.1

- 1.1 - Based on document review, interviews, it was noted that the auditee does have an effective management system to implement the amfori BSCI Code of Conduct as per the requirements. Factory has established their internal management system which includes most of the procedures however some procedures are not aligned with the amfori BSCI code of conduct e.g. particularly, dealing with grievances to local community. This issue raised because of gaps identified in amfori BSCI social management system in other PA's i.e PA2, PA5 , PA7 & PA13.

دستاویز کے جائزے، انٹرویو کے مطابق، یہ بتائی گئی ہے کہ آڈیٹی کے مطابق ضروریات کے مطابق امپورسی بی ایس این آئی ضابطہ اخلاق کو نافذ کرنے کے لئے آڈیٹی ایک موثر انتظام کا نظام ہے۔ فیکٹری نے ان کے داخلی انتظاماتی نظام کو قائم کیا ہے جس میں زیادہ سے زیادہ طریقہ کار شامل ہیں تبہ کچھ طریقہ کار ایمپورسی بی ایس این آئی کوڈ کے طرز عمل کے ساتھ منسلک نہیں ہیں۔ خاص طور پر، مقامی کمیونٹی کے لئے دشواریوں سے نمٹنے اور فیکٹری نے طویل مدتی مقاصد کو پائیدار بہتر بنانے کی طرف اشارہ کرنے کے لئے مقرر نہیں کیا۔ یہ مسئلہ دوسری وجہ سے سماجی مینجمنٹ سسٹم میں شناخت کی وجہ سے اٹھایا گیا ہے Amfori BSCI میں PA2، PA5، PA7 اور PA13 کے آئی اے PA دیگر

#### Remarks from Auditee

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amfori BSCI  
Trade with purpose

## Performance Area 2 : Workers Involvement and Protection

1- Followup Audit [Audit Id : ] Audit Date: 03/03/2020 PA Score: C

Deadline date:03/05/2020

### GOOD PRACTICES:

No good practices has identified under this performance area.

### AREAS OF IMPROVEMENT:

Overall Comments: During audit it was observed that, the auditee partially fulfills the requirements of this performance area as 1 questionnaire (2.3) has been marked as a partially. By reviewing documents, management and workers interview it is noted that the facility has set up a management system which allows the workers representative and management to exchange the information about the workplace issues by conducting the regular meeting. To ensure the training and awareness program among the managers, workers and workers representatives the auditee maintains a yearly training schedule.

- 2.3 - **Full audit on March 20, 2019:** Through the documents review and management interview that factory has paying the contribution of their employees (employee old benefits, group insurance and medical facility). However, during interview 20 out of 20 workers were found unaware of their legal right and responsibilities under labour legalization and all the benefits i.e group insurance, employee old benefits, medical facility, probationary period and annual leaves (sick and casual).

**Follow up audit conducted on 03rd March, 2020: Partially Corrected:** Noted through sample workers interviews that still 05 out of 10 workers are not aware with their legal rights. i.e probationary period, leaves, maternity leaves, insurance benefits, amfori BSCI code of conduct and facility EOBI and SESSI cards.

- 2.5 - **Full audit on March 20, 2019:** Through the interviews and documents review, it was note that the auditee has established, or participates in an effective operational-level grievance mechanism for their workers only. For the local communities and business partners' no such system of grievances established by the factory.

**Follow up audit conducted on 03rd March, 2020: Corrected:** Verified through the interviews and documents review, it was note that the auditee has established, or participates in an effective operational-level grievance mechanism for the local communities and business partners.

### Remarks from Auditee:

Full Audit [Audit Id : ] Audit Date: 20/03/2019 PA Score: D

Deadline date:20/05/2019

### Good practices

Nil

### Areas of improvement

The overall observation shows that the factory has partially respect this performance area of amfori BSCI COC. By reviewing documents, management and workers interview it is noted that the facility has set up a management system which allows the workers representative and management to exchange the information about the workplace issues by conducting the regular meeting. To ensure the training and awareness program among the managers, workers and workers representatives the auditee maintains a yearly training schedule. However, issues identified in the section and described in point below: 2.3 & 2.5

مجموعی مشاہدے سے پتہ چلتا ہے کہ فیکٹری نے امپورس بی ایس این آئی کوآرڈینیسی کے اس کارکردگی کے علاقے کا جزوی طور پر احترام کیا ہے۔ دستاویزات، انتظام اور کارکنوں کے انٹرویو کا جائزہ لینے سے یہ بات یاد رکھی جاتی ہے کہ اس سہولت نے انتظامی نظام قائم کیا ہے جس میں کارکنوں کے نمائندہ اور انتظام کو بقاعدگی سے اجلاس منعقد کر کے کام کی جگہ کے مسائل کے بارے میں معلومات کو تبادلہ خیال کرنے کی اجازت دیتا ہے۔ مینیجرز، کارکنوں اور کارکنوں کے نمائندوں کے درمیان تربیت اور بیداری کے پروگرام کو یقینی بنانے کے لئے آڈیٹ ایک کل ٹریننگ شیڈول پر قرار رکھتا ہے۔ تاہم، سیکشن میں اس کی شناختی مسائل اور نیل میں بتائے گئے: 2.3 اور 2.5

- 2.3 - Through the documents review and management interview that factory has paying the contribution of their employees (employee old benefits, group insurance and medical facility). However, during interview 20 out of 20 workers were found unaware of their legal right and responsibilities under labour legalization and all the benefits i.e group insurance, employee old benefits, medical facility, probationary period and annual leaves (sick and casual).

دستاویزات کے جائزے اور مینجمنٹ انٹرویو کے ذریعہ اس فیکٹری نے اپنے ملازمین (ملازمین پرانے فوائد، گروپ انشورنس اور طبی سہولت) کا حصہ ادا کیا ہے۔ تاہم، 20 کارکنوں میں سے 20 سے زائد انٹرویو کے دوران مزدوری کے قانون سازی کے تحت ان کے قانونی حق اور ذمہ داریاں اور ان گروپوں کے انشورنس، ملازم پرانے فوائد، طبی سہولت، امتحانی مدت اور سالانہ ہٹیوں (ہیمار اور آرام دہ اور پرسکون) کے بارے میں معلوم نہیں ہوا

- 2.5 - Through the interviews and documents review, it was note that the auditee has established, or participates in an effective operational-level grievance mechanism for their workers only. For the local communities and business partners' no such system of grievances established by the factory.

