

Monitored Party <b>A.ESSAK &amp; SONS</b>	amfori ID <b>586-000037-000</b>	Address <b>Plot No. D-3, SCHEME 33, SITE SUPER HIGHWAY,, Karachi, Sindh, Pakistan</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Full Monitoring</b>	Monitoring Partner <b>TUV Rheinland</b>
Monitoring Start Date <b>19/02/2024</b>	Closing Meeting Finished Date <b>03/03/2024</b>	Submission Date <b>03/03/2024</b>
Expiration Date <b>03/03/2026</b>	Announcement Type <b>Fully Announced</b>	
Site <b>A. Essak &amp; Sons</b>	Site amfori ID <b>586-000037-002</b>	

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## OVERALL RATING



## SECTION RATING

PA1: Social Management System	<b>C</b>	
PA 2: Workers Involvement and Protection	<b>B</b>	
PA 3: The Rights of Freedom of Association and Collective Bargaining	<b>A</b>	
PA 4: No Discrimination, Violence or Harassment	<b>A</b>	
PA 5: Fair Remuneration	<b>A</b>	
PA 6: Decent Working Hours	<b>A</b>	
PA 7: Occupational Health and Safety	<b>A</b>	

PA 8: No Child Labour	A	
PA 9: Special Protection for Young Workers	A	
PA 10: No Precarious Employment	A	
PA 11: No Bonded, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

## GENERAL DESCRIPTION

Name of Lead Auditor: Mohammad Adnan CSCA 21701584

Name of team auditor (if applicable): Rashid Mansoor ASCA 21701621

Name of observers, translators, trainees, advisors/consultants (if applicable): Not Applicable

Monitoring partner name: TÜV Rheinland

Audit schedule details: The audit is planned for 2 auditors x 1.5 man days (onsite) and 0.5 man day offsite attended for on dated February 19, 2024. Two auditors spent 16 hours approx. (08 hours by each auditor) to cover scope of audit.

Announcement Type: Fully-Announced

Business partner information: The facility was established in August 11, 2014 at Plot No. D-3, SCHEME 33, SITE SUPER HIGHWAY, Karachi, Pakistan. The business license is valid and has the same address as mentioned on portal and there was no discrepancy observed. The factory is specialized in home textiles. The main production processes are Sizing, Warping, Weaving, Dyeing, Fabric Inspection, Cutting, Stitching, Finishing and Packing. The factory have no peak production months. This is not shared building.

Audited location information: The total land area occupied by the facility is about 95000 square feet. This is not shared building.

In view of facility, it is comprised of one (01) building with Ground +Two Floor.

Basement- Finished Goods warehouse

Ground Floor- Sizing, Warping, Weaving, Dyeing, Fabric Inspection, Yarn & Fabric godown, Time Office, Security office, Generator area, ETP, Fire hydrant pump.

First floor is occupied by Office, Accessory store and Cut to Pack

Second floor is occupied by Cut to Pack,

Operating shifts and hours: The factory has one shift from 09:00 AM to 06:00 PM and There are three shift in Weaving, Dyeing and Security 07:00 AM to 03:00 PM, 03:00 PM to 11:00 PM and 11:00 PM to 07:00 AM. 01 hour is rest break in each shift. Working days are six, rest day provided on rotational basis. There is no vulnerable workers (pregnant, young, disabled, foreign/domestic migrant etc.)

Time recording system: The factory has face scanning attendance system.

Salary payment details: The factory pays between 01-10th of each month, 80% payments are cash and 20% paid via bank transfer. last payment was done on dated February 03, 2024

Worker number information:

- There are total 94 employees including workers and management staffs.
- There are total 84 Production workers ( 80 are male and 04 are female)
- There is no vulnerable worker number (e.g., foreign migrant, young, women, pregnant, seasonal, temporary, disabled, home-based workers).
- There is no any other special group workers (interns, apprentices, contractor workers etc.)

Good practices:

None

Worker organization details: Factory management established workers work council. Election was held in September 25, 2023. Workers found familiar with the workers representative, committee members and its purpose of foundation. Workers committee conduct meetings on regular basis. Last meeting was conducted on dated October 12, 2023. There was no union in the factory and no CBA established

Circumstances: There was no special circumstance during the audit.

Remarks:

1. Photos of child care facilities are not applicable for this factory as there is not child care provided to workers because of female are less as required quantity in local law.

Summary of findings:

PA1. Social Management System:

- i. Suppliers or business partners records and grievance procedure were not maintained.
- ii. BSCI new COC 2021 from business partners found missing.

PA 2. Workers Involvement and Protection :

- i. Few workers were not fully familiar with the amfori BSCI code of conduct.
- ii. Grievance procedure was not found for community.

PA 7. Occupational Health and Safety:

- I. Safety guard and hygienic issues noted during site visit.
- ii. Weaving operators found without ear plug.
- iii. Emergency eye wash not installed in dyeing section.
- iv. One stitching machine found without pulley cover in dyeing section.
- v. Soap and towel found missing near washing area in gent's toilet on second floor

PA 12: Protection of the Environment

Facility has not provided training to workers on water reduction to preserving local water sources.

