

Sedex Members Ethical Trade Audit Report

Version 7



Contents

[Audit content](#)

[Audit and site details](#)

[Audit parameters](#)

[Audit attendance](#)

[SMETA declaration](#)

[Summary of findings](#)

[Management systems](#)

[Site details and data points](#)

[Site details](#)

[Worker analysis](#)

[Worker interviews](#)

[Measure workplace impact](#)

[0. Enabling accurate assessment](#)

[1. Employment is freely chosen](#)

[1.A. Responsible recruitment and entitlement to work](#)

[2. Freedom of association and right to collective bargaining are respected](#)

[3. Working conditions are safe and hygienic](#)

[4. Child labour shall not be used](#)

[5. Legal wages are paid](#)

[5.A. Living wages are paid](#)

[6. Working hours are not excessive](#)

[7. No discrimination is practiced](#)

[8. Regular employment is provided](#)

[8.A. Sub-contracting and homeworkers are used responsibly](#)

[9. No harsh or inhumane treatment is allowed](#)

[10.A. Environment 2-Pillar](#)

[10.B. Environment 4-Pillar](#)

[10.C. Business ethics](#)

[Attachments](#)

Audit content

(1) A SMETA audit was conducted which included some or all of Labour Standards, Health & Safety, Environment and Business Ethics. The SMETA Minimum Requirements were applied and the SMETA Auditor Manual was followed. The scope of workers included all types at the site e.g. direct employees, agency workers, workers employed by service providers and workers provided by other contractors. Any deviations from the SMETA Methodology are stated (with reasons for deviation) in the SMETA Declaration.

The audit scope includes an assessment of the Workplace Requirements and the Management Systems Assessment against the following Code Areas:

Included in a 2-Pillar audit:

1. Labour Standards Code Areas:
 - 0: Enabling accurate Assessment
 - 1: Employment is Freely Chosen
 - 1.A: Responsible Recruitment & Entitlement to Work
 - 2: Freedom of Association and Right to Collective Bargaining are Respected
 - 4: Child Labour Shall Not be Used
 - 5: Legal Wages are Paid
 - 5.A: Living Wages are Paid
 - 6: Working Hours are Not Excessive
 - 7: No Discrimination is Practiced
 - 8: Regular Employment is Provided
 - 8.A: Sub-contracting and Homeworkers are Used Responsibly
 - 9: No Harsh or Inhumane Treatment is Allowed
2. Health & Safety Code Area:
 - 3: Working Conditions are Safe and Hygienic
3. Environment Code Area:
 - 10.A: Environment 2-Pillar

Included in a 4-Pillar audit:

1. Labour Standards Code Areas
 - As 2-pillar
2. Health & Safety Code Area
 - As 2-pillar
3. Environment Code Area:
 - 10.A: Environment 2-Pillar
 - 10.B: Environment 4-Pillar
4. Business Ethics Code Area:
 - 10.C: Business Ethics

- (2) Where appropriate, non-compliances or non-conformances were raised where either local law or the Base Code were not met, and recorded as non-compliances on both the audit report, CAPR and on the Sedex Platform.
- (3) Any non-conformance against customer code shall not be uploaded to Sedex, but sent directly to the customer in question.

Audit and site details

Audit details

Sedex company reference	ZC1048936	Auditor company name	Accordia Global Compliance Group Asia Limited
Date of audit	2024-09-14	Audit conducted by	Sedex member
Audit pillars	Labour Standards Health and safety Environment 4-Pillar Business ethics		

Site details

Sedex site reference	ZS1077026	Site name	OMKAR CORPORATION
Business name	Omkar Corporation	Site address	421302 UNIT D1- 110 TO 115 & D2 - 110 TO 112, BLDG. D1, HARIHAR COMERCIAL COMPLEX,, BHIWANDI, IN
Site phone	9323128856	Site email	sales@omkarcorporation.net

Audit parameters

Time in and out	Day 1	
	In	09:00
	Out	16:00
Audit type	Periodic	
Was the audit announced?	Semi announced	
Was the Sedex SAQ available for review?	Yes	
Who signed and agreed CAPR?	Mr. Manoj Dnyanmothe / Partner	
Any conflicting information SAQ/Pre-Audit Info	No	
Is further information available?	No	

Audit attendance

	Senior management	Worker representative	Union representative
A: Present at the opening meeting?	Yes	Yes	No
B: Present at the audit?	Yes	Yes	No
C: Present at the closing meeting?	Yes	Yes	No
Reason for absence at the opening meeting	No union exists in the factory.		
Reason for absence during the audit	No union exists in the factory.		
Reason for absence at the closing meeting	No union exists in the factory.		

SMETA declaration

Auditor team

SMETA declaration

I declare that the audit underpinning the following report was conducted in accordance with SMETA Minimum Requirements and the SMETA Auditor Manual.

1. Where appropriate non-compliances/ non-conformances were raised against the Base Code and local law and recorded as non-compliances/ non-conformances on both the audit report, CAPR and on the Sedex Platform.
2. Any non-conformance against customer code alone shall not be uploaded to Sedex, and will be shared directly with the customer in question.

This report provides a summary of the findings and other applicable information found/gathered during the social audit conducted on the above date only and does not officially confirm or certify compliance with any legal regulations or industry standards. The social audit process requires that information be gathered and considered from records review, worker interviews, management interviews and visual observation. More information is gathered during the social audit process than is provided here. The audit process is a sampling exercise only and does not guarantee that the audited site prior, during or post-audit, are in full compliance with the Code being audited against. The provisions of this Code constitute minimum and not maximum standards and this Code should not be used to prevent companies from exceeding these standards. Companies applying this Code are expected to comply with national and other applicable laws and where the provisions of law and this Code address the same subject, to apply that provision which affords the greater protection. The ownership of this report remains with the party who has paid for the audit. Release permission must be provided by the owner prior to release to any third parties.

Any exceptions to the SMETA Methodology must be recorded here (e.g. different sample size)

Nil

Lead auditor

Anil Tiwari

APSCA Number

21701523

Additional auditor

Subiah Ganapathi

APSCA Number

21704311

Date of declaration

2024-09-14

Site representation

Declaration	I acknowledge that details from this report can change during the review process and that I will be given the opportunity to dispute the content once the review has been published.
Full name	Mr. Manoj Dnyanmothe
Title	Partner
Date of declaration	2024-09-14

Summary of findings





































Code area	Workplace requirement	Local law	Finding
3. Working conditions are safe and hygienic	3.O Implement an appropriate electrical safet...	§1	NC ZAF600660003

Local law issues

§1

According to Section 30 of Indian Electricity Rules, 1956: Service lines and apparatus on consumer's premises- (1) The supplier shall ensure that all electric supply lines, wires, fittings and apparatus belonging to him or under his control, which are on a consumer's premises, are in a safe-condition and in all respects fit for supplying energy and the supplier shall take due precautions to avoid danger arising on such premises from such supply lines, wires, fittings and apparatus (2)Service-lines placed by the supplier on the premises of a consumer which are underground or which are accessible shall be so insulated and protected by the supplier as to be secured under all ordinary conditions against electrical, mechanical, chemical or other injury to the insulation (3)The consumer shall, as far as circumstances permit, take precautions for the safe custody of the equipment on his premises belonging to the supplier (4) The consumer shall also ensure that the installation under his control is maintained in a safe condition.

Management systems

	Policies and procedures	Resources	Communication and training	Monitoring
1. Employment is freely chosen				
1.A. Responsible recruitment and entitlement to work				
2. Freedom of association and right to collective bargaining are respected				
3. Working conditions are safe and hygienic				
4. Child labour shall not be used				
5. Legal wages are paid				
6. Working hours are not excessive				
7. No discrimination is practiced				
8. Regular employment is provided				



Not addressed



Fundamental improvements required



Some improvements recommended



Robust management systems

	Policies and procedures	Resources	Communication and training	Monitoring
8.A. Sub-contracting and homeworkers are used responsibly	✔	✔	✔	✔
9. No harsh or inhumane treatment is allowed	✔	✔	✔	✔
10.A. Environment 2-Pillar	ⓘ	✔	✔	ⓘ
10.C. Business ethics	✔	✔	✔	✔

- ✖

Not addressed
- ⚠

Fundamental improvements required
- ⓘ

Some improvements recommended
- ✔

Robust management systems

Site details

Company and site details

Sedex company reference	ZC1048936	
Sedex site reference	ZS1077026	
Company name	Omkar Corporation	
Business ownership type	GOODS	
Site name	OMKAR CORPORATION	
Site name in local language		
GPS location	GPS address	N/A
	Coordinates	N/A
Is the worksite in a remote location, far from habitation?	No	
Site contact	Contact name	Mr. Manoj Dnyanmothe
	Job title	Partner
	Phone number	9323128856
	Email	sales@omkarcorporation.net
Applicable business and other legally required business license numbers and documents	1.Factory license: 13340 valid till 31.12.2025 for 150 employees & 100 HP power 2.Fire NOC: - BNC/Municipal Corporation/Fire/LSS/134/24-25 and found valid. 3.Building Stability Certificate: issued from V G Tamse, Chartered Engineer dated 5th June 2021 and valid till 4th June 2026 4.Pollution consent - Facility obtained pollution consent in white category.	