انٹرویو اور دستاویزات کا جائزہ لینے کے ذریعے، یہ نوٹ تھا کہ آڈیٹ نے اپنے کارکنوں کو صرف ایک موثر اپریشنل سطح پر شکایت کے میکانیزم میں حصہ لیا ہے۔ مقامی کمیٹی اور کاروباری شراکت داروں کے لئے فیکٹری کی طرف سے قائم کردہ شکایتوں کا کوئی ایسا نظام نہیں ہے

### Remarks from Auditee



# Producer :

DBID : 367897 and Audit Id : Audit Date : 03/03/2020  
Audit Type : Follow-up Audit



Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
1- Followup Audit [Audit Id : Audit Date : 03/03/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> Follow up audit conducted on 03rd march, 2020: This is follow-up audit. therefore this Performance area is not rated.	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id : Audit Date : 20/03/2019 PA Score: A	Deadline date:
<b>Good practices</b> Nil	
<b>Areas of improvement</b> The overall observation shows that the factory has fully respect this performance area of amfori BSCI COC. The auditee has an elected workers participation committee and interviewed employees reported they are free to join worker council committee and participation committee in a democratic way. The auditee formed their workers representative committee through election. 3.3 was marked as N/A as factory does not have any workers / trade union so far. As well as no workers observed to be involve in unionization. مجموعی طور پر مشاہدے سے پتہ چلتا ہے کہ فیکٹری نے ایم ایف سی بی ایس سی کے اس کارکردگی کا احترام مکمل کیا ہے۔ آڈیٹ ایک منتخب کارکنوں کی کمیٹی کے اور ملازمین کو مرکز کی اطلاع دی گئی ہے کہ وہ جمہوری طریقے سے کارکن کونسل کمیٹی اور شمولیت کمیٹی میں شامل ہونے کے لئے آزاد ہیں۔ آڈیٹ نے اپنے کارکنوں کے نمائندہ کمیٹی کو کے طور پر نشان لگا دیا تھا کیونکہ فیکٹری میں ابھی تک کوئی کارکن / تجارتی یونین نہیں ہے۔ اس کے ساتھ ساتھ کسی کارکنوں کو 3.3 N/A انتخاب کے ذریعے تشکیل دیا شامل نہیں کیا جاتا ہے	
<b>Remarks from Auditee</b>	
Performance Area 4 : No Discrimination	
1- Followup Audit [Audit Id : Audit Date : 03/03/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> Follow up audit conducted on 03rd march, 2020: This is follow-up audit. therefore this Performance area is not rated.	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id : Audit Date : 20/03/2019 PA Score: A	Deadline date:
<b>Good practices</b> Nil	
<b>Areas of improvement</b> Auditee fully respect this performance area of amfori BSCI COC. The factory had established related non-discrimination policy and effectively cascade to all employees. All interview employees, told auditors there was no discrimination within the factory. Factory policy is against discrimination in hiring, compensation, access to training, promotion, etc. on race, origin, age, gender, etc. Facility imposes corresponding disciplinary action based on company policies in case there is violation of this principle. Facility established training programs to all relevant individuals including those responsible for supervising and hiring of workers on the policies and procedures of prohibiting all forms of discrimination. Facility's recruitment and screening procedure is through direct hiring. All employees are interviewed at the facility premises by Admin and HR officer and/or concerned department head. All employees are required to pass through facility's recruitment and screening procedure. Facility does not conduct pregnancy test of employees during employment or before hiring as confirmed through documents review, employees' and management interview. Pregnancy test is considered highly unethical & unreligious in Pakistan and is prohibited by management and law. Employees' appraisal is solely on the basis of performance. As informed by interviewed workers, most employees spoke highly of the factory management. No worker was required to do the examination of the hepatitis B virus and HIV. آڈیٹی نے ایم ایف سی بی ایس سی کے اس کارکردگی کا احترام مکمل کیا۔ فیکٹری نے غیر امتیازی سلوک کے بارے میں پالیسی قائم کی اور تمام ملازمین کو مؤثر انداز میں لگایا۔ تمام انٹرویو ملازمین نے انٹرویو کو بتایا کہ فیکٹری کے اندر کوئی تبعیض نہیں تھا۔ فیکٹری کی پالیسی نسل، اصل، صر، صنف وغیرہ وغیرہ پر روزگار، معاوضہ، تربیت تک رسائی، فروغ وغیرہ وغیرہ میں تبعیض کے خلاف ہے۔ سہولت اس اصول کی خلاف ورزی کی صورت میں کپنی کی پالیسیوں پر مبنی متعلقہ انضباطی عمل کو قبول کرتی ہے۔ سہولت تمام متعلقہ افراد کو ٹریننگ پروگراموں میں شامل کیا گیا جن میں تمام افراد کے امتیازی سلوک کی روک تھام کے پالیسیوں اور طریقہ کار پر کارکنوں کی نگرانی اور ملازمت کے لئے ذمہ دار افراد شامل ہیں۔ سہولت کی بھرتی اور اسکریننگ کا طریقہ کار براہ راست روزگار کے ذریعے ہے۔ تمام ملازمین ایڈمنسٹریٹر اینڈ ایچ آر آفیسر اور / یا متعلقہ محکمہ سر کی، رف سے سہولت کے احاطے میں مرکز کر رہے ہیں۔ تمام ملازمین کو سہولت کی بھرتی اور اسکریننگ کے طریقہ کار کے ذریعے منتقل کرنے کی ضرورت ہے۔ سہولت روزگار کے دوران یا ملازمتوں کے امتحان، ملازمتوں اور منجمنٹ انٹرویو کے ذریعے تصدیق کے طور پر تصدیق کرنے سے قبل ملازمین کی امتحان کی جانچ نہیں کرتا۔ حاملہ امتحان کو پاکستان میں انتہائی غیر اخلاق اور غیر قانونی سمجھا جاتا ہے اور انتظامیہ اور قانون کی طرف سے منع ہے۔ ملازمین کا انداز صرف کارکردگی کے مطابق ہے۔ انٹرویو کے کارکنوں کی طرف سے آگاہی کے طور پر، زیادہ تر ملازمین نے فیکٹری منجمنٹ کی انتہائی بات کی۔ کوئی مزدور ہیپاٹائٹس بی وائرس اور ایچ آئی وی کی امتحان کرنے کی ضرورت نہیں تھی	
<b>Remarks from Auditee</b>	

## Performance Area 5 : Fair Remuneration

1- Followup Audit [Audit Id : Audit Date: 03/03/2020 PA Score: A

Deadline date:03/05/2020

### GOOD PRACTICES:

No good practices has identified under this performance area.

### AREAS OF IMPROVEMENT:

Overall Comments: During audit it was observed that, the auditee partially fulfills the requirements of this performance area as 1 questionnaire (5.4) has been marked as a partially. The factory respected the local law requirements, and the wage related regulations were posted and clearly communicated to all employees. All workers were paid as per minimum requirement of the Sindh province law. Workers' wages were calculated by monthly rate and piece rate basis. The minimum wage paid by the factory was 17500 Pak rupees per month according to the wage records. All workers are provided with written and understandable information about their employment conditions in respect to wages before they enter into employment and about the particulars of their wages for the pay period concerned each time that they are paid. Benefits such as social insurance, annual leave, maternity leaves, gratuity and other legally mandatory benefits provided to all workers. Payroll is thoroughly checked by accounts and HR department before disbursement of payment to ensure employees are paid wages consistent with local laws and terms of employment. Wage slip is issued to employees to verify if wages paid are consistent with terms of employment. Payrolls and attendance records were checked and were found consistent with legal requirement for payment of wages. Employee hand book was provided to the workers. All employees are paid through cash and bank transfer. Record of bank transfer of payment and cash was maintained and provided for review. The wages office was well organized with a good controlled set of processes which are understood by all employees. All social insurance payments were passed on to the relevant authorities in a timely manner. Wages have been recorded according to documents checked.

