
Auditee :	A.N. Textiles
Audit Date From :	09/02/2021
Audit Date To :	09/02/2021
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	ALGI
Auditor's Name(s) :	Sajjad Khan(Lead)
Auditing Branch (if applicable) :	ALGI Pakistan



This is an extract of the on line Audit Report. The complete report is available in the amfori BSCI Platform.
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Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence																																							
A Very Good	<ul style="list-style-type: none">Minimum 7 Performance Areas rated ANo Performance Areas rated C, D or E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr></table>	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	B	B	B	A	A	A	A	A	A	A	B	B	B	B	B	B	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
A	A	A	A	A	A	A	A	A	A	A	A	A																													
A	A	A	A	A	A	A	A	A	A	B	B	B																													
A	A	A	A	A	A	A	B	B	B	B	B	B																													
B Good	<ul style="list-style-type: none">Maximum 3 Performance Areas rated CNo Performance Areas rated D or E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr><tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td></tr></table>	A	A	A	A	A	A	B	B	B	B	B	B	B	A	A	A	A	A	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	C	C	C	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
A	A	A	A	A	A	B	B	B	B	B	B	B																													
A	A	A	A	A	B	B	B	B	B	B	B	C																													
B	B	B	B	B	B	B	B	B	B	C	C	C																													
C Acceptable	<ul style="list-style-type: none">Maximum 2 Performance Areas rated DNo Performance Areas rated E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td></tr><tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr></table>	A	A	A	A	A	A	A	A	A	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	D	C	C	C	C	C	C	C	C	C	C	C	D	D	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
A	A	A	A	A	A	A	A	A	C	C	C	C																													
A	A	A	A	A	B	B	B	B	C	C	C	D																													
C	C	C	C	C	C	C	C	C	C	C	D	D																													
D Insufficient	<ul style="list-style-type: none">Maximum 6 Performance Areas rated E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td></tr><tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>E</td></tr><tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr></table>	A	A	A	A	A	A	A	A	A	A	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	E	D	D	D	D	D	D	D	D	E	E	E	E	E	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
A	A	A	A	A	A	A	A	A	A	D	D	D																													
A	A	A	B	B	B	C	C	C	D	D	D	E																													
D	D	D	D	D	D	D	D	E	E	E	E	E																													
E Unacceptable	<ul style="list-style-type: none">Minimum 7 Performance Areas rated E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr><tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr><tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr></table>	A	A	A	A	A	A	E	E	E	E	E	E	E	A	A	B	B	C	D	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
A	A	A	A	A	A	E	E	E	E	E	E	E																													
A	A	B	B	C	D	E	E	E	E	E	E	E																													
E	E	E	E	E	E	E	E	E	E	E	E	E																													
Zero Tolerance	A Zero Tolerance issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)	Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.																																							

Main Auditee Information

Name of producer :	A.N. Textiles		
DBID number :	374733		
Audit ID :	204545		
Address :	Plot # D-50, SITE, Super Highway Phase -1, Karachi		
Province :	Sindh	Country :	Pakistan
Management Representative :	Mr. Muhammad Affan (Director)		
Contact person:	Muhammad Affan	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Home textiles
Product Type :	Bed sheets & towel		

Audit Details


Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural <input type="checkbox"/> Small Producer
Audit Announcement :	<input type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced <input checked="" type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No	
Audit extent (if applicable) :	none	
Audit interferences or contingencies (if applicable) :	none	
Overall rating :	B	
Need of follow-up :		If YES, by :

Rating per Performance Area (PA)

PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
B	B	A	A	B	A	A	A	A	A	A	C	A

Executive summary of audit report

A.N. Textiles is a proprietorship firm which was established in 2015. The company located at Plot # D-50, SITE, Super Highway Phase -1, Karachi - Pakistan. Total land area of the factory is about 20,355 square feet.

Audit Process – Assessment Services ALGI Pakistan auditor (Mr. Sajjad Khan Lead auditor APSCA membership # RA 21704423) conducted opening meeting-plan tour, worker & worker representative & management interview, document review and closing meeting. Admin / Compliance department is directly involved in risk assessment and reduces the maximum possible risk.