Site activities

Site function	Factory Processing/Manufacturer
---------------	---------------------------------

Site activities

Site activities	Primary	Manufacture of wearing apparel (clothing), except fur apparel
	Secondary	
	Other	
Product type	Christmas decorations, ribbons, textile items & garments/Raw material (Fabric & Yarn) – Embroidery or Printing - Cutting - Fusing - Stitching – Checking – Packing – Dispatch.	
Process overview	<p>The factory is into manufacturing and exports of Christmas decorations, ribbons, textile items & garments. The main productions processes are carried out by this facility are procurements of Raw material (Fabric & Yarn) – Embroidery or Printing - Cutting - Fusing - Stitching – Checking – Packing –Dispatch.</p> <p>Production Capacity – 18000 pieces per day.</p> <p>The main machine list of the factory is as following: Stitching Machine-20, Overlock Machine -25, Cutting Machine -03, Embroidery Machine -02. Fusing Machine-02, Fabric Checking -01, Layer Cutting Machine-02, Rewinding Machine-7, Cartoon Strapping Machine-02, Weight Machine-04, Compressor Machine-02, Digital Printing Machine – 1, Paper Transfer Machine – 1, Heat Slitter – 1 etc.</p>	
What level of mechanization best describes the work at this site?	High mechanisation / low manual Labour	

Site scope

Is the audited site a physically continuous area?	Yes	
What is the area of audited site to its boundary?	1580m ²	
Building 1	Last construction works on site	2010
	If building is shared, provide details	It's a shared building and facility has occupied first floor only. Ground belongs to other entity and having their warehouse.
	Number of floors	2
	Description of floor activities	<p>Floor -1 - Ground Floor - Belongs to other entity.</p> <p>Floor - 2 - First Floor - Cutting, Stitching, Checking, Packing, Finishing, Packing - production activities, toilets & Offices.</p>

Site scope

Is there any difference between the site scope of the audit and the Sedex site profile? No

Does the scope of the audit subdivide any building or is limited to particular processes, products or businesses within the physical site? No

Is any activity conducted onsite not included within the scope of the audit? No

Worker accommodation and transport

Are there any site-provided worker accommodation buildings? No

Does the site organise worker transport to the worksite? Not provided
No transportation provided. Not required by law.

Work patterns

Approximate workers on site per month (% of peak)	January	95-100%	February	95-100%
	March	95-100%	April	95-100%
	May	95-100%	June	95-100%
	July	95-100%	August	95-100%
	September	95-100%	October	95-100%
	November	95-100%	December	95-100%

Is there any night or back shift work at the site? No

Site assessments

Does this site hold any certifications that address labour standards, human rights, corruption or environmental impact? No

Site assessments

Has the site assessed for negative impacts on the human rights, lands, resources, territories, livelihoods or food security of indigenous peoples or the local community?	<p>Yes</p> <p>Yes, the site has been assessed for negative impacts on human rights, lands, resources, and livelihoods of indigenous peoples or the local community. No negative impacts have been identified.</p>
Has there been a Human Rights Impact Assessment (HRIA) conducted within the last three years at this site?	<p>Yes</p> <p>Yes, a Human Rights Impact Assessment (HRIA) was conducted at this facility on 23rd August 2024.</p>

Worker analysis

Gender disaggregated data available

Men and women

Worker totals

	Men	Women	Other	Total
Number of workers	34 (70.8%)	14 (29.2%)	- -	48 (100%)

Workers by type

	Men	Women	Other	Total
Permanent workers (employees)	34 (70.8%)	14 (29.2%)	- -	48 (100%)
Temporary or fixed term employees	0 (0%)	0 (0%)	- -	0 (0%)
Agency or subcontracted workers	3 (6.3%)	1 (2.1%)	- -	4 (8.3%)
Seasonal workers	0 (0%)	0 (0%)	- -	0 (0%)
Self-employed workers	0 (0%)	0 (0%)	- -	0 (0%)
Informal workers including home workers	0 (0%)	0 (0%)	- -	0 (0%)
Apprentices, trainees or interns	0 (0%)	0 (0%)	- -	0 (0%)

* % of total workforce

Migrant workers

	Men	Women	Other	Total
Domestic migrant workers	0 (0%)	0 (0%)	- -	0 (0%)
International migrant workers	0 (0%)	0 (0%)	- -	0 (0%)
Total migrant workers	0 (0%)	0 (0%)	- -	0 (0%)

* % of total workforce

Where workers have migrated internally, list the most common internal states workers have moved from

Not Applicable - All local workers only.

Workers by age

	Men	Women	Other	Total
18 - 24 years old	2 (4.2%)	1 (2.1%)	- -	3 (6.3%)
15 - 17 years old	0 (0%)	0 (0%)	- -	0 (0%)
Under 15 years old	0 (0%)	0 (0%)	- -	0 (0%)

* % of total workforce

Workers by employee type

	Men	Women	Other	Total
Employees in management positions	10 (20.8%)	3 (6.3%)	- -	13 (27.1%)
Supervisors or team leaders	1 (2.1%)	0 (0%)	- -	1 (2.1%)
Administrative staff	2 (4.2%)	0 (0%)	- -	2 (4.2%)

* % of total workforce

Is the worker analysis data relevant for peak season and current to the audit? Yes

Please list the nationalities of all workers, with the three most common nationalities listed first Indian

Most common nationalities as approximate % of workforce

	Men	Women	Other	Total
Indian	71%	29%	-	100%

Workers by remuneration type

	Men	Women	Other	Total
Workers paid per unit (piece rate)	0 (0%)	0 (0%)	- -	0 (0%)
Workers paid based on a mix of 'piece work' and hourly rate	0 (0%)	0 (0%)	- -	0 (0%)
Workers paid hourly / daily rate	0 (0%)	0 (0%)	- -	0 (0%)
Salaried workers	34 (70.8%)	14 (29.2%)	- -	48 (100%)

* % of total workforce

Workers by payment cycle

	Men	Women	Other	Total
Paid daily	0 (0%)	0 (0%)	- -	0 (0%)
Paid weekly	0 (0%)	0 (0%)	- -	0 (0%)
Paid monthly	34 (70.8%)	14 (29.2%)	- -	48 (100%)
Other	0 (0%)	0 (0%)	- -	0 (0%)

* % of total workforce

If other payment cycle entered, please provide details

Not Applicable

Worker interview summary

Gender disaggregated data available	Men and women
Which methods of worker engagement were used?	Group interviews Individual interviews

Digital worker survey participants

	Men	Women	Other	Total
Number of workers	-	-	-	-

Were any of the audit findings attributable to the survey?

Was the interview sample representative of all types of nationality and employment types of workers?

Yes

Was the interview sample representative of the gender composition of the workforce?

Yes

Number and size of group interviews

1 Group of 4 workers.

Did workers understand the purpose of the audit?

Yes

Were interviews conducted in circumstances to ensure privacy, with the confidentiality of the interview process communicated to the workers?

Yes

Was there any indication that workers had been 'coached' in how they should respond to questions?

No

What was the general attitude of the workers towards their workplace?

Favorable

Attitude of workers

In which areas did workers raise significant concerns or complaints?	Other (provide details) Non compliant/Concern raised by workers.
What did the workers like the most about working at this site?	Equal opportunities Hours worked, rest days or breaks Work atmosphere (e.g. treatment by supervisors) Facilities (e.g. rest area, recreation, canteen) Training and development Job security Freedom of movement Grievance mechanisms Work environment – comfort (e.g. temperature, noise or dust levels) Pay
Additional comments	Workers said that they can approach to the management directly for any of the issues or suggestions.
Attitude of workers' committee/union representatives	Members from grievance committee looked very positive towards the management and no negative information reported. Their attitude towards factory management seemed positive. The reason they give for the same are: on time payment, good facilities, good behavior of the management and supervisors.
Attitude of managers	The factory management showed a positive attitude to this audit during the whole process. All documentation requested for review was provided timely. At the end of the audit all the non- compliances were accepted by the facility. The facility management showed strong commitment for taking corrective actions against the Non-Conformance. After factory tour it was noted that the management is very much committed towards implementation of health and safety requirements

Workers interviewed by type

	Total
Permanent workers	8
Temporary or fixed-term employees	0
Agency or subcontracted workers	2
Seasonal workers	0
Other workers	0
Total number of workers interviewed	10

Workers interviewed by group/individual

	Men	Women	Other	Total
Workers interviewed in groups	2	2	-	4
Workers interviewed individually	4	2	-	6

Migrant workers interviewed

	Men	Women	Other	Total
Domestic migrant workers interviewed	0	0	-	0
International migrant workers interviewed	0	0	-	0
Total migrant workers interviewed	0	0	-	0

Measuring workplace impact

Gender disaggregated data available

Men and women

Annual worker turnover (%)*

	Men	Women	Other	Total
Last full quarter (90 days)	5.0%	4.0%	-	4.0%
Last full calendar year (2023)	5.0%	4.0%	-	9.0%
Previous full calendar year (2022)	4.0%	3.0%	-	7.0%

* Number of workers leaving in last 12 months as a % of average total number of workers on site over the year.

