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Auditee :	<b>I R ACCESSORIES PVT LTD</b>
Audit Date From :	<b>13/07/2018</b>
Audit Date To :	<b>13/07/2018</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the amfori BSCI platform</b>
Auditing Company :	<b>BureauVeritas</b>
Auditor's Name(s) :	<b>Barri Anand Reddy(Lead)</b>
Auditing Branch (if applicable) :	

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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
<b>A</b> <b>Very Good</b>	<ul style="list-style-type: none"> <li>Minimum 7 Performance Areas rated A</li> <li>No Performance Areas rated C, D or E</li> </ul> These are three examples: A B B B A A A A A A A B 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.
<b>B</b> <b>Good</b>	<ul style="list-style-type: none"> <li>Maximum 3 Performance Areas rated C</li> <li>No Performance Areas rated D or E</li> </ul> These are three examples: 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.
<b>C</b> <b>Acceptable</b>	<ul style="list-style-type: none"> <li>Maximum 2 Performance Areas rated D</li> <li>No Performance Areas rated E</li> </ul> These are three examples: 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 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.
<b>D</b> <b>Insufficient</b>	<ul style="list-style-type: none"> <li>Maximum 6 Performance Areas rated E</li> </ul> These are three examples: 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	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
<b>E</b> <b>Unacceptable</b>	<ul style="list-style-type: none"> <li>Minimum 7 Performance Areas rated E</li> </ul> These are three examples: A A A A A A E E E E E E E A A B B C D E	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
<b>Zero Tolerance</b>	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 :	<b>I R ACCESSORIES PVT LTD</b>		
DBID number :	<b>24852</b>		
Audit ID :	<b>128700</b>		
Address :	<b>Plot No. 154 L, M &amp; N, Phase II, HSIIDC, Sector 7, IMT Manesar 122050. , Gurgaon, Haryana Gurgaon</b>		
Province :	<b>Haryana</b>	Country :	<b>India</b>
Management Representative :	<b>Mr. Suresh Singh - Manager HRD</b>		
Contact person:	<b>Suresh Singh</b>	Sector :	<b>Non-Food</b>
Industry Type :	<b>Textiles, clothing, leather</b>	Product group :	<b>Apparel</b>
Product Type :	<b>Scarfs and garments</b>		

**Audit Details**



Audit Range :	<input type="checkbox"/> Full Audit	<input checked="" 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
C	A	A	A	A	A	A	A	A	A	A	A	A

**Executive summary of audit report**

This was a semi announced follow up audit conducted as per BSCI 2014 guidelines on July 13, 2018. The facility was established in and operating from this premises since year 2010. It is engaged into manufacturing of Scarfs and garments for the purpose of exports to its international clients. Production processes included fabric cutting, stitching, washing, finishing, packing. Total number of 295 machines [Single needle lock stitch - 185, Under bead trimmer / Edge cutter- 73, Overlock – 30 and other machines – 07] were used for manufacturing process.

The premises is an integrated premises subdivided into L, M and N. The facility has three buildings; buildings L and M were under one factory license and the building N was under another factory license and the two factory licenses were valid. For completing the production, the processes of all the three buildings were involved and there were worker co-mingling between buildings. Hence all the three buildings were taken under audit scope. All three buildings belonged to I R Accessories Pvt Ltd.

Following activities were performed floor wise of the building:-

Building – 1 [Plot no. 154 N]- 3-storeyed.

Basement :- Fabric store, fabric waste store, trim store.

Ground Floor – Stitching,

First Floor – Stitching,

Second Floor: - Pico (sewing), canteen, spare machien stock.

Building – 2 [Plot 154 M]- 3-storeyed.

Basement:- Cutting, fabric stores, accessories stores, laboratory.

Ground Floor – Office

First Floor – Sampling

Second Floor: - lunch area, washing, chemical room, spotting room.

Building – 3 [Plot 154 L]- 3-storeyed.

Basement :- Fabric stores,

Ground Floor – Finishing & packing (partly operational), crèche.

First Floor - Finishing & packing (Non-operational)

Second Floor: - No activities (spare sewing machines were installed, under renovation).

