Monitoring summary report for XXXXXXXXXXXXXXX

MONITORING ID: 25-0326212

amfori
Trade with purpose

Monitored Party
XXXXXXXXXXXXXXXXXXXXX

amfori ID
XXXXXXXXXXX

Address
XXXXXXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXXXX, India

Monitoring Partner
Intertek

Monitoring Activity
amfori Social Audit - Manufacturing

Monitoring Type
Full Monitoring

Submission Date
07/07/2025

Monitoring Start Date
30/06/2025

Closing Meeting Finished Date
03/07/2025

Expiration Date
07/07/2027

Announcement Type
Semi Announced

Site
XXXXXXXXXXXXXXXXXXXXX

Site amfori ID
XXXXXXXXXXX

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OVERALL RATING



SECTION RATING

PA1: Social Management System	**C**	
PA 2: Workers Involvement and Protection	**C**	
PA 3: The Rights of Freedom of Association and Collective Bargaining	**A**	
PA 4: No Discrimination, Violence or Harassment	**A**	
PA 5: Fair Remuneration	**A**	
PA 6: Decent Working Hours	**A**	

PA 7: Occupational Health and Safety	**A**	
PA 8: No Child Labour	**A**	
PA 9: Special Protection for Young Workers	**A**	
PA 10: No Precarious Employment	**A**	
PA 11: No Bonded, Forced Labour or Human Trafficking	**A**	
PA 12: Protection of the Environment	**A**	
PA 13: Ethical Business Behaviour	**A**	

GENERAL DESCRIPTION

Name of lead auditor: Kushan Banerjee: APSCA membership number: CSCA 21700718
Name of team auditor (if applicable): Nil
Name of observers, translators, trainees, advisors/consultants (if applicable): N/A

Monitoring partner name: Intertek India Pvt. Ltd.
Audit schedule details: Audit Date: 30/06/2025 & 01-02/07/2025 & as per Amfori BSCI minimum audit length is 3.0 man-days, further 2.5 man-days applied for onsite audit day (01 auditors in 3 days) & remaining 0.5 man-day utilized for offsite report preparation.

Announcement Type: Semi-announced
Business partner information: The facility "XXXXXXXXXXXXXXXXXX" is a limited company located at XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX, India
The Facility – Factory License No: XXXXXX, Registration No. – XXXXXXXXXXXX & valid till August 17, 2029 for 250 employees & 250 HP;
The facility has started their operation from August 2021
Building ownership – The facility has purchased the land & has built up the building in industrial area.
Scope of the audit period covered from June 2024 May 2025
March to September is the peak season in the facility.
The facility is engaged in the manufacturing of jute & cotton bags.

The production process as follows: Raw material received – Cutting – Printing - Stitching – Finishing - Checking – Packing – Dispatch.

Audited location information: The facility building situated in a land area 3716 square meter area & buit up area is about 9723 square meter (from Ground to 4th floor). The floor wise details are mentioned below-

Building 1 / Ground Floor: Fabric store, cutting
1st floor – Accessory store, stitching, finishing, checking, packing
2nd floor – stitching, finishing, checking, packing
3rd floor – Printing
4th floor – Checking, packing
Periphery –Security room, electrical rooms, waste room, effluent treatment plant, generator,
Operating shifts & hours: As stated by management & as per shift approval facility employees work 6 days a week in 01 general shift:
Working Hours:
General shift:
10:00 AM to 07:00 PM
Lunch – 60 minutes (01:00 PM to 02:00 PM)
Rest day – Sunday
For security guards : As per interaction:

Shift A: 06:00 AM to 02:00 PM
Shift B: 02:00 PM to 10:00 PM
Shift C: 10:00 PM to 06:00 AM
Rest day – Stager; Break – 30 minutes
Time recording system: Facility had implemented biometric recording system for in/Out monitoring of employees for all company & contracted employee's apart from contracted house keeping & security guards who's time records maintained in manually however not available on the day of audit for review.
Salary payment details: All the workers' wages are calculated & paid in monthly basis. The wages paid in monthly basis on or before 07th of every following month. All the employees are paid through 100% bank transfer. As per interaction wages paid in cash to contracted guards & house keeping however not available for review.