Rate of absenteeism (%)*

	Men	Women	Other	Total
Last full quarter (90 days)	5.0%	3.0%	-	8.0%
Last full calendar year (2023)	4.0%	4.0%	-	8.0%
Previous full calendar year (2022)	6.0%	8.0%	-	14.0%

* Number of days lost through job absence in the year, calculated as (the number of employees on 1st day of the year + number employees on the last day of the year) / 2)* number available workdays in the year*100

Are accidents recorded?

Yes

Facility maintaining the accident register and Dangerous occurrences register. Review of records show that no accident had happened during this year

Annual number of work related accidents and injuries (per 100 workers)*

	Men	Women	Other	Total
--	-----	-------	-------	-------

Annual number of work related accidents and injuries (per 100 workers)*

Last full quarter (90 days)	0.0%	0.0%	-	0.0%
Last full calendar year (2023)	0.0%	0.0%	-	0.0%
Previous full calendar year (2022)	0.0%	0.0%	-	0.0%

* Calculated as (number of work related accidents and injuries * 100) / number of total workers.

Lost day work cases (per 100 workers)*

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	0.0%	-	0.0%
Last full calendar year (2023)	0.0%	0.0%	-	0.0%
Previous full calendar year (2022)	0.0%	0.0%	-	0.0%

* Calculated as (number of lost days due to work accidents and work related injuries * 100) / number of total workers.

Percentage of workers that work on average more than 48 standard hours in a given week

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	0.0%	-	0.0%
Last full calendar year (2023)	0.0%	0.0%	-	0.0%
Previous full calendar year (2022)	0.0%	0.0%	-	0.0%

Percentage of workers that work on average more than 60 standard hours in a given week

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	0.0%	-	0.0%

Percentage of workers that work on average more than 60 standard hours in a given week

Last full calendar year (2023)	0.0%	0.0%	-	0.0%
Previous full calendar year (2022)	0.0%	0.0%	-	0.0%

0. Enabling accurate assessment

Summary of findings

Code area	Workplace requirement	Local law	Finding
	No findings		
Systems and evidence examined to validate this code section	1.List of documents provided, access logs to various areas, interview records of selected employees, and access permissions for different parts of the facility. 2.Code of conduct policy documents, records of training conducted for management and staff on anti-bribery and anti-coercion policies, and interviews with staff to confirm their understanding of this policy. 3.Sedex profile printout, site layout plans, workforce data, and facility description provided during the audit process. 4.Copy of the human rights policy, approval document from senior management, training records showing dates and personnel who received the training, and communication materials such as posters or handbooks provided to employees.		

0. Enabling accurate assessment

Data points

Has the site received an official notice, fine, prosecution, or withhold release order (WRO) for non-compliance with legislation, regulation, consent, or permits within the last three years, relating to Health and Safety, labour rights or the environment?	No
Did any workers selected by the auditor decline to be interviewed?	No
Were sufficient documents for non-employee (e.g. agency or other subcontracted) workers available for review?	No

1. Employment is freely chosen

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	<p>1. The facility has established policies and procedures to ensure that employment is freely chosen, prohibiting any form of forced labor or coercion. These policies were developed in line with local labor laws and international standards to guarantee that all employees work voluntarily. During the audit process, it was verified that no instances of forced labor were found, and all employees confirmed they are working voluntarily.</p> <p>2. Mr. Manoj Dnyanmothe, Senior Management, was appointed on 1st January 2023 as the senior management representative responsible for overseeing the implementation of the procedures to prevent forced labor. His role includes ensuring that all workers are aware of their rights and that no coercive practices are present in the facility.</p> <p>3. All employees and managers receive comprehensive training on the facility's policies and procedures related to freely chosen employment. The last training session was conducted on 3rd July 2024, and it was verified during the audit that all employees understood the policies. Evidence reviewed included training attendance records and employee interviews, confirming proper adherence.</p> <p>4. The effectiveness of the procedures is regularly monitored and reviewed, with the last internal review conducted on 1st July 2024. The facility uses feedback from employees and managers, along with periodic audits, to ensure that the policies remain effective and compliant with legal standards. Verified through audit observations, the monitoring system ensures continuous compliance and improvement.</p>

Summary of findings

Code area	Workplace requirement	Local law	Finding
			No findings

Systems and evidence examined to validate this code section

Details:

1.Anti-Forced Labour Policy:

Verified the written Anti-Forced and Bonded Labour Policy displayed in the factory and reviewed its content to ensure it complies with legal and ethical standards.

2.Worker Interviews:

Conducted interviews with a random selection of workers. The workers confirmed that they were recruited voluntarily and were aware of their right to leave the job at any time without any penalties.

3.Recruitment Documentation:

Reviewed job application forms and contracts, which clearly indicate that employment was sought voluntarily. The terms of employment align with legal requirements and no undue pressure was placed on employees.

4.Wage and Payment Records:

Examined wage records to ensure timely payment according to a regular schedule, without any withholdings or delays. No evidence of forced savings or deductions was found.

5.Document Handling Logs:

Verified logs and documentation showing that workers' personal documents are not held by the factory. Observed the secure storage option available for workers.

1. Employment is freely chosen

Data points

If required under local law, is there a published 'modern slavery' or similar statement?	Not Applicable
Does the site utilise any workers who are prisoners?	No
Does the site use the labour of persons required to work under any government scheme?	No

1.A. Responsible recruitment and entitlement to work

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	<p>1. The facility has established policies and procedures to ensure responsible recruitment practices and to verify that all employees have the legal right to work. These policies were developed in line with local labor laws and international standards to ensure fair recruitment and compliance with employment laws. During the audit process, it was verified that all employees' documents were in order, and no discrepancies were found regarding entitlement to work.</p> <p>2. Mr. Manoj Dnyanmothe, Senior Management, was designated on 1st January 2023 as the senior management representative responsible for overseeing the implementation of these recruitment procedures. His duties include ensuring that all workers are recruited legally and that appropriate checks are made to verify their eligibility to work.</p> <p>3. All employees and managers receive thorough training on the facility's policies and procedures related to responsible recruitment. The last training session was held on 20th August 2024, and it was verified during the audit that employees and managers were fully aware of the requirements. Training attendance records and interviews with employees were reviewed to confirm compliance.</p> <p>4. The effectiveness of these procedures is regularly monitored and reviewed to ensure they are being properly followed. The last internal audit and review of recruitment practices were conducted on 1st July 2024. The facility ensures that any gaps or areas for improvement are addressed promptly. Verified through audit observations, the monitoring system effectively tracks compliance and allows for continuous improvement of recruitment practices.</p>

Summary of findings

Code area	Workplace requirement	Local law	Finding
			No findings

Systems and evidence examined to validate this code section

1. Photocopies of identification documents (e.g., national IDs, passports, work permits) stored in employee personnel files, alongside employment contracts.
2. Employee records, which include identification documents, employment contracts, and any applicable work permits.
3. Employment contracts, payroll records, employee interviews, and company-provided documents detailing working conditions, living conditions (if applicable), and other benefits.
4. HR policy documents, employee age verification records (birth certificates, national IDs), and internal audits verifying compliance with the company's policies regarding young workers.
5. Recruitment policy documents, internal hiring processes, and records of direct recruitment activities.
6. Copies of relevant labor laws, internal HR policies, legal compliance audit reports, and personnel files confirming compliance.

1.A. Responsible recruitment and entitlement to work

Data points

Labour hire

Does the site use labour providers and/or formal, temporary, seasonal or guest worker programmes?	Workers are recruited, selected, and hired directly by our company
How do the labour providers recruit and hire workers?	N/A - Recruitment providers not used
Where labour providers were used to recruit, what was the highest number of tiers identified in a workers recruitment journey?	0
Are there any subcontracted workers (including dispatched labour) on site?	Yes
How many contractors are present and what are the names of the employer(s)?	Facility using security agency for the deployment of security guard. There were 4 security guards deployed by the agency. Name of the Agency - Mumbai Force Security Services. Address - Anand Nagar Dahisar East, Mumbai, Maharashtra, India
Were all non-employee (e.g. agency or subcontracted) workers included within the scope of this audit for the purpose of document review and (if onsite on date of audit) interview?	Yes
Were sufficient documents for non-employee (e.g. agency or other subcontracted) workers available for review?	Yes

Migrant workers

Do any workers migrate across international borders to work at this site?	No
Percentage of workers that are migrant	0%
Do any workers migrate from other states, provinces or regions within the country to work at this site?	No

Recruitment fees

Were you able to detect recruitment fees and costs paid by workers during the recruitment and employment process?	No Facility is not using any recruitment labor provider and further no recruitment fees and costs imposed on workers.
Were recruitment fees or costs identified during worker interviews?	No Not Applicable - Facility is not using any recruitment labor provider and further no recruitment fees and costs imposed on workers.

