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|-----------------------------------|--|
| Auditee : | ALLENE OVERSEAS PVT LTD |
| Audit Date From : | 03/10/2017 |
| Audit Date To : | 04/10/2017 |
| Expiry Date of the Audit : | Please refer to the producer profile in the BSCI platform |
| Auditing Company : | Intertek |
| Auditor's Name(s) : | Jai Shree Suhag(Lead) |
| Auditing Branch (if applicable) : | Intertek India |



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Rating Definitions



| Rating | A combination of ratings per performance area where: | Consequence | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|--|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| <p>A OUTSTANDING</p> | <p>o Minimum 7 performance area rated A o No Performance area rated C, D or E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <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><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>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>A</td><td>B</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 | A | A | A | A | B | B | B | A | A | A | A | A | A | A | A | B | B | B | B | B | B | B | <p>The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.</p> |
| A | A | A | A | 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 | A | B | B | B | B | B | B | B | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>B GOOD</p> | <p>o Maximum 3 performance area rated C o No performance area rated D or E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <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><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>B</td><td>C</td><td></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>B</td><td>C</td><td>C</td><td>C</td><td></td></tr> </table> | A | A | A | A | A | A | B | B | B | B | B | B | B | B | B | A | A | A | A | A | B | B | B | B | B | B | B | B | C | | B | B | B | B | B | B | B | B | B | B | B | C | C | C | | <p>The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.</p> |
| A | A | A | A | A | A | B | B | B | B | B | B | B | B | B | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| A | A | A | A | A | B | B | B | B | B | B | B | B | C | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| B | B | B | B | B | B | B | B | B | B | B | C | C | C | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>C ACCEPTABLE</p> | <p>o Maximum 2 performance areas rated D o No performance area rated E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <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>C</td><td>C</td><td>C</td><td>C</td><td></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>C</td><td>D</td><td></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>C</td><td>C</td><td>D</td><td>D</td></tr> </table> | A | 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 | C | D | | C | C | C | C | C | C | C | C | C | C | C | C | C | D | D | <p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p> |
| A | 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 | C | D | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| C | C | C | C | C | C | C | C | C | C | C | C | C | D | D | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>D INSUFFICIENT</p> | <p>o Maximum 6 performance area rated E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <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><td></td><td></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><td></td><td></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>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 | 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 | E | E | E | E | E | E | E | E | <p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p> |
| 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 | E | E | E | E | E | E | E | E | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>E UNACCEPTABLE</p> | <p>o Minimum 7 performance areas rated E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <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><td></td><td></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><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><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 | E | E | E | E | <p>BSCI participants shall closely oversee the auditee's progress as it may represent a higher risk than other business partners</p> |
| A | A | A | A | A | A | E | E | E | E | E | E | E | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| E | E | E | E | E | E | E | E | E | E | E | E | E | E | E | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>Zero Tolerance</p> | <p>A Zero Tolerance issue was identified (see Annex 5)</p> | <p>Immediate actions are required. The BSCI Zero Tolerance Protocol is to be followed.</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

Main Auditee Information

| | | | |
|-----------------------------|---|-----------------|--------------------------------------|
| Name of producer : | ALLENE OVERSEAS PVT LTD | | |
| DBID number : | 27791 | | |
| Audit ID : | 109390 | | |
| Address : | Plot No-27, Phase-4, HSIIDC, Kundli, Industrial Estate, Sonipat-131028, Haryana, India Sonipat | | |
| Province : | Haryana | Country : | India |
| Management Representative : | Mr.Deepak Sharma - Export Manager | | |
| Contact person: | Deepak Sharma | Sector : | Non-Food |
| Industry Type : | Accessories | Product group : | bathroom and kitchen utensils |
| Product Type : | Stainless Utensils | | |

