
Auditee :	Vishvas International Pvt. Ltd.
Audit Date From :	13/01/2021
Audit Date To :	14/01/2021
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	BureauVeritas
Auditor's Name(s) :	Navdeep Chandel(Lead)
Auditing Branch (if applicable) :	



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Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence																																							
<p>A Very Good</p>	<ul style="list-style-type: none"> • Minimum 7 Performance Areas rated A • No Performance Areas rated C, D or E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <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></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></tr> <tr><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></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	B	B	B	A	A	A	A	A	A	A	B	B	B	B	B	B	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
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																													
A	A	A	A	A	A	A	B	B	B	B	B	B																													
<p>B Good</p>	<ul style="list-style-type: none"> • Maximum 3 Performance Areas rated C • No Performance Areas rated D or E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <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></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>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>C</td><td>C</td><td>C</td></tr> </table>	A	A	A	A	A	A	B	B	B	B	B	B	B	A	A	A	A	A	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	C	C	C	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
A	A	A	A	A	A	B	B	B	B	B	B	B																													
A	A	A	A	A	B	B	B	B	B	B	B	C																													
B	B	B	B	B	B	B	B	B	B	C	C	C																													
<p>C Acceptable</p>	<ul style="list-style-type: none"> • Maximum 2 Performance Areas rated D • No Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <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></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>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>D</td><td>D</td></tr> </table>	A	A	A	A	A	A	A	A	A	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	D	C	C	C	C	C	C	C	C	C	C	C	D	D	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
A	A	A	A	A	A	A	A	A	C	C	C	C																													
A	A	A	A	A	B	B	B	B	C	C	C	D																													
C	C	C	C	C	C	C	C	C	C	C	D	D																													
<p>D Insufficient</p>	<ul style="list-style-type: none"> • Maximum 6 Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <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></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>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></tr> </table>	A	A	A	A	A	A	A	A	A	A	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	E	D	D	D	D	D	D	D	E	E	E	E	E	E	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
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A	A	A	B	B	B	C	C	C	D	D	D	E																													
D	D	D	D	D	D	D	E	E	E	E	E	E																													
<p>E Unacceptable</p>	<ul style="list-style-type: none"> • Minimum 7 Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <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></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></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></tr> </table>	A	A	A	A	A	A	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	<p>amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.</p>
A	A	A	A	A	A	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																													
<p>Zero Tolerance</p>	<p>A Zero Tolerance issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)</p>	<p>Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.</p>																																							

Main Auditee Information

Name of producer :	Vishvas International Pvt. Ltd.		
DBID number :	384483		
Audit ID :	203256		
Address :	A-46, SECTOR 58, NOIDA Noida		
Province :	Uttar Pradesh	Country :	India
Management Representative :	Mr. Arun Sanger - Production Manager		
Contact person:	Mr. Arun Sanger	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :			

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
C	A	A	A	A	A	A	A	A	A	A	A	B

Executive summary of audit report

Audit Company: Bureau Veritas Consumer Products Service
 Audit Company APSCA Number: 11600002
 Lead Auditor Name: Navdeep Chandel
 APSCA Auditor Registered Number: RA 21703810

This was a semi announced follow up audit conducted as per BSCI 2014 guidelines on January 13 & 14,2021 . The management granted full access to the all relevant document and in all required areas to the audit team. The management representative duly authenticated BV code of conduct, Terms of Implementation and Code of Conduct 2014. Audit plan was shared with the facility management. During the opening meeting, the auditor explained audit protocol, audit scope and methodology, time plan and updated on BSCI 2014 approach towards assessment. All relevant personnel participated in the opening meeting. The assessment team was greeted by Mr. Arun Sanger - Production Manager, Mr. Anjani Mishra- HR Executive, Mr. Tanu – Worker Representative and Mr. I.S. Verma – External Consultant. The Factory was located at Plot no. A-46, Sector 58, Noida (U.P.). The facility was operating from this premise since 2017. The total area of the factory was 1800 square meter and covered area is 6000 square meter . In view of facilities, the facility consists of 01 building having 7 floors including basement

Building Description:
 Basement: Cutting, Fabric Store, Trim Store, Fire Pump House
 Ground Floor: Computer Embroidery, Crèche, Ambulance Room, Surplus Store, Admin Office
 First Floor: Finishing, Issue/Receiving, Packing, Washing
 Second Floor: Stitching, Finishing
 Third Floor: Stitching, Finishing
 Fourth Floor: Stitching, Finishing (Not Operational on the Day of audit)
 Fifth Floor: Showroom, Conference Room, Admin , Sampling, Designing
 Terrace: Surplus Store, Maintenance Room, Boilers, R.O. and Water Tanks

Periphery: Dining Hall, ETP, Chemical Store , Security Room, Diesel Generator, Loading/Unloading

Factory has not extended dormitory to workers and the same is not mandated by local law. Further all workers were locals, residing in neighborhood locations with no migrant workers. The factory is manufacturer of Ladies woven garments .The major clients are John Lewis, Ballard Design, Designer Guild etc. The minimum age of the worker in the warehouse was observed as 21 years old. Factory has maintained Bio-metric (Face Recognition) for all workers to track the working hours. Employees are recruited directed on company roll excluding Security Services which is hired through Swift Securitas Agency. The factory operates in one shift starting 08:30 am to 5:00 pm with 30 minutes lunch break from 01:30 PM to 02:00 PM. Weekly off provided to all workers on Sunday. Employees receive monthly compensation through bank transfer by 07th of following pay period. Legal Minimum wages as prescribed by the local law are Un Skilled- 8758, Semi Skilled- 9634, Skilled – 10791 W.E.F. 01/10/2020 TO 31/03/2021

Living Wage – Based on interaction with management and review of records, it was noted that facility has understanding over concept of Living Wage. Facility has calculated Living wage which was found INR 8580 (considering 1 earner in the family). However facility management was not able to provide any reference data source/analysis regarding calculation of Living wage.

However, Bureau Veritas India has calculated Living wage based on nutrition/calories requirement guidance provided by Indian Counsel of Medical Research (ICMR), food grain cost in the local market, conceptual understanding from Anker Methodology and information related to Social & Economical condition collected from the workers of the locality where facility is operational, which was found INR 122980 (considering 1.67 earner in the family).

Note: As per discussion with management , the lockdown period salary was not paid to any of the workers. The matter has been discussed in works committee but the same is under discussion and consideration. Though factory has paid for the lockdown period starting from 23th March 2020 to 31st March 2020 to all the employees. The management is of the view that they will follow the latest guidelines on lockdown payment. Further, the notification

was challenged at The Honorable Supreme Court of India by the industrial associations and the verse was pending for final verdict. The management is waiting for the final verdict and they will follow the same guidelines.

As per the notification " Order No – 40-3/2020 _ DM – I (A) – Government of India – Ministry of Home Affairs – Dated 29 March 2020 – Whereas in exercise of the power, conferred under Section 10 (2) (I) of the Disaster Management Act, the undersigned, in his capacity as Chairperson, national Executive Committee, has issued an order on even number dated 24.03.2020, followed by Addendum Orders of even numbers dated 25.03.2020 and 27.03.2020 to the Ministries/Departments of Government of India, State/Union Territory Governments and State/Union Territory Authorities with the directions to implement lockdown measures annexed to the said orders for the containment of spread of COVID 19 in the country; Whereas, movement of a large number of migrants have taken place in some parts of the country so as to reach their home. This is a violation of the lockdown measures on maintaining the social distant; Whereas, to deal with the situation and for effective implementation of the lockdown measures, and to mitigate the economic hardship of the migrant workers, in exercise of the powers, conferred under Section 10 (2) (I) of the Disaster Management Act 2005, the undersigned, the capacity of chairperson, National Executive Committee hereby directs the State/Union Territory Government and State/Union Territory Authorities to take necessary action and to issue necessary orders to their District Magistrate/Deputy Commissioner and Senior Superintendent of Police/Superintendent of Police/Deputy Commissioner of Police to take following measures: (iii) All the employers, be it in the Industry or in the shops and commercial establishments, shall make payment of wages of their workers, at their work place, on the due date, without any deduction, for the period their establishments are under closure during lockdown". Further S U P R E M E C O U R T O F I N D I A - RECORD OF PROCEEDINGS - WRIT PETITION (CIVIL)..... Diary No(s).10983/2020 - O R D E R

Hon'ble Mr. Justice Ashok Bhushan pronounced the order of the Bench comprising His Lordship, Hon'ble Mr. Justice Sanjay Kishan Kaul and Hon'ble Mr. Justice M.R. Shah.