Opening Meeting: The audit process was started with an opening meeting where Mr. Muhammad Affan (Director), Mr. Tariq Mehmood (Worker council committee president) and Mr. Muhammad Sharif (EHS & OHS committee in-charge).

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

The assessment auditor explained and presented ALGI's Gifts and Gratuity letter to the facility management and Mr. Muhammad Affan (Director) who agreed and signed the same.

Health and Safety Tour:

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

Facility Overview: The factory consists of one building and section wise layout was as follow.

Ground floor is occupied by offices, time office, security office, fabric and carton warehouse, accessories store, cutting section and washrooms.

Mezzanine floor is occupied by offices.

First floor is occupied by offices, stitching section, checking section, packing section and washrooms.

Second floor is found non-operational.

Third floor is found non-operational.

Roof of top is found non-operational.

Interview and payroll review:

10 permanent employees, were randomly selected from different production section for interview. On sample basis payroll records and time records of the month of January 2021 (current paid month), July 2020 (random paid month) and February 2020 (initial paid month) were reviewed. Moreover, attendance register, production records, product inspection report and broken needle register were reviewed by the auditor.

Management employees and production workers working hour's starts from 09:00 AM to 06:00 PM.

Security department perform their duties in three shifts from 07:00 AM to 03:00 PM, 03:00 PM to 11:00 PM and 11:00 PM to 07:00 AM. Employees are allowed for one hour meal breaks (From 01:00 PM to 2:00 PM) and security employees take break as per their shift(s).

Sunday is weekly rest day of all production and management staff.

Security enjoy their weekly rest day on rotation basis.

They maintain attendance records through electronic systems.

Employees receive their wages by monthly basis in local currency (PKR).

Factory is compensating minimum wage as PKR 17500 per month which meet the legal minimum wage of the Province.

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

The main product manufactured by the facility is Bed Sheets & towel.

The main production processes are cutting, stitching, checking, finishing and packing.

Closing Meeting: At the end of all the audit processes, a closing meeting was conducted by the assessment auditor at 5:40 PM in the presence of Mr. Muhammad Affan (Director), Mr. Tariq Mehmood (Worker council committee president) and Mr. Muhammad Sharif (EHS & OHS committee in-charge).

First of all, the assessment auditor thanked the facility management for spending their valuable time towards the audit and their cooperation throughout the audit process. Later the assessment auditor explained in detail the observations that come across during the audit process.

The facility management was receptive to the observations and assured to take the necessary steps to correct the same at the earliest Mr. Muhammad Affan (Director) and Mr. Tariq Mehmood (Worker council committee president) agreed and signed the summary of findings.

Attitude of workers: Through interview with workers, it was noted that all workers are content with the factory. The relation between management and the workers are appeared to be cordial. Workers are content with general housekeeping of the factory in the production area. Through interview with workers it was noted that factory management is very co-operative in solving their work place related issues in time. Besides, auditor was also informed by the workers that factory does not discriminate between workers in any manner while pay or promotion or training. Factory management treats all of them equally and with respect and dignity. No evidence of corporal punishment, threats of violence or other forms of physical, mental, sexual, verbal harassment and abuse was found. Factory pays their wages in time. Factory has given equal opportunity to work overtime. Overtime is voluntary. Workers stated that there are several channels of communication with management in this factory. No negative comment was received. Workers stated that there are several channels of communication with management in this factory.

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

Ratings Summary


Auditee's background information			
Auditee's name :	A.N. Textiles	Legal status :	Proprietorship
Local Name :	None	Year in which the auditee was founded :	2015
Address :	Plot # D-50, SITE, Super Highway Phase -1,	Contact person (please select) :	Muhammad Affan
Province :	Sindh	Contact's Email :	info@antextiles.net
City :	Karachi	Auditee's official language(s) for written communications :	English-Urdu
Region :	South Asia	Other relevant languages for the auditee :	English-Urdu
Country :	Pakistan	Website of auditee (if applicable) :	None
GPS coordinates :	Latitude: 24.995233 Longitude: 67.0996	Total turnover (in Euros) :	150000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :	None	Production volume :	750,000 Pieces per month
Product Group :	Home textiles	Production cost calculation :	Yes
If other, please specify :	None	Lost time injury calculation cost :	No
Product Type :	Bed sheets & towel		