Periphery: 3 Power genearator-125 KVA, 125 KVA and 400 KVA, diesel storage, scrap yard, loading and unloading area, effluent treatment plant, hazardous waste (ETP sludge and used oil) storage and security guard room.

No dormitory was provided and the same is not mandated by the local law.

Total areas occupied by the factory was about 3036 square meters and the build up area was about 6375 square meters.

Total number of employees: 510 (425 male, 85 female) out of whom 419 are production workers (349 male, 70 female) and 91 non-production workers (76 male, 15 female). All production workers are directly hired by the facility on the company payroll and security is outsourced from two contractors namely SDS security and Gajraj Security.

The facility has electronic (finger scan) time in and out recording system for all workers.

Normal Working Hours of employees were 9:30 – 18:30 [lunch break 13:00 – 13:30, tea breaks 11:00 – 11:15 & 16:00 – 16:15] from Monday to Saturday and Sunday is observed as weekly rest day.

Monthly wages since January 01, 2017 for un-skilled INR [Indian Rupees] - INR 8280.20 per month, for semi-skilled (A) - INR 8694.20 per month, semiskilled (B) - INR 9128.91 per month, for skilled (A) - INR 9585.35 per month and for skilled (B) INR 10064.62 per month and payment is made through bank transfer and regular wage disbursement is by 7th of following month.

Total 5 workers' working hours, wages and benefits records were reviewed. Detail: 5 each for June (recent paid month) and May 2018 (random).

Personal files including age documents and employment contracts were reviewed for all 5 interviewed workers. Samples were drawn from available processes for all three tested months. No seasonal workers was noted. All were local workers and no migrant workers was noted.

Note: The garment section was found to be non operational on the day of audit. As per the facility management , they are mainly into scarfs production and started the garment business and due to lack of orders. The employees were shifted to scarfs section mostly and most of the workers were left the organisation.



**Ratings Summary**



<b>Auditee's background information</b>			
Auditee's name :	<b>I R ACCESSORIES PVT LTD</b>	Legal status :	<b>Private limited company.</b>
Local Name :	<b>I R ACCESSORIES PVT LTD</b>	Year in which the auditee was founded :	<b>2010</b>
Address :	<b>Plot No. 154 L, M &amp; N, Phase II, HSIIDC, Sector 7, IMT Manesar 122050. , Gurgaon, Haryana</b>	Contact person (please select) :	<b>Suresh Singh</b>
Province :	<b>Haryana</b>	Contact's Email :	<b>hrd@iracc.co</b>
City :	<b>Gurgaon</b>	Auditee's official language(s) for written communications :	<b>English</b>
Region :	<b>South Asia</b>	Other relevant languages for the auditee :	<b>Hindi</b>
Country :	<b>India</b>	Website of auditee (if applicable) :	<b>www.iracc.co</b>
GPS coordinates :	<b>28.378513, 76.912820</b>	Total turnover (in Euros) :	<b>6700000.00</b>
Sector :	<b>Non-Food</b>	Of which exports % :	<b>100.00</b>
Industry :	<b>Textiles, clothing, leather</b>	Of which domestic market % :	<b>0.00</b>
If other, please specify :		Production volume :	<b>300,000 pieces of scarved per month; 50,000 piece of garments per month</b>
Product Group :	<b>Apparel</b>	Production cost calculation :	<b>Yes</b>
If other, please specify :		Lost time injury calculation cost :	<b>Yes</b>
Product Type :	<b>Scarfs and garments</b>		

<b>Auditee's employment structure at the time of the audit</b>		
Total number of workers :	<b>510</b>	Total number of workers in the production unit to be monitored (if applicable) :
	<b>MALE WORKERS</b>	<b>FEMALE WORKERS</b>
Permanent workers	<b>425</b>	<b>85</b>
Temporary workers	<b>0</b>	<b>0</b>
In management positions	<b>38</b>	<b>20</b>
Apprentices	<b>0</b>	<b>0</b>
On probation	<b>0</b>	<b>0</b>
With disabilities	<b>0</b>	<b>0</b>
Migrants (national citizens)	<b>0</b>	<b>0</b>
Migrants (foreign citizens)	<b>0</b>	<b>0</b>
Workers on the permanent payroll	<b>425</b>	<b>85</b>
Production based workers	<b>0</b>	<b>0</b>
With shifts at night	<b>3</b>	<b>0</b>
Unionised	<b>0</b>	<b>0</b>
Pregnant	<b>-</b>	<b>0</b>
On maternity leave	<b>-</b>	<b>0</b>