We thus direct following interim measures which can be availed by all the private establishment, industries, factories and workers Trade Unions/ Employees Associations etc. which may be facilitated by the State Authorities: -

i) The private establishment, industries, employers who are willing to enter into negotiation and settlement with the workers/employees regarding payment of wages for 50 days or for any other period as applicable in any particular State during which their industrial establishment was closed down due to lockdown, may initiate a process of negotiation with their employees organization and enter into a settlement with them and if they are unable to settle by themselves submit a request to concerned labour authorities who are entrusted with the obligation under the different statute to conciliate the dispute between the parties who on receiving such request, may call the concerned Employees Trade Union/workers Association/ workers to appear on a date for negotiation, conciliation and settlement. In event a settlement is arrived at, that may be acted upon by the employers and workers irrespective of the order dated 29.03.2020 issued by the Government of India, Ministry of Home Affairs.

The above scenario has not been raised as Findings due to the legal court proceedings.

Ratings Summary



Auditee's background information			
Auditee's name :	Vishvas International Pvt. Ltd.	Legal status :	Private Limited
Local Name :	NONE	Year in which the auditee was founded :	2017
Address :	A-46, SECTOR 58, NOIDA	Contact person (please select) :	Mr. Arun Sanger
Province :	Uttar Pradesh	Contact's Email :	hr@vishvas.asia
City :	Noida	Auditee's official language(s) for written communications :	ENGLISH
Region :	South Asia	Other relevant languages for the auditee :	HINDI
Country :	India	Website of auditee (if applicable) :	www.vishvas.com
GPS coordinates :	28.603644; 77.356546	Total turnover (in Euros) :	39560032.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :		Production volume :	100000 pieces per month
Product Group :	Apparel	Production cost calculation :	Yes
If other, please specify :	Not Applicable	Lost time injury calculation cost :	No
Product Type :			

Auditee's employment structure at the time of the audit			
Total number of workers :	244	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	170	74	
Temporary workers	0	0	
In management positions	11	5	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	0	0	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	170	74	
Production based workers	0	0	
With shifts at night	0	0	
Unionised	0	0	
Pregnant	-	0	
On maternity leave	-	0	

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

1- Followup Audit [Audit Id - 203256] Audit Date: 13/01/2021 PA Score: C

Deadline date:15/02/2021

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

On the day of follow up audit, based on the satisfactory evidence it was noted that the auditee partially respects the said clause. It was noted that the auditee has taken partial corrective actions on the observations raised in the initial audit. The auditee did not show full commitment towards the implementation of the code and pending renewal of business license. The deviation observed is detailed in 1.1 and 1.3 N/A, the auditee is comfortable in English

- 1.1 - 1.[Previous audit conducted on 14 Aug 2020]Based on the satisfactory evidence it was noted from management interaction and audit process that management representative partially understand the content of the BSCI code and terms of implementation to be involved in the BSCI monitoring process. Further, it is noted that the auditee did not show full commitment towards integrating the BSCI Code into business culture, understand the need to develop the internal procedures to integrate the BSCI code into daytoday business practices as deviations noted in the others PA's. This is not in accordance with amfori BSCI code requirement of 1.1 Follow Up audit conducted on 13-14 January 2021 Partially Corrected:]Based on the satisfactory evidence it was noted from management interaction and audit process that management representative partially understand the content of the BSCI code and terms of implementation to be involved in the BSCI monitoring process. Further, it is noted that the auditee did not show full commitment towards integrating the BSCI Code into business culture, understand the need to develop the internal procedures to integrate the BSCI code into daytoday business practices as deviations noted in the others PA's.However auditee has taken remediations for the previous findings and has shown commitment to meet code of conduct, however some findings were still need further action. This is not in accordance with amfori BSCI code requirement of 1.1 2.Follow Up Audit Conducted on 13 & 14 January 2021 New Finding: Based on satisfactory evidence it was noted that factory license obtained by auditee has expired on 31/12/2020 and renewed factory license was not yet obtained by the auditee. However the auditee has applied for the renewal of factory license. This is not in accordance with Uttar Pradesh Factories Rules 1950, Section 8: Amendment of licence and amfori BSCI code requirement of 1.1
- 1.3 - [Previous audit conducted on 14 Aug 2020]1. Based on satisfactory evidence, it was noted that details like Date of Joining, Wage rate was not mentioned on appointment letter issued to 01 of 20 sampled security guard employer under security agency "Swift Securities Pvt. Ltd." To ensure that security guard is fully aware about terms and condition of employment. Said security guard was working in the facility since September 2019.This is not in accordance with Amfori BSCI Code requirement clause no. 1.3 2. Based on satisfactory evidence, it was noted that security agency "Swift Securities Pvt. Ltd." has deducted INR 350 to INR 399 per month from the wages of 01 of 20 sampled security guard against uniform issued to her which reduces the total earn wages. These uniforms (Shirt, pant, belt, cap, shoes) are issued to security guard to perform their duty twice per year. Facility has employed total 5 security guards through said agency. .This is not in accordance with Amfori BSCI Code requirement clause no. 1.3 Follow up audit conducted on 13 & 14 January 2021 Partially Corrected:Based on satisfactory evidence it was noted that auditee has provided appointment letter of security guards for verification hired through "Swift Securities Pvt. Ltd." Further facility has made an agreement with Security Agency "Swift Securities Pvt. Ltd." dated 13 January 2021 and has added the clause that uniform deduction will not be made for any of the guards. However the agreement was made on the day of audit the implementation of the clause could not be justified. Further guards were not aware of the amendment made in agreement regarding uniform deduction. This is not in accordance with Amfori BSCI Code requirement clause no. 1.3
- 1.4 - [Previous audit conducted on 14 Aug 2020]Based on satisfactory evidence it was noted that factory has done workforce capacity planning against independent orders to achieve the target deadlines however the same was not followed and was not found to be effectively implemented in system due to following issues identified during the audit process: It was noted during the review of the time records, payroll records and production records that the records does not collaborate with each other and hence the working hours, overtime hours, rest day work and related wages and benefits could not be fully verified due to below reasons: i) the production records found on the floor reflect a list of 17 employees whose names does not reflect in the time records and wage records ii) Employees have worked on May 10, 2020, May 17, 2020, May 24, 2020 and May 31, 2020 (all rest days), however the time records for the month of May 2020 does not reflect any rest day work. This is not in accordance with the Factories Act 1948, Section 62 and Amfori BSCI Code requirement of clause no. 1.4 Follow up audit conducted on 13 & 14 January 2021 Corrected Based on satisfactory evidence it was noted that factory has done workforce capacity planning against independent orders to achieve the target deadlines and the same was followed and was found to be effectively implemented in system and no issue related to wages, benefits and working hours was identified.Hence it is found to be corrected.

Remarks from Auditee:

None

Full Audit [Audit Id - 189680] Audit Date: 14/08/2020 PA Score: D

Deadline date:15/10/2020

Good practices

None

Areas of improvement

Based on the satisfactory evidence it is noted that the auditee partially respects the said performance area and has set a partial system to implement and monitor the social performance. Though the auditee has a system in place, however deviations observed related to planning of training and meeting which are detailed in 1.1 , 1.3 & 1.4 Not Applicable, the auditee is comfortable in English

- 1.1 - Based on the satisfactory evidence it was noted from management interaction and audit process that management representative partially understand the content of the BSCI code and terms of implementation to be involved in the BSCI monitoring process. Further, it is noted that the auditee did not show full commitment towards integrating the BSCI Code into business culture, understand the need to develop the internal procedures to integrate the BSCI code into daytoday business practices as deviations noted in the others PA's. This is not in accordance with amfori BSCI code requirement of 1.1 Not Applicable, the auditee is comfortable in English
- 1.3 - 1. Based on satisfactory evidence, it was noted that details like Date of Joining, Wage rate was not mentioned on appointment letter issued to 01 of 20 sampled security guard employer under security agency "Swift Securities Pvt. Ltd." To ensure that security guard is fully aware about terms and condition of employment. Said security guard was working in the facility since September 2019.This is not in accordance with Amfori BSCI Code requirement clause no. 1.3 2. Based on satisfactory evidence, it was noted that security agency "Swift Securities Pvt. Ltd." has deducted INR 350 to INR 399 per month from the wages of 01 of 20 sampled security guard against uniform issued to her which reduces the total earn wages. These uniforms (Shirt, pant, belt, cap, shoes) are issued to security guard to perform their duty twice per year. Facility has employed total 5 security guards through said agency. .This is not in accordance with Amfori BSCI Code requirement clause no. 1.3 Not Applicable, the auditee is comfortable in English
- 1.4 - Based on satisfactory evidence it was noted that factory has done workforce capacity planning against independent orders to achieve the target deadlines however the same was not followed and was not found to be effectively implemented in system due to following issues identified during