Auditee's employment structure at the time of the audit		
Total number of workers :	49	Total number of workers in the production unit to be monitored (if applicable) :
		0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	40	9
Temporary workers	0	0
In management positions	7	0
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	0	0
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	40	9
Production based workers	0	0
With shifts at night	2	0
Unionised	0	0
Pregnant	-	0
On maternity leave	-	0

Finding Report

Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 204545] Audit Date: 09/02/2021 PA Score: B

Deadline date:09/04/2021

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Overall Comments: During audit it was observed that, the auditee partially fulfills the requirements of this performance area as 1 questionnaire (1.1) has been marked as a partially. The auditee established an effective management system and set up different social compliance policy and procedures to implement the amfori BSCI Code of Conduct. Also, designated a senior management to implement the amfori BSCI code of conduct. Furthermore, the auditee have a proper policy and procedures to select the significant business partners. The auditee established proper workforce capacity planning.

- 1.1 -** Noted through documents reviews and management interviews that factory management has developed a internal social compliance management system which includes procedure, policies, trainings, Internal audits, inspections, MRM, etc., however some policy and procedure are not displayed at their notice boards i.e. firing procedure, hiring process and retrenchment procedure, current minimum wage policy and notice are not displayed in the company. Moreover child labour notice and factory name are not displayed at main gate. Also noted that factory is violating in other PA's of amfori BSCI COC i.e. PA1, PA2, PA3, PA5, PA7, PA8, PA10, PA12 and PA13.

Remarks from Auditee:
Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 204545] Audit Date: 09/02/2021 PA Score: B

Deadline date:09/04/2021

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Overall Comments: During audit it was observed that, the auditee partially fulfills the requirements of this performance area as 2 questionnaires (2.1 and 2.2) has been marked as a "partially". By reviewing documents, management and workers interview it is noted that the facility has set up a management system which allows the workers representative and management to exchange the information about the workplace issues by conducting the regular meeting. To ensure the training and awareness program among the managers, workers and workers representatives the auditee maintains a yearly training schedule.

- 2.1 -** Noted during factory visit that factory has an open door complain system through worker council member. However, factory does not have proper complain system (complain box / suggestion box) was not available in their factory.
- 2.2 -** Noted during documents reviews and management interviews that facility management has not developed any goals and objectives in order to maintain and develop systems and compliance according to local laws and amfori BSCI COC.

Remarks from Auditee:
Performance Area 3 : The rights of Freedom of Association and Collective Bargaining

Full Audit [Audit Id - 204545] Audit Date: 09/02/2021 PA Score: A

Deadline date:09/04/2021

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Overall Comments: During audit it was observed that, the auditee partially fulfills the requirements of this performance area as 1 questionnaire (3.1) has been marked as a "partially". The auditee has an elected workers participation committee and interviewed employees reported they are free to join worker council committee and participation committee in a democratic way. In the year of 2020, the auditee formed their workers representative committee through election. 3.3 was marked as N/A as factory does not have any workers / trade union so far. As well as no workers observed to be involved in unionization.

- 3.1 -** Noted through documents reviews that factory has developed a workers council committee in the company to communicate and solve day to day issue raised by workers. However no winning and losing candidate's record has been maintained to ensure the credibility and authenticity of the committee.