5.4 - **Full audit on March 20, 2019:** Through the documents review it was noted that company is paying PKR 16200 / month as required by minimum wage act of Pakistan, and they have appropriately calculated basic living wages. However no action taken for living wage paying to the worker.

**Follow up audit conducted on 03rd March, 2020: Not Corrected:** Through the documents review it was noted that company is paying PKR 17500 / month as required by minimum wage act of Pakistan, and they have appropriately calculated basic living wages. However still no action taken for living wage paying to the worker.

### Remarks from Auditee:

Full Audit [Audit Id : Audit Date: 20/03/2019 PA Score: A

Deadline date:20/05/2019

### Good practices

1 - Meat distribution to employees on EID festival. 2 - Distribution of food & clothes to employees on EID festival. 3 - Paying extra incentives on every EID festival.

### Areas of improvement

Overall assessment shows that this PA is partially implemented. The factory respected the local law requirements, and the wage related regulations were posted and clearly communicated to all employees. All workers were paid as per minimum requirement of the Sindh province law. Workers' wages were calculated by monthly rate and piece rate basis. The minimum wage paid by the factory was 16200 Pak rupees per month according to the wage records. All workers are provided with written and understandable information about their employment conditions in respect to wages before they enter into employment and about the particulars of their wages for the pay period concerned each time that they are paid. Benefits such as social insurance, annual leave, maternity leaves, gratuity and other legally mandatory benefits provided to all workers. Payroll is thoroughly checked by accounts and HR department before disbursement of payment to ensure employees are paid wages consistent with local laws and terms of employment. Wage slip is issued to employees to verify if wages paid are consistent with terms of employment. Payrolls and attendance records were checked and were found consistent with legal requirement for payment of wages. Employee hand book was provided to the workers. All employees are paid through cash and bank transfer. Record of bank transfer of payment and cash was maintained and provided for review. The wages office was well organized with a good controlled set of processes which are understood by all employees. All social insurance payments were passed on to the relevant authorities in a timely manner. Wages have been recorded according to documents checked. However, issues identified in the section and described in point below: 5.4

جزوی طور پر نافذ کیا گیا ہے۔ فیکٹری نے مقامی قانون کی ضروریات کا احترام کیا، اور اجرت سے متعلق قواعد و ضوابط کو تعینات کیا گیا۔ PA مجموعی طور پر تشخیص سے ظاہر ہوتا ہے کہ یہ اور واضح طور پر تمام ملازمین کو بات چیت کی۔ تمام کارکنوں کو سندھ صوبائی قانون کی کم سے کم ضرورت کے مطابق ادا کیا گیا تھا۔ مزدوروں کے اجرتوں کو مابانہ شرح اور ٹکڑا شرح کی بنیاد پر شمار کیا گیا تھا۔ فیکٹری کی طرف سے ادا کردہ کم از کم تنخواہ تنخواہ کے ریکارڈ کے مطابق 16200 پاکستانی روپے تھی۔ تمام کارکنوں کو ملازمت میں داخل ہونے سے پہلے اور ان کی تنخواہ کے بارے میں ان کی اجرت کے بارے میں اجرت کے سلسلے میں ان کے روزگار کے حالات کے بارے میں تحریری اور قابل ذکر معلومات فراہم کی جاتی ہیں۔ سماجی انشورنس، سالانہ چھٹی، زچگی کے پتے، بخشش اور تمام کارکنوں کو فراہم کردہ قانونی طور پر لازمی فوائد جیسے فائدہ، ادائیگی کے اخراجات سے پہلے بے رول کو اچھی طرح سے اکاؤنٹس اور ایچ ڈی تیار شدہ کی طرف سے جانچ پڑتال کی جاتی ہے تاکہ اس بات کو یقینی بنائے کہ ملازمین مقامی قوانین اور روزگار کی شرائط - مزدوری پرچی ملازمین کو اس بات کی تصدیق کرنے کے لئے جاری کی جاتی ہے کہ اجرت کی شرائط روزگار کی شرائط کے مطابق ہے۔ بے رول اور حاضری کے ریکارڈ کی جانچ پڑتال کی گئی اور اجرت کی ادائیگی کے لئے قانونی ضرورت کے مطابق مل گیا۔ کارکنوں کو ملازم کے ہاتھ کی کتاب فراہم کی گئی تھی۔ تمام ملازمین نقد اور بینک ٹرانسفر کے ذریعے ادائیگی کو دیتے ہیں۔ ادائیگی اور نقد کے بینک کی منتقلی کا ریکارڈ برقرار رکھا گیا اور جائزہ لینے کے لئے فراہم کی گئی۔ اجرت کے دفتر کو اچھی طرح سے منظم عمل کے ساتھ منظم کیا گیا تھا جس میں تمام ملازمتوں کی طرف سے سمجھا جاتا ہے۔ بروقت انداز میں متعلقہ حکام کو تمام سماجی انشورنس کی ادائیگیاں منظور کی گئیں۔ اجرتوں کی جانچ پڑتال کے مطابق ریکارڈ کیا گیا ہے۔ تاہم، سیکشن میں شناختی مسائل اور ذیل میں بیان کردہ: 5.4

5.4 - Through the documents review it was noted that company is paying PKR 16200 / month as required by minimum wage act of Pakistan, and they have appropriately calculated basic living wages. However no action taken for living wage paying to the worker.

مستویات کے جائزے کے ذریعے اس بات کا ذکر کیا گیا ہے کہ کمپنی پی سی آر 16200 / مہینے ادا کر رہی ہے جس کے مطابق پاکستان کی کم از کم تنخواہ کی کارروائی ہوئی ہے، اور انہوں نے بنیادی زندہ اجرت کو مناسب طریقے سے شمار کیا ہے۔ تاہم کارکن کو ادائیگی کی اجرت کی ادائیگی کے لئے کوئی کارروائی نہیں کی گئی

### Remarks from Auditee

Producer :

DBID : 367897 and Audit Id :  
Audit Type : Follow-up Audit

Audit Date : 03/03/2020

amfori BSCI  
Trade with purpose

#### Performance Area 6 : Decent Working Hours

1- Followup Audit [Audit Id : Audit Date : 03/03/2020 PA Score: A

Deadline date:

#### GOOD PRACTICES:

None

#### AREAS OF IMPROVEMENT:

Follow up audit conducted on 03rd march, 2020: This is follow-up audit. therefore this Performance area is not rated.