<p>the audit process: It was noted during the review of the time records, payroll records and production records that the records does not collaborate with each other and hence the working hours, overtime hours, rest day work and related wages and benefits could not be fully verified due to below reasons: i) the production records found on the floor reflect a list of 17 employees whose names does not reflect in the time records and wage records ii) Employees have worked on May 10, 2020, May 17, 2020, May 24, 2020 and May 31, 2020 (all rest days), however the time records for the month of May 2020 does not reflect any rest day work. This is not in accordance with the Factories Act 1948, Section 62 and Amfori BSCI Code requirement of clause no. 1.4 Not Applicable, the auditee is comfortable in English</p>
<p><u>Remarks from Auditee</u></p> <p>NONE</p>
<p>Performance Area 2 : Workers Involvement and Protection</p>
<p>1- Followup Audit [Audit Id - 203256] Audit Date: 13/01/2021 PA Score: A Deadline date:15/02/2021</p>
<p>GOOD PRACTICES: None</p>
<p>AREAS OF IMPROVEMENT: On the day of follow up audit based on the satisfactory evidence it was noted that the auditee partially resepects the said performance area. The auditee has taken partial corrective actions on the observations raised in the initial audit, though the auditee has provided awareness of committees to workers, however the new workers were not found aware of BSCI principles , which are detailed in 2.4 N/A, the auditee is comfortable in English</p> <p>2.1 - [Previous audit conducted on 14 Aug 2020]Based on satisfactory evidence it was noted during the review of documents that auditee has formed various committee's including work's committee, grievance redressal committee, health and safety committee and Internal Complaint's Committee however election records were maintained appropriately to demonstrate the effectiveness of election procedure. Election records were appropriate to demonstrate the procedures followed. Further workers were not aware of the worker representative and functionality of committees. This is not in accordance with the Amfori BSCI COC clause 2.1 Follow up audit conducted on 13 & 14 January 2021 Corrected Based on satisfactory of was noted that workers were found to be aware of the various committees and worker representative. Further facility has displayed the committee members and worker representative names along with minutes of meeting of the committees in every production floor.Hence it is found to be corrected.</p> <p>2.4 - [Previous audit conducted on 14 Aug 2020]Based on satisfactory evidence It was noted during the review of documents that though the auditee has posted the amfori BSCI Code for workers. Also trainings has been conducted on the code awareness. However workers were found to be not aware on principles of amfor BSCI including Worker Representative. This is not in accordance with Amfori BSCI COC clause no. 2.4 Follow up audit conducted on 13 & 14 January 2021 Partially Corrected: Based on satisfactory evidence it was noted that auditee has provided refresher training on Amfori BSCI principles and Code of Conduct to workers covering all workers, However new employees were not found aware of the Amfori BSCI Principles.This is not in accordance with Amfori BSCI COC clause no. 2.4</p>
<p>Remarks from Auditee: None</p>
<p>Full Audit [Audit Id - 189680] Audit Date: 14/08/2020 PA Score: B Deadline date:15/10/2020</p>
<p><u>Good practices</u> None</p>
<p><u>Areas of improvement</u> Based on the satisfactory evidences it was noticed that the auditee partially respects the said performance area and has formed different committees among the workers representative and management staff including Works committee & safety committee and conduct regular meeting . However, deviation observed related to involvement of workers in meetings and training which are detailed in2.1 and 2.4 Not Applicable, the auditee is comfortable in English</p> <p>2.1 - Based on satisfactory evidence it was noted during the review of documents that auditee has formed various committee's including work's committee, grievance redressal committee, health and safety committee and Internal Complaint's Committee however election records were maintained appropriately to demonstrate the effectiveness of election procedure. Election records were appropriate to demonstrate the procedures followed. Further workers were not aware of the worker representative and functionality of committees. This is not in accordance with the Amfori BSCI COC clause 2.1 Not Applicable, the auditee is comfortable in English</p> <p>2.4 - Based on satisfactory evidence It was noted during the review of documents that though the auditee has posted the amfori BSCI Code for workers. Also trainings has been conducted on the code awareness. However workers were found to be not aware on principles of amfor BSCI including Worker Representative. This is not in accordance with Amfori BSCI COC clause no. 2.4 Not Applicable, the auditee is comfortable in English</p>
<p><u>Remarks from Auditee</u></p> <p>NONE</p>

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
1- Followup Audit [Audit Id - 203256] Audit Date: 13/01/2021 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: 'No any non-compliance was raised in the previous audit, so this PA was not included in this follow-up audit scope. The rating in this PA remained unchanged just as it was in the previous audit.' N/A, the auditee is comfortable in English	
Remarks from Auditee:	
Full Audit [Audit Id - 189680] Audit Date: 14/08/2020 PA Score: A	Deadline date:
<u>Good practices</u> None	
<u>Areas of improvement</u> It is noted based on the satisfactory evidence that the auditee fully respects the said performance area and has established a complete Freedom Of Association policy and procedures to ensure workers right to associate and organise collectively. The interviewed employees confirmed that they are free to join or form the union, however are not interested in forming any union and are happy with the present system. Not Applicable, the auditee is comfortable in English	
<u>Remarks from Auditee</u> NONE	
Performance Area 4 : No Discrimination	
1- Followup Audit [Audit Id - 203256] Audit Date: 13/01/2021 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: 'No any non-compliance was raised in the previous audit, so this PA was not included in this follow-up audit scope. The rating in this PA remained unchanged just as it was in the previous audit.' N/A, the auditee is comfortable in English	
Remarks from Auditee:	
Full Audit [Audit Id - 189680] Audit Date: 14/08/2020 PA Score: A	Deadline date:
<u>Good practices</u> None	
<u>Areas of improvement</u> Based on the satisfactory evidence, it was noticed that the auditee fully respects the said performance area and has formed and practices a non-discrimination policy and procedures. During closed door interview none of the workers complained of any form of discrimination. All workers are treated equally in the factory. Not Applicable, the auditee is comfortable in English	
<u>Remarks from Auditee</u> NONE	