**Finding Report**



**Performance Area 1 : Social Management System and Cascade Effect**

1- Followup Audit [Audit Id - 128700] Audit Date: 13/07/2018 PA Score: C

Deadline date:31/08/2018

**GOOD PRACTICES:**

**AREAS OF IMPROVEMENT:**

Based on the satisfactory evidence it was noted that the auditee partially respects the said performance area. The auditee has taken corrective action on few observation that came in initial audit. The auditee has provided training to the responsible persons on selecting procedures of suppliers, however few deviation are yet to be corrected which are detailed in 1.1 and 1.3

- 1.1 - Previous Finding: - [Audit conducted on April 4-5, 2018]: Based on satisfactory evidence it was noted that the auditee respected this principle partially. (a) The auditee's management did not understand the content of the amfori Code and Terms of Implementation for business partners to be involved in the amfori BSCI monitoring process. (b) The auditee's management did not understand the need to consult customers and stakeholders to adhere to a continuous improvement approach in day-to-day business practices. (c) Though the auditee has systems in place for compliance with amfori BSCI performance areas, the auditor noted noncompliances, which were described under respective performance areas. It was noncompliance based on amfori BSCI CoC Clause 1.1 Follow up audit dated: July 13, 2018 Corrective action partially taken: (a) Based on the satisfactory evidence it was noted that the facility partially understands the content of the amfori Code and Terms of Implementation for business partners to be involved in the amfori BSCI monitoring process. The auditee has started monitoring their suppliers used for Dyeing and Printing, however has not started for the raw material suppliers. This is not in accordance with BSCI Code requirement of clause 1.1 Corrective action not taken: (b) Based on the satisfactory evidence it was noted that the management still did not understand the need to consult customers and stakeholders to adhere to a continuous improvement approach in day-to-day business practices. This is not in accordance with amfori BSCI code requirement of clause 1.1 Corrective action partially taken: (c) Based on the satisfactory evidence it was noted that though the auditee has a system in place for compliance with amfori BSCI performance areas, the auditor noted non-compliances which are described under respective area. This is not in accordance with amfori BSCI Core requirement of clause 1.1
- 1.3 - (a) Previous Finding: - [Audit conducted on April 4-5, 2018]: Based on satisfactory evidence it was noted that the auditee respected the principle of the clause partially. The auditee maintained Terms of Implementation of amfori BSCI signed by only 01 out of 09 declared business partners (suppliers and subcontractors) owned by different management. Further, the auditee maintained signed internal assessment report for only 01 out of such 9 business partners. Further, the checklist used in internal assessment of business partners did not include all performance areas of BSCI CoC. Corrective action partially taken: Based on the satisfactory evidence it was noted that the auditee has taken partial corrective action. Though the auditee has shared the amfore BSCI TOI and COC with their suppliers and started monitoring their suppliers, however only 4 out of 10 suppliers were so far monitored and rest are yet to be monitored. This is not in accordance with amfori BSCI Code requirement of clause 1.3 (b) Previous Finding: - [Audit conducted on April 4-5, 2018] The auditee did not instruct the relevant staff to follow the principle of amfori BSCI while selecting a business partner and not considering mere price and quality competitiveness. This is not in accordance with the BSCI code requirement of clause 1.3 Corrective action taken: Based on the satisfactory evidence it was noted that the auditee has drafted selection procedures of suppliers and has conducted training to the respective persons who are involved in selecting the suppliers on the parameters required to be followed in selecting the suppliers. The training was conducted on May 15, 2018.