Worker number information: A total of 200 employees (male- 171; female- 29) are currently working in the facility. Out of 200 employees, 22 are non-production employees (male- 18; female -04) &178 are production employees (male – 153; female – 25).
Out of 200 employees, 83 employees (male - 78 & female- 05) are from company payroll/direct & 117 employees(male - 93; female- 24) were recruited through 11 contractors (09 production & 02 service contractors- security & house keeping) as per below:

1. Bharath Fabrics – 46 employees (male – 33; female -13)
2. R K Enterprises – 4 employees (male)
3. Abhay Enterprise – 7 employees (male)
4. Md Faruk Enterprise – 08 employees (male)
5. Irfan Alam – 8 employees (male -3; female – 5)
6. Debesh Mandal – 9 employees (male)
7. Shri Pradip Khilari – 6 employees (male)
8. Suparna Enterprise – 07 employees (male – 04; female -03)
9. Md Wasim Ashan – 9 employees (male – 6; female -3)
10. Tranquil integrated services - 08 house keeping employees (male)
11. Dark Security Consultant Pvt Ltd – 05 guards (male)

There we no other agencies, migrants & vulnerable workers available in the facility.
Good practices: None
Worker organization details: Workers Committee, grievance committee, health & safety committee, internal complaint committee (POSH). Worker's representatives were selected through an election.
Circumstances: There was no special circumstance during the audit & facility management was found co-operative during the audit & shown keen interest to take corrective actions for the Non-Compliance's raised.

Summary of findings: Noncompliance noted in PA 1, PA 2, PA 7. Other PAs have no noncompliance.

Living wage calculation:
Living Wage: 1. The facility has manually calculated Basic Need wage on the survey conducted by the facility from their employees staying in & around factory.
2. Data used for living wage calculation is employee interviews & worker survey.
3. By taking into account of food & non-food expenses & arrived by using the below formula Living Wage: [Basic food basket x (1 / % of avg. household expenditure spent on food) x (0.5 x avg. household size) x 1.1] The BMW is INR 10182.00 per month
4. The auditor calculated living wage found around INR 10230.00 per month
5. Cost of living analysis with help of local markets including grocery shop.
Auditor Note 1: Below documents & photos are not applicable for this factory.
1.Collective bargaining agreements is not uploaded as no such agreement was in place.
2. Transportation, dormitories/ housing, canteen was not provided, however there is no such legal requirement, accordingly, 7.23 & 7.24 rated as not applicable. Dining fiality has not provided however it is a legal requirement.
3. High-risk health & safety areas (No such activity was performed)
4. Inconsistencies between time & production records (No such issue was found)
5. Government Waivers is not uploaded as no such waiver/exemption was available.
6. Production planning document & production records document is not uploaded as facility has not shared copy of same though it was shared with auditor for review. However, policy is uploaded.
Auditor Note 2: No recruitment fees/related cost is charged to employees. The facility has policy is in place to minimize & eliminate such recruitment cost. No recruitment agency is engaged in recruitment of the manpower. No reimbursement plan as no recruitment/hiring fee is charged to hired employees.
Auditor Note 3: During the days of audit,168 employees (male- 143; female- 25) were found working against total workforce of 200 (male- 171; female- 29) in general. The facility management stated that around 72 employees (male – 68; female- 04) are absent as local festival just over & employees not returned after festival.

Auditor Note 4: The youngest worker found in sample 18 years

Auditor Note 5: Last fire drill was conducted on dated May 24, 2025, health & safety committee meeting on dated June 25, 2025. Last training on gender equality & zero tolerance to violence training provided to all workers on dated conducted on dated June 18, 2025 & to management employees on dated June 20, 2025 through amforri bsci e-learning platform.
Auditor Note 6: Workers representatives are elected by election. "Speak for change" poster was not posted.
Auditor Note 7: No night shift for any production however security guards employed in night sift however as audit takes place during general shift so, samples taken from general shift only.

Auditor Note 8: Wages & time records were reviewed from June 2024 to May 2025 & out of these 12 months, sampled period, 03 months were randomly selected as May 2025 (latest pay period), October 2024 (non-peak month) & July 2024 (peak month).