2. Freedom of association and right to collective bargaining are respected

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	<p>1. The facility has implemented policies and procedures that respect and support freedom of association and the right to collective bargaining for all workers. These policies are aligned with local labor laws and international standards, ensuring that workers can freely form or join unions and engage in collective bargaining without any interference. During my audit in September 2024, it was verified through interviews with employees and management that workers are aware of these rights and that no restrictions are imposed.</p> <p>2. Mr. Manoj Dnyanmothe, Senior Management, was appointed on 1st January 2023 as the senior management representative responsible for ensuring the effective implementation of these procedures. His role involves promoting a work environment where freedom of association is respected and collective bargaining is actively supported.</p> <p>3. All employees and managers receive training on the facility's policies and procedures related to freedom of association and collective bargaining. The last training session was conducted on 20th August 2024, and verified through training records and employee interviews during the audit. This training ensures that employees understand their rights and the procedures in place.</p> <p>4. The effectiveness of these procedures is regularly monitored and reviewed to ensure proper application and maintenance within the facility. The most recent review was conducted on 1st July 2024, and the audit confirmed that the monitoring system is effective in ensuring that the policies are applied consistently across the facility. The effectiveness of the committees that represent workers' interests is actively observed by management. It was verified during the audit that these committees are functioning as intended, meeting regularly, and contributing to the protection of workers' rights. Committee meeting minutes and interviews with worker representatives confirm their active participation and effectiveness.</p>

Summary of findings

Code area	Workplace requirement	Local law	Finding
	No findings		
Systems and evidence examined to validate this code section	<div>1.Policy Review: Reviewed the factory's written policy on freedom of association, which confirms support for the rights of workers to join unions or participate in worker committees.</div> <div>2.Worker Interviews: Conducted interviews with employees across various departments, and all workers confirmed they were aware of their right to join or form unions or other worker representative groups. There was no evidence of suppression or discouragement regarding their rights.</div> <div>3.Works Committee and Grievance Committee: Verified the existence of the works committee and grievance committee. These committees have elected or nominated representatives from each department, and records showed that regular meetings are held to discuss worker issues and concerns.</div> <div>4.Suggestion Box: Inspected the suggestion box system and reviewed records of suggestions and complaints submitted by workers. Verified that the system allows workers to provide feedback without fear of retaliation.</div> <div>5.No Union: Confirmed through interviews and document review that no trade union currently exists within the factory. However, the facility fully supports the right to form unions if workers choose to do so.</div>		

2. Freedom of association and right to collective bargaining are respected

Data points

Are trade unions allowed by law in the national context?	Yes
Are there any registered trade unions in the workplace?	No
Are they active?	
Does the employer recognise the trade union?	Not Applicable
Are the worker representative bodies, trade union or otherwise, accessible to all workers, including more vulnerable workers (such as female, migrant, agency, and seasonal workers)?	Yes
Are the worker representatives freely elected by the workforce as a whole?	Yes
Does union/worker committee membership reflect the gender composition of the workforce?	Yes
Does the membership reflect the nationality composition of the workforce?	Yes
Has there been any industrial action (e.g. strikes, unrest, or cases raised to formal tribunals or labour courts) in the past two years?	No

3. Working conditions are safe and hygienic

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Some Improvements Recommended
Monitor the effectiveness of procedures to meet policy and workplace requirements	Fundamental Improvements Required
Explanation for management systems grades	<p>1. The facility has implemented policies and procedures to ensure a safe and healthy working environment for all employees. These policies are designed in line with local and international health and safety standards, promoting a safe workplace free from hazards. During the audit process, it was verified that safety protocols such as fire drills, emergency exits, and personal protective equipment (PPE) were in place and actively maintained.</p> <p>2. Mr. Manoj Dnyanmothe, Senior Management, was appointed on 1st January 2023 as the senior management representative responsible for overseeing the implementation of the health and safety policies. His role includes ensuring that all safety procedures are followed and that the facility maintains a safe working environment for all employees.</p> <p>3. A training plan is in place to ensure all employees are educated on health and safety policies and practices. The most recent Health & Safety training was conducted on 22nd July 2024, but it was noted during the audit that the facility has not yet effectively measured or reviewed the outcomes of this training. This suggests that improvements are needed to assess the effectiveness of the training and ensure that employees retain the knowledge required to maintain a safe working environment.</p> <p>4. An internal monitoring system is in place to evaluate compliance with health and safety policies, and an internal audit was conducted on 1s July 2024. However, during the audit, a non-compliance related to health and safety were identified, indicating that while monitoring systems are in place, they are not entirely effective in ensuring compliance.</p>

Summary of findings

Code area	Workplace requirement	Local law	Finding
-----------	-----------------------	-----------	---------

3. Working conditions are safe and hygienic 3.O Implement an appropriate electrical safety... §1 NC [ZAF600660003](#)

Systems and evidence examined to validate this code section

- 1.The factory was neat and clean and with adequate lighting arrangements and well ventilated.
- 2.Emergency exits are identified, marked.
- 3.The facility has formed a health and safety committee, and the last meeting was conducted on 12th August 2024.
- 4.Fire evacuation drills were conducted once in 3 months, the last drills were held on 12th August 2024 (Total Present – 61 & Visitor – 00).
- 5.The factory has provided adequate numbers of fire equipment like Facility 26 fire extinguishers, 06 Fire Alarm, Fire Panel – 01, Smoke Detector – 17, Emergency Light – 09, Evacuation Plan – 6.
- 6.A visual fire alarm is installed in each section.
- 7.10 people are trained in the use of firefighting equipment.
- 8.An adequate number of first aid boxes (03) with prescribed contents are kept at all sections of the factory except the assembly area.
- 9.Adequate number of persons (06) was trained for first aid from St. John Ambulance Association.
- 10.Accidents / injuries records are maintained.
- 11.The facility has a policy on health and safety, which was found to be suitable.
- 12.Safety signage was posted in various departments.
- 13.The facility has provided 24 X 7 security arrangements.
- 14.The facility has appointed Mr. Brijesh Pandey – HR Manager who is responsible for H&S at work.
- 15.Factory has provided 04 male and 04 female toilet facilities to their employees.
- 16.The facility has a health and safety policy in place.
- 17.Fire equipment's maintenance record available for review.

Findings: non-compliances

ZAF600660003

Non-compliance

Due 2024-12-10

Code area

3 Working conditions are safe and hygienic

Status

Open*

Workplace requirement

3.O Implement an appropriate electrical safety program to ensure that electrical hazards are reduced and controlled by appropriately qualified personnel.

Time given to resolve

60 days

Issue title

224 - Isolated occurrence of incorrect/damaged insulation in electricals including burnt/damaged wiring and plugs

Verification method

Desktop audit

Description

It was noted during the factory tour that open ended electrical wire used for operation in embroidery section.

Area of non-compliance/non-conformance

Local law

Base code

Corrective and preventative actions

The facility shall ensure to cover all the loose electrical wire to avoid any electric shock to workers.

Corrective and preventative actions (carried over)

The facility shall ensure to cover all the loose electrical wire to avoid any electric shock to workers.

Local law reference

According to Section 30 of Indian Electricity Rules, 1956: Service lines and apparatus on consumer's premises- (1) The supplier shall ensure that all electric supply lines, wires, fittings and apparatus belonging to him or under his control, which are on a consumer's premises, are in a safe-condition and in all respects fit for supplying energy and the supplier shall take due precautions to avoid danger arising on such premises from such supply lines, wires, fittings and apparatus (2)Service-lines placed by the supplier on the premises of a consumer which are underground or which are accessible shall be so insulated and protected by the supplier as to be secured under all ordinary conditions against electrical, mechanical, chemical or other injury to the insulation (3)The consumer shall, as far as circumstances permit, take precautions for the safe custody of the equipment on his premises belonging to the supplier (4) The consumer shall also ensure that the installation under his control is maintained in a safe condition.

Evidence



[NC - Loose wire evident .jpg](#) 

* PDF generated at 19:12 on 11 Oct 2024. [View this finding on the Sedex platform](#) for live updates and closure details.