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 | |
| Audit Announcement : | <input checked="" type="checkbox"/> Fully-Announced | <input type="checkbox"/> Fully-Unannounced | <input type="checkbox"/> Semi-Announced |
| Random Unannounced Check (RUC) : | No | | |
| Audit extent (if applicable) : | none | | |
| Audit interferences or contingencies (if applicable) : | none | | |
| Overall rating : | A | | |
| 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 |
|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| A | B | A | A | A | A | A | A | A | A | A | B | A |

Executive summary of audit report

Facility is located at Plot No-27, Phase-4, HSIIDC, Kundli, Industrial Estate, Sonipat-131028, Haryana, India and about 55 Km away from Delhi International Airport. They started their production operation at existing location in the year of May 2011. The Facility's main operation is manufacturing and exporting of stainless utensils for kitchen ware, hotel ware, bar ware and gift ware.

Facility is operating in one concrete building comprising ground, first floor, second floor and Terrace.

Ground floor has office, metal sheet cutting, power pressing, edge cutting, beading including argon and oxygen welding section with tool room.

First floor has packing, checking and spot welding operation.

Second floor has buffing / polishing, electroplating plating, powder coating / heat oven, small furnace (Run by coal fuel) and color spray area.

Terrace has ETP, Air ducting system and air compressor area.

Main equipments / machineries used by facility are single action power presses -3, double action power press-3, hydraulic pressing machines-5, spinning-6, lathe machines-5, cutting Machine-2, spot welding machines-3, buffing machines-28, powder coating machine-2, heat oven-02, Argon welding -02, Spinning machine-06, Electro plating , air compressors-02 and diesel generator set-01.

The main production process flow chart is listed below:

Raw material -Cutting - Production (Power presses) – Edge Cutting – Welding – Polishing – Powder coating / Electro Plating - Finishing – Checking – Packing – Dispatch.

There are total 80 employees currently working in the facility, which include 53 production employees and 27 non production employees. There are total 65 male and 15 female employees. There are total 77 company employees and 03 contract employees for security purpose hired through security contractor M/s Raj Krishan Secure Services (P) Ltd.

Facility operates in one shift, Details are as below –
Shift timing are - 09:00 AM to 05:30
Lunch Time -01:00 PM to 01:30 PM and 15 minutes for tea break.
Weekly off -Sunday .

Salary to all employees is fixed on monthly basis and paid on or before 7th of every month through cash, cheque & bank transfer. Cash payment is done in currently accepted currency for newly joined employees.

Note – Facility has not outsourced any production process.

Auditor Note- It was noted during the tour of the facility that cutting & beading section, Argon welding, Color spray, Heat oven, Powder coating section, electroplating section were not functional on the day of audit. As per management they have no work in these sections.

Overall Finding –

Non-compliances observed in PA-2, PA-7, and PA-12. For details please refer to the "Finding Report" section.

Performance area 1: Social Management System and Cascade Effect.

Facility has developed the policies on "Anti-corruption", "Anti-Bribery", "No child labor", "No Force labor", "No Discrimination", "The rights of Freedom of Association and Collective Bargaining", "Fair Remuneration", "Working Hours", "Health & Safety", "No Precarious Employment", "No Bonded Labor", "Protection of the Environment", "Ethical Business Behavior" to implement BSCI code of conduct. MR. Manoj Sadh –appointed as responsible person to implements BSCI requirement in the facility & supply chain. The facility has communicated BSCI code of conduct with its significant Suppliers. The internal audits are carried out at their sub-contractor's premises. The facility has production planning and capacity planning method in place.

Performance area 2: Workers Involvement and Protection

Non-conformance was observed under performance area 2. For details, Please refer to "Finding" section of the audit report.