**Remarks from Auditee:**

Full Audit [Audit Id - 120548] Audit Date: 04/04/2018 PA Score: C

Deadline date:04/07/2018

Good practices

None

Areas of improvement

Remark: The auditee has its own social compliance management system. They appointed Mr Nirmal Singh (Compliance Manager) as management rep. as additional responsibility. They collected overview information of suppliers and subcontractor based on auditor guidance on the day of audit. Contractor-employed security guards' records were sufficiently maintained and no noncompliance pertaining to them was apparent. However, noncompliance was noted under 1.1, 1.3. Not applicable; auditee was comfortable in English.

- 1.1 - Based on satisfactory evidence it was noted that the auditee respected this principle partially. (a) The auditee's management did not understand the content of the amfori Code and Terms of Implementation for business partners to be involved in the amfori BSCI monitoring process. (b) The auditee's management did not understand the need to consult customers and stakeholders to adhere to a continuous improvement approach in day-to-day business practices. (c) Though the auditee has systems in place for compliance with amfori BSCI performance areas, the auditor noted noncompliances, which were described under respective performance areas. It was noncompliance based on amfori BSCI CoC Clause 1.1 Not applicable; auditee was comfortable in English.
- 1.3 - (a) Based on satisfactory evidence it was noted that the auditee respected the principle of the clause partially. The auditee maintained Terms of Implementation of amfori BSCI signed by only 01 out of 09 declared business partners (suppliers and subcontractors) owned by different management. Further, the auditee maintained signed internal assessment report for only 01 out of such 9 business partners. Further, the checklist used in internal assessment of business partners did not include all performance areas of BSCI CoC. (b) The auditee did not instruct the relevant staff to follow the principle of amfori BSCI while selecting a business partner and not considering mere price and quality competitiveness. This is not in accordance with the BSCI code requirement of clause 1.3 Not applicable; auditee was comfortable in English.

**Remarks from Auditee**

We will comply.



<b>Performance Area 2 : Workers Involvement and Protection</b>	
1- Followup Audit [Audit Id - 128700] Audit Date: 13/07/2018 PA Score: A	Deadline date:31/07/2018
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
Based on the satisfactory evidence it was noted that the auditee has partially respects the said performance area and has taken partial corrective action. Though the auditee has drafted long term goals to protect workers however does not have step wise mechanism to meet the goal which is detailed in 2.2	
2.2 - Previous Finding: - [Audit conducted on April 4-5, 2018]: Based on the satisfactory evidence it is noted that the auditee did not define long term goals for protecting workers in line with the aspirations of the BSCI Code of Conduct. This is not in accordance with the BSCI Code requirement of the clause 2.2 Follow up audit: July 13, 2018 Corrective action partially taken: Based on the satisfactory evidence it was noted that though the auditee has drafted the long term goals for protecting workers, however does not have step wise mechanism to meet the goals. This is not in accordance with the amfori BSCI Code requirement of clause 2.2	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 120548] Audit Date: 04/04/2018 PA Score: B	
Deadline date:04/05/2018	
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
Remark: Auditee carried out worker communication via joint committee meetings. However, noncompliance was noted under 2.2 Not applicable; auditee was comfortable in English.	
2.2 - Based on the satisfactory evidence it is noted that the auditee did not define long term goals for protecting workers in line with the aspirations of the BSCI Code of Conduct. This is not in accordance with the BSCI Code requirement of the clause 2.2 Not applicable; auditee was comfortable in English.	
<b>Remarks from Auditee</b>	
We will comply.	
<b>Performance Area 3 : The rights of Freedom of Association and Collective Bargaining</b>	
1- Followup Audit [Audit Id - 128700] Audit Date: 13/07/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
No any non-compliance was raised in the previous audit, so this PA was not included in this follow-up audit scope. The rating in this PA remained unchanged just as it was in the previous audit.	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 120548] Audit Date: 04/04/2018 PA Score: A	
Deadline date:	
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
Remark: Worker are free to join or form trade unions. However, no trade union existed. However, Works Committee and grievance committee were noted which was a joint committee of management and workers. It used to meet regularly to solve worker- management relation issues. General problems in work area was recorded. No individual complaints or grievance received. Suggsteion and compliant boxes were available and regularly checked and documented. Not applicable.	
<b>Remarks from Auditee</b>	