Due to space limit legal wages, facility wages details mentioned in respective PA like PA5 & PA 6

SITE DETAILS

Site
XXXXXXXXXXXXXXXXX

Site amfori ID
XXXXXXXXXXX

GICS Classification

Sector
Consumer Discretionary

Industry Group
Consumer Durables & Apparel

Industry
Textiles, Apparel & Luxury Goods

Sub Industry
Textiles

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	**168**	**Workers**
Legal minimum wage in local currency	**10,214**	**Monthly**
Lowest wage paid for regular work at the site	**11,258**	**Monthly**
Calculated living wage in local currency	**10,182**	**Monthly**
Total sample	**20**	**Workers**

Other Metrics

Male workers	**143**	**Workers**
Female workers	**25**	**Workers**
Non-binary workers	**0**	**Workers**
Permanent workers - Male	**171**	**Workers**
Permanent workers - Female	**29**	**Workers**
Permanent workers - Non-binary	**0**	**Workers**
Temporary workers - Male	**0**	**Workers**
Temporary workers - Female	**0**	**Workers**
Temporary workers - Non-binary	**0**	**Workers**
Seasonal workers - Male	**0**	**Workers**
Seasonal workers - Female	**0**	**Workers**
Seasonal workers - Non-binary	**0**	**Workers**
Management - Male	**5**	**Workers**
Management - Female	**4**	**Workers**
Management - Non-binary	**0**	**Workers**
Apprentices - Male	**0**	**Workers**
Apprentices - Female	**0**	**Workers**
Apprentices - Non-binary	**0**	**Workers**
Workers on probation - Male	**0**	**Workers**
Workers on probation - Female	**0**	**Workers**
Workers on probation - Non-binary	**0**	**Workers**
Workers with night shift - Male	**4**	**Workers**
Workers with night shift - Female	**0**	**Workers**
Workers with night shift - Non-binary	**0**	**Workers**
Workers with disabilities - Male	**0**	**Workers**
Workers with disabilities - Female	**0**	**Workers**
Workers with disabilities - Non-binary	**0**	**Workers**
Domestic migrant workers - Male	**0**	**Workers**
Domestic migrant workers - Female	**0**	**Workers**
Domestic migrant workers - Non-binary	**0**	**Workers**
Foreign migrant workers - Male	**0**	**Workers**

Foreign migrant workers - Female	**0**	**Workers**
Foreign migrant workers - Non-binary	**0**	**Workers**
Workers hired directly - Male	**78**	**Workers**
Workers hired directly - Female	**5**	**Workers**
Workers hired directly - Non-binary	**0**	**Workers**
Workers hired indirectly - Male	**93**	**Workers**
Workers hired indirectly - Female	**24**	**Workers**
Workers hired indirectly - Non-binary	**0**	**Workers**
Unionised workers - Male	**0**	**Workers**
Unionised workers - Female	**0**	**Workers**
Unionised workers - Non-binary	**0**	**Workers**
Workers under CBA - Male	**0**	**Workers**
Workers under CBA - Female	**0**	**Workers**
Workers under CBA - Non-binary	**0**	**Workers**
Pregnant workers	**0**	**Workers**
Workers on parental leave - Male	**0**	**Workers**
Workers on parental leave - Female	**0**	**Workers**
Workers on parental leave - Non-binary	**0**	**Workers**
Sample - Male	**16**	**Workers**
Sample - Female	**4**	**Workers**
Sample - Non-binary	**0**	**Workers**

FINDINGS

PA1: Social Management System

Site: XXXXXXXXXXXXXXXXX | Site amfori ID: XXXXXXXXXX

Question: 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
Finding	
1.1 Non-Compliance Issue # 1 Local Law requirement - Not Applicable. In accordance with amfori code of conduct requirement. There shall be satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct Finding: The management system is partially effective and there were findings noted in the audit under other performance areas. For details, please refer to performance area – PA 1, PA 2, PA 7 Note: The facility has policy and procedure based on amfori BSCI Code of Conduct but there was insufficient implementation of them. They were in compliance with other requirement of the question, such as they have training system, organization for social compliance, internal monitoring, etc. Hence it was rated Partial. Non-Compliance Issue # 2 Local Law requirement: In accordance with The Sexual Harassment of Women at workplace (Prevention, Prohibition and Redressal) Rules, 2013 – Rule 14 – Preparation of Annual report – The annual report which the complaints committee shall prepare under Section 21, shall have the following details – a) Number of complaints of Sexual harassment received in the year; b) Number of complaints disposed off during the year; c) Number of cases pending for more than 90 days; Finding: During document review and interaction with facility management, it was noted that the facility has not submitted the annual return of the Internal Complaints Committee (Prevention of	Not applicable

Finding	
Sexual Harassment committee), as legally required. Note: The facility has policy and procedure based on amfori BSCI Code of Conduct but there was insufficient implementation of them. They were in compliance with other requirement of the question, such as they have training system, organization for social compliance, internal monitoring, etc, hence it is rated Partial.	