Performance area 3: The rights of freedom of association and collective bargaining:

Employees are free to join any union or association and management does not interfere or restrict workers choice of joining or forming any union or association. The facility does not have labor union or collective bargaining agreement. Workers' representatives were allowed to carry out their duties within working hours without losing pay or other negative repercussions. Also representatives could hold negotiation with facility management regarding issues of health and safety, welfare and work condition. According to interview with workers' representative, there was no discriminatory treatment from factory management. The works committee/grievance redressal committee is established with representatives from both – management and workers. Regular meeting are happening to discuss the workplace related issues. No serious concerns were raised by the employees during interview. The facility did not face any strikes or stoppage at work by the employees since last year.

Performance area 4: No Discrimination:

The facility has established written social procedures including anti-discrimination. Employees have been well trained on the procedures and there was no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation. No discrimination in any aspect according to interviews. Employees also confirmed that they are treated equally and received wage at fair and appropriate rate in accordance with the qualification and experience. The treatment from the facility management was found non-discriminatory. The prevention of sexual harassment and abuse committee is established to discuss the workplace related issue with respect to harassment, abuse and discrimination. Meetings are taking place at regular intervals. No serious concerns were raised by the employees during interview. Also facility has not appointed external NGO in their complaint committee for female employees.

Performance area 5: Fair Remuneration:

The local legal minimum wage for the audited site is INR 8280.20 per month. Wages paid was INR 8300.00 per month which is meeting with the legal minimum wage requirement. Employee wages are calculated based on monthly rate basis and paid once in a month on or before 7th working day of the following month. The wage period of the facility is 1st to 30th/31st of every month. No illegal or unreasonable deduction had been identified through document review or reported by the interviewed employees. All employees are provided with social mandated security benefits like employees provident fund and employee state insurance. A copy of appointment letter and pay slip is issued to all the employees.

Performance Area 6: Decent Working Hours:

The facility has established their policy on working hour to ensure the correct documentation of working hours. The facility's policy on working hours and overtime hours are communicated to all their employees during induction training and through regular training. The facility designates day off for legal holidays. 20 employees were interviewed and facility maintains electronic record for recording IN & OUT time of the employees. From the review of records, it was noted that the facility operates on a 48-hour work week basis and six days per week and in one (1) Shift. The facility has provided one day off in a week (7 days) usually on Sunday. It was noted through review of documents, interaction with the facility management that the facility has neither union nor collective bargaining agreements. It was noted through review of documents, interview with the employees that employees are not engaged in excessive overtime work.

Performance area 7: Occupational Health and safety:

Non-conformance was observed under performance area 7. For details, Please refer to "Finding" section of the audit report.

Performance area 8: No Child Labour:

The facility does not engage in or support the issue of child and young labour. Applicants are requested to present original birth certificate for age verification. Age of youngest employee found in the facility is 19 years completed. The facility was found meeting to the local, national and international labour law requirement with regard to child labour. The facility is not employing any apprentices. The minimum hiring age policy of facility was 18 years old. Based on facility tour and personnel file review, all employees were above the age required by local law. There was neither child labor nor suspected young employee found. Child remediation procedure was established. The facility has displayed their child labour policy on the notice board at main entrance and notice board located on the production floor. It was further noted through audit process, facility tour, physical appearance of the employees, interview with the employees that the facility has not engaged any young employees/Children's or child labour.

Performance area 9: Special protection for young workers

All employees were above the age required by local law. The hiring age policy of the facility was 18 years old and above. During the facility tour, no young employee was found engaged by the facility. Based on the employee interview, they confirmed that there was no employee whose age was less than 18 years old working in the facility. The youngest employee found was 19 years old. The copies of age documents such as driving license, voters ID card, birth certificate, school certificate is kept in each personnel file.

Performance area 10: No Precarious Employment

Employees were informed on terms and conditions through employment contract and signed by employer, employee prior employment and copy was issued to the employees. The employment contract was mentioned the information of starting date, wages rate, position and general work rules. The contents were found to be complied with legal requirement.