Performance Area 5 : Fair Remuneration	
1- Followup Audit [Audit Id - 203256] Audit Date: 13/01/2021 PA Score: A	Deadline date:
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: On the day of follow up audit based on the satisfactory evidence it was noted that the auditee fully respects the said performance area. The auditee has taken corrective actions on the observations raised in the initial audit. All employees are guaranteed with legal minimum wages and benefits. Workers were provided with particulars of their wages for each pay period. The wages, working hours and production records were found to be calibrated. N/A, the auditee is comfortable in English	
<p>5.1 - [Previous audit conducted on 14 Aug 2020]It was noted during the review of the time records, payroll records and production records that the records does not collaborate with each other and hence the working hours, overtime hours, rest day work and related wages and benefits could not be fully verified due to below reasons: i) the production records found on the floor reflect a list of 17 employees whose names does not reflect in the time records and wage records ii) Employees have worked on May 10, 2020, May 17, 2020, May 24, 2020 and May 31, 2020 (all rest days), however the time records for the month of May 2020 does not reflect any rest day work. This is not in accordance with the Factories Act 1948, Section 62 and Amfori BSCI Code requirement of clause no. 5.1 Follow up audit conducted on 13 & 14 January 2021 Corrected Based on satisfactory evidence it was noted that production records , working hours and wages were found to be calibrated and no mis match was noted in any of the reviewed documents.Hence it is found to be corrected.</p> <p>5.4 - [Previous audit conducted on 14 Aug 2020]It was noted during the review of the time records, payroll records and production records that the records does not collaborate with each other and hence the working hours, overtime hours, rest day work and related wages and benefits could not be fully verified due to below reasons: i) the production records found on the floor reflect a list of 17 employees whose names does not reflect in the time records and wage records ii) Employees have worked on May 10, 2020, May 17, 2020, May 24, 2020 and May 31, 2020 (all rest days), however the time records for the month of May 2020 does not reflect any rest day work. This is not in accordance with the Factories Act 1948, Section 62 and Amfori BSCI Code requirement of clause no. 5.4 Follow up audit conducted on 13 & 14 January 2021 Corrected Based on satisfactory evidence it was noted that production records , working hours and wages were found to be calibrated and no mis match was noted in any of the reviewed Documents.Hence it is found to be corrected.</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 189680] Audit Date: 14/08/2020 PA Score: C	Deadline date:15/10/2020
<u>Good practices</u> None	
<u>Areas of improvement</u> Based on the satisfactory evidence, it was noticed that the auditee respects the said performance area partially. All employees are guaranteed with legal minimum wages and benefits. Leave records are maintained. Workers were provided with particulars of their wages for each pay period. The auditee pays the wages through bank transfer. However, deviation observed related to inconsistent records and was recorded in 5.1 and 5.4 Not Applicable, the auditee is comfortable in English	
<p>5.1 - It was noted during the review of the time records, payroll records and production records that the records does not collaborate with each other and hence the working hours, overtime hours, rest day work and related wages and benefits could not be fully verified due to below reasons: i) the production records found on the floor reflect a list of 17 employees whose names does not reflect in the time records and wage records ii) Employees have worked on May 10, 2020, May 17, 2020, May 24, 2020 and May 31, 2020 (all rest days), however the time records for the month of May 2020 does not reflect any rest day work. This is not in accordance with the Factories Act 1948, Section 62 and Amfori BSCI Code requirement of clause no. 5.1 Not Applicable, the auditee is comfortable in English</p> <p>5.4 - It was noted during the review of the time records, payroll records and production records that the records does not collaborate with each other and hence the working hours, overtime hours, rest day work and related wages and benefits could not be fully verified due to below reasons: i) the production records found on the floor reflect a list of 17 employees whose names does not reflect in the time records and wage records ii) Employees have worked on May 10, 2020, May 17, 2020, May 24, 2020 and May 31, 2020 (all rest days), however the time records for the month of May 2020 does not reflect any rest day work. This is not in accordance with the Factories Act 1948, Section 62 and Amfori BSCI Code requirement of clause no. 5.4 Not Applicable, the auditee is comfortable in English</p>	
<u>Remarks from Auditee</u> NONE	

Performance Area 6 : Decent Working Hours	
1- Followup Audit [Audit Id - 203256] Audit Date: 13/01/2021 PA Score: A	Deadline date:
GOOD PRACTICES: NONE	
AREAS OF IMPROVEMENT: <p>On the day of follow up audit based on the satisfactory evidence it was noted that the auditee fully respects the said performance area. The auditee has taken corrective actions on the observations raised in the initial audit. All employees are guaranteed with legal minimum wages and benefits. Workers were provided with particulars of their wages for each pay period. The wages, working hours and production records were found to be calibrated. N/A, the auditee is comfortable in English</p> <p>6.1 - [Previous audit conducted on 14 Aug 2020]It was noted during the review of the time records, payroll records and production records that the records does not collaborate with each other and hence the working hours, overtime hours, rest day work and related wages and benefits could not be fully verified due to below reasons: i) the production records found on the floor reflect a list of 17 employees whose names does not reflect in the time records and wage records ii) Employees have worked on May 10, 2020, May 17, 2020, May 24, 2020 and May 31, 2020 (all rest days), however the time records for the month of May 2020 does not reflect any rest day work. This is not in accordance with the Factories Act 1948, Section 62 and Amfori BSCI Code requirement of clause no. 5.4 Follow up audit conducted on 13 & 14 January 2021 Corrected Based on satisfactory evidence it was noted that production records , working hours and wages were found to be calibrated and no mis match was noted in any of the reviewed documents.Hence it is found to be corrected.</p> <p>6.2 - [Previous audit conducted on 14 Aug 2020]It was noted during the review of the time records, payroll records and production records that the records does not collaborate with each other and hence the working hours, overtime hours, rest day work and related wages and benefits could not be fully verified due to below reasons: i) the production records found on the floor reflect a list of 17 employees whose names does not reflect in the time records and wage records ii) Employees have worked on May 10, 2020, May 17, 2020, May 24, 2020 and May 31, 2020 (all rest days), however the time records for the month of May 2020 does not reflect any rest day work. This is not in accordance with the Factories Act 1948, Section 62 and Amfori BSCI Code requirement of clause no. 5.4 Follow up audit conducted on 13 & 14 January 2021 Corrected Based on satisfactory evidence it was noted that production records , working hours and wages were found to be calibrated and no mis match was noted in any of the reviewed documents.Hence it is found to be corrected.</p> <p>6.3 - [Previous audit conducted on 14 Aug 2020]It was noted during the review of the time records, payroll records and production records that the records does not collaborate with each other and hence the working hours, overtime hours, rest day work and related wages and benefits could not be fully verified due to below reasons: i) the production records found on the floor reflect a list of 17 employees whose names does not reflect in the time records and wage records ii) Employees have worked on May 10, 2020, May 17, 2020, May 24, 2020 and May 31, 2020 (all rest days), however the time records for the month of May 2020 does not reflect any rest day work. This is not in accordance with the Factories Act 1948, Section 62 and Amfori BSCI Code requirement of clause no. 5.4 Follow up audit conducted on 13 & 14 January 2021 Corrected Based on satisfactory evidence it was noted that production records , working hours and wages were found to be calibrated and no mis match was noted in any of the reviewed documents.Hence it is found to be corrected.</p> <p>6.4 - [Previous audit conducted on 14 Aug 2020]It was noted during the review of the time records, payroll records and production records that the records does not collaborate with each other and hence the working hours, overtime hours, rest day work and related wages and benefits could not be fully verified due to below reasons: i) the production records found on the floor reflect a list of 17 employees whose names does not reflect in the time records and wage records ii) Employees have worked on May 10, 2020, May 17, 2020, May 24, 2020 and May 31, 2020 (all rest days), however the time records for the month of May 2020 does not reflect any rest day work. This is not in accordance with the Factories Act 1948, Section 62 and Amfori BSCI Code requirement of clause no. 5.4 Follow up audit conducted on 13 & 14 January 2021 Corrected Based on satisfactory evidence it was noted that production records , working hours and wages were found to be calibrated and no mis match was noted in any of the reviewed documents.Hence it is found to be corrected.</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 189680] Audit Date: 14/08/2020 PA Score: E	Deadline date:15/10/2020
<u>Good practices</u> None	
<u>Areas of improvement</u> <p>It is noted based on the satisfactory evidence that the auditee partially respects the said performance area and has a working hour policy posted in all prominent places in the premises for the workers reference. Due to inconsistent records the actual status of wages ad working hours could not be verified and same was recorded in 6.1, 6.2, 6.3 and 6.4. Not Applicable, the auditee is comfortable in English</p> <p>6.1 - It was noted during the review of the time records, payroll records and production records that the records does not collaborate with each other and hence the working hours, overtime hours, rest day work and related wages and benefits could not be fully verified due to below reasons: i) the production records found on the floor reflect a list of 17 employees whose names does not reflect in the time records and wage records ii) Employees have worked on May 10, 2020, May 17, 2020, May 24, 2020 and May 31, 2020 (all rest days), however the time records for the month of May 2020 does not reflect any rest day work. This is not in accordance with the Factories Act 1948, Section 62 and Amfori BSCI Code requirement of clause no. 6.1 Not Applicable, the auditee is comfortable in English</p> <p>6.2 - It was noted during the review of the time records, payroll records and production records that the records does not collaborate with each other and hence the working hours, overtime hours, rest day work and related wages and benefits could not be fully verified due to below reasons: i) the production records found on the floor reflect a list of 17 employees whose names does not reflect in the time records and wage records ii) Employees have worked on May 10, 2020, May 17, 2020, May 24, 2020 and May 31, 2020 (all rest days), however the time records for the month of May 2020 does not reflect any rest day work. This is not in accordance with the Factories Act 1948, Section 62 and Amfori BSCI Code requirement of clause 6.2 Not Applicable, the auditee is comfortable in English</p> <p>6.3 - It was noted during the review of the time records, payroll records and production records that the records does not collaborate with each other and hence the working hours, overtime hours, rest day work and related wages and benefits could not be fully verified due to below reasons: i) the production records found on the floor reflect a list of 17 employees whose names does not reflect in the time records and wage records ii) Employees have worked on May 10, 2020, May 17, 2020, May 24, 2020 and May 31, 2020 (all rest days), however the time records for the month of May 2020 does not reflect any rest day work. This is not in accordance with the Factories Act 1948, Section 62 and Amfori BSCI Code requirement of clause 6.3 Not Applicable, the auditee is comfortable in English</p>	