3. Working conditions are safe and hygienic

Data points

Is someone within the company responsible for health and safety?	Yes, senior manager or business owner
Do workers operate high risk or heavy machinery or vehicles as part of their jobs?	No
Do workers handle or have access to hazardous substances (e.g. chemicals or pesticides)?	No
Who organises accommodation for workers?	Workers independently arrange their own accommodation
Who organises worker transportation between accommodation and worksite?	Workers organise their own transport
Who organises worker transportation while at work?	Workers organise their own transport
Do all structural additions (e.g. added floors) have a valid permit/inspection report as per local law?	Yes Facility has obtained all the valid permits and inspection report as per local law.
Does the visual appearance of the building give you any immediate concerns about the structural integrity of the building?	No
Are there any cracks observed in the walls, floors, ceilings or other areas of the facility, both internally or externally?	No
Does the site have a structural engineer evaluation?	Yes

4. Child labour shall not be used

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	<p>1. The facility has implemented policies and procedures to strictly prohibit the use of child labor, ensuring full compliance with local and international laws and regulations. These policies are designed to prevent the employment of individuals below the legal working age and to protect the rights of young workers. During the audit process, it was verified that all employee records, including age verification documents, are maintained in compliance with child labor laws.</p> <p>2. Mr. Manoj Dnyanmothe, Senior Management, was appointed on 1st January 2023 as the senior management representative responsible for overseeing the implementation of these procedures. His role includes ensuring that no child labor is employed within the facility and that recruitment processes include thorough age verification.</p> <p>3. All employees and managers receive comprehensive training on the facility's policies and procedures related to the prohibition of child labor. This training ensures full understanding and adherence to child labor laws. The last training session was conducted on 10th August 2024, and during the audit, it was confirmed that all staff members were aware of the legal requirements and the facility's strict stance on preventing child labor.</p> <p>4. The effectiveness of these procedures is regularly monitored to ensure they are strictly followed. The facility has a monitoring system in place, which includes regular internal audits and checks. During the internal audit conducted on 1st July 2024, no instances of child labor were identified, confirming the effectiveness of the procedures. Any potential issues or gaps in compliance are promptly addressed to maintain the facility's commitment to upholding child labor laws.</p>

Summary of findings

Code area	Workplace requirement	Local law	Finding
			No findings

Systems and evidence examined to validate this code section

- 1.Employee Records: Reviewed a sample of employee records, including photographic identification and age verification documents, to ensure that all workers meet the legal minimum age requirement. Verified that the youngest worker is 22 years old.
- 2.Hiring Process: Inspected the factory's hiring process to ensure that age verification is a mandatory step. All records demonstrated that the process is rigorously followed, with no instances of underage workers.
- 3.Child Labour Policy: Reviewed the factory's written policy on child labour, which outlines the steps to be taken if child labour is identified. The policy is compliant with ILO standards and local legal requirements, and it provides clear guidance on remediation and safeguarding underage workers.
- 4.Worker Interviews: Conducted interviews with a selection of workers, all of whom confirmed that they were above the legal working age when hired. No workers reported any knowledge or presence of child labour at the facility.

4. Child labour shall not be used

Data points

Percentage of workers that are age 24 or younger	6%
Enter the legal age of employment	14
Enter the age of the youngest worker identified	23
Enter the number of workers under local legal minimum age	0
Enter the number of workers under 15 years old	0
Percentage of workers that are apprentices, trainees or interns	0%
Were there children present on the work floor but not working at the time of audit?	No
Do children live at the accommodation provided to workers?	Not Applicable

5. Legal wages are paid

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	<p>1. The facility has established policies and procedures to ensure that wages and benefits are provided in full compliance with local laws and regulatory requirements. These policies cover minimum wage, overtime pay, allowances, and other benefits that employees are entitled to. During the audit process, it was verified that all employees are receiving their wages and benefits as per legal standards.</p> <p>2. Mr. Manoj Dnyanmothe, Senior Management, was appointed on 1st January 2023 as the senior management representative responsible for overseeing the implementation of these wage and benefit procedures. His responsibilities include ensuring that all wage policies are adhered to and that any discrepancies are resolved promptly.</p> <p>3. All employees and managers receive training on the facility's policies and procedures concerning wages and benefits. This training ensures that they understand their rights and the requirements for compliance. The last training session was conducted on 10th August 2024, and it was confirmed during the audit that employees and managers fully understood the policies and their entitlements under the law.</p> <p>4. The effectiveness of these procedures and their implementation has been reviewed through internal audits and regular compliance checks. It has been found that the procedures are adequate, ensuring that employees receive fair and timely compensation. The internal audit conducted on 1st July 2024 confirmed that all wages and benefits are paid on time, and there were no instances of underpayment or delayed payments.</p>

Summary of findings

Code area	Workplace requirement	Local law	Finding
			No findings

Systems and evidence examined to validate this code section

- 1.Verified that all sampled workers (including non-employee workers) received wages that met or exceeded the legal minimum wage for the sampled months of August 2024, January 2024, and September 2023.
- 2.Workers received all legally required benefits and insurances, including leave entitlements, based on records for 10 workers for the sampled months. No discrepancies were found in the entitlement allocation.
- 3.No wage deductions for disciplinary actions were observed. Deductions complied with national laws, and all workers received wages above the legal minimum wage. Verified wage breakdowns in pay slips for 10 sampled workers.
- 4.All time worked, including meetings and essential training, was compensated. No evidence of unpaid working hours or training was found during the review of payroll records.
- 5.All workers received written wage information in a language they understand before employment. Records showed clearly documented wage breakdowns, benefits, and leave entitlements for all sampled workers.
- 6.Payslips provided for each pay period were clear and detailed. Verified for 10 workers in the sampled months.
- 7.The facility complied with all applicable wage-related laws. Wages and deductions were verified for 10 workers for the months of August 2024, January 2024, and September 2023, and found to be in full compliance.

5. Legal wages are paid

Data points

What is the basic wage paid to workers?	The legal minimum wage Wages meet a living wage
Does the site use digital payment methods (i.e. money paid directly into a bank account) to pay workers?	Only digital payments
How much as a percentage of their pay does a worker receive as 'payment-in-kind' benefits?	None

Worker remuneration

Which benefits are provided to permanent or full-time workers that are not provided to temporary or part-time workers?	Not applicable
--	----------------

Summary information

Is legal wage/legally recognised CBAs data available for any of these options?	Monthly	
Is actual wage data available on site for any of these options?	Monthly	
Maximum legal working hours	Max hours per day	8.0
	Max hours per week	48.0
	Max hours per month	208.0
Actual required working hours	Required hours per day	8.0
	Required hours per week	48.0
	Required hours per month	208.0
Maximum legal overtime hours	Max hours per day	2.0
	Max hours per week	12.0
	Max hours per month	Non applicable

Actual overtime hours	Max hours per day	0.0
	Max hours per week	0.0
	Max hours per month	0.0
Minimum legal wage	Min per hour	Non applicable
	Min per day	572.38
	Min per week	Non applicable
	Min per month	14882.0
Actual minimum wage	Actual per hour	Non applicable
	Actual per day	580.0
	Actual per week	Non applicable
	Actual per month	16000.0
Minimum legal overtime wage	Min per hour	Non applicable
	Min per day	Non applicable
	Min per week	Non applicable
	Min per month	Non applicable
Actual minimum overtime wage	Actual per hour	Non applicable
	Actual per day	Non applicable
	Actual per week	Non applicable
	Actual per month	Non applicable

Wage analysis

Number of workers' records checked	10
Provide the date and details of the records	10 Samples from 1st August to 31st August 2024 10 Samples from 1st February to 28th February 2024 10 Samples from 1st September to 30th September 2024
Are there different legal minimum/ legally recognised CBAs wage grades?	Yes -INR 14,882/- per month (Unskilled) -INR 15,382/- per month (semiskilled) -INR 16,082/- per month (Skilled)

For the lowest paid workers, are wages paid for standard/contracted hours (excluding overtime) below or above the legal minimum/ legally recognised CBAs?	Above legal minimum
Indicate the breakdown of workforce per earnings	Lowest minimum wages in the sample INR 16000/- per month for unskilled workers
Are there any bonus schemes used?	Yes Facility has paid bonus at the rate of 8.33% (Legal Minimum is 8.33%) of the gross wages.
Were accurate records shown at the first request?	Yes
Were any inconsistencies found?	No

5.A. Living wages are paid

Summary of findings

Code area	Workplace requirement	Local law	Finding
	No findings		
Systems and evidence examined to validate this code section	<p>1. As part of the audit process, a detailed calculation of the basic need wage (also referred to as the living wage) was conducted to ensure that wages paid to workers are fair and sufficient to meet their essential living requirements. The basic need wage calculation is based on several key factors necessary for a worker and their family to maintain a decent standard of living. These factors include the cost of food, housing, healthcare, education, transportation, and other miscellaneous needs. In reviewing the facility's wage structure, the following observations were made:</p> <p>Legal Minimum Wage: The legal minimum wage paid by the facility is ₹16000 per month, which exceeds the calculated basic need wage of ₹13500 per month.</p> <p>Living Wage Compliance: The facility meets both the legal minimum wage and the calculated living wage, indicating that workers are compensated adequately to meet their essential living expenses.</p> <p>2. The facility has implemented a wage improvement plan, though no workers are currently earning below the living wage of ₹13500 per month. The plan ensures continuous monitoring of wages to maintain compliance with both legal and living wage standards. Periodic wage reviews are in place to adjust for inflation and changes in living costs, ensuring all workers continue to receive fair compensation.</p>		

6. Working hours are not excessive

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	<p>1. The facility has implemented policies and procedures to monitor working hours, ensuring full compliance with both legal and industry standards. These policies cover regular working hours, overtime, and rest periods to protect employees' rights and ensure a safe working environment. During the audit process, it was verified that the facility adheres to the legal working hour limits, including the proper management of overtime.</p> <p>2. Mr. Manoj Dnyanmothe, Senior Management, was appointed on 1st January 2023 as the senior management representative responsible for implementing and overseeing the procedures related to working hours. His role includes ensuring that all working hour regulations are followed and that any issues related to excessive working hours are addressed promptly.</p> <p>3. All employees and managers are trained in the facility's policies and procedures related to working hours. The last training session was conducted on 20th July 2024, ensuring that both employees and managers understand the rules surrounding working hours, overtime, and rest periods. This training ensures proper adherence to policies and compliance with legal requirements.</p> <p>4. The effectiveness of these procedures is regularly monitored through internal audits and time-tracking systems to ensure compliance. Any discrepancies in working hours are promptly addressed. The internal audit conducted on 1st July 2024 confirmed that the facility's procedures for monitoring working hours are effective, with no significant deviations or violations found.</p>