#### Remarks from Auditee:

Full Audit [Audit Id : Audit Date : 20/03/2019 PA Score: A

Deadline date:

#### Good practices

Nil

#### Areas of improvement

Auditee fully respect this performance area of amfori BSCI COC. The factory respect federal government / province government law related to working hours and had clearly communicated working hour policy to all employee through employee handbook. Interviewed employees confirmed that they could choose to OT or not. Through employees' interview, overtime is voluntary. Awareness training is provided to every employee upon hiring as a part of orientation on company policy on Working Hours and legal limitation with respect to weekly hours, overtime hours and rest day. Refresher awareness training is also given from time to time. Working hours, rest time, maximum overtime hours may be required and working hour policy was posted in local (Urdu) language on notice board. According to time records and worker interview normal working hours were 8 hours per day and 48 hours per week. One day off for all workers after consecutive 6 days' work.

آئیٹیی نے ایم ایف سی بی ایس سی کے اس کارکردگی کا احترام مکمل کیا۔ فیکٹری کا احترام وفاقی حکومت / صوبائی حکومتی قانون کے کام کے گھنٹوں سے متعلق ہے اور ملازمت کے دستی کتاب کے ذریعہ تمام ملازمت کو واضح طور پر کام کرنے والے گھنٹے کی پالیسی سے بات چیت کی ہے۔ مرکز ملازمین نے تصدیق کی ہے کہ وہ او ٹی کو منتخب کرسکتے ہیں یا نہیں۔ ملازمت کے انٹرویو کے ذریعہ، اضافی وقت رضاکارانہ ہے۔ ہر ملازم کو ملازمت کے لئے کام کرنے والے گھنٹوں اور قانونی حد میں ملازمت کے لئے ہر روز ملازمین کو ملازمت کے لئے ملازمت فراہم کی جاتی ہے۔ ریفریشر بیداری کی تربیت بھی وقت سے وقت دیا جاتا ہے۔ کام کے گھنٹے، آرام کا وقت، زیادہ سے زیادہ اور ٹائم گھنٹے کی ضرورت ہوسکتی ہے اور نوٹس بورڈ کے بورڈ پر مقامی (اردو زبان) میں گھنٹے کی پالیسی کا کام کرنا پڑا۔ وقت کے ریکارڈ اور کارکن انٹرویو کے مطابق عام کام کے گھنٹے فی گھنٹہ 8 اور 48 گھنٹے فی گھنٹہ تھے۔ ہر روز کارکنوں کے لئے ایک دن مسلسل 6 دن کے کام کے بعد

#### Remarks from Auditee

## Performance Area 7 : Occupational Health and Safety

1- Followup Audit [Audit Id : ] Audit Date: 03/03/2020 PA Score: A

Deadline date:03/05/2020

### GOOD PRACTICES:

No good practices has identified under this performance area.

### AREAS OF IMPROVEMENT:

**Overall Comments:** During audit it was observed that, the auditee partially fulfills the requirements of this performance area as 05 questionnaire (7.4, 7.5, 7.6, 7.17 and 7.22) has been marked as a "Partially". General working condition is safe, and management is to improve a safer and healthy working environment. Risk assessment had been conducted by the facility. Pre-job training and ongoing refresh training are provided regularly. Drinking water is provided. HS management checks HS issue regularly. There were at least 2 exits from each work area. Firefighting equipment was adequate and checks were up-to-date. Fire drills conducted in workers production areas. All electrical equipment was maintained in good condition such as sockets, plugs, switches and main fuse boards in the production site. Factory had obtained the permits from the government and provided training to concerned workers. There were adequate first aid kits in production area and they were well stocked. First aid training had provided. Factory had also provided onsite medical room. Ventilation, temperature and lighting were adequate for the production processes.

- 7.3 - Full audit on March 20, 2019:** Through the documents review and management interviews, health & safety risk assessments conducted by the company's departments / sections. However few risks were not properly identified, risk related to workers canteen, risk related to neighborhood, pregnant women working hours during long time standing works and etc. to ensure safe, healthy and hygienic working conditions.

**Follow up audit conducted on 03rd March, 2020: Corrected:** Through the documents review and interviews, it was noted that, auditee performs / conducted new health & safety risk assessments and considered the all missing risks, related to workers canteen, risk related to neighborhood, pregnant women working hours during long time standing works and etc. to ensure safe, healthy and hygienic working conditions.

- 7.4 - Full audit on March 20, 2019:** Through the documents reviews that facility has carried out comprehensive risk assessment in the facility on quarterly basis. However it is noted that involvement of workers and workers representatives (health & safety) were not consider during risk assessment

**Follow up audit conducted on 03rd March, 2020: Not Corrected:** Through the documents reviews that facility has Conducted comprehensive risk assessment in the facility as per schedule. However it is noted that involvement of workers and workers representatives (health & safety) still not consider during risk assessment.

- 7.5 - Full audit on March 20, 2019:** Noted during facility visit that 20 % workers on overlock machines were not using eye guards as PPE's ; however facility maintenance department has install eye guards on all overlock machines were required. Therefore lackness towards training has been observed towards use of eye guards as PPE's.

**Follow up audit conducted on 03rd March, 2020: Not Corrected:** Noted during facility visit that 25% workers on overlock machines were still not using eye guards as PPE's ; however facility maintenance department has installed eye guards on all overlock machines were required. Therefore lackness towards training has been observed towards use of eye guards as PPE's.

- 7.6 - Full audit on March 20, 2019:** Noted during facility visit that 30 % over lock machine operator were not using face mask as PPEs during machine operations.

**Follow up audit conducted on 03rd March, 2020: Not Corrected:** Noted during facility visit that 30 % over lock machine operator were still not using face mask as PPEs during machine operations. **Local law Reference:** The Sindh Factories Act 2015 (18) Dust and fume. 18, Section (1) In every factory in which, by reason of the manufacturing process carried on, there is given off any dust or fume or other impurity of such a nature and to such an extent as is likely to be injurious or offensive to the workers employed therein, effective measures shall be taken to prevent its accumulation in any work-room and its inhalation by workers and if any exhaust appliance is necessary for this purpose, it shall be applied as near as possible to the point of origin of the dust, fume or other impurity, and such point shall be enclosed so far as possible.

- 7.17 - Follow up audit conducted on 03rd March, 2020: New finding:** Noted through factory visit that Cargo lift on first floor near main entrance was operating without inner locking system. **Local law reference:** In accordance with THE SINDH FACTORIES ACT, 2015. SINDH ACT NO. XIII OF 2016. Cranes and other lifting machinery. 37. (1) The following provisions shall apply in respect of cranes and all other lifting machinery, other than hoists and lifts in any factory: - (a) every part thereof, including the working gear, whether fixed or movable, ropes and chains and anchoring and fixing appliances shall be - (i) of good construction, sound material and adequate strength; (ii) properly maintained; (iii) thoroughly examined by a competent person at least once in every period of twelve months, and a register shall be kept containing the prescribed particulars of every such examination; (b) no such machinery shall be loaded beyond the safe working load which shall be plainly marked thereon; (c) while any person is employed or working on or near the wheel tract of a travelling crane in any place where he would be liable to be struck by the crane, the effective measures shall be taken to ensure that the crane does not approach within twenty feet of that place or come into accidental contact with live electrical lines; (d) limit switches shall be provided to prevent over-running; and (e) jib cranes, permitting the raising or lowering of the jib shall be provided with an automatic safe load indicator or have attached to them a table indicating the safe working load at corresponding inclinations of the jib. (2) Government may make rules in respect of any lifting machinery or class or description of lifting machinery in factories - (a) prescribing requirements to be complied with in addition to those set out in this section; or (b) exempting from compliance with all or any of the requirements of this section, where in its opinion such compliance is unnecessary or impracticable.