<p>6.4 - It was noted during the review of the time records, payroll records and production records that the records does not collaborate with each other and hence the working hours, overtime hours, rest day work and related wages and benefits could not be fully verified due to below reasons: i) the production records found on the floor reflect a list of 17 employees whose names does not reflect in the time records and wage records ii) Employees have worked on May 10, 2020, May 17, 2020, May 24, 2020 and May 31, 2020 (all rest days), however the time records for the month of May 2020 does not reflect any rest day work. This is not in accordance with the Factories Act 1948, Section 62 and Amfori BSCI Code requirement of clause 6.4 Not Applicable, the auditee is comfortable in English</p>
<p><u>Remarks from Auditee</u></p> <p>NONE</p>

Performance Area 7 : Occupational Health and Safety

1- Followup Audit [Audit Id - 203256] Audit Date: 13/01/2021 PA Score: A

Deadline date:31/01/2021

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

On the day of follow up audit based on the satisfactory evidence it was noted that the auditee partially respects the said performance area. The auditee has taken partial corrective actions on the findings that came across in the initial audit. The auditee has ensured that the work stations were provided with adequate emergency lighting. However few observations are found to be not corrected which were raised in initial audit which are detailed in 7.1 and 7.16.

N/A, the auditee is comfortable in English

- 7.1 - [Previous audit conducted on 14 August 2020]Based on satisfactory evidence, it was noted that the auditee does not work in line with the regulations on occupational health and safety relevant for its activities. Deviations noticed related to, Secondary container, Fire Exits, Exit signs, Emergency Light, Pulley Guard, Hand rail and aisles partially blocked. This is not in accordance with the amfori BSCI Code requirement of clause 7.1 Follow Up Audit Conducted on 13 & 14 January 2021 Partially Corrected Based on satisfactory evidence, it was noted that the auditee has partially taken remediations to work in line with the regulations on occupational health and safety relevant for its activities. Deviations noticed related to hand rails and evacuation map. This is not in accordance with the amfori BSCI Code requirement of clause 7.1
- 7.7 - [Previous audit conducted on 14 August 2020]Based on satisfactory evidence it was noted that secondary containment not provided to the Perk drums stored in the periphery and 2 cans stored in the chemical store located under the basement staircase. Further MSDS was not posted near the perk drum storage area. This is not in accordance with Factories Act 1948 Section 7-A (1) and Amfori BSCI Code requirement of clause no. 7.7 Follow Up Audit Conducted on 13 & 14 January 2021 Corrected Based on satisfactory evidence it was noted that auditee has provided secondary containers to all chemicals stored and the MSDS was displayed near the chemical storage and usage areas. Hence it is found to be corrected.
- 7.11 - [Previous audit conducted on 14 August 2020]Based on satisfactory evidence it was noted that 01 staircase leading from ground floor to upper ground with 6 stairs where there are toilets and 01 temporary iron staircase with 4 stairs used by the embroidery employees (non-operational on the day of audit) are found to be missing with handrail. This is not in accordance with the Uttar Pradesh Factories Rules 1950, Rule 61 (10) (ff) and Amfori BSCI Code requirement of clause no. 7.11 Follow Up Audit Conducted on 13 & 14 January 2021 Corrected Based on satisfactory evidence it was noted that auditee has provided hand rails to 01 staircase leading from ground floor to upper ground with 6 stairs where there are toilets and 01 temporary iron staircase with 4 stairs used by the embroidery employees. Hence it is found to be corrected.
- 7.13 - [Previous audit conducted on 14 August 2020]Based on satisfactory evidence it was noted that 01 of 03 sampled electrical panels locked on the 2nd floor is found to be missing with inner cover. This is not in accordance with Factories Act 1948, Section 7A (1) and Amfori BSCI Code requirement of clause no. 7.13 Follow Up Audit Conducted on 13 & 14 January 2021 Corrected Based on satisfactory evidence it was noted that auditee has provided inner covers to all electrical panels. Hence it is found corrected.
- 7.14 - [Previous audit conducted on 14 August 2020]1. Based on satisfactory evidence it was noted that 4 out of 10 emergency lights tested were found to be non-functional on the day of audit. Further it was noted that 02 of 02 exits in packing section with 5 employees located on the ground floor and 01 of 02 exits on the terrace where the facility has maintenance room, boilers, storage area are found to be not marked with exit signage and not provided with emergency light. This is not in accordance with UP Factories Rules 1950 Section 61(10) (e) and Amfori BSCI Code requirement of clause no. 7.14 2. Based on satisfactory evidence it was noted that 1 of 02 fire alarm call points installed in each floor is from first, second, third and fourth floor are found to be blocked with production table. Further it was noted that the facility has not installed visual fire alarm in embroidery section located on the ground floor. However on the day of audit no embroidery process was found to be functional. This is not in accordance with In accordance with Uttar Pradesh Factories Rules 1950, Rule 61 (10) (nn) and Amfori BSCI Code requirement of clause no. 7.14 Follow Up Audit Conducted on 13 & 14 January 2021 Corrected 1. Based on satisfactory evidence it was noted that auditee has maintained all emergency lights in functional condition on the day of audit. Further auditee has provided exit signage on all floors including utility and emergency light is installed in utility area. 2. Based on satisfactory evidence it was noted that auditee has maintained all fire call point free from any obstruction. Further auditee has installed visual alarm in embroidery section.
- 7.15 - [Previous audit conducted on 14 August 2020]1. Based on satisfactory evidence it was noted that Exit doors are found to be not opening outwards in below sections: a.)02 of 02 exit doors in crèche located on the ground floor, 01 of 01 exit door in packing section with 2 employees located on the ground floor and 01 of 01 exit door in testing lab located on the ground floor is found to be sliding door. b.)02 exit doors used by the sampling employees which is through designing section are found to be not opening out ward. These exit doors are found to be opening inwards. This is not in accordance with Uttar Pradesh Factory Rules 1950, Section 61: 10 (t) and Amfori BSCI Code requirement of clause no. 7.15 2. Based on satisfactory evidence it was noted that 01 of 01 aisle marked in the dining area located at the back side of main building in the periphery is found to be partially blocked with dining tables. Further, the space provided on the opposite side of the dining tables is found to be very narrow and freely movement could not be possible during emergency. Further, 03 out of 06 aisles were found to be partially blocked with pillars in cutting section in the basement. However on the day of audit only 5 employees were found working in the cutting section on the day of audit. This is not in accordance with the Uttar Pradesh Factories Rules, 1950. Section 61: Fire Exits 10 (d) and BSCI Code requirement of clause no. 7.15 3. Based on satisfactory evidence it was noted that 01 out of 02 exit door on the upper ground floor opening in dining hall marked as emergency exit when opened outwards directly opens onto the stairs and does not have platform. This is not in accordance with Uttar Pradesh Factory Rules 1950, Section 61: 10 (u) and Amfori BSCI Code requirement of clause no. 7.15 Follow Up Audit Conducted on 13 & 14 January 2021 Corrected 1. Based on satisfactory evidence it was noted auditee has provided all exits opening outward in the direction of evacuation. 2. Based on satisfactory evidence it was noted that aisles were found free from any obstruction in dining hall and production floors. Further auditee has provided adequate space near pillars for evacuation by removing sewing machines and tables. 3. Based on satisfactory evidence it was noted that auditee has re routed the emergency exit in dining hall and has locked the exit permanently.
- 7.16 - [Previous audit conducted on 14 August 2020]Based on satisfactory evidence it was noted that evacuation plot plan is not posted in the dining hall located on the periphery on the back side of main building. This is not in accordance with Factories Act 1948, Section 38 (1) and Amfori BSCI Code requirement of clause no. 7.16 Follow Up audit Conducted on 13 & 14 January 2021 Partially Corrected Based on satisfactory evidence it was noted that auditee has provided evacuation map in dining area. However auditee has made changes in Exits of Ground Floor which was not corrected as per the actual floor plan. This is not in accordance with Factories Act 1948, Section 38 (1) and Amfori BSCI Code requirement of clause no. 7.16
- 7.17 - [Previous audit conducted on 14 August 2020]Based on satisfactory evidence it was noted that 01 perk machine is found to be missing pulley guard and 02 of 02 ironing machines in used in the finishing section on the ground floor is found to be missing with safety knobs. This is not in accordance with Factories Act, 1948. Section 22: Work on or near machinery in motion and Amfori BSCI Code requirement of clause no. 7.17 Follow Up Audit Conducted on 13 & 14 January 2021 Corrected Based on satisfactory evidence it was noted that auditee has provided safety knobs to all the ironing machines. Hence this is corrected.

