




Michaels Global Sourcing, LLC Social Accountability Evaluation Report

FACTORY INFORMATION				
Audit Number:	10242991115			
Factory Name (all CAPS):	OMKAR CORPORATION			
Factory Address (include Country & Postal Code):	UNIT D1- 110 TO 115 & D2 - 110 TO 112, BLDG D1 & D2, 1ST FLOOR, HARIHAR COMPLEX, MANKOLI NAKA, DAPODE, BHIWANDI - 421302, MAHARASTRA, INDIA			
Factory GPS coordinates:	19°14'40" N, 73°2'30" E	Factory ID No.:	38085	
Factory Phone:	91-9323128856	Fax:	NOT AVAILABLE	
E-mail:	sales@omcorporation.net	Website:	www.omcorporation.net	
Business Registration Number:	13340	Agent:	NA	
Number of Management:	10	Annual Turnover in USD:	2000000	
Number of Workers:	57			
Minimum wage for standard hours:	14882/ Per Month			
Vendor Name:	DIMENSIONS	Vendor Contact:	Golden.xiao@dgamericas.com	Vendor Number:
				1119
Audit Reason:	<input type="checkbox"/> Initial <input checked="" type="checkbox"/> Recertification <input type="checkbox"/> Relocation <input type="checkbox"/> CAP Follow Up <input type="checkbox"/> Other (List on below)			
Date of Audit:	11/19/2024	Auditor(s):	Mr. Abhinav Vaidya (CSCA32200199)	
Previous SA Audit Score:	100%	Previous SA Audit Date:	11/28/2023	
Title	Name	E-mail address	Attending Meeting?	
Managing Director / General Manager:	Mr. Manoj Dnyanmothe	sales@omkarcorporation.net	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Sales Manager / Marketing Manager:	Mr. Omkar Dnyanmothe	sales@omkarcorporation.net	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Plant Manager:	Mr. Sandeep Pal	sales@omkarcorporation.net	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
QC/QA Supervisor Manager:	Mr. Manoj Prasad	sales@omkarcorporation.net	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
HR Manager / Supervisor:	Mr. Manoj Dnyanmothe	sales@omkarcorporation.net	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Office Secretary:	None	None	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Main Product:	RIBBONS, TREE SKIRTS, FELT GARLANDS			
Major Customers:				
Top 3 in US	%	Top 3 / other	%	
IG GROUP OF AMERICA	50	RAJ IMPORTS	10	
WALMART	5	RELIANT RIBBONS	15	
MICHAELS	5	DAVID CRISTOPHER COLLECITONS	10	
Final Audit Result:	98.6%	<input checked="" type="checkbox"/> Green <input type="checkbox"/> Yellow <input type="checkbox"/> Red		
All audits must be conducted by Bureau Veritas. No alternate audit forms will be accepted in lieu.				
Result Key:				
Michaels Global Sourcing, LLC reserves the right to conduct announced and unannounced factory audits at any time, regardless of prior Social Accountability audit scores. Factories that receive passing Social Accountability audit scores may still be audited without prior notice.				
Not Compliant of failures on these items are considered ZT-ZERO TOLERANCE / C-CRITICAL failures.				
Percentage Score		Rating		
Score ≥90% and w/o criticals		Green		
70%≤ Score <90% and w/o criticals		Yellow		
Score <70% or w/ criticals		Red		