Performance area 11: No Bonded Labour

The facility does not hold original documents belonging to employees such as passports, Voter's Identification card, Driving License, original birth certificate or any other documents as applicable by law. The facility issues payment of salaries and wages directly to the employees. The service contract or agreement with the security guards specifically stated the duties and responsibilities of their security guards assigned at the facility that limits security tasks to normal security matters such as the protection of the company property and personnel security. Overtime work shall be rendered only under extreme cases or urgent business needs and on voluntary basis. The facility allows the employees to report in writing to management through the HR staff any case or allegation of forced labor

or drop their complaints in complaint / suggestion box located at canteen and at production building as a means to air their allegation. As a part of policy, the facility management always obtains the proof that anyone seeking employment is legally entitled to work in the country of manufacture. Since last year, no complaints or violations were raised by the employees against this clause. From the interview with the employees, interaction with the facility management, review of documents, it was noted that employees are working voluntarily and during the facility tour, employees did not appear to be under pressure. The facility does not limit the employee's freedom. Employees are free to leave the work place and manage their own time while not on duty. If employees are choose to quit their job, they are free to do so, as long as they are fulfilled their obligations agreed under their appointment letter or standing order of the facility. The facility has displayed overtime policy stating that overtime work is voluntary. The facility does not use contractor / brokers / agents for supplying the labor force. The facility hires the employees directly through their regular defined recruitment process and through known sources. Further, it was also noted through interaction with the facility management that there is no prison labor engaged by the facility.

Performance area 12: Protection of the Environment

Non-conformance was observed under performance area 12. For details, Please refer to "Finding" section of the audit report.

Performance area 13: Ethical Business Behavior:

The facility has established anti-corruption and anti-bribery policies. The facility communicated its policies to employees. The facility has developed investigation procedure to handle such bribery/corruption issues.

The facility management was cooperative and granted access to all documents, site tour and private employee interviews during the course of audit.

Ratings Summary



| Auditee's background information | | | |
|---|---|---|-----------------------------|
| Auditee's name : | ALLENE OVERSEAS PVT LTD | Legal status : | Private Limited |
| Local Name : | | Year in which the auditee was founded : | 2011 |
| Address : | Plot No-27, Phase-4, HSIIDC, Kundli, Industrial Estate, Sonipat-131028, Haryana, India | Contact person (please select) : | Deepak Sharma |
| Province : | Haryana | Contact's Email : | logistics@allene.in |
| City : | Sonipat | Auditee's official language(s) for written communications : | English |
| Region : | South Asia | Other relevant languages for the auditee : | Hindi |
| Country : | India | Website of auditee (if applicable) : | http://www.allene.in |
| GPS coordinates : | No | Total turnover (in Euros) : | 12730920.14 |
| Sector : | Non-Food | Of which exports % : | 80.00 |
| Industry : | Accessories | Of which domestic market % : | 20.00 |
| If other, please specify : | Stainless utensils | Production volume : | 60 Ton per month |
| Product Group : | bathroom and kitchen utensils | Production cost calculation : | No |
| If other, please specify : | Stainless utensils | Lost time injury calculation cost : | No |
| Product Type : | Stainless Utensils | | |

| Auditee's employment structure at the time of the audit | | | |
|--|---------------------|--|----------|
| Total number of workers : | 80 | Total number of workers in the production unit to be monitored (if applicable) : | 0 |
| | MALE WORKERS | FEMALE WORKERS | |
| Permanent workers | 39 | 14 | |
| Temporary workers | 3 | 0 | |
| In management positions | 23 | 1 | |
| 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 | 65 | 15 | |
| Production based workers | 0 | 0 | |
| With shifts at night | 3 | 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 - 109390] Audit Date: 03/10/2017 PA Score: A

Deadline date:

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

No Non-compliance observed during the audit.

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 109390] Audit Date: 03/10/2017 PA Score: B

Deadline date:03/01/2018

GOOD PRACTICES:

None Observed

AREAS OF IMPROVEMENT:

Based on the evidences, the main auditee does not respects this principle because of following reasons.