Remarks from Auditee:

None

Full Audit [Audit Id - 189680] Audit Date: 14/08/2020 PA Score: E Deadline date:15/12/2020

<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
	<p>Based on the satisfactory evidence it was noted that the auditee partially respects the said performance area. The auditee has installed sufficient number of fire extinguisher and fire alarm system. The facility has sufficient number of first aid boxes. Most of the exits were found to be well marked and provided with functional emergency lights. Evacuation plot is posted in each and every section. Aisles are found to be well marked in most of the areas with arrows leading towards the exits. The facility conducts regular safety trainings to its workers. Though the facility has health and safety policy and procedures in place few deviations noted which are detailed in 7.1, 7.7, 7.11,7.13, 7.14, 7.15,7.16 and 7.17. The auditee has not extended any transportation towards employees and no dormitories were extended hence 7.23 and 7.23 is marked as N/A Not Applicable, the auditee is comfortable in English</p> <p>7.1 - Based on satisfactory evidence,it was noted that the auditee does not work in line with the regulations on occupational health and safety relevant for its activities. Deviations noticed related to, Secondary container, Fire Exits, Exit signs , Emergency Light, Pulley Guard, Hand rail and aisles partially blocked. This is not in accordance with the amfori BSCI Code requirement of clause 7.1 Not Applicable, the auditee is comfortable in English</p> <p>7.7 - Based on satisfactory evidence it was noted that secondary containment not provided to the Perk drums stored in the periphery and 2 cans stored in the chemical store located under the basement staircase. Further MSDS was not posted near the perk drum storage area. This is not in accordance with Factories Act 1948 Section 7-A (1) and Amfori BSCI Code requirement of clause no. 7.7 Not Applicable, the auditee is comfortable in English</p> <p>7.11 - Based on satisfactory evidence it was noted that 01 staircase leading from ground floor to upper ground with 6 stairs where there are toilets and 01 temporary iron staircase with 4 stairs used by the embroidery employees (non-operational on the day of audit) are found to be missing with handrail. This is not in accordance with the Uttar Pradesh Factories Rules 1950, Rule 61 (10) (ff) and Amfori BSCI Code requirement of clause no. 7.11 Not Applicable, the auditee is comfortable in English</p> <p>7.13 - Based on satisfactory evidence it was noted that 01 of 03 sampled electrical panels locked on the 2nd floor is found to be missing with inner cover. This is not in accordance with Factories Act 1948, Section 7A (1) and Amfori BSCI Code requirement of clause no. 7.13 Not Applicable, the auditee is comfortable in English</p> <p>7.14 - 1. Based on satisfactory evidence it was noted that 4 out of 10 emergency lights tested were found to be non-functional on the day of audit. Further it was noted that 02 of 02 exits in packing section with 5 employees located on the ground floor and 01 of 02 exits on the terrace where the facility has maintenance room, boilers, storage area are found to be not marked with exit signage and not provided with emergency light. This is not in accordance with UP Factories Rules 1950 Section 61(10) (e) and Amfori BSCI Code requirement of clause no. 7.14 2. Based on satisfactory evidence it was noted that 1 of 02 fire alarm call points installed in each floor is from first, second, third and fourth floor are found to be blocked with production table. Further it was noted that the facility has not installed visual fire alarm in embroidery section located on the ground floor. However on the day of audit no embroidery process was found to be functional. This is not in accordance with In accordance with Uttar Pradesh Factories Rules 1950, Rule 61 (10) (nn) and Amfori BSCI Code requirement of clause no. 7.14 Not Applicable, the auditee is comfortable in English</p> <p>7.15 - 1. Based on satisfactory evidence it was noted that Exit doors are found to be not opening outwards in below sections: a.)02 of 02 exit doors in crèche located on the ground floor, 01 of 01 exit door in packing section with 2 employees located on the ground floor and 01 of 01 exit door in testing lab located on the ground floor is found to be sliding door. b.)02 exit doors used by the sampling employees which is through designing section are found to be not opening out ward. These exit doors are found to be opening inwards. This is not in accordance with Uttar Pradesh Factory Rules 1950, Section 61: 10 (t) and Amfori BSCI Code requirement of clause no. 7.15 2. Based on satisfactory evidence it was noted that 01 of 01 aisle marked in the dining area located at the back side of main building in the periphery is found to be partially blocked with dining tables. Further, the space provided on the opposite side of the dining tables is found to be very narrow and freely movement could not be possible during emergency. Further, 03 out of 06 aisles were found to be partially blocked with pillars in cutting section in the basement. However on the day of audit only 5 employees were found working in the cutting section on the day of audit. This is not in accordance with the Uttar Pradesh Factories Rules, 1950. Section 61: Fire Exits 10 (d) and BSCI Code requirement of clause no. 7.15 3. Based on satisfactory evidence it was noted that 01 out of 02 exit door on the upper ground floor opening in dining hall marked as emergency exit when opened outwards directly opens onto the stairs and does not have platform. This is not in accordance with Uttar Pradesh Factory Rules 1950, Section 61: 10 (u) and Amfori BSCI Code requirement of clause no. 7.15 Not Applicable, the auditee is comfortable in English</p> <p>7.16 - Based on satisfactory evidence it was noted that evacuation plot plan is not posted in the dining hall located on the periphery on the back side of main building. This is not in accordance with Factories Act 1948, Section 38 (1) and Amfori BSCI Code requirement of clause no. 7.16 Not Applicable, the auditee is comfortable in English</p> <p>7.17 - Based on satisfactory evidence it was noted that 01 perk machine is found to be missing pulley guard and 02 of 02 ironing machines in used in the finishing section on the ground floor is found to be missing with safety knobs. This is not in accordance with Factories Act, 1948. Section 22: Work on or near machinery in motion and Amfori BSCI Code requirement of clause no. 7.17 Not Applicable, the auditee is comfortable in English</p>
<u>Remarks from Auditee</u>	
NONE	

Performance Area 8 : No Child Labour	
1- Followup Audit [Audit Id - 203256] Audit Date: 13/01/2021 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: 'No any non-compliance was raised in the previous audit, so this PA was not included in this follow-up audit scope. The rating in this PA remained unchanged just as it was in the previous audit.' N/A, the auditee is comfortable in English	
Remarks from Auditee:	
Full Audit [Audit Id - 189680] Audit Date: 14/08/2020 PA Score: A	Deadline date:
<u>Good practices</u> None	
<u>Areas of improvement</u> Based on the satisfactory evidence it was noticed that the auditee fully respects the said performance area and has established a complete 'Child Labour Policy' and 'no child labour' notice is posted at the entrance of the factory. In addition the interviewed employee reported that there is no child is allowed in the facility and have never seen a child working in this factory. The minimum age requirement is 18 years and above Not Applicable, the auditee is comfortable in English	
<u>Remarks from Auditee</u> NONE	
Performance Area 9 : Special protection for young workers	
1- Followup Audit [Audit Id - 203256] Audit Date: 13/01/2021 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: 'No any non-compliance was raised in the previous audit, so this PA was not included in this follow-up audit scope. The rating in this PA remained unchanged just as it was in the previous audit.' N/A, the auditee is comfortable in English	
Remarks from Auditee:	
Full Audit [Audit Id - 189680] Audit Date: 14/08/2020 PA Score: A	Deadline date:
<u>Good practices</u> None	
<u>Areas of improvement</u> Based on the satisfactory evidence it was noted that the auditee fully respects the said performance area and has a policy and procedures on young workers which posted in the notice board and communicated to the workers through training and awareness program. During the factory tour no suspected young workers observed and none was noticed by the factory workers. However as per policy the factory has written standard procedures for special protection of the young workers as per local law and ILO standards. Not Applicable, the auditee is comfortable in English	
<u>Remarks from Auditee</u> NONE	