- 7.22 - Full audit on March 20, 2019:** Through the facility tour it was noted that factory management provided washrooms to all employee and separately for male and female employees. However flush system was not installed in male workers washrooms on ground floor.

**Follow up audit conducted on 03rd March, 2020: Not Corrected:** Through the facility tour it was noted that factory management provided washrooms to all employee and separately for male and female employees. However flush system was still not installed in male workers washrooms on ground floor. **Local law reference:** Sindh factory rules 1975 Section PROVISIONS FOR WASHING ACCOMMODATION 42. Except in factories provided with water- flushed latrines connected with a water borne sewerage system, all latrines shall be provided with receptacles on the dry earth system which shall be cleaned as these are soiled and kept in a strictly sanitary condition. The receptacles shall be turned inside and outside at least once a year.



Remarks from Auditee:

Full Audit [Audit Id : ] Audit Date: 20/03/2019 PA Score: A

Deadline date:20/05/2019

Good practices

Nil

Areas of improvement

Overall assessment shows that this PA is partially implemented. General working condition is safe, and management is to improve a safer and healthy working environment. Risk assessment had been conducted by the facility. Pre-job training and ongoing refresh training are provided regularly. Drinking water is provided on each floor. HS management checks HS issue regularly. There were at least 2 exits from each work area. Firefighting equipment was adequate and checks were up-to-date Fire drills conducted in workers production areas. All electrical equipment were maintained in good condition such as sockets, plugs, switches and main fuse boards in the production site. Facility does not have hazardous chemical in place; factory had obtained the permits from the government and provided training to concerned workers. There were adequate first aid kits in production area and they were well stocked. First aid training had provided. Factory had also provided onsite medical room. Factory had provided transport facility to the workers and make sure that buses are in good working conditions. Ventilation, temperature and lighting were adequate for the production processes. However, issues identified in the section and described in point below: 7.3, 7.4, 7.5, 7.6 and 7.22.

جزوی طور پر نافذ کیا گیا ہے۔ عام کام کرنے کی حالت محفوظ ہے، اور انتظامیہ ایک محفوظ اور صحت مند کام کرنے والی ماحول کو بہتر PA مجموعی طور پر تشخیص سے ظاہر ہوتا ہے کہ یہ بنانا ہے۔ سہولت کے ذریعے خطرے کی تشخیص کی گئی تھی۔ پری نوکری کی تربیت اور مسلسل ریفریجیشن کی تربیت باقاعدگی سے فراہم کی جاتی ہے۔ ہر منزل پر پینے کا پانی فراہم کیا جاتا ہے۔ ایچ ایس کے انتظام باقاعدگی سے ایچ ایس کا مسئلہ چیک کرتا ہے۔ ہر کام کے علاقے سے کم سے کم 2 نکلے تھے۔ فائر فائٹنگ کا سامان مناسب تھا اور کارکنوں کی پیداوار کے علاقوں میں ہونے والی آگ کی مشقوں کی جانچ پڑتال کی گئی تھی۔ تمام بجلی کا سامان اچھی حالت میں برقرار رکھا گیا ہے جیسے سائیکل، پلگ، سوئچ اور پروٹیکشن سائٹ میں اہم فیوز بورڈز۔ سہولت میں خطرناک کیمیکل نہیں ہے؛ فیکٹری نے حکومت سے اجازت نامہ حاصل کی اور متعلقہ کارکنوں کو تربیت دی۔ پیداوار علاقے میں مناسب سہولیات کی مناسب سہولیات موجود تھیں اور وہ اچھی طرح سے ذخیرہ ہونے لگی تھیں۔ پہلے امداد کی تربیت فراہم کی تھی۔ فیکٹری نے کارکنوں کو ٹرانسمیشن کی سہولیات فراہم کی تھیں اور اس بات کا یقین کر لیا کہ ہر اچھے کام کرنے والے حالات میں ہیں۔ پیداوار کے عمل کے لئے وینٹیلیشن، درجہ حرارت اور نظم روشنی کافی تھی۔ ٹائم، سیکشن میں اس کی نشاندہی کی گئی ہے اور ذیل میں بیان کردہ: 7.3، 7.22 اور 7.6، 7.5، 7.4.

- 7.3 - Through the documents review and management interviews, health & safety risk assessments conducted by the company's departments / sections. However few risks were not properly identified, risk related to workers canteen, risk related to neighborhood, pregnant women working hours during long time standing works and etc. to ensure safe, healthy and hygienic working conditions.

دستاویزات کا جائزہ لینے اور مینجمنٹ انٹرویو کے ذریعہ، کمپنی کے محکموں / حصوں کی طرف سے کیے گئے صحت اور حفاظت کے خطرے کی تشخیص، ٹائم چند خطرات کو مناسب طریقے سے شناخت نہیں کیا گیا، کارکنوں کی کینٹین سے متعلق خطرہ، پڑوس سے متعلق خطرہ، حاملہ خواتین طویل عرصے سے کھڑے کاموں اور وغیرہ کے دوران کام کر رہے ہیں، محفوظ صحت مند اور حفظان صحت کے کام کرنے کے حالات کو یقینی بنانے کے

- 7.4 - Through the documents reviews that facility has carried out comprehensive risk assessment in the facility on quarterly basis. However it is noted that involvement of workers and workers representatives (health & safety) were not consider during risk assessment.

دستاویزات کے ذریعے یہ جائزہ لیا گیا ہے کہ اس سہولیات کو سہ ماہی میں سہولت میں مکمل خطرہ کی تشخیص کی گئی ہے۔ ٹائم یہ بات یہ ہے کہ خطرے کی تشخیص کے دوران کارکنوں اور کارکنوں کے نمائندوں (صحت اور حفاظت) کی سہولیات پر غور نہیں کیا گیا

- 7.5 - Noted during facility visit that 20 % workers on overlock machines were not using eye guards as PPE's ; however facility maintenance department has install eye guards on all overlock machines were required. Therefore lackness towards training has been observed towards use of eye guards as PPE's.