Remarks from Auditee:

Performance Area 4 : No Discrimination

Full Audit [Audit Id - 204545] Audit Date: 09/02/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Overall Comments: During audit it was observed that, the auditee fully fulfills the requirements of this performance area. The factory had established related non-discrimination policy and effectively cascade to all employees. All interview employees, told auditors there was no discrimination within the factory. Factory policy is against discrimination in hiring, compensation, access to training, promotion, etc. on race, origin, age, gender, etc. Facility imposes corresponding disciplinary action based on company policies in case there is violation of this principle. Facility established training programs to all relevant individuals including those responsible for supervising and hiring of workers on the policies and procedures of prohibiting all forms of discrimination. Facility's recruitment and screening procedure is through direct hiring. All employees are interviewed at the facility premises by Admin and HR officer and/or concerned department head. All employees are required to pass through facility's recruitment and screening procedure. Facility does not conduct pregnancy test of employees during employment or before hiring as confirmed through documents review, employees' and management interview. Pregnancy test is considered highly unethical & unreligious in Pakistan and is prohibited by management and law. Employees' appraisal is solely on the basis of performance. As informed by interviewed workers, most employees spoke highly of the factory management. No worker was required to do the examination of the hepatitis B virus and HIV.

Remarks from Auditee:
Performance Area 5 : Fair Remuneration

Full Audit [Audit Id - 204545] Audit Date: 09/02/2021 PA Score: B

Deadline date:09/04/2021

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Overall Comments: During audit it was observed that, the auditee partially fulfills the requirements of this performance area as 2 questionnaires (5.4 & 5.5) has been marked as a partially. The factory respected the local law requirements, and the wage related regulations were posted and clearly communicated to all employees. All workers were paid as per minimum requirement of the Pakistan law. Workers' wages were calculated by monthly rate and piece rate basis. The minimum wage paid by the factory was 17500 Pak rupees per month according to the wage records. All workers are provided with written and understandable information about their employment conditions in respect to wages before they enter into employment and about the particulars of their wages for the pay period concerned each time that they are paid. Benefits such as social insurance, annual leave, maternity leaves, gratuity and other legally mandatory benefits provided to all workers. Payroll is thoroughly checked by accounts and HR department before disbursement of payment to ensure employees are paid wages consistent with local laws and terms of employment. Wage slip is issued to employees to verify if wages paid are consistent with terms of employment. Payrolls and attendance records were checked and were found consistent with legal requirement for payment of wages. Employee hand book was provided to the workers. All employees are paid through cash and bank transfer. Record of bank transfer of payment and cash was maintained and provided for review. The wages office was well organized with a good controlled set of processes which are understood by all employees. All social insurance payments were passed on to the relevant authorities in a timely manner. Wages have been recorded according to documents checked.

- 5.4 - Noted during documents reviews and management interviews that factory is paying 17500 PKR minimum wage as per law. However there is no evidence found in order to calculate living wages in the facility to ensure the decent living standards of their workers.
- 5.5 - Noted during documents reviews and management interviews that factory has developed internal group insurance policy only for accidental and natural death for their workers. However factory has not covered permanent and partially disability in the policy. Local law reference: THE SINDH TERMS OF EMPLOYMENT (STANDING ORDERS) ACT, 2015. SINDH ACT NO. XI OF 2016. SCHEDULE STANDING ORDERS Compulsory Group Insurance. 12. (1) In every industrial establishment and commercial establishment, in which twenty or more workers are employed, the employer shall have all the permanent workers employed by him insured against natural death and disability and death and injury arising out of contingencies not covered by the Workmen's' Compensation Act, 1923 (Act No.VIII of 1923) or the Provincial Employees' Social Security Ordinance, 1965 (W.P.Ord.No.X of 1965). (2) The employer shall in all cases be responsible for the payment of the amount of premium and for all administrative arrangements whether carried out by himself or through an insurance company. (3) The amount for which each worker shall be insured shall not be less than the amount of compensation specified in Schedule IV to the Workmen's' Compensation Act, 1923(Act No.VIII of 1923). (4) Where the employer fails to have a permanent worker employed by him insured in the manner laid down in clauses (1), (2) and (3) and such worker suffers death or injury arising out of contingencies mentioned in clause (1), the employer shall pay, in the case of death, to the heirs of such worker, or in the case of injury, to the worker, such sum of money as would have been payable by the insurance company had such worker been insured. (5) All claims of a worker or his heirs for recovery of money under clause (4) shall be settled in the same manner as is provided for the determination and recovery of compensation under the Workmen's' Compensation Act, 1923 (Act No.VIII of 1923).

