

# Monitoring result for ESQUIRE GARMENTS on site

## Esquire Garments

### Monitoring

Monitored Party : **ESQUIRE GARMENTS**  
amfori ID : **586-000104-000**  
Site : **Esquire Garments**  
Site amfori ID : **586-000104-002**  
Address : **Plot # 3-A, Sector 12-D, North Karachi Industrial Area,**  
**75850, Karachi**  
**Sindh**  
**Pakistan**  
Monitoring Activity : **amfori Social Audit - Manufacturing**  
Monitoring Type : **Full Monitoring**  
Monitoring Partner : **TÜV NORD CERT GmbH**  
Monitoring Start Date : **09/01/2023**  
Closing Meeting : **19/01/2023**  
Finished Date : **19/01/2023**  
Submission Date : **19/01/2023**  
Expiration Date : **19/01/2025**

This is an extract of the online monitoring result, generated on 20/01/2023, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available [here](#) - The English version is the legally binding one.



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### Overall rating



### Section rating

PA1: Social Management System	A
PA 2: Workers Involvement and Protection	C
PA 3: The Rights of Freedom of Association and Collective Bargaining	A
PA 4: No Discrimination	A
PA 5: Fair Remuneration	A
PA 6: Decent Working Hours	A
PA 7: Occupational Health and Safety	A

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

## General description

This is the BSCI Semi-announced full audit at Esquire Garments is located at Plot no. Plot # 3-A, Sector 12-D, North Karachi Industrial Area, Karachi- Pakistan. The total land area occupied by the facility is about 58,181 square feet. There are total 80 (78 Male & 02 Female) employees in the facility.

Production capacity of the audited facility is 150,000 Piece per month. The facility has started its operations at this existing location since 2012. The main product manufactured by the facility is Fitted Bed Sheets and towels. The main production processes are cutting, stitching, checking, finishing and packing.

Announced Type: Semi-announced.

Monitoring Type: Full Monitoring.

Monitoring Partner: TÜV NORD CERT GmbH (APSCA Firm Member: 11600051).

Auditor: APSCA Auditor Number: (Nazim Ali "21703464") & (Hamid Rasheed "21705433")

Opening Meeting: The Opening Meeting conducted by Lead Auditor "Nazim Ali", (APSCA No.21703464) & "Hamid Rasheed", APSCA No.21705433) Membership Status "Registered Auditor (R.A)" where Mr. Saleem Ahmed (Director), Mr. Adil Ahmed (Management Representative), Mr. Muhammad Yousuf (Work council member) & Mr. Adeel Sheikh (H&S Incharge).

Lead Auditor described the whole audit process, standards, scope, and also explained the amfori BSCI code of conduct, amfori BSCI holistic approach in detail and local laws to what extent these are related to the audit. Meanwhile management assured the auditor to help throughout the audit. Required documents were provided in time, photocopy of the required documents were also given in time. Facility management provided a separate room for conducting employee's interview. Besides, at the time of facility visit attitude of the facility management was good.

Health and Safety Tour:

All areas of the facility such process, cutting, stitching, checking, finishing and packing were visited during the audit. The auditors has conducted the facility tour at the entire premises of the facility.

The normal working hours are from 09:00 AM to 06:00 PM. The Cutting, Sewing, Finishing are related to Production and HR/ Admin and management work also related to the same Hrs., activities. Only Security Officers are in 3 shifts of 24 Hrs., from 07:00 AM to 03:00 PM Hrs., 03:00 PM to 11:00 PM, and 11:00 PM to 07:00 AM. Employees are allowed for one hour meal breaks. They maintain attendance records through electronic systems. Sunday is their weekly holiday/rest day. Employees receive their wages by monthly basis in local currency (PKR).

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

Ground floor is occupied by time office , security office, fabric store, raising section.

1st floor is occupied by checking section, finishing section, packing section and washroom.

2nd floor is occupied by stitching section and washrooms.

3rd floor is occupied by cutting department.

Roof top is occupied by generator area, pray area and waste area.

Interview and payroll review: 15 permanent employees, were randomly selected from different production section for interview. On sample basis payroll records and time records of the month of Aug 2023, October 2022 and December 2022 were reviewed. Moreover, attendance register, production records, product inspection report and broken needle register were reviewed by the auditors.

Contractor License/ Permit, Agency Labour Contract, Government Waivers, Collective Bargaining Agreements and Canteen was not applicable.

Factory had provided minimum wage as Pak Rupees 25000 per month which meet the legal minimum wage of the Province.

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

Attitude of factory management: The factory management was receptive, positive and extended their full cooperation throughout the audit. They showed positive attitude towards the compliance requirements. Factory management was very much positive to provide the document which was needed to verify during the audit. Further, they have agreed with the non-compliance issues identified during this full audit and given time scale for correction. The factory management has certain that they would correct those issues within the planned time frame that was mentioned in the corrective action plan.

At the end of the audit, a closing meeting was held with factory representative, worker representative and all findings were discussed. Mr. Adil Ahmed (Management Representative) and Mr. Muhammad Yousuf (Work council member) accepted and signed on the corrective action report.

Site Details

Site : Esquire Garments  
Site amfori ID : 586-000104-002

GICS Classification

Sector : Consumer Discretionary  
Industry Group : Consumer Durables & Apparel

amfori Process Classifications

N.A.

NACE Classification

N.A.