2.5 - Non Compliance #1

Local Law: In accordance with The Sexual Harassment of Women at Workplace (Prevention and Redressal) Act 2013, Section 1

Finding: It was noted during the review of records that facility has employed 15 female workers and formed anti-sexual harassment committee also conducted regular meeting for anti-sexual harassment committee recent meeting was done on 13 September 2017 & 13 July 2017. However facility has not involved member from NGO or any other external expert in Anti Sexual harassment committee.

Remarks from Auditee:

None

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

Full Audit [Audit Id - 109390] Audit Date: 03/10/2017 PA Score: A

Deadline date:

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

No Non-compliance observed during the audit.

Remarks from Auditee:

Performance Area 4 : No Discrimination

Full Audit [Audit Id - 109390] Audit Date: 03/10/2017 PA Score: A

Deadline date:

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

No Non-compliance observed during the audit.

Remarks from Auditee:

Performance Area 5 : Fair Remuneration

Full Audit [Audit Id - 109390] Audit Date: 03/10/2017 PA Score: A

Deadline date:

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

No Non-compliance observed during the audit.

Remarks from Auditee:

| Performance Area 6 : Decent Working Hours | |
|--|--|
| Full Audit [Audit Id - 109390] Audit Date: 03/10/2017 PA Score: A | Deadline date: |
| GOOD PRACTICES: None observed | |
| AREAS OF IMPROVEMENT: No Non-compliance observed during the audit. | |
| Remarks from Auditee: | |
| Performance Area 7 : Occupational Health and Safety | |
| Full Audit [Audit Id - 109390] Audit Date: 03/10/2017 PA Score: A | Deadline date:03/01/2018 |
| GOOD PRACTICES: None observed | |
| AREAS OF IMPROVEMENT: Based on the evidences, the main auditee partially respects this principle because of following reasons. | |
| 7.4 - Non Compliance # 1 | Local Law: Not applicable Finding: It was noted during the review of records that facility has not provided any objective evidence to prove the active participation of workers and their representatives when developing and implementing systems / risking assessment towards ensuring OHS. |
| 7.6 - Non Compliance # 2 | Local Law: In accordance with The Factories Act, 1948, Section 87: Finding -Based from tour of the facility, employees working in the die cutting section located at ground floor were not using ear plug and employees working in polish section located at second floor were not using apron & respiratory mask. |
| 7.13 - Non Compliance # 3 | Local Law: In accordance with Indian Electricity Rules 1956, Rule 46, 47, 47(a) and 63, Finding -It was noted during the review of records that facility has not provided documentary evidence for checking of the earth pit resistance and the same is marked and identified |
| 7.17 - Non Compliance # 4 | Local Law - In accordance with Factory Act Rules 1950, Section 61 (7) Finding -It was noted during the tour of the facility that oxygen cylinders using for Argon welding operation and LPG cylinder used for heat oven were found stored at multiple production areas instead of an isolated storage outside the building. Also no safety instructions displayed near to the gas cylinder storage. |
| 7.23 - Note: | The facility has not provided transport service. |
| 7.24 - | The facility has not provided accommodation facility to the workers. Workers have their own arrangement for transport & accommodation |
| 7.25 - Non Compliance # 5 | Local Law: According to Section 14 (1) of The Factories Act, 1948 In every factory i Finding -It was noted during the tour of the facility that the ducting system was found not operational properly in the polishing section located on second floor and the dust found on the production floor. On the day of audit 14 employees were found working in polish section. |
| Remarks from Auditee: None | |