Remarks from Auditee:

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 204545] Audit Date: 09/02/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Overall Comments: During audit it was observed that, the auditee fully fulfills the requirements of this performance area. The factory respect federal government / province government law related to working hours and had clearly communicated working hour policy to all employee through employee handbook. Interviewed employees confirmed that they could choose to OT or not. Through employees' interview, overtime is voluntary. Awareness training is provided to every employee upon hiring as a part of orientation on company policy on Working Hours and legal limitation with respect to weekly hours, overtime hours and rest day. Refresher awareness training is also given from time to time. Working hours, rest time, maximum overtime hours may be required and working hour policy was posted in local (Urdu) language on notice board. According to time records and worker interview normal working hours were 8 hours per day and 48 hours per week. One day off for all workers after consecutive 6 days' work.

Remarks from Auditee:
Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 204545] Audit Date: 09/02/2021 PA Score: A

Deadline date:09/04/2021

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Overall Comments: During audit it was observed that, the auditee partially fulfills the requirements of this performance area as 06 questionnaires (7.1, 7.6, 7.7, 7.11, 7.13 and 7.22) has been marked as a "Partially". General working condition is safe, and management is to improve a safer and healthy working environment. Risk assessment had been conducted by the facility. Pre-job training and ongoing refresh training are provided regularly. Drinking water is provided. There were at least 2 exits from each work area. Firefighting equipment was adequate and checks were up-to-date. Fire drills conducted in workers production areas. Fire drill conducted on every six month. All electrical equipment were maintained in good condition such as sockets, plugs, switches and main fuse boards in the production site. Factory had obtained the permits from the government and provided training to concerned workers. There were adequate first aid kits in production area and they were well stocked. First aid training had provided. Ventilation, temperature and lighting were adequate for the production processes.

- 7.1 - Noted during factory visit that no safety implementation for COVID-19 i.e. sanitization, social distance marks, facemask, gloves and hand washing was not found in the factory. local law reference: Home Department Government Gazzet requirement, Government of Sindh Home department SOP # SO(J-I)/HD/8-1 (04)/2020-Corona. IEC-IX.
- 7.6 - Noted during factory visit that 60 % workers in the factory were found not using facemask as PPEs. Local law Reference: The Sindh Factories Act 2015 (18) Dust and fume. 18. Section (1) In every factory in which, by reason of the manufacturing process carried on, there is given off any dust or fume or other impurity of such a nature and to such an extent as is likely to be injurious or offensive to the workers employed therein, effective measures shall be taken to prevent its accumulation in any work-room and its inhalation by workers and if any exhaust appliance is necessary for this purpose, it shall be applied as near as possible to the point of origin of the dust, fume or other impurity, and such point shall be enclosed so far as possible.
- 7.7 - Noted during factory visit that MSDS & secondary containment were not available for Oil drum at accessories store on ground floor.
- 7.11 - Noted during factory visit that factory management has not obtained building stability certificate (K-Form) after completing the construction of second and third floor for their factory. Local Law reference: SIND FACTORIES RULES 1975 Section 93. (1) In any building or part of a building which is erected or made use of as a factory after the commencement of the Act, no work on any manufacturing process with the aid of power shall be commenced until a certificate of stability of the building or part of the building, as the case may be, in Form 'K' signed by a person possessing the qualifications specified in sub-rule (4) has been approved by the Chief Inspector. (2) Such certificate shall be sent through the inspector authorised in this behalf and shall be accompanied by the plans if the building or part thereof which is erected or made use of as a factory, showing its extent and construction and the position of machinery, plant and tanks. (3) No addition or alternation shall be made to such building or part thereof or such machinery, plant or tanks, unless a fresh certificate in respect of such addition or alternation has been approved in the manner specified in sub-rule (1).
- 7.13 - Noted during factory visit that 60 % electrical panels were found without rubber mats and one electrical panel was found opened, unsecured and filled with fluff at ground floor near bailing pressing machine, which can cause electrical accident / incident. Local law reference: Electricity rules 1937, 49. Construction, insulation and earthing of apparatus. (1) All apparatus shall be sufficient in power and size and of sufficient mechanical strength for the work it may be required to do, and so far as is practicable, shall be so constructed, installed, protected, worked and maintained as to prevent danger.
- 7.22 - Noted during factory visit that, finding 01: Workers washrooms were found uncleaned & unhygienic condition and also noted that flush system were not installed at workers washrooms. Finding 02: Soap and hand dryer / tissues were not provided at workers hand washing point at ground floor and first floor. Local law reference: In accordance with SIND FACTORIES RULES 1975 Health and Safety (Sections 13 and 14) 20. In every factory all drains carrying waste or sullage water shall be constructed in masonry or other impermeable material and shall be regularly flushed at least once a day and where possible connected with some recognized drainage line. 21. The floor of the rooms and the compound surrounding every factory shall be maintained in a strictly drained and clean condition. Provision for Washing Accommodation and Latrines and Urinals (Section 21) 42. In every factory, the following facilities shall be provided for the washing of workers:- (c) Soap and towels shall be provided and kept available for workers free of cost at every wash basin and regular arrangements shall be made for replacement of used towels with clean towels daily.