سہولیات کے دوران اطلاع نہیں دی گئی ہے کہ 20% کارکنوں پر اتھلاک مشینوں پر پی پی ای کی حیثیت سے آنکھ کے محافظوں کا استعمال نہیں کیا گیا تھا۔ تاہم سہولیات کے بحالی کے شعبے نے تمام پرکشش مشینوں پر آنکھوں کا محافظ نصب کیا ہے۔ لہذا پی پی ای کے طور پر آنکھوں کے محافظوں کے استعمال کی تربیت کی طرف کسی کی گئی ہے

- 7.6 - Noted during facility visit that 30 % over lock machine operator were not using face mask as PPE's during machine operations. Local law Reference: The Sindh Factories Act 2015 (18) Dust and fume. 18. Section (1) In every factory in which, by reason of the manufacturing process carried on, there is given off any dust or fume or other impurity of such a nature and to such an extent as is likely to be injurious or offensive to the workers employed therein, effective measures shall be taken to prevent its accumulation in any work-room and its inhalation by workers and if any exhaust appliance is necessary for this purpose, it shall be applied as near as possible to the point of origin of the dust, fume or other impurity, and such point shall be enclosed so far as possible.

سہولیات کے دوران نوٹ کیا جاتا ہے کہ 30% مشین آپریٹرز کے دوران پی پی ای کے چہرے کا ماسک نہیں استعمال کرتے تھے۔ مقامی قانون حوالہ: سندھ فیکٹریز ایکٹ 2015 (18) دھول اور دھند. 18. سیکشن (1) جس میں ہر فیکٹری میں، مینوفیکچررز کے عمل کی وجہ سے، ایسی نوعیت کے کسی بھی دھول یا دھند یا دیگر عدم استحکام کو بند کر دیا جاتا ہے اور اس طرح کے حد تک زخمی ہونے یا جارحانہ ہونے کا امکان ہے۔ کارکنوں کو اس میں ملازم، کسی بھی کمرہ کے کمرے میں اور اس کے لئے کارکنوں کی طرف سے اس کی جمع کی روک تھام کو روکنے کے لئے موثر اقدامات کئے جائیں گے اور اگر اس مقصد کے لئے کسی بھی راستہ کا سامان لازمی ہے، تو اس کی ابتدا کے نقطہ مطابق دھول، دھندلا یا دیگر عدم استحکام، اور اس طرح کے نقطہ ممنوع کو اب تک ممکن رکھا جائے گا

- 7.22 - Through the facility tour it was noted that factory management provided washrooms to all employee and separately for male and female employees. However flush system was not installed in male workers washrooms on ground floor. Local law reference: Sindh factory rules 1975 Section PROVISIONS FOR WASHING ACCOMMODATION 42. Except in factories provided with water- flushed latrines connected with a water borne sewerage system, all latrines shall be provided with receptacles on the dry earth system which shall be cleaned as these are soiled and kept in a strictly sanitary condition. The receptacles shall be turned inside and outside at least once a year.

سہولت کے دورے کے ذریعہ یہ یہ بتایا گیا تھا کہ فیکٹری کے انتظام نے مرد اور خاتون کے ملازمتوں کے لئے تمام ملازمین اور علیحدہ علیحدہ طور پر واش روم کو فراہم کیا، تاہم، فرش کارکنوں کو زمین پر فرش پر دھونا نہیں لگایا گیا تھا۔ مقامی قانون کا حوالہ: سندھ فیکٹری کے قوانین 1975 واشنگنگ ایڈاسمنٹ کے حصے میں سیکشن کی پیشکش 42. ہائی کے پھیلنے والے پانی کی بجائے کے بغیر پانی کی دھندلاہٹ کے ساتھ فراہم کردہ فیکٹریوں کے علاوہ، خشک زمین کے نظام پر منسلک تمام لطیفوں کے ساتھ فراہم کیا جائے گا جس میں ان کے طور پر صاف کیا جائے گا، سختی سے سینٹری حالت میں گندگی اور رکھی جاتی ہے۔ جذبات کم از کم سال میں ایک بار اندر اور باہر کی جائے گی

Remarks from Auditee







**Producer :**

DBID : 367897 and Audit Id :

Audit Date : 03/03/2020

Audit Type : Follow-up Audit



<b>Performance Area 8 : No Child Labour</b>	
1- Followup Audit [Audit Id :  Audit Date: 03/03/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> Follow up audit conducted on 03rd march, 2020: This is follow-up audit. therefore this Performance area is not rated.	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id :  Audit Date: 20/03/2019 PA Score: A	Deadline date:
<b>Good practices</b> Nil	
<b>Areas of improvement</b> <p>Auditee fully respect this performance area of amfori BSCI COC. Through management interview, worker representative interview and employee interview, all knew the child labor forbidden policy and confirmed no child labor in the factory. Facility has developed training program with scope of labor laws, prohibition of child labor and company policies related to hiring of new applicant to responsible persons for skill enhancement. No child labour was noted in the factory. There is formal procedure for checking ages of workers at application stage, and age verification proof had maintained in workers personnel file. HR department obtains true copy of age verification document such as national identity card, birth certificate, academic educational certificate or B-Form is required from new applicants at the time of hiring and that document after verification is kept with employee application for future proceedings. If obtained document is fake or doesn't meet the criteria of minimum work age that the record is sent to the rejection file. Completed Application Form containing date of birth of applicant is signed by employee and HR personnel and is kept in personnel files. No deviation was found in the age stated by employees in our selected samples from records Checks from all workers that the youngest worker present was age above 18 years.</p> <p>آئیٹینی نے ایم ایف سی بی ایس سی سی کے اس کارکردگی کا احترام مکمل کیا۔ مینجمنٹ انٹرویو کے ذریعہ، کارکن کے نمائندے انٹرویو اور ملازم انٹرویو، تمام بچے کو لبر حرام کی پالیسی سے واقف اور فیکٹری میں کوئی بچہ نہیں لیتے۔ سہولت پیشہ ور افراد کو مزدوروں کے قوانین، بچوں کے لبر اور کمپنی کی پالیسیوں کے نفاذ کے ساتھ تربیتی پروگرام تیار کیا ہے جو نئے درخواست دہندگان کے ملازمین کو مہارت بڑھانے کے ذمہ دار افراد کو ملازمت سے متعلق ہے۔ فیکٹری میں کوئی بچہ نہیں تھا۔ کارکنوں کی عمر کی جانچ پڑتال کے لئے رسمی طریقہ کار ہے اور کارکنوں کے عملے میں فائل کی عمر کی توثیق کا ثبوت برقرار رکھا گیا ہے۔ ایچ ڈی ڈیپارٹمنٹ کو عمر کے توثیق کے دستاویز کی حقیقی نقل، جیسے قومی شناختی کارڈ، پیدائش سرٹیفکیٹ، تعلیمی تعلیمی سرٹیفکیٹ یا بی فارمیت کو نوکری کے وقت نوکریوں سے لے کر ضروری ہے اور تصدیق کے بعد اس دستاویز کو مستقل کے کام کے لئے ملازمین کے ساتھ رکھی جاتی ہے۔ اگر وصول شدہ دستاویز جعلی ہے یا کم از کم کام کی عمر کے معیار کو پورا نہیں کرتا ہے تو ردعمل فائل میں ریکارڈ بھیجا جاتا ہے۔ درخواست دہندگان کی پیدائش کی تاریخ بشمول مکمل شدہ درخواست فارم ملازمین اور انسانی اہلکاروں کے ذریعہ دستخط کیا جاتا ہے اور اہلکاروں کی فائلوں میں رکھا جاتا ہے۔ ریکارڈ سے ہمارے منتخب کردہ نمونے میں ملازمین کی طرف سے کوئی انحراف نہیں پایا گیا تھا جو تمام ملازمین کی جانچ پڑتی ہے جو سب سے کم عمر کا کارکن 18 سال سے زائد تھا۔</p>	
<b>Remarks from Auditee</b>	
<b>Performance Area 9 : Special protection for young workers</b>	
1- Followup Audit [Audit Id :  Audit Date: 03/03/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> Follow up audit conducted on 03rd march, 2020: This is follow-up audit. therefore this Performance area is not rated.	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id :  Audit Date: 20/03/2019 PA Score: A	Deadline date:
<b>Good practices</b> Nil	
<b>Areas of improvement</b> <p>Company does not hire any worker under the age of 18 as young worker in not applicable as per law. کمپنی 18 سال سے کم عمر کے مزدور کو قانون کے مطابق لاگو کرنے میں کوئی مزدور نہیں ملا۔</p>	
<b>Remarks from Auditee</b>	