Industry : Textiles, Apparel & Luxury Goods  
Sub Industry : Textiles

GS1 Classifications

N.A.

Water Stress Situation

N.A.

## Metrics

### Key Metrics

Total workforce	80 Workers
Legal minimum wage in local currency	25000 Monthly
Lowest wage paid for regular work at the site	25000 Monthly
Calculated living wage in local currency	30380 Monthly
Total sample	15 Workers

### Other Metrics

Male workers	78 Workers
Female workers	2 Workers
Permanent workers - Male	78 Workers
Permanent workers - Female	2 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	8 Workers
Management - Female	0 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	0 Workers
Workers on probation - Female	0 Workers
Workers with night shift - Male	2 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	0 Workers
Domestic migrant workers - Female	0 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	78 Workers
Workers hired directly - Female	2 Workers
Workers hired indirectly - Male	0 Workers
Workers hired indirectly - Female	0 Workers
Unionised workers - Male	0 Workers
Unionised workers - Female	0 Workers
Workers under CBA - Male	0 Workers
Workers under CBA - Female	0 Workers
Pregnant workers	0 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	0 Workers
Sample - Male	13 Workers
Sample - Female	2 Workers

## Findings

### PA1: Social Management System

The Organisation did not establish an effective management system to monitor the social performance of the significant business partners. The Organization did not conduct social performance evaluation either communicate Amfori BSCI code of conduct to suppliers in their supply chain.

تنظیم نے اہم کاروباری شراکت داروں کی سماجی کارکردگی کی نگرانی کے لیے موثر انتظامی نظام قائم نہیں کیا۔ تنظیم نے سماجی کارکردگی کا جائزہ نہیں لیا اور نہ ہی ایفوری بی ایس سی آئی کوڈ آف کنٹکٹ سپلائرز کو ان کی سپلائی چین میں پہنچایا۔

### PA 2: Workers Involvement and Protection

Through the worker interview it was noted that factory had not provided the training on workers rights and obligations and on Amfori BSCI code of conduct. Also noted that workers were not aware about the legal rights and duties under Labour legislation i.e. casual and sick leaves, annual leaves, group life insurance, and employee old age benefits cards.

ورکر انٹرویو کے ذریعے یہ نوٹ کیا گیا کہ فیکٹری نے مزدوروں کے حقوق اور ذمہ داریوں اور ایفوری بی ایس سی آئی ضابطہ اخلاق پر تربیت فراہم نہیں کی تھی۔ یہ بھی نوٹ کیا گیا کہ مزدور لیبر قانون سازی کے تحت قانونی حقوق اور فرائض سے واقف نہیں تھے یعنی آرام نہ اور بیمار پٹے، سالانہ پٹے، گروپ لائف انشورنس، اور ملازم بڑھاپا فوائد کارڈ

### PA 5: Fair Remuneration

Through the documents review and management interviews, it was noted that company is paying 25000 PKR per month as required by minimum wage act of Pakistan, and they have appropriately calculated the Basic Need Wage, however they did not calculated basic living wages as per Amfori BSCI protocol and no action taken for living wage paying to the worker.

25000 PKR دستاویزات کے جائزے اور انتظامی انٹرویوز کے ذریعے، یہ نوٹ کیا گیا کہ کمپنی کم از کم ضرورت کے مطابق ماہانہ ادا کر رہی ہے۔

### PA 7: Occupational Health and Safety

During site tour, it was observed that workers were not using face mask in Stitching & Checking area. Legal Reference: Dust and Fume, Section 18 of the Sindh Factories Act 2015.

سائٹ کے دورے کے دوران، یہ دیکھا گیا کہ کارکن سلائی اور چیکنگ کے علاقے میں فیس ماسک کا استعمال نہیں کر رہے تھے۔ قانونی حوالہ: دھول اور دھوئیں، سindh فیکٹریز ایکٹ 2015 کا سیکشن 18۔

Unidentified chemical drum was found without secondary container and MSDS near assembly area.

اسمبلی ایریا کے قریب ثانوی کنٹینر اور ایم ایس ڈی ایس کے بغیر نامعلوم کیمیکل ڈرم ملا۔

Based from site tour, it was noted that electrical installation was not maintained in stitching section e.g loose electric connections were observed in Production Area. Ref Local Law: Electricity Rules 1937, Rule 49.

سائٹ کے دورے کی بنیاد پر، یہ نوٹ کیا گیا کہ سلائی کے حصے میں بجلی کی تنصیب کو برقرار نہیں رکھا گیا تھا جیسے کہ پیداواری علاقے میں ڈھیلے الیکٹرک کنکشن دیکھے گئے تھے۔ ریفرنس: الیکٹرک رولز 1937، رول 49۔

During site tour it was observed that flush system were not installed in workers toilet. Legal Reference: Rule 42 of the Sindh Factories Rules 1975.

سائٹ کے دورے کے دوران دیکھا گیا کہ ورکرز کے بیت الخلاء میں فلش سسٹم نصب نہیں تھا۔ قانونی حوالہ: سندھ فیکٹریز رولز 1975 کا قاعدہ 42۔

### PA 12: Protection of the Environment

Through the facility tour it was noted that waste segregation was not found appropriate at site.

سہولت کے دورے کے ذریعے یہ نوٹ کیا گیا کہ جگہ پر کچرے کو الگ کرنا مناسب نہیں پایا گیا۔