Remarks from Auditee:

Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 204545] Audit Date: 09/02/2021 PA Score: A	Deadline date:09/04/2021
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>Overall Comments: During audit it was observed that, the auditee partially fulfills the requirements of this performance area as 01 questionnaire (8.4) has been marked as a "Partially". During audit it was observed that, no child labor engagement is reported. The factory does not engage in any form of child labor directly or indirectly. There is management system implemented and established robust age-verification mechanisms as part of the recruitment process. The sample personnel files are maintained with age proof document which includes Medical Certificate, National Identity cards or Birth Certificate. No historical child labor reported.</p> <p>8.4 - Noted through documents reviews that child remediation plan was found not available in case of any children or underage found working in the company.</p>	
Remarks from Auditee:	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 204545] Audit Date: 09/02/2021 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>Overall Comments: During audit it was observed that, the auditee fully fulfills the requirements of this performance area. During the facility tour, no young-looking workers were observed in the factory premises. Minimum hiring age of the factory is 18 years of old. Factory management has verified the age of the workers during recruitment.</p>	
Remarks from Auditee:	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 204545] Audit Date: 09/02/2021 PA Score: A	Deadline date:09/04/2021
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>Overall Comments: During audit it was observed that, the auditee partially fulfills the requirements of this performance area as 01 questionnaire (10.3) has been marked as a "Partially". Factory management respects social security of workers. They maintained work cycles properly. Through interview with workers and documents review it was identified that no workers been deprived by factory management. Factory management has included workplace disciplinary practices including appealing procedures in the workers contract forms. However, workers job descriptions are described in the employment conditions and already communicated to the newly joined workers. The factory management recruits the workers through advertisement or internal reference. Workers are selected based on the result of the examination taken on working skill of workers during the recruitment process. Factory management has not recruited any worker on temporary or contract basis. Factory management issues appointment letter to the workers of the factory. The personal files of workers are maintained by the factory. Workers job contract included with description of duties and responsibilities in the personal file. Factory management is providing workers' handbook to its worker. Factory management has good understanding additional risk for arrangements of apprenticeship schemes, seasonal workers.</p> <p>10.3 - Through workers interviews, it was noted that 05 out of 10 sample workers did not receive appointment letters at the time of their appointment in the factory. Local law Reference. Industrial and Commercial ordinance 1968 Section 2 Sub Section 2-A Terms and conditions of service to be given in writing.— Every workman at the time of his appointment, transfer or promotion shall be provided with an order in writing, showing the terms and conditions of his service.</p>	
Remarks from Auditee:	

Performance Area 11 : No Bonded Labour

Full Audit [Audit Id - 204545] Audit Date: 09/02/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Overall Comments: During audit it was observed that, the auditee fulfills the requirements of this performance area is fully complied with all requirements of amfori BSCI questionnaire. Factory management does not engage any force labour, bonded labour. They developed a well procedure of no bonded labour. Manager and supervisor level were well aware on bonded labour policy. Employees are free to leave factory and no restriction on workers to free movement in the premises. No pressure from security guards to hold workers once they get authorized leave from management. During interview, workers confirmed that all of their dues correctly paid in case they want to leave factory for better opportunity. During documents review no evidence of any punishment were found and randomly selected sampled workers are found aware on disciplinary procedure of the factory.