No.	Area of Evaluation	Audit Findings	Legal Requirement / Client's Standard	Compliance Status
Section 1 Child Labor				
1.1	1.1.1	ZT-The facility does not use of workers below the legal age of employment or the COC age of 14.		Fully Compliant
	1.1.2	Historical Child labor within past 12 months.		Fully Compliant
1.2		Documentary evidence exists for proof of age upon recruitment.		Fully Compliant
1.3		The facility does not cause anyone under the age of 18 to be employed on hazardous work.		Fully Compliant
Section 2 Forced Labor				
2.1		ZT-The facility does not engage in or support human trafficking or the use of forced labor (unpaid, indentured or bonded,) or prison labor.		Fully Compliant
2.2		Prospective employees are given full disclosure of the terms and conditions of employment prior to employment and these are in no way linked to the worker becoming indebted in any way.		Fully Compliant
2.3		Employees are free to leave employment after giving reasonable notice and the employer will not hold any original identification papers that might limit the employee's ability to leave.		Fully Compliant
2.4		Employees are not required to lodge deposits.		Fully Compliant
2.5		Overtime is voluntary.		Fully Compliant
2.6		Employees are free to leave facility for family emergency, medical sickness, etc.		Fully Compliant
Section 3 Management Practices				
3.1		The facility has a general management policy including child labor, youth labor, forced labor, discrimination, health and safety, environmental protection, freedom of association & collective bargaining, disciplinary actions, benefits, working hours and wages.		Fully Compliant
3.2		The facility signs employment contracts with all employees as required by law.		Fully Compliant
3.3		C-No valid legal permit to operate.		Fully Compliant
Section 4 Freedom of Association & Right to Collective Bargaining				
4.1		The facility respects the right of all personnel to form and join trade unions of their choice and to bargain collectively. In those situations in which the right to freedom of association and collective bargaining are restricted under law, facilitate parallel means of independent and free association and bargaining for all such personnel.		Fully Compliant
Section 5 Subcontractors				
5.1		C-There is no unauthorized subcontracting. All subcontractors must have an approved SA audit before production of any product. If no subcontracting score Not Applicable.		Not Applicable
5.2		The Code of Conduct is provided to or made available to those suppliers who provide component parts or raw materials to the Facility for the Facility's use in finished goods.		Fully Compliant
Section 6 Discrimination				
6.1	6.1.1	Facility does not discriminate in hiring practices or any other terms or conditions of work based on race, age, color, national origin, gender, religion, disability, pregnancy, sexual orientation, or political opinion.		Fully Compliant
	6.1.2	ZT-The facility does not terminate the employment of employees based on the changes of age, national origin, gender, religion, disability, pregnancy, sexual orientation, or political opinion.		Fully Compliant
Section 7 Disciplinary Practices				
7.1		ZT-The facility does not engage in or support the use of corporal punishment, mental or physical coercion, harassment, and verbal abuse.		Fully Compliant
7.2		The facility does not apply fines or make deductions from wages, withhold pay or require work without pay for disciplinary purposes and/or practice any other unethical form of punishment.		Fully Compliant
Section 8 Working Hours				
8.1		Employees are given a minimum of one day off in every seven-day period.		Fully Compliant
8.2		C-The number of overtime hours worked is within that allowed by local/national law, and regular hours plus overtime hours do not exceed a total of 60 per week.		Fully Compliant
8.3		C-The facility maintains adequate records of hours worked.		Fully Compliant
8.4		Employees are given adequate meal breaks. When employees are given a meal break, they must be completely relieved of all work related duties and be free to leave their work environment.		Fully Compliant
Section 9 Wages and Benefits				
9.1		C-Wages are paid in accordance with local law.		Fully Compliant
9.2		Overtime is paid in accordance with local/national laws or regulations.		Fully Compliant
9.3		Employees are paid in a timely manner.		Fully Compliant
9.4		The facility has proof of deposit to the respective agencies for all taxes, social security, pension, and other similar deductions made from wages.		Fully Compliant
9.5		There is no deduction for wages for safety and personal protection equipment.		Fully Compliant
9.6		Employees receive leave pay and insurance according to statutory regulations and local law.		Fully Compliant
9.7		C-The facility maintains adequate wage records and provide pay slip to employees.		Fully Compliant
Section 10 Environmental Protection				
10.1		Rubbish and hazardous waste is removed to a legitimate dumpsite, not deposited directly into the environment.		Fully Compliant
10.2		Facility has appropriate environmental protection license or permit.		Fully Compliant
Section 11 Health and Safety				
11.1	11.1.1	C-The Facility has an appropriate number of fire exits in both the production and living areas. All are unlocked, clear of obstacles, sufficient width.		Fully Compliant
	11.1.2	C-All fire exits have appropriate door type and management.		Fully Compliant
	11.1.3	C-All fire exits are equipped with appropriate emergency lighting / signage.		Fully Compliant
11.2		C-The Facility has an appropriate number of fire alarms in both the production and living areas.		Fully Compliant
11.3		The facility practices fire safety training at least once every six months in both the production and living areas and provides training for all shifts.		Fully Compliant

