

Monitoring result for SAHIL PLASTIC PVT LTD on site Site 1

Monitoring

Monitored Party : SAHIL PLASTIC PVT LTD
amfori ID : 356-001699-000
Site : Site 1
Site amfori ID : 356-001699-001
Address : GUT NO. 184, JOGESHWARI, ADJACENT TO 'L' SECTOR, MIDC-WALUJ, AURANGABAD
: 431136, MUMBAI
: Maharashtra
: India
Monitoring Activity : amfori Social Audit - Manufacturing
Monitoring Type : Full Monitoring
Monitoring Partner : SGS
Monitoring Start Date : 21/09/2022
Closing Meeting : 22/09/2022
Finished Date :
Submission Date : 07/10/2022
Expiration Date : 07/10/2024

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Overall rating



Section rating

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

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

General description

SAHIL PLASTIC PVT LTD is a private limited company and located at Gut No. 184, Jogeshwari, adjacent to 'L' sector, MIDC-Waluj, Aurangabad, 431136. The total area of the facility is around 64000 Sq. Mtr. The Facility was established and started operation at this location in 2012. The main business activity of this facility is manufacturing of PP Mats. A total of 96 employees are currently working in the facility.

Facility has hired employees directly and through labour contractor.

Facility has located in a building with Ground and first floor and having different activities like, Mixing, Extrusion, Weaving, Inspection, Raw material storage, FG Storage, Packing and Dispatch.

Facility Operates in 3 shifts for all workers: 07:00 AM - 03:30 PM; 03:30 PM – 11:30 PM and general shift 08:30 AM – 05:30 PM. Friday is a week off for all employees. All workers are required to record their attendance via biometric attendance system. All employees are compensated wages before the 7th of every month as per Government fixed Minimum wages. As per reviewed records, facility is following the minimum wage notification applicable to facility. The facility has appointed senior management personnel for the implementation of BSCI system. Senior management is aware of the requirement of new BSCI code of conduct and maintain the appropriate records. There is no child or young worker employed in the facility. Employees confirmed that they do not lodge any original documents or submit deposits to secure their jobs. All employees are free to leave when their shift ends. Overtime is Voluntary and not on a regular basis. Adequate firefighting & first aid equipment is provided. Clean Gender wise toilets have been provided for all workers at facility. The facility has trained adequate employees in fire-fighting procedures.

This announced audit was conducted on 21st September 2022 -22nd September 2022 (1.5 Man days onsite). (1 Auditor for 1.5 day). Audit was conducted by SGS India Private Limited. The last year financial turnover was around INR 70 crores and 879862.35 Euros. Per Euro rate on the day of audit was around INR 79.55.

The opening meeting was attended by Manager- Mr. Atul Patil. The auditor briefed the management about the audit requirements, the audit process and sought permission to take photographs. This was agreed to by the management without any reservation. The auditors took a Facility tour to establish the health and safety systems prevalent in the Facility, prevalence of child labour/young labour, and forced labour.

Closing Meeting: During closing meeting, the auditor greeted and thanked the management for their co-operation during the audit. The non-conformance's found during the audit were explained to the management. The corrective action plan for audit CAP was also discussed and signed. The auditor also invited any feedback from the management regarding the audit process.

Additional Note:

Below given documents are not uploaded: -

Contractor license/permit: - The contractor has employed less worker than the required for obtaining license. Hence, not applicable.

Government waivers: - Facility has not taken any waivers from government. Hence, not applicable.

Collective bargaining agreements: - Facility has not made Collective bargaining agreements. Hence, not uploaded.

Lead Auditor: - Pramod Kulkarni (CSCA 21703867).

Site Details

Site : Site 1
Site amfori ID : 356-001699-001

GICS Classification

Sector : Consumer Discretionary
Industry Group : Consumer Durables & Apparel

amfori Process Classifications

N.A.

NACE Classification

N.A.

Industry : Household Durables
Sub Industry : Home Furnishings

GS1 Classifications

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	68 Workers
Legal minimum wage in local currency	11752 Monthly
Lowest wage paid for regular work at the site	12555 Monthly
Calculated living wage in local currency	12500 Monthly
Total sample	11 Workers

Other Metrics

Male workers	68 Workers
Female workers	0 Workers
Permanent workers - Male	54 Workers
Permanent workers - Female	0 Workers
Temporary workers - Male	25 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	19 Workers
Management - Female	0 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	0 Workers
Workers on probation - Female	0 Workers
Workers with night shift - Male	6 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	30 Workers
Domestic migrant workers - Female	0 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	54 Workers
Workers hired directly - Female	0 Workers
Workers hired indirectly - Male	25 Workers
Workers hired indirectly - Female	0 Workers
Unionised workers - Male	0 Workers
Unionised workers - Female	0 Workers
Workers under CBA - Male	0 Workers
Workers under CBA - Female	0 Workers
Pregnant workers	0 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	0 Workers
Sample - Male	11 Workers
Sample - Female	0 Workers

Findings

PA1: Social Management System

Facility has list of raw, packing and printing material suppliers. However, these business partners were not communicated with amfori BSCI Terms of implementation for business partners, and glossary. Code: In accordance with amfori BSCI COC - 1.3

PA 2: Workers Involvement and Protection

Facility has written long term goals towards sustainable improvements in amfori BSCI. However, workers representatives are not effectively involved to defining the goals. Code: In accordance with amfori BSCI COC 2.2

It was noted from the audit process that, facility has not provided amfori BSCI awareness training to all the employees. Further, trainer competency is not evaluated and the trainer competency and workers feedback forms are not assessed and collected. Code: In accordance with amfori BSCI COC - 2.4

PA 7: Occupational Health and Safety

Facility does not have written risk assessment procedure based on young workers, migrant workers etc. However, the risk assessment is available for production process, and vulnerable workers such as pregnant women, new mothers and disabled workers. Code: In accordance with amfori COC - 7.3

It was noted from the document review that, there is no satisfactory evidence to show the workers participation in the risk and hazard analysis. Code: In accordance with amfori BSCI COC 7.4

Facility does not have detailed written emergency medical procedure to deal with trauma or serious illness. Code: In accordance with amfori BSCI COC - 7.19

PA 8: No Child Labour

Facility does not have written child labour remediation procedure in place. Code: In accordance with amfori BSCI COC - 8.4

PA 9: Special Protection for Young Workers

Facility does not have written documented young workers risk assessment in place. Code: In accordance with amfori BSCI COC - 9.1

PA 12: Protection of the Environment

Facility does not have written documented environmental aspect and impact assessment Code: In accordance with amfori BSCI COC - 12.1

PA 13: Ethical Business Behaviour

It was noted from the audit process that, facility has copy of anti-corruption policy and has provided detailed Anti corruption, Ethics and Integrity training to all the workers, supervisors and managers but no reward system and risk assessment was implemented. Code: In accordance with amfori BSCI COC - 13.1