<b>Performance Area 4 : No Discrimination</b>	
1- Followup Audit [Audit Id - 128700] Audit Date: 13/07/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
No any non-compliance was raised in the previous audit, so this PA was not included in this follow-up audit scope. The rating in this PA remained unchanged just as it was in the previous audit.	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 120548] Audit Date: 04/04/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
Remark: No discrimination was practiced on gender, caste, religion, political orientation, language. Not applicable.	
<u>Remarks from Auditee</u>	
<b>Performance Area 5 : Fair Remuneration</b>	
1- Followup Audit [Audit Id - 128700] Audit Date: 13/07/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
Based on the satisfactory evidence it was noted that the auditee fully respects the said performance area. The auditee ensures that all employees are guarantee with minimum wages and the wages are remitted to their respective accounts in timely manner. A copy of wage slip is issued to all employees. All employees are covered under Employees State Insurance and Employees Provident Fund and leave benefits and bonus benefits are guaranteed.	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 120548] Audit Date: 04/04/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
Remark: Legal minimum wage rate respected. Wage paid by 7th day after completion of pay month. All wages were paid via bank. No illegal deduction noted. Wage paid to respective worker only. No inconsistency was noted between provided records vis-a-vis production records and employee interview. Not applicable.	
<u>Remarks from Auditee</u>	

<b>Performance Area 6 : Decent Working Hours</b>	
1- Followup Audit [Audit Id - 128700] Audit Date: 13/07/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
Based on the satisfactory evidence it was noted that the auditee fully respects the said performance area and installed bio-metric system to track the working hours of the workers. Overtime is conducted on rarely basis and are compensated at double the ordinary rate of wages. No rest day work observed in the reviewed sampled months of May 2018 and June 2018.	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 120548] Audit Date: 04/04/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
Remark: Auditee used electronic (finger scan) for time recording for all employees. No dual time recording was noted. Regular working hours were 48 hours per week. Max. overtime hours were 2 hours per day and 4 hours per week. No weekly rest day work. No holiday work. One day rest was provided to each employee. All employees worked in 1 shift only. No inconsistency was noted between provided records vis-a-vis production records and employee interview. However, noncompliance was noted under clause 6.2. Not applicable.	
<u>Remarks from Auditee</u>	

**Performance Area 7 : Occupational Health and Safety**

1- Followup Audit [Audit Id - 128700] Audit Date: 13/07/2018 PA Score: A Deadline date:31/07/2018

**GOOD PRACTICES:**

**AREAS OF IMPROVEMENT:**

Based on the satisfactory evidence it was noted that the auditee partially respects the said principle. The auditee has taken corrective actions on all the observations that came across in the initial audit except observation related to risk assessment. The facility has ensured that the fire alarm is centralised and is audible throughout the facility (3 buildings) and has made exit door open outwards in the creche. The deviation observed is detailed in 7.3.