11.4		C-The facility has an appropriate number of fire extinguishers in the production area and living area. All are charged, visible, accessible to all workers and are inspected for functionality on a regular basis.			Fully Compliant
11.5		Proper evacuation plans are displayed within the Facility and living area.			Fully Compliant
11.6		C-Evacuation walkways (including stairs, aisles, etc.) are properly designed and maintained, free of obstruction.			Fully Compliant
11.7		The working conditions in the Facility are acceptable. (e.g. noise level, temperature, ventilation, humidity and lighting).			Fully Compliant
11.8		The facility has appointed a senior management representative responsible for the health and safety of all personnel.			Fully Compliant
11.9		All electrical equipment (e.g. wiring, plugs, junction boxes, etc.) used in the Facility are properly marked and in safe condition			Fully Compliant
11.10		Personal Protective Equipment is provided to workers free of charge and is required to be used appropriately by workers.	<p>Description of Non-Compliance: Based on the facility tour it was noted that 2 out of 10 sampled workers at the stitching area were found not utilizing eye guards provided in overlock machine and ear plugs. Further to note that the facility had provided appropriate PPE to the workers.</p> <p>Supporting Information: The finding was noted during the facility tour and management interview. The factory had established health and safety policies to ensure that their practices are in line with legal requirements and client's requirements. The factory assigned person in charge for controlling and monitoring health and safety. In addition, they had awareness of social responsibility, trainings of the workers are conducted every 3 months. And the factory had provided the OSH training to all employees, thus, the finding is an isolated finding. Therefore, the finding was raised as Partially Compliant.</p>	Legal / Client requirement - The Maharashtra Factory Rules, 1963 – Rule 73-N. Disclosure of Information to workers (g) Personal Protective Equipment required to be used by workers employed in 'hazardous process' or dangerous operation.	Partially Compliant
11.11		A sufficient number of employees with first aid qualifications are available on all shifts.			Fully Compliant
11.12		Adequate first aid supplies are readily available to all employees and are kept restocked and inspected periodically in both the production area and living area.			Fully Compliant
11.13		All machines and tools are fitted with proper guards to protect the workers from injury.			Fully Compliant
11.14		The facility has a clinic and/or is equipped to handle medical emergencies until the injured employee can be transported to a hospital.			Fully Compliant
11.15		Procedures and emergency numbers to be used in the event of injury or accident are posted.			Fully Compliant
11.16		Accident log is maintained.			Fully Compliant
11.17		All staircases are equipped with handrails.			Fully Compliant
11.18		Toilet paper and soap are provided without charge to workers and water is available in the lavatory area.			Fully Compliant
11.19		Hazardous materials are properly labeled and stored securely in a well ventilated area.			Fully Compliant
11.20		MSDS are kept on file as appropriate and eye wash stations are available as appropriate.			Fully Compliant
11.21		Lavatories are accessible at all times in both the production and living area.			Fully Compliant
11.22		Lavatories are clean, functional and separated by gender.	<p>Description of Non-Compliance: Based on the facility tour it was noted that urinals provided for male workers were found to be in unhygienic condition.</p> <p>Supporting Information: The finding was noted during the facility tour and management interview. The factory had established health and safety policies to ensure that their practices are in line with legal requirements and client's requirements. The factory assigned person in charge for controlling and monitoring health and safety. In addition, they had awareness of social responsibility, facility had designated the cleaning staff to maintain hygiene in the washrooms. And the factory had provided the OSH training to all employees. As all the provided urinals were found in unhygienic condition with stain marks. The finding was raised as Not Compliant.</p>	Legal / Client requirement - The Maharashtra Factory Rules, 1963 – Rule 53-A. Number of Sweepers - In every factory employing number of workers in any shift as shown in column No. 2 of the Schedule appended hereto, there shall be employed at least a number of full time/part time sweepers as shown in column No.3 of the said schedule in the respective shift to clean the latrines, urinals and wash places provided in the factory for the use of the workers employed in that shift, in order to maintain the same in clean and sanitary condition at all times.	Not Compliant
11.23		There are a sufficient number of lavatories in the Facility and dormitory.			Fully Compliant
11.24		All employees have equal access to potable water in the Facility and dormitory.			Fully Compliant
		Health and Safety: Dormitory/Eating Area			
11.25		The eating area is separate from the work area and is covered and protected from the elements. If no on-site eating area score Not Applicable.			Not Applicable
11.26		There is sufficient seating for all employees in the eating area. Workers may eat in shifts. If no on-site eating area score Not Applicable.			Not Applicable
11.27	11.27.1	C-The dormitory buildings are in compliance with legal requirements. If no dorm score Not Applicable.			Not Applicable
	11.27.2	The canteen/kitchen area are in compliance with legal requirements. If no on-site eating area score Not Applicable.			Not Applicable
11.28		The food preparation and eating area is clean and rodent free. If no on-site eating area score Not Applicable.			Not Applicable
11.29		There is a designated area for bathing purposes. If no dorm score Not Applicable.			Not Applicable
11.30		Personal storage space is available. If no dorm score Not Applicable.			Not Applicable
11.31		The facility provides sufficient living area to workers according to legal requirements. If no dorm score Not Applicable.			Not Applicable
Section 12		Export Restrictions			
12.1		C-Suppliers' materials/goods/labor originating from, transiting through or destined for countries of concern for sanctions, including but not limited to Cuba, the Crimea region of Ukraine, North Korea, Iran or Syria.			Fully Compliant
12.2		Process to document compliance with any sanctions or export restrictions.			Fully Compliant
12.3		Documented process or procedure in place to know from where factory goods come.			Fully Compliant
12.4		Documentation to show the evidence of where factory goods are from (i.e., Certificates of Origin, Bill of Lading, Commercial Invoices, Purchase Orders, etc).			Fully Compliant
Observation		Any observation not listed in above, including but not limited to "life-threatening", extremely dangers.			Fully Compliant
Total Score Of All Sections			1075	Total Number Of Critical Failures	0