Summary of findings

Code area	Workplace requirement	Local law	Finding
			No findings

Systems and evidence examined to validate this code section

1. Working hours do not exceed legal limits or collective bargaining agreement limits. The facility operates from 09:00 am to 18:00 pm, with a standard 8-hour working day and 48-hour working week. Verified attendance records for the sampled months of August 2024, January 2024, and September 2023.
2. Workers receive all legally required rest and meal breaks, including continuous rest hours between shifts. The facility provides a lunch break from 13:00 to 13:30 and two tea breaks from 11:00 to 11:15 and 16:00 to 16:15. This was confirmed through interviews and review of the facility's work schedule.
3. Workers are provided with at least 24 hours of consecutive rest every 7-day period. The facility observes a weekly off day on Sunday. Verified through worker interviews and attendance records.
4. No worker exceeded 60 hours in a standard working week, and no exceptional circumstances (such as production peaks or emergencies) were reported during the audit period. Verified through payroll and attendance records.
5. The standard working week, excluding overtime, is 48 hours and is included in workers' contracts. The actual working hours found were 8 hours per day, 48 hours per week, and 208 hours per month.
6. No overtime was observed during the sampled months. Overtime is only used to manage changes in demand, and there was no indication of overtime replacing regular employment. Verified through payroll and worker interviews.
7. Overtime is voluntary and can be refused without penalty. Verified through worker interviews, where employees confirmed they are not forced to work overtime.
8. While no overtime was found during the sampled months, the facility's policy ensures that overtime is compensated at a rate not less than 200% of the regular rate of pay, as confirmed by management interviews and the facility's policies.
9. The facility regularly reviews working hours for individual workers and the overall workforce to manage overtime responsibly. Verified through internal reports and records.
10. The facility complies with all applicable laws on working hours. Legal minimum wages, effective from -INR 15627/- per month (Unskilled) -INR 16132/-per month (semiskilled)-INR 16917/- per month (Skilled) for skilled workers. The facility is paying INR 15627/- per month for unskilled workers, in compliance with the legal minimum wage.

6. Working hours are not excessive

Data points

Is the sample size the same as in the wages section?	Yes
Normal day overtime premium as a percentage of standard wages	200%
If the site pays an overtime premium of less than 125% and this is allowed under local law, are there other considerations?	No, paying an overtime premium of less than 125% is not allowed under Indian law. Site has a policy to pay overtime premium not less than 200%
Excluding overtime, what are the regular working hours per week for workers at this site?	48.0
Including overtime, what is the average number of working hours per week for full-time workers at this site?	48.0
In the sample, what was the maximum number of hours worked in a single week, including overtime, for any worker at this site?	48.0
Maximum number of days worked without a day off in sample	6

7. No discrimination is practiced

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	<p>1. The facility has implemented policies and procedures to prohibit discrimination in the workplace, ensuring equal treatment for all employees regardless of gender, race, religion, age, or other protected characteristics. These policies are aligned with both legal and ethical standards, promoting a fair and inclusive work environment. During the audit process, it was verified that no cases of discrimination were reported, and all employees confirmed fair treatment.</p> <p>2. Mr. Manoj Dnyanmothe, Senior Management, was appointed on 1st January 2023 as the senior management representative responsible for enforcing these anti-discrimination procedures. His role includes overseeing compliance with the policy and ensuring that any complaints related to discrimination are addressed promptly and effectively.</p> <p>3. All employees and managers receive training on the facility's policies and procedures related to the prohibition of discrimination. The last training session was conducted on 10th August 2024, and it was confirmed during the audit that employees and managers understand their rights and responsibilities in maintaining a discrimination-free workplace. Training records and employee interviews supported this.</p> <p>4. The effectiveness of these procedures is regularly monitored through internal audits, employee surveys, and feedback mechanisms. The internal audit conducted on 1st July 2024 found no instances of discrimination, confirming that the procedures are effectively applied and maintained. Any potential issues are addressed immediately to ensure a discrimination-free work environment.</p>

Summary of findings

Code area	Workplace requirement	Local law	Finding
No findings			

Systems and evidence examined to validate this code section

1. Based on employee interviews and a review of personnel records, no evidence of discrimination related to race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership, or political affiliation was found during the hiring, compensation, promotion, or termination processes.
2. The facility has established employment policies and processes that prevent discrimination at all stages of employment, including hiring, compensation, access to training, promotion, termination, and retirement. Verified through the review of HR policies and employment records.
3. Health checks are not conducted during the recruitment process or employment unless required by law. There was no evidence of workers being unfairly excluded from employment or retained based on health conditions such as pregnancy or HIV/AIDS. This was confirmed through interviews with both management and workers.
4. Grievance mechanisms are in place and accessible to all workers, regardless of race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership, or political affiliation. Workers confirmed during interviews that they are aware of the grievance process and feel comfortable using it.
5. The facility has implemented an equity approach in recruitment, training, development, and promotion processes. Verified through the training records and interviews with employees. Training on non-discrimination and equity was provided on 03/09/2024.
6. The facility complies with all applicable laws related to non-discrimination in the workplace. This compliance was verified through the review of legal documents, employment contracts, and personnel files. Employees interviewed confirmed that no discrimination was practiced in the facility.

7. No discrimination is practiced

Data points

Percentage of women workers in skilled or technical roles (e.g. where specific qualifications are needed, such as engineer/laboratory analyst)?	0%
Representation of women in managerial roles (ratio of women workers to women managers)	21%
Representation of women in supervisory roles (ratio of women workers to women supervisors)	0%
Three most common nationalities in managerial and supervisory roles	Indian - 100%

8. Regular employment is provided

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	<p>1. The facility has established policies and procedures to ensure that employees are provided with regular and secure employment, in compliance with legal standards. These policies are designed to guarantee job security and prevent the use of precarious employment models. During the audit process, it was verified that all employees have formal contracts, and no temporary or casual workers are employed outside of legal requirements.</p> <p>2. Mr. Manoj Dnyanmothe, Senior Management, was appointed on 1st January 2023 as the senior management representative responsible for overseeing the implementation of these regular employment procedures. His role includes ensuring that all employment practices are aligned with legal and ethical standards and that all workers have secure, regular employment.</p> <p>3. All employees and managers receive training on the facility's policies and procedures related to regular employment. The last training session was held on 25th July 2024, ensuring that employees and managers understand the importance of providing stable, secure jobs in compliance with labor laws. Training attendance records and interviews conducted during the audit confirmed this.</p> <p>4. The effectiveness of these procedures has been reviewed through internal audits and regular compliance checks, and they have been found to be adequate. These reviews ensure that stable and fair employment practices are maintained across the facility. The internal audit conducted on 1st July 2024 confirmed that all employees are engaged under formal, secure employment contracts, with no irregular employment practices identified.</p>

Summary of findings

Code area	Workplace requirement	Local law	Finding
			No findings

Systems and evidence examined to validate this code section

- 1.All workers are provided with written contracts specifying the terms and conditions of employment, meeting all legal requirements. The contracts are in a language that workers understand. Verified through the review of personal files, appointment orders, and contract documentation.
- 2.The facility meets its contractual and legal obligations in cases of dismissal, termination, or redundancy. Payroll records and termination notices for the sampled months of August 2024, February 2024, and September 2023 show compliance with applicable laws and procedures.
- 3.The employment model used by the facility is appropriate for the nature of the work and local context. All employees work under formal contracts, as verified in their personal files and payroll records.
- 4.The facility does not utilize apprenticeships, temporary, irregular, sub-contracted, or non-employment models to avoid obligations related to regular employment. There were no temporary or subcontracted workers found at the facility during the audit. Verified through interviews with management and employees.
- 5.In cases where temporary or apprenticeship models might be used, the facility complies with all legal conditions. However, it was noted that no apprentices or temporary workers were currently employed in the facility.
- 6.The facility does not restrict temporary or irregular workers (if any) from seeking regular employment. This was verified through interviews with workers and management, and no such restrictions were observed.
- 7.The facility demonstrates real intent to impart skills and provide regular employment if an apprenticeship program were in place. However, it was noted that no apprentices were engaged in the production process at the time of the audit.
- 8.The facility complies with all applicable laws regarding regular employment. The hiring and termination practices, personal files, appointment orders, payroll records, attendance records, and interviews with production supervisors and employees confirm this compliance. There were no temporary, irregular, or home workers found in the facility.