- 7.1 - Previous Finding: - [Audit conducted on April 4-5, 2018]: Based on satisfactory evidence it was noted that the auditee respected this principle partially. Though the auditee has a system for maintaining health and safety conditions for compliance, the auditor observed noncompliances on fire safety, the detail of which were described under respective clause. It was noncompliance based on amfori BSCI CoC 7.1 Follow up audit: July 13, 2018 Corrective action taken: Based on the satisfactory evidence it was noted that the auditee has taken corrective actions on all the previous observations that came across in the initial audit. A new observed related to door opening inwards was noticed in the buttoning section with just 2 workers which was with immediate effect was removed and permanent corrective action taken.
- 7.3 - Previous Finding: - [Audit conducted on April 4-5, 2018]: 7.3 Based on satisfactory evidence it was noted that the auditee respected this principle partially. The auditee did not consider the possible cases of disabled workers while carrying out OHS risk assessment. Note: The disabled workers would be vulnerable in case of emergency. Further, the auditee did not consider risk on transmittable & non-transmittable diseases. This is not in accordance with the BSCI Code requirement of the clause 7.3 Follow up audit: July 13, 2018 Corrective action partially taken: Based on the satisfactory evidence it was noted that the auditee has taken corrective action and conducted risk assessment pertaining to transmittable & non-transmittable diseases and made policy pertaining to disabled workers, however has not conducted any risk pertaining to the disabled works. This is not in accordance with amfori BSCI code requirement of clause 7.3
- 7.4 - Previous Finding: - [Audit conducted on April 4-5, 2018]: Based on satisfactory evidence, it was noted that the auditee respected this principle partially. The auditee did not involve workers' involvement while carrying out OHS risk assessment. This is not in accordance with the BSCI Code requirement of the clause 7.4 Follow up audit: July 13, 2018 Corrective action taken: Based on the satisfactory evidence it was noted that the auditee has taken corrective action has made a team consisting of workers, staff and worker representative and permed the risk assessment. The assessment report is duly signed by all the memeber participated in conducting the risk assessment.
- 7.14 - Previous Finding: - [Audit conducted on April 4-5, 2018]: Based on satisfactory evidence it was noted that the auditee respected this principle partially. The fire alarm sound was not audible throughout the facility while it was operated at any point in any building. Note: The auditee installed separate fire alarm system for each building and it was not audible in one building when it was triggered in another building. This is not in accordance with the BSCI Code requirement of the clause 7.14 and Section 38 of The Factories Act 1948. Follow up audit: July 13, 2018 Corrective action taken: Based on the satisfactory evidence it was noted that the auditee has taken corrective action and centralised all the fire alarm call points into one fire panel which is located in block M. The auditee rang the alarm is found to be audible throughout the blocks and no issues noticed.
- 7.15 - Previous Finding: - [Audit conducted on April 4-5, 2018]: Based on satisfactory evidence it was noted that the auditee respected this principle partially. 01 out of 01 exit door in creche room on ground floor of building L was not opening outward in the direction of emergency evacuation; it was opening inward only. Note: No child was present on the dates of audit. The room area was about 180 sq. ft. This is not in accordance with the BSCI Code requirement of the clause 7.15 and Rule 66 (9) (u) of The Punjab Factories Rules 1952 as applicable in the state of Haryana. Follow up audit: July 13, 2018 Corrective action taken: Based on the satisfactory evidence it was noted that the auditee has taken corrective action and made the exit door in the creche open outwards. One new exit door related to door opening inwards was noticed during the facility tour in buttoning section with 2 workers which was removed with immediate effect.

**Remarks from Auditee:**

Full Audit [Audit Id - 120548] Audit Date: 04/04/2018 PA Score: E Deadline date:04/06/2018

Good practices

None

Areas of improvement

Remark: Auditee was vigilant on building safety, fire safety, electrical safety, machine safety chemical safety. Sufficient number of functional fire extinguishers available. Fire evacuation drill was conducted regularly. First aid training done. PPEs such as appropriate masks were provided to all relevant workers. Drinking water test was done and it was potable. No accident took place in last 12 months. No fire incident was noted to occur during last 12 months. Building appeared safe, no cracks, no sagging. No power-driven machinery was used in manufacturing processes. Designated HSE responsible person was noted. No dormitory and transport facility were provided. However, noncompliance was noted under 7.1, 7.3, 7.4, 7.14, 7.15. No zero tolerance issue was noted. Not applicable; auditee was comfortable in English.

- 7.1 - Based on satisfactory evidence it was noted that the auditee respected this principle partially. Though the auditee has a system for maintaining health and safety conditions for compliance, the auditor observed noncompliances on fire safety, the detail of which were described under respective clause. It was noncompliance based on amfori BSCI CoC 7.1 Not applicable; auditee was comfortable in English.
- 7.3 - Based on satisfactory evidence it was noted that the auditee respected this principle partially. The auditee did not consider the possible cases of disabled workers while carrying out OHS risk assessment. Note: The disabled workers would be vulnerable in case of emergency. Further, the auditee did not consider risk on transmittable & non-transmittable diseases. This is not in accordance with the BSCI Code requirement of the clause 7.3 Not applicable; auditee was comfortable in English.
- 7.4 - Based on satisfactory evidence it was noted that the auditee respected this principle partially. The auditee did not involve workers' involvement while carrying out OHS risk assessment. This is not in accordance with the BSCI Code requirement of the clause 7.4 Not applicable; auditee was comfortable in English.
- 7.14 - Based on satisfactory evidence it was noted that the auditee respected this principle partially. The fire alarm sound was not audible throughout the facility while it was operated at any point in any building. Note: The auditee installed separate fire alarm system for each building and it was not audible in one building when it was triggered in another building. his is not in accordance with the BSCI Code requirement of the clause 7.14 and