**Performance Area 10 : No Precarious Employment**

1- Followup Audit [Audit Id : ] Audit Date: 03/03/2020 PA Score: A

Deadline date:

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

Follow up audit conducted on 03rd march, 2020: This is follow-up audit, therefore this Performance area is not rated.

**Remarks from Auditee:**

Full Audit [Audit Id : ] Audit Date: 20/03/2019 PA Score: A

Deadline date:

**Good practices**

Nil

**Areas of improvement**

The overall observation shows that the factory has fully respect this performance area of amfori BSCI COC. The auditee developed a system to ensure secure employment relationship with workers. There is no engagement found with short/part-time/ seasonal workers during the audit date. During the employees' interview, all interviewed employees stated that they sign labor contracts with the facility and these labor contracts were in the local language.

مجموعی طور پر مشاہدے سے پتہ چلتا ہے کہ فیکٹری نے ایم ایف سی بی ایس سی کے اس کارکردگی کا احترام مکمل کیا ہے۔ آئیٹ نے کارکنوں کے ساتھ محفوظ روزگار کا تعلق یقینی بنانے کے لئے ایک نظام تیار کیا۔ آئیٹ کی تاریخ کے دوران مختصر / جزوی وقت / موسمی کارکنوں کے ساتھ کوئی مشغول نہیں ہے۔ ملازمین کے انٹرویو کے دوران، تمام ملازمین نے انٹرویو میں کہا کہ وہ سہولت کے ساتھ لیور کے معاہدے پر دستخط کرتے ہیں اور ان لیور کے معاہدے مقامی زبان میں تھے۔

**Remarks from Auditee****Performance Area 11 : No Bonded Labour**

1- Followup Audit [Audit Id : ] Audit Date: 03/03/2020 PA Score: A

Deadline date:

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

Follow up audit conducted on 03rd march, 2020: This is follow-up audit, therefore this Performance area is not rated.

**Remarks from Auditee:**

Full Audit [Audit Id : ] Audit Date: 20/03/2019 PA Score: A

Deadline date:

**Good practices**

Nil

**Areas of improvement**

Auditee fully respect this performance area of amfori BSCI COC. Factory policy forbids forced labour; there was no forced, bonded or involuntary labor. No worker is required to lodge deposits or ID cards in the factory. There are no deposits of money, ID card, original personal legal documents on commencement of employment. Facility allows employees to go out of the working areas and even outside the company premises outside of their respective working hours. In case, an employee who needs to leave the work area during working hours for justifiable cause may do so with the appropriate permission from the authorized officers of the Department. No sign of fear or exaggerated obedience displayed by employees during site visit. Facility limits the duties and responsibilities of the security guards assigned to the facility shall be limited to normal security matters such as the protection of the company property and personnel security Facility employees' salary and benefits are paid directly to them and no portion of salary is withheld as a form of guarantee.

آئیٹی نے ایم ایف سی بی ایس سی کے اس کارکردگی کا احترام مکمل کیا۔ فیکٹری کی پالیسی مجبور مزدور سے منع ہے۔ کوئی زبردستی، پابندی یا غیر رضاکارانہ محنت نہیں تھی۔ فیکٹری میں ذخائر یا شناختی کارڈ کو روکنے کے لئے کوئی کارکن کی ضرورت نہیں ہے۔ ملازمت کے آغاز پر پیسہ، شناختی کارڈ، اصل ذاتی قانونی دستاویزات کی کوئی جمع نہیں ہے۔ سہولت کارکنوں کو کام کرنے والے علاقوں سے باہر جانے اور ان کے متعلقہ کام کے گھنٹوں سے باہر کمپنی کے احاطے سے باہر جانے کی اجازت دیتا ہے۔ اگر، ایک ملازم جو مناسب کام کے لئے کام کے گھنٹوں کے دوران کام کے علاقے کو چھوڑنے کی ضرورت ہے تو اس طرح محکمہ کے اختیار شدہ افسران کی مناسب اجازت کے ساتھ ایسا کر سکتا ہے۔ ویب سائٹ کے دورے کے وقت ملازمنوں کی طرف سے ظاہر ہونے والی خوف یا افسوسناک اطاعت کا کوئی نشانہ نہیں۔ سہولت سہولت کے لئے مقرر کردہ سیکورٹی گارڈز کے فرائض اور ذمہ داریاں محدود کرتی ہے معمول سیکورٹی معاملات تک محدود رہیں گے جیسے کمپنی کی جانیداد اور اہلکاروں کے تحفظ کی حفاظت سہولت ملازمتوں کے تنخواہ اور فوائد کو براہ راست ان پر ادا کیا جاتا ہے اور تنخواہ کا کوئی حصہ گارنٹی کے طور پر

**Remarks from Auditee**

**Producer :**

DBID : 367897 and Audit Id :  
Audit Type : Follow-up Audit

Audit Date : 03/03/2020

**Performance Area 12 : Protection of the Environment**

1- Followup Audit [Audit Id : ] Audit Date: 03/03/2020 PA Score: A

Deadline date:

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

Follow up audit conducted on 03rd march, 2020: This is follow-up audit. therefore this Performance area is not rated.

**Remarks from Auditee:**

Full Audit [Audit Id : ] Audit Date: 20/03/2019 PA Score: A

Deadline date:

**Good practices**

Nil

**Areas of improvement**

The overall observation shows that auditee fully respects this performance area of amfori BSCI COC and the overall observation shows that the factory has developed a precise policy and procedure on environment management system. The waste collection and disposal record is properly maintained.