Performance Area 10 : No Precarious Employment	
1- Followup Audit [Audit Id - 203256] Audit Date: 13/01/2021 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Based on the satisfactory evidence it was noted that the auditee partially respects the said performance area.. A copy of appointment letter duly signed by the employees is maintained in their respective personal files, and a copy of the same is issued to the employees. The issued copy of appointment letter is in the language mostly understood by the workers. N/A, the auditee is comfortable in English	
<p>10.2 - [Previous audit conducted on 14 August 2020]Based on satisfactory evidence it was noted that appointment letter of 5 of 19 samples employees has expired. Facility has employed most of the employees on fixed terms of 8 months. Their employment expires after 8 months automatically. However, facility has not renewed their expiry of the appointment letter.This is not in accordance with the Amfori BSCI code requirement clause no. 10.2 Follow Up Audit Conducted on 13 & 14 January 2021 Corrected Based on satisfactory evidence it was noted that auditee has renewed the Fixed Term contract of all the employees and the same has been extended for next 8 months.</p> <p>10.3 - [Previous audit conducted on 14 August 2020]Based on satisfactory evidence it was noted that the facility has not issued appointment letter to 19 of 19 sampled employees working on production roll. Hence employees were not fully aware about the terms and condition of the employees. These employed were working in the facility from one month to one year. It was noted that appointment letter was maintained in personal file of respective employee. This is not in accordance with the Amfori BSCI code requirement of clause no. 10.3 Follow Up Audit Conducted on 13 & 14 January 2021 Corrected Based on satisfactory evidence it was noted that auditee has provided appointment letter to all the sampled employees and employees were found aware of the Terms and Conditions.</p>	
Remarks from Auditee:	
Full Audit [Audit Id - 189680] Audit Date: 14/08/2020 PA Score: B	Deadline date:15/11/2020
<u>Good practices</u> None	
<u>Areas of improvement</u> It was noted based on the satisfactory evidence that the auditee partially respects the said performance area and follows all legal requirements related to employment. A copy of appointment letter duly signed by the employees is not maintained in their respective personal files, and a copy of the same is issued to the employees. The employment terms and conditions are found to be within the legal limit.However deviation was noted in 10.2 and 10.3. Not Applicable, the auditee is comfortable in English	
<p>10.2 - Based on satisfactory evidence it was noted that appointment letter of 5 of 19 samples employees has expired. Facility has employed most of the employees on fixed terms of 8 months. Their employment expires after 8 months automatically. However, facility has not renewed their expiry of the appointment letter.This is not in accordance with the Amfori BSCI code requirement clause no. 10.2 Not Applicable, the auditee is comfortable in English</p> <p>10.3 - Based on satisfactory evidence it was noted that the facility has not issued appointment letter to 19 of 19 sampled employees working on production roll. Hence employees were not fully aware about the terms and condition of the employees. These employed were working in the facility from one month to one year. It was noted that appointment letter was maintained in personal file of respective employee. This is not in accordance with the Amfori BSCI code requirement of clause no. 10.3 Not Applicable, the auditee is comfortable in English</p>	
<u>Remarks from Auditee</u> NONE	

Performance Area 11 : No Bonded Labour	
1- Followup Audit [Audit Id - 203256] Audit Date: 13/01/2021 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: 'No any non-compliance was raised in the previous audit, so this PA was not included in this follow-up audit scope. The rating in this PA remained unchanged just as it was in the previous audit.' N/A, the auditee is comfortable in English	
Remarks from Auditee:	
Full Audit [Audit Id - 189680] Audit Date: 14/08/2020 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
Based on the satisfactory evidence the overall observation shows that the auditee fully respects the said performance area. The employees are free to leave the facility when they resign from their service with full payment. There is no restrictions on workers movement within the premises. The interviewed employees reported that there is no restrictions for the use of toilets and drinking water. There is no such production quota to be completed. Not Applicable, the auditee is comfortable in English	
<u>Remarks from Auditee</u>	
NONE	
Performance Area 12 : Protection of the Environment	
1- Followup Audit [Audit Id - 203256] Audit Date: 13/01/2021 PA Score: A	Deadline date:31/03/2021
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: The overall observation based on the satisfactory evidence shows that the auditee partially respects the said performance area and has developed a precise policy and procedure on environment management system. The auditee has obtained valid consents under Hazardous waste authorization , however ground water abstraction permission was yrt not obtained , which was rated in 12.3 Not Applicable, the auditee is comfortable in English	
12.3 - [Previous audit conducted on 14 August 2020]1. Based on satisfactory evidence it was noted that factory has not obtained the Authorization Grant for Hazardous waste Disposal, Storage and Trans bound of Chemicals. This is not in accordance with the Manufacture, Storage and Import of Hazardous Chemical Rules, 1989. Section-7: Approval and Notification of Sites and Amfori BSCI Code requirement of clause 12.3 . 2. Based on satisfactory evidence it was noted that factory has not obtained the Ground Water abstraction permission for 01 bore well installed in the facility. This is not in accordance with The Central Government, in terms of directions of Hon'ble Supreme Court of India under order dated 10.12.1996, in I.A. No. 32 of CWP No. 4677 of 1985, constituted the Central Ground Water Authority and Amfori BSCI Code requirement of clause 12.3 Follow up audit conducted on 13 & 14 January 2021 Partially Corrected Based on the satisfactory evidence it was noted that auditee has obtained the hazardous waste authorization from pollution department. However auditee has not applied for the ground water abstraction permission for the installed bore well.This is not in accordance with The Central Government, in terms of directions of Hon'ble Supreme Court of India under order dated 10.12.1996, in I.A. No. 32 of CWP No. 4677 of 1985, constituted the Central Ground Water Authority and Amfori BSCI Code requirement of clause 12.3	
Remarks from Auditee: None	
Full Audit [Audit Id - 189680] Audit Date: 14/08/2020 PA Score: A	Deadline date:15/10/2021
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
The overall observation based on the satisfactory evidence shows that the auditee partially respects the said performance area and has developed a precise policy and procedure on environment management system. The auditee has obtained valid consents under Air and Water. However some deviation was noted related to Hazardous waste authorization and ground water abstraction permission , which was rated in 12.3 Not Applicable, the auditee is comfortable in English	
12.3 - 1. Based on satisfactory evidence it was noted that factory has not obtained the Authorization Grant for Hazardous waste Disposal, Storage and Trans bound of Chemicals. This is not in accordance with the Manufacture, Storage and Import of Hazardous Chemical Rules, 1989. Section-7: Approval and Notification of Sites and Amfori BSCI Code requirement of clause 12.3 . 2. Based on satisfactory evidence it was noted that factory has not obtained the Ground Water abstraction permission for 01 bore well installed in the facility. This is not in accordance with The Central Government, in terms of directions of Hon'ble Supreme Court of India under order dated 10.12.1996, in I.A. No. 32 of CWP No. 4677 of 1985, constituted the Central Ground Water Authority and Amfori BSCI Code requirement of clause 12.3 Not Applicable, the auditee is comfortable in English	
<u>Remarks from Auditee</u>	
NONE	

