

Monitored Party SNB Enterprises Pvt. Ltd.	amfori ID 356-002403-000	Address C-16, SMA Industrial Area, Delhi – 110033, INDIA, 110033 Delhi, Delhi, India
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner TÜV NORD CERT GmbH
Monitoring Start Date 06/11/2024	Closing Meeting Finished Date 19/11/2024	Submission Date 19/11/2024
Expiration Date 19/11/2026	Announcement Type Semi Announced	
Site SNB Enterprises Pvt. Ltd.	Site amfori ID 356-002403-001	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	C	
PA 2: Workers Involvement and Protection	B	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination, Violence or Harassment	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, 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: Munish Joshi; APSCA membership number: CSCA 21704129

Name of team auditor (if applicable): Not applicable; APSCA membership number: Not applicable

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

Monitoring partner name: TÜV NORD CERT GmbH

Audit schedule details: This audit was planned for 1.5 days on site with one auditor.

Announcement Type: This was semi announced full audit.

Business partner information:

Legal Entity: Partnership, started in 2005.

Office & physical address: C-16, SMA Industrial Area, Delhi-110033

Scope: Manufacturing and Exports Stainless Steel and Utensils..

Processes are Circle Cutting, Pressing, Punching, Side Cutting, Beading, Welding, Spot Welding, Polishing, Packing, Dispatch.

Audited location information:

The factory has following structure / layout: The total land area of the facility is 1500 square mtr and covered area is 4500 square mtr . The factory is having Three floor only.

Ground Floor: Power press, Beading, cutting

First Floor: Packing , Office, Dispatch

Second Floor: Store, Finishing , polishing, Hammering

This is auditee's own building and not shared with anyone.

There is no dormitory or canteen provided as there is no legal requirement to the same.

Operating shifts and hours: The company works 6 days in a week in single shift with Sunday.

Working Time: 0900-1730 including meal breaks of an hour and two tea breaks of 15 minutes in each half of shift.

Regular hours are 48hrs/week. All employees receive at least one day off in every seven-day period.

Time recording system: The auditee uses biometric attendance recording system.

Salary payment details: Auditee pays as per minimum wages as defined by state government by accounts transfer to all employees on monthly basis by 7th of each month.

Worker number information:

- Total worker number (production and management workers) : 80 (Including Management)
- Production worker number : Female-15, Males-55
- Vulnerable worker number (e.g., domestic and foreign migrant, young, women, pregnant, seasonal, temporary, disabled, home-based workers) : None
- Any other special group workers (interns, apprentices, contractor workers etc.): None
- Good practices: None

Worker organization details:

It was noted that there wasn't union in the factory. Worker committee was established. worker representatives were elected. There are committees formed, workers committee, H&S committee, ICC, grievance committee and meetings are conducted at predefined intervals.

Circumstances: There was no special circumstance during the audit.

Summary of findings: There were gaps observed in Performance Area 1 Social Management system (1.1, 1.3), Performance Area 2 Workers' Involvement and Protection (2.1, 2.2), Performance Area 7 Occupational Health and Safety (7.4).

Living wage calculation: #LivingWage Audit team calculated living wage by collecting the data from the workers' and market rates. The methodology used as formula from social accountability international. The calculation is uploaded at platform as well. Total 13 workers' were interviewed to get the information on living wages.

Auditee is not using any confidential information for any purpose other than performing their duties for the company and not disclose it to any third party without the prior consent of the employee.

Documentation

1. Contractor license/permit – Not applicable and hence not uploaded.
2. Agency labour contract – Not applicable and hence not uploaded.
3. Government waivers – Not applicable and hence not uploaded.
4. Collective bargaining agreements – Not applicable and hence not uploaded.

S4C – It's not applicable in this part of the country as of now.

SITE DETAILS

Site
SNB Enterprises Pvt. Ltd.

Site amfori ID
356-002403-001

GICS Classification

Sector Materials	Industry Group Materials	Industry Metals & Mining
Sub Industry Steel		

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	70	Workers
Legal minimum wage in local currency	18,066	Monthly
Lowest wage paid for regular work at the site	18,100	Monthly
Calculated living wage in local currency	18,068	Monthly
Total sample	13	Workers

Other Metrics

Male workers	55	Workers
Female workers	15	Workers
Non-binary workers	0	Workers
Permanent workers - Male	55	Workers
Permanent workers - Female	15	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	5	Workers
Management - Female	5	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	0	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	55	Workers
Workers hired directly - Female	15	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	11	Workers
Sample - Female	2	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: SNB Enterprises Pvt. Ltd. | Site amfori ID: 356-002403-001

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

It was noted during documents review and interviews that auditee had established and implemented effective system as per AMFORI BSCIC COC however there were findings in performance areas 1,2 and 7 of AMFORI BSCI COC which reflect that the management system was not fully effective.

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

It was noted during documents review that auditee gets commitment from all of it's suppliers for AMFORI BSCI COC and review the same on regular basis. however, the auditee missed to get commitment from one (out of five) of the annual maintenance suppliers of generator.



PA 2: Workers Involvement and Protection

Site: SNB Enterprises Pvt. Ltd. | Site amfori ID: 356-002403-001

Question: 2.1 Is there satisfactory evidence that the auditee has good management practices that involve workers and their representatives in sound information exchange on workplace issues?

ENGLISH

Finding

It was noted during documents review and interviews that regular meeting were conducted by workers' committee on quarterly basis, however minutes of workers committee meeting dated 08.07.2024 or decisions were not communicated to the shop floor employees.

Question: 2.2 Is there satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the amfori BSCI Code of Conduct?

ENGLISH

Finding

It was noted during documents review and interviews that the auditee had defined four of long-term goals

Finding

for protecting workers in line with the aspirations of the amfori BSCI Code of Conduct, however the monitoring of one of the goal of reducing workers' absenteeism was not done for the last quarter.

PA 7: Occupational Health and Safety

Site: SNB Enterprises Pvt. Ltd. | Site amfori ID: 356-002403-001

Question: 7.4 Is there satisfactory evidence of active cooperation between management and workers (and/or their representatives) when developing and implementing systems towards ensuring OHS?

ENGLISH

Finding

It was noted during interviews and documents review that auditee conducts regular meetings of health and safety committee in the factory. Health and safety committee consist of equal number of management and workers' representative. It was noted that workers' representatives were not involved in analysis of gaps observed in monthly safety audit.