مجموعی مشاہدے سے پتہ چلتا ہے کہ انٹیٹی نے ایم ایف سی بی ایس سی کے اس کارکردگی کے علاقے کو مکمل طور پر احترام کیا ہے اور مجموعی طور پر مشاہدے سے پتہ چلتا ہے کہ فیکٹری نے ماحولیاتی انتظام کے نظام پر ایک واضح پالیسی اور طریقہ کار تیار کی ہے، فضلہ جمع کرنے اور ضائع کرنے کا ریکارڈ مناسب طریقے سے برقرار رکھا جاتا ہے۔

**Remarks from Auditee****Performance Area 13 : Ethical Business Behaviour**

1- Followup Audit [Audit Id : ] Audit Date: 03/03/2020 PA Score: A

Deadline date:03/05/2020

**GOOD PRACTICES:**

No good practices has identified under this performance area.

**AREAS OF IMPROVEMENT:**

Overall Comments: During audit it was observed that, the auditee fully fulfills the requirements of this performance area. Factory management has developed an Anti-Bribery Policy. During audit no corruption or bribery related issues were noticed from the interviewed workers. Factory management has included the business partners in the anti-bribery policy of the factory to ensure the non-involvement in any type of bribery.

**13.1 - Full audit on March 26, 2019:** Through the documents reviews and interviews It was noted that factory has established the policy and procedure regarding prohibition of corruption, extortion and bribery, factory had provided the training to the employees and employees had signed off the policy, however, factory had not conducted the corruption risk assessment.

**Follow up audit conducted on 03rd March, 2020: Corrected:** Verified through documents reviews and management interviews it was noted that facility has conducted the corruption risk assessment.

**Remarks from Auditee:**

Full Audit [Audit Id : ] Audit Date: 20/03/2019 PA Score: A

Deadline date:20/05/2019

**Good practices**

Nil

**Areas of improvement**

The auditee partially respect this performance area of amfori BSCI COC and the overall observation shows that the factory has maintained a proper record keeping system and was provided all necessary documents to the audit team for review. Currently the management has a policy on 'business ethics and anti-corruptions' which is posted in all prominent places in the premises and was communicated to the employees through awareness program and notice board. However, issues identified in the section and described in point below: 13.1

اثر جزوی طور پر امپورسی بی ایس سی کے اس کارکردگی کے علاقے کا احترام کرتے ہیں اور مجموعی مشاہدے سے ظاہر ہوتا ہے کہ فیکٹری نے مناسب ریکارڈ رکھنے والے نظام کو برقرار رکھا ہے اور جائزہ لینے کے لئے آڈٹ ٹیم کو تمام لازمی دستاویزات فراہم کیے ہیں، فی الحال مینجمنٹ 'کاروباری اخلاقیات اور انسداد بدعنوانی' پر پالیسی ہے جس میں تعیناتی کے تمام ممنوع مقامات میں پوسٹ کیا گیا ہے اور ملازمین کو بیداری کے پروگرام اور نوٹس بورڈ کے ذریعہ مطلع کیا گیا تھا، تاہم، سیکشن میں شناختی مسئلہ اور ذیل میں بیان کردہ: 13.1

**13.1 -** Through the documents reviews and interviews It was noted that factory has established the policy and procedure regarding prohibition of corruption, extortion and bribery, factory had provided the training to the employees and employees had signed off the policy, however, factory had not conducted the corruption risk assessment.

دستاویزات کے جائزے اور انٹرویو کے ذریعہ یہ بتایا گیا ہے کہ فیکٹری نے فساد، فسادات اور رشوت کی روک تھام کے حوالے سے پالیسی اور طریقہ کار قائم کی ہے، فیکٹری نے ملازمین کو تربیت فراہم کی تھی، تاہم، فیکٹری نے فساد کو اپن بنایا تھا۔ خطرے کی تشخیص

**Remarks from Auditee**

Producer :



DBID : 367897 and Audit Id :

Audit Date : 03/03/2020

Audit Type : Follow-up Audit



## Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Follow-up Audit	03/03/2020	174443	B	C	A	A	A	A	A	A	A	A	A	A	A	B
Full Audit	20/03/2019	146216	B	D	A	A	A	A	A	A	A	A	A	A	A	C



Producer :

DBID : 367897 and Audit Id :  Audit Date : 03/03/2020  
Audit Type : Follow-up Audit

Producer Photos



External photo(s) of the production unit(s)  
Factory name board.JPG



External photo(s) of the production unit(s)  
Factory main gate.JPG



External photo(s) of the production unit(s)  
Factory parking area.JPG



External photo(s) of the production unit(s)  
Factory building.JPG



External photo(s) of the production unit(s)  
Factory building view.JPG



External photo(s) of the production unit(s)  
Factory building view 2.JPG



Photo of fire safety equipment  
Emergency exit light.JPG



Photo of fire safety equipment  
Emergency exit.JPG



Photo of fire safety equipment  
Emergency numbers.JPG



Photo of fire safety equipment  
Emergency response team picture.JPG



Photo of fire safety equipment  
Evacuation plan.JPG



Photo of fire safety equipment  
Fire extinguishers.JPG



Photo of fire safety equipment  
Fire extinguisher trolley.JPG



Photo of fire safety equipment  
Fire hydrant pump.JPG



Photo of fire safety equipment  
Fire hydrant.JPG





Photo of fire safety equipment  
Smoke detector and fire alarm panel.JPG



Photo of the code of conduct on display  
Legal Abstract.JPG



Photo of the inside of the main production hall  
Attendance machines.JPG



Photo of the inside of the main production hall  
Checking section.JPG



Photo of the inside of the main production hall  
Child labour notice.JPG



Photo of the inside of the main production hall  
Company policies board.JPG



Photo of the inside of the main production hall  
Compressor area.JPG



Photo of the inside of the main production hall  
Cutting man during cutting operation.JPG



Photo of the inside of the main production hall  
Cutting section.JPG



Photo of the inside of the main production hall  
Fabric storage area.JPG



Photo of the inside of the main production hall  
Generator area.JPG



Photo of the inside of the main production hall  
Heat transfer printing section.JPG



Photo of the inside of the main production hall  
Packing section.JPG



Photo of the inside of the main production hall  
Policies.JPG



Photo of the inside of the main production hall  
Pray area.JPG

Producer : [REDACTED]

DBID : 367897 and Audit Id : [REDACTED] Audit Date : 03/03/2020

Audit Type : Follow-up Audit



Photo of the inside of the main production hall  
Pressing section.JPG



Photo of the inside of the main production hall  
Stitching section.JPG



Photo of the inside of the main production hall  
Store.JPG



Photo of the sanitary facilities  
Washrooms.JPG



Photo of non-conformity  
NC cargo lift operating without inner locking system.JPG



Photo of non-conformity  
NC Workers were not using eye guard as PPEs and also not using face mask as PPEs.JPG