Living wage calculation:

#Living Wage:

- 1. GWLC living wage is not available for this region hence used company own calculated living wage.
- 2. Food cost PKR.31008, Housing cost PKR.6700, education cost PKR.3700, healthcare cost PKR 3000, Other non-food non-housing (NFNH) costs PKR.16850, additional fund/saving PKR.2500
- 3. This estimates the living wage for the workers in Punjab region of Pakistan. The report based on the data collected from filed investigation, Government statistics, research papers and discussion with various stakeholders.
- 4.Website of Pakistan Bureau of Statistics: <http://www.pbscensus.gov.pk>

SITE DETAILS

Site  
A. Essak & Sons

Site amfori ID  
586-000037-002

GICS Classification

Sector  
Consumer Discretionary

Industry Group  
Consumer Durables & Apparel

Industry  
Textiles, Apparel & Luxury Goods

Sub Industry  
Textiles

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

## METRICS

### Key Metrics

Total workforce	90	Workers
Legal minimum wage in local currency	32,000	Monthly
Lowest wage paid for regular work at the site	32,000	Monthly
Calculated living wage in local currency	46,910	Monthly
Total sample	15	Workers

### Other Metrics

Male workers	86	Workers
Female workers	4	Workers
Non-binary workers	0	Workers
Permanent workers - Male	90	Workers
Permanent workers - Female	4	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	10	Workers
Management - Female	0	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	17	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	0	Workers
Domestic migrant workers - Female	0	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	90	Workers
Workers hired directly - Female	4	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	0	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	14	Workers
Sample - Female	1	Workers
Sample - Non-binary	0	Workers

## FINDINGS



### PA1: Social Management System

Site: A. Essak & Sons | Site amfori ID: 586-000037-002

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

#### ENGLISH

##### Finding

Factory has established social management system manual as per amfori BSCI requirements, however, business partners/suppliers' records and grievance procedure were not inline as per amfori BSCI requirement. This question rated partially because facility has followed most of legal and amfori BSCI requirement [amfori BSCI COC].

**Question:** 1.3 Is there satisfactory evidence that the auditee has identified their significant business partners and their level of alignment with the amfori BSCI Code of Conduct?

#### ENGLISH

##### Finding

During document review, it was found that facility management has conducted suppliers' social compliance evaluation however, suppliers of factory had not endorsed amfori BSCI new COC 2021 from business partners. This question rated partially because factory has maintained approved suppliers list and suppliers' evaluation records [amfori BSCI COC].



### PA 2: Workers Involvement and Protection

Site: A. Essak & Sons | Site amfori ID: 586-000037-002

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

#### ENGLISH

##### Finding

During interview process and documents review it was noted that factory management has provided training on amfori BSCI code however 10 out of 15 workers found unfamiliar with amfori BSCI code requirement. This question rated partially because factory provided training on amfori BSCI code.[amfori BSCI COC].

**Question:** 2.5 Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?

#### ENGLISH



### Finding

Auditee established grievance procedure for employee only, no procedure for community found maintain. This question is rated partially because grievance procedure for workers was established. [amfori BSCI COC].

## PA 7: Occupational Health and Safety

Site: A. Essak & Sons | Site amfori ID: 586-000037-002

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

### ENGLISH

### Finding

Facility established and implemented health and safety procedure however, safety guard and hygienic issues noted during site visit. This question rated partially because factory followed most of legal and amfori BSCI requirement [amfori BSCI COC].

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

### ENGLISH

### Finding

During site visit, 10% weaving operators found without ear plug. Sindh Occupational Safety and Health Rules, 2019, SAFETY AND HEALTH (SECTION 10, (B) ILLUMINATION, VENTILATION, TEMPERATURE, NOISE, DUST, FUME AND ARTIFICIAL HUMIDIFICATION  
This question rated partially because factory followed most of legal and amfori BSCI requirement [amfori BSCI COC].

**Question:** 7.7 Is there satisfactory evidence that the auditee implements engineering and administrative control measures to avoid or minimise the release of hazardous substances into the work environment, keeping the level of exposure below internationally established or recognised limits?

### ENGLISH

### Finding

During site visit, it was noted that emergency eye wash not installed in dyeing section. Local Law Ref: Section 11 (c) Hazardous substance Rule 2003. This question rated partially because MSDS found available and ETP installed in workplace [amfori BSCI COC].

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

### ENGLISH

#### Finding

During site visit, one stitching machine found without pulley cover in dyeing section. Local Law Ref: Section 30 (1) Sindh Factories Act 2015. This question rated partially because other machinery and equipment found safeguarded [amfori BSCI COC].

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

#### ENGLISH

#### Finding

During site tour, soap and towel found missing near washing area in gent's toilet on second floor. Local Law Ref: Rule 42 (c) Sindh Factory Rules 1975. This question rated partially because factory provided toilet facilities [amfori BSCI COC].

### PA 12: Protection of the Environment

Site: A. Essak & Sons | Site amfori ID: 586-000037-002

**Question:** 12.5 Is there satisfactory evidence that water is managed in a way that respects the environment, particularly but not limited to preserving local water sources?

#### ENGLISH

#### Finding

Facility has not provided training to workers on water reduction to preserving local water sources. This question rated partially because no water wastage noted during site visit. [amfori BSCI COC].