Performance Area 13 : Ethical Business Behaviour	
1- Followup Audit [Audit Id - 203256] Audit Date: 13/01/2021 PA Score: B	Deadline date:31/03/2021
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: Based on the satisfactory evidence it was noted that the auditee partially respects the said performance area and has maintained a proper record keeping system and provided all necessary document available to the auditor for review. Currently the management has a policy of business ethics and anti corruptions. A deviation noticed related to risk assessment pertaining to ethics and security benefit mismatch ,which are detailed in 13.1 and 13.2 Not Applicable, the auditee is comfortable in English	
<p>13.1 - [Previous audit conducted on 14 August 2020]Based on satisfactory evidence it was noted that the auditee respected the principle of this clause of amfori partially. The auditee has a policy on ethical business behaviour but the auditee did not carry out risk assessment on its business activities i.e. they did not identify the activities and situations where there were chances of bribery,corruption, extortion. This is not in compliance with amfori BSCI Code requirement of 13.1 Follow up audit conducted on 13 & 14 January 2021 Not Corrected Based on satisfactory evidence it was noted that the auditee respected the principle of this clause of amfori partially. The auditee has a policy on ethical business behaviour but the auditee did not carry out risk assessment on its business activities i.e. they did not identify the activities and situations where there were chances of bribery,corruption, extortion. This is not in compliance with amfori BSCI Code requirement of 13.1</p> <p>13.2 - [Previous audit conducted on 14 August 2020] 1.It was noted during the review of the time records, payroll records and production records that the records does not collaborate with each other and hence the working hours, overtime hours, rest day work and related wages and benefits could not be fully verified due to below reasons: i) the production records found on the floor reflect a list of 17 employees whose names does not reflect in the time records and wage records ii) Employees have worked on May 10, 2020, May 17, 2020, May 24, 2020 and May 31, 2020 (all rest days), however the time records for the month of May 2020 does not reflect any rest day work. This is not in accordance with the Factories Act 1948, Section 62 and Amfori BSCI Code requirement of clause 13.2 2. Based on satisfactory evidence, it was noted that details like Date of Joining, Wage rate was not mentioned on appointment letter issued to 01 of 20 sampled security guard employer under security agency "Swift Securities Pvt. Ltd." To ensure that security guard is fully aware about terms and condition of employment. Said security guard was working in the facility since September 2019.This is not in accordance with Amfori BSCI Code requirement clause no. 13.2 3. Based on satisfactory evidence, it was noted that security agency "Swift Securities Pvt. Ltd." has deducted INR 350 to INR 399 per month from the wages of 01 of 20 sampled security guard against uniform issued to her which reduces the total earn wages. These uniforms (Shirt, pant, belt, cap, shoes) are issued to security guard to perform their duty twice per year. Facility has employed total 5 security guards through said agency. .This is not in accordance with Amfori BSCI Code requirement clause no. 13.2 Follow Up Audit Conducted on 13 & 14 January 2021 Partially Corrected Based on satisfactory evidence it was noted that auditee has provided appointment letter of security guards for verification hired through "Swift Securities Pvt. Ltd." Further facility has made an agreement with Security Agency "Swift Securities Pvt. Ltd." dated 13 January 2021 and has added the clause that uniform deduction will not be made for any of the guards. However the agreement was made on the day of audit the implementation of the clause could not be justified. Further guards were not aware of the amendment made in agreement regarding uniform deduction. This is not in accordance with Amfori BSCI Code requirement clause no. 13.2</p>	
Remarks from Auditee: None	
Full Audit [Audit Id - 189680] Audit Date: 14/08/2020 PA Score: C	Deadline date:15/11/2020
Good practices None	
Areas of improvement Based on the satisfactory evidence it was noted that the auditee partially respects the said performance area and has maintained a proper record keeping system and provided all necessary document available to the auditor for review. Currently the management has a policy of business ethics and anti corruptions. A deviation noticed related to risk assessment pertaining to ethics and security benefit mismatch ,which are detailed in 13.1 and 13.2 Not Applicable, the auditee is comfortable in English	
<p>13.1 - Based on satisfactory evidence it was noted that the auditee respected the principle of this clause of amfori partially. The auditee has a policy on ethical business behaviour but the auditee did not carry out risk assessment on its business activities i.e. they did not identify the activities and situations where there were chances of bribery,corruption, extortion. This is not in compliance with amfori BSCI Code requirement of 13.1 Not Applicable, the auditee is comfortable in English</p> <p>13.2 - 1.It was noted during the review of the time records, payroll records and production records that the records does not collaborate with each other and hence the working hours, overtime hours, rest day work and related wages and benefits could not be fully verified due to below reasons: i) the production records found on the floor reflect a list of 17 employees whose names does not reflect in the time records and wage records ii) Employees have worked on May 10, 2020, May 17, 2020, May 24, 2020 and May 31, 2020 (all rest days), however the time records for the month of May 2020 does not reflect any rest day work. This is not in accordance with the Factories Act 1948, Section 62 and Amfori BSCI Code requirement of clause 13.2 2. Based on satisfactory evidence, it was noted that details like Date of Joining, Wage rate was not mentioned on appointment letter issued to 01 of 20 sampled security guard employer under security agency "Swift Securities Pvt. Ltd." To ensure that security guard is fully aware about terms and condition of employment. Said security guard was working in the facility since September 2019.This is not in accordance with Amfori BSCI Code requirement clause no. 13.2 3. Based on satisfactory evidence, it was noted that security agency "Swift Securities Pvt. Ltd." has deducted INR 350 to INR 399 per month from the wages of 01 of 20 sampled security guard against uniform issued to her which reduces the total earn wages. These uniforms (Shirt, pant, belt, cap, shoes) are issued to security guard to perform their duty twice per year. Facility has employed total 5 security guards through said agency. .This is not in accordance with Amfori BSCI Code requirement clause no. 13.2 Not Applicable, the auditee is comfortable in English</p>	
Remarks from Auditee NONE	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Follow-up Audit	13/01/2021	203256	C	A	A	A	A	A	A	A	A	A	A	A	B	B
Full Audit	14/08/2020	189680	D	B	A	A	C	E	E	A	A	B	A	A	C	D

Producer Photos



External photo(s) of the production unit(s)
 AISLES MARKED NEAR PILLARS.JPG



External photo(s) of the production unit(s)
 AMFORI BSCI CODE OF CONDUCT.JPG



External photo(s) of the production unit(s)
 ASSEMBLY AREA.JPG



External photo(s) of the production unit(s)
 ATTENDANCE SYSTEM.JPG



External photo(s) of the production unit(s)
 BUILDING OVERVIEW.JPG



External photo(s) of the production unit(s)
 DIESEL GENERATOR.JPG



External photo(s) of the production unit(s)
 EFFLUENT TREATMENT PLANT.JPG



External photo(s) of the production unit(s)
 **EMERGENCY EXIT ABANDONED FOR USE-EARLIER
OPRNING IN DINING HALL.JPG**



External photo(s) of the production unit(s)
 EMERGENCY LIGHT IN DINING HALL.JPG



External photo(s) of the production unit(s)
 **EMERGENCY LIGHTS NEAR BOILER WITH EXIT
SIGNS.JPG**



External photo(s) of the production unit(s)
 EVACUATION MAP.JPG



External photo(s) of the production unit(s)
 FIRE CALL POINT FREE FROM OBSTRUCTION.JPG



External photo(s) of the production unit(s)
 FIRE CALL POINT.JPG



External photo(s) of the production unit(s)
 FIRE HYDRANT.JPG



External photo(s) of the production unit(s)
 FUNCTIONAL EMERGENCY LIGHT IN DINING HALL.JPG



External photo(s) of the production unit(s)
HAND RAIL PROVIDED TO STAIR CASE NEAR EMBROIDERY SECTION.JPG



External photo(s) of the production unit(s)
HAND RAIL PROVIDED TO TOILET STAIRS.JPG



External photo(s) of the production unit(s)
INNER PANEL PROVIDED WITH SAFETY KIT KAT.JPG



External photo(s) of the production unit(s)
MAIN GATE.JPG



External photo(s) of the production unit(s)
MSDS DISPLAYED NEAR CHEMICAL STORE.JPG



External photo(s) of the production unit(s)
NAME AND ADDRESS DISPLAYED.JPG



External photo(s) of the production unit(s)
NO CHILD LABOUR.JPG



External photo(s) of the production unit(s)
OUTWARD OPENING EXIT IN SAMPLING SECTION.JPG



External photo(s) of the production unit(s)
OUTWARD OPENING EXITS IN CANTINE.JPG



External photo(s) of the production unit(s)
SAFETY KNOB PROVIDED TO IRONS.JPG



External photo(s) of the production unit(s)
SECONDARY CONTAINER PROVIDED TO CHEMICALS.JPG



External photo(s) of the production unit(s)
SECURITY ROOM.JPG



External photo(s) of the production unit(s)
SPACE PROVIDED NEAR PILLARS.JPG



External photo(s) of the production unit(s)
STITCHING FLOOR.JPG



External photo(s) of the production unit(s)
SUGGESTION BOX.JPG



External photo(s) of the production unit(s)
UNOBSTRUCTED AISLES IN DINING HALL.JPG



External photo(s) of the production unit(s)
VISUAL ALARM IN EMBROIDERY SECTION.JPG