<p>Section 38 of The Factories Act 1948. This noncompliance was not a zero tolerance issue because it was not too severe to warrant immediate management attention and correction. Management was aware of the fact that each building has separate fire alarm system. Not applicable; auditee was comfortable in English.</p> <p><b>7.15 -</b> Based on satisfactory evidence it was noted that the auditee respected this principle partially. 01 out of 01 exit door in creche room on ground floor of building L was not opening outward in the direction of emergency evacuation; it was opening inward only. Note: No child was present on the dates of audit. The room area was about 180 sq. ft. This is not in accordance with the BSCI Code requirement of the clause 7.15 and Rule 66 (9) (u) of The Punjab Factories Rules 1952 as applicable in the state of Haryana. This noncompliance was not a zero tolerance issue because it was not too severe to warrant immediate management attention and correction. Management was aware of the fact that the door was not opening outward. Not applicable; auditee was comfortable in English.</p> <p><b>7.23 -</b> Not applicable. No transport facility was provided to workers, nor required under law.</p> <p><u>Remarks from Auditee</u></p> <p>We will comply.</p>
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<b>Performance Area 8 : No Child Labour</b>	
1- Followup Audit [Audit Id - 128700] Audit Date: 13/07/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
No any non-compliance was raised in the previous audit, so this PA was not included in this follow-up audit scope. The rating in this PA remained unchanged just as it was in the previous audit.	
<u>Remarks from Auditee:</u>	
Full Audit [Audit Id - 120548] Audit Date: 04/04/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
Remark: No present or past child labour noted. Copies of valid age documents maintained in workers files. Minimum age noted was 23 years. Not applicable.	
<u>Remarks from Auditee</u>	

<b>Performance Area 9 : Special protection for young workers</b>	
1- Followup Audit [Audit Id - 128700] Audit Date: 13/07/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
No any non-compliance was raised in the previous audit, so this PA was not included in this follow-up audit scope. The rating in this PA remained unchanged just as it was in the previous audit.	
<u>Remarks from Auditee:</u>	
Full Audit [Audit Id - 120548] Audit Date: 04/04/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
Remark: No young person present or employed. However, auditee has policy to protect interest of young workers, if employed, in lince with BSCI requirement. Not applicable.	
<u>Remarks from Auditee</u>	

<b>Performance Area 10 : No Precarious Employment</b>	
1- Followup Audit [Audit Id - 128700] Audit Date: 13/07/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
No any non-compliance was raised in the previous audit, so this PA was not included in this follow-up audit scope. The rating in this PA remained unchanged just as it was in the previous audit.	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 120548] Audit Date: 04/04/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>Remark: The auditee maintained employment contracts with all employees and provided them copies of them. Induction training was provided just after recruitment. Employees were aware of working conditions during personal interview stage during recruitment process. All interviewed employees received copies of employment contract. No terms or conditions of employment was against interest of employees. All employees were hired directly except contractor-employed security guards. No casual, part time employee, internationally migrant workers were employed. Not applicable.</p>	
<u>Remarks from Auditee</u>	
<b>Performance Area 11 : No Bonded Labour</b>	
1- Followup Audit [Audit Id - 128700] Audit Date: 13/07/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
No any non-compliance was raised in the previous audit, so this PA was not included in this follow-up audit scope. The rating in this PA remained unchanged just as it was in the previous audit.	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 120548] Audit Date: 04/04/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>Remark: Employees were free to access the drinking water and toilet facilities. Employees were allowed to leave the facility premises after the shift is over. Recruitment fees of any kind at the time of hiring or after joining the services of the facility were not required by the facility. Employees confirmed of not depositing any money or any of their original identity papers to the facility. Only the photocopies of the required documents were kept in the custody of the facility. Further the facility has policy and procedure on bonded labour. No internationally migrant employee was employed. No bond is required to be signed as condition of employment. No part of wage earned was withheld. Not applicable.</p>	
<u>Remarks from Auditee</u>	