Remarks from Auditee:
Performance Area 12 : Protection of the Environment

Full Audit [Audit Id - 204545] Audit Date: 09/02/2021 PA Score: C

Deadline date:09/04/2021

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Overall Comments: During audit it was observed that, the auditee partially fulfills the requirements of this performance area as 2 questionnaires (12.3 & 12.4) has been marked as a "No". The overall observation shows that the factory has developed a precise policy and procedure on environment management system. The waste collection and disposal record is properly maintained.

- 12.3 -** Noted through documents review and management interviews that factory has not obtained NOC (No objection certificate) from SEPA (Sindh Environmental protection agency) for their factory. Local law reference: In accordance with the Sindh environmental protection agency regulations 2014 section 4. Projects requiring an EIA A proponent of a project falling in any category listed in Schedule-II shall file an EIA with the Agency, and the provisions of section 17 shall apply to such projects.
- 12.4 -** Noted during factory visit that facility has not established a proper waste area and mechanism to segregate their waste generated during production. i.e. fabric waste, metal waste, oil waste, medical waste, electronic waste etc.

Remarks from Auditee:
Performance Area 13 : Ethical Business Behaviour

Full Audit [Audit Id - 204545] Audit Date: 09/02/2021 PA Score: A

Deadline date:09/04/2021

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Overall Comments: During audit it was observed that, the auditee partially fulfills the requirements of this performance area as 1 questionnaire (13.1) has been marked as a partially. Factory management has developed an Anti-Bribery Policy. During audit no corruption or bribery related issues were noticed from the interviewed workers. Factory management has not included the business partners in the anti-bribery policy of the factory to ensure the non-involvement in any type of bribery. Factory management has not introduced reward system to maintain ethical behavior.

- 13.1 -** Through the documents reviews and interviews, it was noted that, Finding 01: Anti -corruption policy did not communicate with their all business partners. Finding 2 factory has not provided any training to the persons (merchandisers, security guard etc.) related to ethical behavior. Finding 03: factory has no reward system to maintain ethical behavior.

Remarks from Auditee:

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	09/02/2021	204545	B	B	A	A	B	A	A	A	A	A	A	C	A	B

Producer Photos



External photo(s) of the production unit(s)
Factory main gate.jpg



External photo(s) of the production unit(s)
Factory building.jpg



External photo(s) of the production unit(s)
Parking area.jpg



Photo of the inside of the main production hall
Attendance machine.jpg



Photo of the inside of the main production hall
Company policy.jpg



Photo of the inside of the main production hall
Drinking water point.jpg



Photo of the inside of the main production hall
Evacuation map.jpg



Photo of the code of conduct on display
amfori BSCI CoC.jpg



Photo of the code of conduct on display
Legal abstract.jpg



Photo first aid facilities
First aid box.jpg



Photo of fire safety equipment
Smoke detector.jpg



Photo of fire safety equipment
Fire extinguisher.jpg



Photo of fire safety equipment
Emergency exit.jpg



Photo of the inside of the main production hall
Cargo lift.jpg



Photo of the inside of the main production hall
Carton storage area.jpg



Photo of the inside of the main production hall
Checking section.jpg



Photo of the inside of the main production hall
Cutting section.jpg



Photo of the inside of the main production hall
Packing section.jpg



Photo of the inside of the main production hall
Stitching section.jpg



Photo of fire safety equipment
Fire alarm control panel.jpg



Photo of non-conformity
NC electrical panel were found without rubber mats.jpg



Photo of non-conformity
NC MSDS and secondary containment were not available
for Oil drum.jpg



Photo of non-conformity
NC electrical panel was found opened unsecured and filled
with fluff at ground floor.jpg



Photo of non-conformity
NC workers in the factory were found not using facemask
as PPEs.jpg