| | |
|---|----------------|
| Performance Area 8 : No Child Labour | |
| Full Audit [Audit Id - 109390] Audit Date: 03/10/2017 PA Score: A | Deadline date: |
| GOOD PRACTICES: None observed | |
| AREAS OF IMPROVEMENT: No Non-compliance observed during the audit. | |
| Remarks from Auditee: | |
| Performance Area 9 : Special protection for young workers | |
| Full Audit [Audit Id - 109390] Audit Date: 03/10/2017 PA Score: A | Deadline date: |
| GOOD PRACTICES: None observed | |
| AREAS OF IMPROVEMENT: No Non-compliance observed during the audit. Note - The facility has not employed young employees at the site. | |
| Remarks from Auditee: | |
| Performance Area 10 : No Precarious Employment | |
| Full Audit [Audit Id - 109390] Audit Date: 03/10/2017 PA Score: A | Deadline date: |
| GOOD PRACTICES: None observed | |
| AREAS OF IMPROVEMENT: No Non-compliance observed during the audit. | |
| Remarks from Auditee: | |
| Performance Area 11 : No Bonded Labour | |
| Full Audit [Audit Id - 109390] Audit Date: 03/10/2017 PA Score: A | Deadline date: |
| GOOD PRACTICES: None observed | |
| AREAS OF IMPROVEMENT: No Non-compliance observed during the audit | |
| Remarks from Auditee: | |

Performance Area 12 : Protection of the Environment

Full Audit [Audit Id - 109390] Audit Date: 03/10/2017 PA Score: B Deadline date:03/01/2018

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

Based on the evidences, the main auditee does not respects this principle because of following reasons.

12.3 - Non Compliance #1

Local Law: In accordance with Water (Prevention and Control of Pollution) Act 1974, Section 25 (1),

Finding: It was noted that facility has not declared color spray, powder coating & electroplating operation to the pollution control board and therefore permission for hazardous waste is not obtained. Color spray, powder coating & electroplating operations is located on second floor.

Facility has obtained copy of pollution permits (Air and water Consent) from pollution control board without approval of color spray, powder coating & electroplating operations. These permits are valid until 31 March 2018.

Further it was noted that facility has installed effluent treatment plant of terrace.

Remarks from Auditee:

None

Performance Area 13 : Ethical Business Behaviour

Full Audit [Audit Id - 109390] Audit Date: 03/10/2017 PA Score: A Deadline date:

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

No Non-compliance observed during the audit

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 | 03/10/2017 | 109390 | A | B | A | A | A | A | A | A | A | A | A | B | A | A |

Producer Photos



External photo(s) of the production unit(s)
Factory name and address.jpg



Photo of fire safety equipment
Fire extinguisher.jpg



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



External photo(s) of the production unit(s)
No child labour policy.jpg



Photo of fire safety equipment
Fire hooter.jpg



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



External photo(s) of the production unit(s)
Out side view.jpg



Photo of fire safety equipment
Fire hydrant.jpg



Photo of the inside of the main production hall
Production area.jpg



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



Photo of fire safety equipment
Fire panel.jpg



Photo of the inside of the main production hall
Raw material storage area.jpg



External photo(s) of the production unit(s)
Working hours.jpg



Photo first aid facilities
First aid box.jpg



Photo of the inside of the main production hall
Tool area.jpg



Photo of the code of conduct on display
BSCI code displayed.jpg



Photo of the inside of the main production hall
Color area.jpg



Photo of non-conformity
Ducting system in polish not working properly.jpg



Photo of the sanitary facilities
Drinking water point.jpg



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



Photo of non-conformity
Employees were not using PPE.jpg



Photo of the sanitary facilities
Toilet.jpg



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



Photo of non-conformity
LPG cylinders not stored properly.jpg



Photo of fire safety equipment
Emergency light.jpg



Photo of the inside of the main production hall
Finishing area.jpg



Photo of non-conformity
oxygen cylinders not stored properly.jpg



Photo of fire safety equipment
Evacuation plan.jpg



Photo of the inside of the main production hall
Oven area.jpg



Photo of non-conformity
Polish employee not using PPE.jpg



Photo of fire safety equipment
Fire alarm.jpg