<b>Performance Area 12 : Protection of the Environment</b>	
1- Followup Audit [Audit Id - 128700] Audit Date: 13/07/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
No any non-compliance was raised in the previous audit, so this PA was not included in this follow-up audit scope. The rating in this PA remained unchanged just as it was in the previous audit.	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 120548] Audit Date: 04/04/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
Remark: The auditee has policy on environmental compliance. They obtained permits for emission and discharge from pollution control authority. No fugitive emission or discharge was noted. The auditee followed the conditions laid down in the permits. Power generator emission test reports, ambient air quality test reports, ambient noise monitoring report were maintained; the results were compliant. Not applicable.	
<b>Remarks from Auditee</b>	
<b>Performance Area 13 : Ethical Business Behaviour</b>	
1- Followup Audit [Audit Id - 128700] Audit Date: 13/07/2018 PA Score: A	Deadline date:31/08/2018
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
Based on the satisfactory evidence it was noted that the auditee partially respects the said performance area. The auditee has not taken corrective action on observation raised in the previous audit and the same is still reflecting in 13.1	
<p><b>13.1 -</b> Previous Finding: - [Audit conducted on April 4-5, 2018]: Based on satisfactory evidence it was noted that the auditee respected this principle partially. The auditee did not carry out risk assessment on activities that would have risk of unethical business behavior. Further, it did not introduce award system for whistleblowing. It was noncompliance based on amfori BSCI CoC Clause 13.1. Follow up audit: July 13, 2018 Corrective action partially taken: Based on the satisfactory evidence it was noted that the auditee has still not conducted the risk assessment on activities that would have risk of unethical business behaviour. However the auditee has drafted a policy on reewards and recognition for encourasing unethical behaviour. This is not in accordance with amfori BSCI Code requirement of clause 13.1</p>	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 120548] Audit Date: 04/04/2018 PA Score: A	Deadline date:04/07/2018
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>Remark: No case of corruption, bribery, market monopoly, extortion, embezzlement, document falsification were noted. However, noncompliance was noted under 13.1. Not applicable; auditee was comfortable in English.</p> <p><b>13.1 -</b> Based on satisfactory evidence it was noted that the auditee respected this principle partially. The auditee did not carry out risk assessment on activities that would have risk of unethical business behavior. Further, it did not introduce award system for whistleblowing. It was noncompliance based on amfori BSCI CoC Clause 13.1. Not applicable; auditee was comfortable in English.</p>	
<b>Remarks from Auditee</b>	
We will comply.	

**Summary** 

Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Follow-up Audit	13/07/2018	128700	C	A	A	A	A	A	A	A	A	A	A	A	A	B
Full Audit	04/04/2018	120548	C	B	A	A	A	A	E	A	A	A	A	A	A	D



Producer Photos



External photo(s) of the production unit(s) BSCI Code posted.jpg



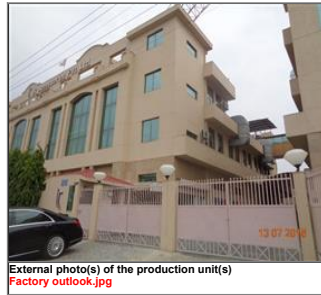
External photo(s) of the production unit(s) Factory name board.jpg



External photo(s) of the production unit(s) Hydrant Tested.jpg



External photo(s) of the production unit(s) Creche door made open outward.jpg



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



External photo(s) of the production unit(s) Non-functional garment section.jpg



External photo(s) of the production unit(s) Emergency light tested.jpg



External photo(s) of the production unit(s) Fire extinguisher and alarm.jpg



External photo(s) of the production unit(s) Production hall.jpg



External photo(s) of the production unit(s) Exits well marked.jpg