8. Regular employment is provided

Data points

Percentage of workers that are permanently or temporarily employed	100.0%
Percentage of workers that have been engaged via irregular, sub-contracted or non-employment models of labour, rather than permanent or temporary contracts of employment	8.33%
Percentage of workers employed as apprentices, trainees or interns	0.0%

8.A. Sub-contracting and homeworkers are used responsibly

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	<p>1. The facility has implemented policies and procedures regarding sub-contracting and home working, although no sub-contracting or home working has been observed or engaged in by the facility at present. These policies are in place as a preventive measure to ensure that, should such practices be introduced in the future, they comply with legal and ethical standards. During the audit process, it was verified that the facility does not currently engage in these practices.</p> <p>2. Mr. Manoj Dnyanmothe, Senior Management, was appointed on 1st January 2023 as the senior management representative responsible for implementing and overseeing the procedures related to sub-contracting and home working. His role includes ensuring that all relevant policies are adhered to and that any future use of sub-contractors or home workers meets legal and industry standards.</p> <p>3. All employees and managers receive training on the facility's policies and procedures concerning sub-contracting and home working. The last training session was conducted on 20th July 2024, and it was confirmed during the audit that staff are fully aware of the facility's policies, even though these practices are not currently in use.</p> <p>4. The effectiveness of these procedures has been reviewed and found to be adequate during internal audits. The most recent internal audit on 1st July 2024 confirmed that, while sub-contracting and home working are not utilized, the facility is prepared to manage these activities should they be introduced, ensuring proper control and oversight.</p>

Summary of findings

Code area	Workplace requirement	Local law	Finding
			No findings

Systems and evidence examined to validate this code section

- 1.The facility does not engage in any sub-contracting or homeworking activities. No sub-contracted work was observed, and no records or authorizations were required from clients receiving the products. Verified through interactions with management and production staff.
- 2.As the facility does not utilize subcontractors, no records for subcontracted work are maintained. The facility's internal systems and production processes ensure that all work is performed in-house. Verified through production records and interactions with management.
- 3.Since there are no home workers or subcontractors employed by the facility, there was no need to implement systems for assessing the working conditions of such workers. Verified through interviews with management and review of production and personnel records.
- 4.The facility complies with all applicable laws regarding sub-contracting and homeworking. However, no sub-contracting or homeworking was found to be in use during the audit. Verified through the examination of production records, interactions with management and production staff, and review of goods/vehicle movement registers.

8.A. Sub-contracting and homeworkers are used responsibly

Data points

Are homeworkers employed directly or engaged through an agent?

Not applicable

Gender disaggregated data available

Number of homeworkers used

	Men	Women	Other	Total
Number of workers	-	-	-	-

What processes are carried out by homemaker?

Are full records of homeworkers available at the site?

Does the supplier buy products or services from suppliers that use homeworkers?

No
No, the supplier does not buy products or services from suppliers that use homeworkers.

Sub-contracting

Are there any concerns about unrecorded work or undeclared sub-contracting on site, giving considerations to the workers' capacity?

No
No, there are no concerns about unrecorded work or undeclared sub-contracting on site.

Are any sub-contractors used?

No

9. No harsh or inhumane treatment is allowed

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	<p>1. The facility has implemented policies and procedures to strictly prohibit any form of harsh or inhumane treatment, ensuring a respectful and dignified workplace for all employees. These policies align with both local labor laws and international standards, promoting a safe and supportive work environment. During the audit process, it was verified that no incidents of harsh treatment were reported, and all employees confirmed a positive work atmosphere.</p> <p>2. Mr. Manoj Dnyanmothe, Senior Management, was appointed on 1st January 2023 as the senior management representative responsible for overseeing the implementation of these procedures. His role includes ensuring that the workplace remains free from any form of abuse or inhumane treatment and that employees' rights are protected.</p> <p>3. All employees and managers are trained on the facility's policies and procedures related to the prohibition of harsh or inhumane treatment. The last training session was conducted on 10th August 2024, ensuring that all staff are fully aware of the policy and their responsibilities in maintaining a respectful workplace. Training records and employee interviews confirmed compliance with this requirement.</p> <p>4. The effectiveness of these procedures has been reviewed through internal audits and employee feedback. The internal audit conducted on 1st July 2024 found no violations of the facility's policy against harsh treatment, indicating that the procedures are adequate and effective in maintaining a safe and respectful work environment.</p>

Summary of findings

Code area	Workplace requirement	Local law	Finding
			No findings

Systems and evidence examined to validate this code section

- 1.From interviews with employees, there was no evidence of harsh or inhumane treatment, including gender-based violence or harassment. All workers reported being treated with respect and dignity.
- 2.The facility has a workplace policy prohibiting harsh or inhumane treatment, including gender-based violence and harassment. The policy has been communicated to all employees and is readily available. Reviewed the policy on prevention of harassment and abuse.
- 3.The facility has implemented a disciplinary policy and procedures that are fair and appropriate. These have been communicated to all workers, and employees confirmed their awareness of the policies during interviews. Reviewed the company's disciplinary policy documents.
- 4.The facility has measures in place to prevent and control risks of harsh or inhumane treatment, based on the identification of workplace hazards. No accommodation or worker transport is provided by the employer. Verified through management interviews and policy reviews.
- 5.Workers at all levels, including supervisors and managers, receive appropriate training on preventing harsh or inhumane treatment. The facility also monitors the understanding and implementation of the training. Reviewed training records and confirmed training was conducted on 12/08/2024.
- 6.The facility ensures that all workers, including vulnerable worker groups, have accessible information and training on the measures taken to prevent and control harsh or inhumane treatment. This was confirmed through worker interviews and review of training materials.
- 7.The facility does not conduct bodily searches. Any non-bodily searches (such as for theft) are conducted with respect for workers' privacy and in accordance with legal requirements. Verified through interviews with management and workers.
- 8.The facility has a formal grievance mechanism in place that allows workers to report concerns without fear of retaliation. The grievance process is legitimate, accessible, and transparent. Workers confirmed they were aware of this mechanism. Verified through review of the grievance handling procedure and records from the grievance committee meeting on 12/08/2024.
- 9.The facility complies with all applicable laws relating to preventing harsh or inhumane treatment. This was confirmed through the review of the company's policies, grievance handling procedures, and interviews with workers.

9. No harsh or inhumane treatment is allowed

Data points

Is there a formal process for workers to report concerns, complaints, or problems ('grievance mechanism')?

Yes, there is a formal grievance process
The grievance process is available to all workers

What type of grievance mechanism(s) are available?

Facility had effective grievance mechanism in place where workers, communities & suppliers can express their grievance through Suggestion box, Hot line, Committee meetings etc.

Number of grievances raised in the last 12 months 0

Number of grievances resolved in the last 12 months 0

10.A. Environment 2-Pillar

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Some Improvements Recommended
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Some Improvements Recommended
Explanation for management systems grades	<p>1. The facility has implemented policies and procedures for environmental management to ensure compliance with environmental regulations and standards. These policies are designed to minimize the facility's environmental impact, covering areas such as waste management, energy use, and resource conservation. During the audit process, it was observed that the facility's efforts to manage environmental risks were in line with legal requirements, though there are areas needing improvement.</p> <p>2. Mr. Manoj Dnyanmothe, Senior Management, was appointed on 1st January 2023 as the senior management representative responsible for overseeing the implementation of the facility's environmental procedures. His role includes ensuring that the facility complies with environmental laws and that corrective actions are taken when necessary to improve environmental performance.</p> <p>3. All employees and managers receive training on the facility's environmental policies and procedures. The most recent environmental training was held on 10th August 2024, with a focus on raising awareness of environmental responsibilities, such as waste reduction, energy conservation, and proper disposal practices. Training records and employee interviews verified that staff understand their environmental responsibilities.</p> <p>4. The effectiveness of these environmental procedures has been reviewed and found to be inadequate, indicating that improvements are needed. The internal audit conducted on 1st July 2024 revealed gaps in the facility's environmental management systems, such as incomplete waste disposal records and inconsistent energy usage tracking. The facility is recommended to strengthen its monitoring processes and take corrective actions to ensure full compliance with environmental standards.</p>

Summary of findings

Code area	Workplace requirement	Local law	Finding
-----------	-----------------------	-----------	---------

No findings

Systems and evidence examined to validate this code section

- 1.The company had undertaken to comply with the local and international laws and regulations and their end client’s environmental requirements through its Environmental Policy.
- 2.The company was found to be aware of the end client’s environmental requirements and is committed to complying with them.
- 3.There are no hazardous operations involved in the manufacturing process of the company.
- 4.Factory has maintained air, noise, particulate matters, emissions, stake analysis certificate as required by NABL Accredited Laboratory
- 5.Factory had an environmental policy and communicated to all appropriate parties, including its own suppliers.

10.A. Environment 2-Pillar

Data points

Has the site received an official notice, fine or prosecution for any non-compliances with environmental legislation, regulation, consent or permits (within the last three years)?	No
Does the site have any valid environmental or energy management certificates?	Not Applicable. Facility does not have such certification.
Are there any other sustainability certifications present (e.g. Forest Stewardship Council (FSC), Marine Stewardship Council (MSC)?	No
Has the site implemented or made plans to implement any adaptive measures to protect workers from the impact of climate change?	Yes Yes, the site has implemented or made plans to implement adaptive measures to protect workers from the impact of climate change.