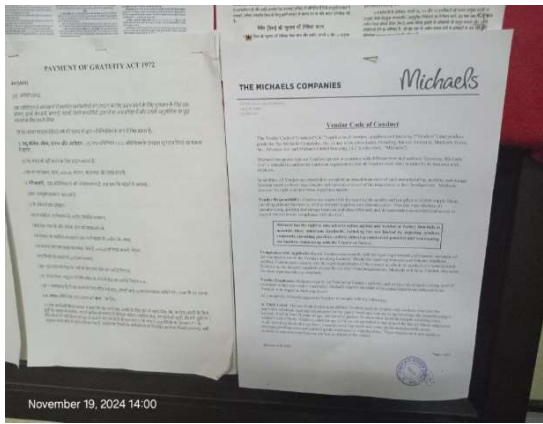




PHOTOGRAPHS

<p>Photo 1</p> 	<p>Photo 2</p> 
<p>Business License Photo 3</p> 	<p>GPS Coordinates Photo 4</p> 
<p>Facility Building overview Photo 5</p> 	<p>Facility Name Board Photo 6</p> 
<p>Attendance System Photo 7</p>	<p>Evacuation Plan Photo 8</p>

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 <p>November 19, 2024 11:26</p>	 <p>November 19, 2024 11:29</p>
<p>Electric Boiler Photo 9</p>	<p>Drinking Water Point Photo 10</p>
 <p>November 19, 2024 11:20</p>	 <p>November 19, 2024 11:22</p>
<p>First Aid Box Photo 11</p>	<p>Fire Alarm Panel Photo 12</p>
 <p>November 19, 2024 14:00</p>	 <p>November 19, 2024 11:29</p>
<p>Smoke Detector Photo 13</p>	<p>Toilets Photo 14</p>

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 <p>November 19, 2024 11:26</p>	 <p>November 19, 2024 14:00</p>
Visual Alarm provided Photo 15	Michaels COC posted Photo 16
 <p>November 19, 2024 11:18</p>	 <p>November 19, 2024 11:32</p>
Legal Abstracts Photo 17	Emergency light tested Photo 18
 <p>November 19, 2024 11:33</p>	 <p>November 19, 2024 11:19</p>
Fire Alarm tested Photo 19	Fire Extinguisher Photo 20

 <p>November 19, 2024 11:24</p>	 <p>November 19, 2024 11:22</p>
Raw Material Photo 21	Cutting area Photo 22
 <p>November 19, 2024 11:22</p>	 <p>November 19, 2024 11:25</p>
Cutting Machine Photo 23	Computer Embroidery Photo 24
 <p>November 19, 2024 11:26</p>	 <p>November 19, 2024 11:22</p>
Paper Printing Photo 25	Exit sign with light Photo 26

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Fabric checking
Photo 27



Fusing Machine
Photo 28



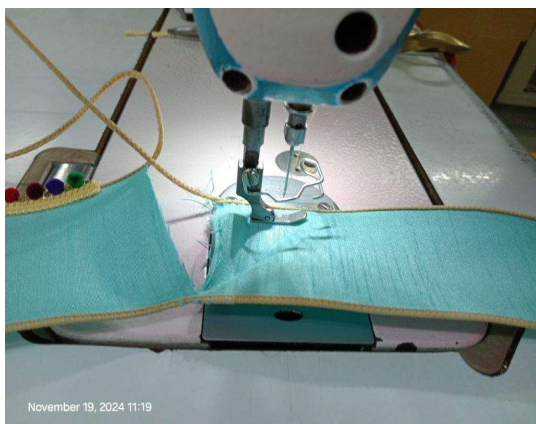
Packing Area
Photo 29



Paper transfer printing machine
Photo 30



Stitching area
Photo 31



Needle Guards provided
Photo 32



Finding- 11.10 Eye guard not utilised by the worker



Finding- 11.22- Unhygienic Urinals