10.B. Environment 4-Pillar

Summary of findings

Code area	Workplace requirement	Local law	Finding
	No findings		
Systems and evidence examined to validate this code section	<div>1.The facility has identified and monitors potential negative environmental impacts of its operations and supply chain. Systems are in place to prevent, mitigate, or remedy these impacts. Verified through environmental impact and aspect assessment conducted on 09/08/2024, and through onsite observations.</div> <div>2.The facility has communicated its environmental policies, endorsed at the highest level, including commitments to improve environmental performance. The policies cover managing environmental impacts on relevant stakeholders. The facility's Environmental Policy was reviewed and is actively communicated to all employees.</div> <div>3.The facility has established resource-use targets and has a plan in place to meet these targets. Verified through review of the Environmental Policy and resource management plans.</div> <div>4.The facility records energy use, water use, solid waste, material use, hazardous substance use, and effluent discharge. All environmental testing (air, noise, particulate matter, emissions, and stack analysis) was done by a NABL-approved lab on 05/04/ 2024. The facility also maintains waste disposal records. Reviewed testing reports and waste management records.</div> <div>5.The facility monitors and mitigates its impacts on biodiversity. Although the factory is not involved in hazardous work, regular environmental monitoring is conducted, and relevant reports, such as Ambient Air Quality, Illumination, Noise, and Stack Monitoring, were reviewed. There is no significant biodiversity impact due to the facility's operations.</div> <div>6.Mrs. Mamta Biyani oversees environmental impact assessments and compliance. Environmental impact and aspect assessments were completed on 09/08/ 2024.</div>		

10.B. Environment 4-Pillar

Data points

Has the site conducted a risk assessment on the environmental impact of the site, including implementation of controls to reduce identified risks?	Yes
What additional specific environmental policies does the site capture?	Sustainable material sourcing Responsible use and management of water Biodiversity and eco system impact management
Is there a system for managing client's requirements and legislation in the destination countries regarding environmental and chemical issues?	Yes Facility has a system for managing client's requirements and legislation in the destination countries regarding environmental and chemical issues.
Does the site have reduction targets in place to manage climate related risks?	None
Does the site have reduction targets in place for environmental aspects (e.g. water consumption and discharge, waste, energy and green-house gas emissions: (Scope 1, 2 & 3))?	Yes Facility had reduction targets in place for environmental aspects e.g. water consumption reduced by using automation system (sensor system) in the water basin; energy reduced by using energy saving light, sun switch, servo motor & motion sensor
Has the site checked that any sub-contracting agencies or business partners operating on the premises have the appropriate permits and licences and are conducting business in line with environmental expectations of the facility?	Yes Factory has a system to monitor the performance of sub-contracting agencies in line with the environmental expectation.

Usage/discharge analysis

	Last full calendar year (2023)	Previous full calendar year (2022)
Total electricity consumption from non-renewable sources (kWh)	37,560	22,000
Total electricity consumption from renewable sources (kWh)	0	0
Sources of renewable energy used	None	None
Types of renewable energy used	Data not available	Data not available

Total natural gas consumption (kWh)	0	0
Usage of other purchased fuels	0	0
Has the site completed any carbon footprint analysis?	No	No
Water sources	Local Authority	Local Authority
Does the site use mercury or mercury compounds?	No	No
Water volume used (m3)	240	120
Water discharged	Local sewage system.	Local sewage system.
Water volume discharged (m3)	234	110
Water volume recycled (m3)	0	0
Total waste produced (mt)	0.2	0.1
Total hazardous waste produced (mt)	1.8	0.1
Waste to recycling (mt)	0	0
Waste to landfill (mt)	1.8	0.1
Waste to other (mt)	0.2	0.1
Total product produced (mt)	5,100	2,500

10.C. Business ethics

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	<p>1. The facility has established policies and procedures related to business ethics, ensuring that all business operations are conducted in a legal and ethical manner. These policies cover key areas such as anti-bribery, corruption prevention, and transparency in business dealings. During the audit process, it was verified that the facility maintains a high standard of ethical business practices, with clear guidelines in place.</p> <p>2. Mr. Manoj Dnyanmothe, Senior Management, was appointed on 1st January 2023 as the senior management representative responsible for implementing and overseeing the facility's business ethics procedures. His role includes ensuring that ethical conduct is upheld throughout all business activities and that employees adhere to the facility's ethical standards.</p> <p>3. All employees and managers receive training on the facility's business ethics policies to ensure proper understanding and compliance with ethical requirements. The last training session was held on 10th August 2024, and it was confirmed during the audit that all staff are aware of their responsibilities to uphold ethical standards in their day-to-day activities.</p> <p>4. The effectiveness of these procedures has been reviewed through internal audits and employee feedback and found to be adequate, ensuring that ethical practices are maintained across the facility. The internal audit conducted on 1st July 2024 confirmed that the business ethics procedures are functioning effectively, with no reported instances of unethical behavior or violations of the facility's policies.</p>

Summary of findings

Code area	Workplace requirement	Local law	Finding
			No findings

Systems and evidence examined to validate this code section

- 1.The facility demonstrates a clear understanding of relevant legislation relating to bribery, corruption, and unethical business practices. This was confirmed through the review of the business ethics policy, which was last updated on 1st April 2024.
- 2.The facility has assessed risks of bribery, corruption, and fraudulent business practices, and has implemented measures to mitigate these risks. Risk assessments are reviewed periodically, and no instances of unethical practices were reported during the audit.
- 3.The facility complies with fiscal legislative requirements, including 3rd party financial audits, where required. Verified through internal audit reports and financial records.
- 4.The facility has a business ethics policy covering bribery, corruption, and fraudulent practices. This policy has been communicated to all relevant parties, including high-risk suppliers. The policy was last updated on 07/08/2024.
- 5.Appropriate business ethics training was provided to workers in roles with higher exposure to risks, such as sales, purchasing, and logistics. The most recent training session was conducted on 06/08/2024. Verified through training records.
- 6.The facility has a confidential and anonymous reporting mechanism for fraudulent or unethical business practices. This mechanism is accessible to all employees, and there are safeguards in place to protect reporters from reprisals. Verified through the review of the grievance and whistleblower policies.
- 7.The facility complies with legislative requirements regarding the collection and storage of personal data. Appropriate consents and controls are in place. Reviewed personal data handling procedures and consent forms.
- 8.The facility has not been subject to any fines or prosecutions for non-compliance with business ethics regulations. If any issues were to arise, the facility has a corrective action plan in place to address them effectively.
- 9.The facility holds all necessary licenses and permissions related to the ownership and/or leasing of the land where it operates. Verified through the review of land ownership and lease agreements.

10.C. Business ethics

Data points

Has the site received an official notice, fine or prosecution for any non-compliances with business ethics legislation, regulation, consent or permits (within the last three years)?	No
Provide any certified anti-bribery management systems for the site	The facility does not have a certified anti-bribery management system, but it has a policy, procedure, and training records available for review.

Attachments



[Fire alarm.jpg](#)



[Stitching.jpg](#)



[First Aid box.jpg](#)



[Packing.jpg](#)



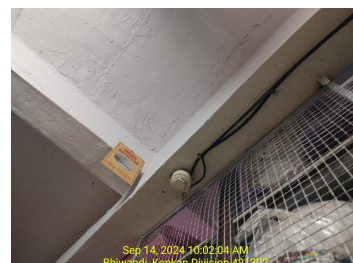
[Stitching 2.jpg](#)



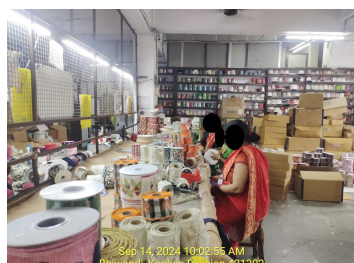
[Checking.jpg](#)



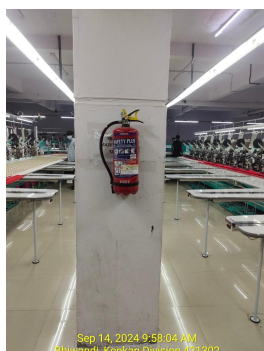
[Emergency light.jpg](#)



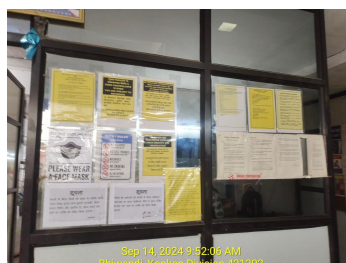
[Smoke detector.jpg](#)



[Finishing.jpg](#)



[Fire extinguisher.jpg](#)



[Notice board.jpg](#)



[Biometric machine.jpg](#)





[Facility main entrance.jpg](#)



[Cutting.jpg](#)



[Raw material storage area.jpg](#)



[Embroidery.jpg](#)



[Facility name board.jpg](#)



[Finished goods storage area.jpg](#)



[Evacuation plan.jpg](#)



[Facility outside view.jpg](#)



[Policy display.jpg](#)



[Signed CAPR.pdf](#)



For more information visit <https://www.sedex.com>