Question: 1.3 Is there satisfactory evidence that the auditee has identified their significant business partners and their level of alignment with the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
Finding	
1.3 Non-Compliance Issue # 1 Local Law requirement - Not Applicable. In accordance with amfori code of conduct requirement. There shall be satisfactory evidence that the auditee has identified their significant business partners and their level of alignment with the amfori BSCI Code of Conduct Finding: The facility has shared amfori BSCI code of conduct (COC) along with Terms of implementation (TOI) documents to its all 38 key/ significant business partners (27 material suppliers & 11 manpower suppliers). However facility has not carried out internal social audit of its 03 out of 27 material suppliers. It was noted that facility is in the process to conduct internal audits of its rest 03 material suppliers on or before December 2025. Non-Compliance Issue # 2 Local Law requirement: 1.In accordance with In accordance with Factories Act 1948, Section 64 (4) (i) & In accordance with Minimum Wages Act 1948, Section 18 (1) Finding: Facility has not maintained wage & time records of 02 out of 20 sampled employees (1 employee from security & 01 from house keeping	Not applicable

Finding	
contractor). Non Compliance Issue # 3 Local law:Amendment to Regulation 31 of the Employees' State Insurance (General) Regulations, 1950 - Gazelle Notification. Finding: ESIC contribution submitted late around 5 days (security contractor) and 17 days onwards (house keeping contractor) for May, April, January 2025 Non Compliance Issue # 4 Local Law requirement: In accordance with Employees Provident funds Scheme 1952 Paragraph 38 1 Finding: PF contribution submitted late around 5 to 10 days (security contractor) and 20 days to 120 days (house keeping contractor) for May 2025, April 2025, Feb 2025 and January 2025 months. Note - As facility's overall system of managing & monitoring of most of the business partners/ supplier's social performance was found adequate apart from a few material suppliers and inhouse house keeping & security contractor, so this question is rated as "Partial"	

PA 2: Workers Involvement and Protection

Site: XXXXXXXXXXXXXXX | Site amfori ID: XXXXXXXXXX

Question: 2.3 CRUCIAL: Is there satisfactory evidence that the auditee takes specific steps to make workers aware of their rights and responsibilities?

ENGLISH	LOCAL LANGUAGE
Finding	
2.3 Non-Compliance Issue # 1 Local Law requirement - Not Applicable. In accordance with Amfori code of conduct requirement. There shall be satisfactory evidence that the auditee takes specific steps to make workers aware of their rights and responsibilities	Not applicable

Finding	
Finding: Through review of documents and management interaction, it was noted that the facility workers including security guards were not undergone the training (through e-learning) on topic of “Gender Equality and Zero-Tolerance for Violence and Harassment in the Workplace (for factory workers) Training.” However facility has provided internal training to its around 30% of the employees on dated March 26, 2025. Note – Note – As facility management is unaware about this training requirements as per Amfori code of conduct requirement, but facility has started to provide training internally and also through e-learning from amfori BSCI site, so this question is rated “Partial".	

Question: 2.4 Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?

ENGLISH	LOCAL LANGUAGE
Finding	
2.4 - Non-Compliance # 1 Local Law requirement - Not Applicable. In accordance with Amfori/BSCI Code of conduct requirement. There shall be satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation Finding: Through review of documents and management interaction, it was noted that the facility managements were not undergone the training (through e-learning) on topic of “amfori BSCI Business Partners: Zero Tolerance for Violence and Harassment Training.” Note – As facility management is unaware about this training requirements as per Amfori code of conduct requirement, further though facility has sufficient knowledge about this requirement but no such formal training records available, so this question is rated “Partial”.	Not applicable

PA 7: Occupational Health and Safety

Site: XXXXXXXXXXXXXXX | Site amfori ID: XXXXXXXXXX

Question: 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH	LOCAL LANGUAGE
Finding	
7.6 - Non Compliance Issue # 1 Local Law requirement: Factories Act, 1948, Section 87, Where the state government is of opinion that any (manufacturing process or operation) carried on in a factory exposes any persons employed in it to a serious risk of bodily injury, poisoning or disease, it may make rules applicable to any factory or class or description of factories in which the (manufacturing process or operation) is carried on (f) requiring the provision of additional welfare amenities and sanitary facilities and the supply of protective equipment and clothing, and laying down the standards thereof, having regard to the dangerous nature of the manufacturing process or operation. Finding: During the facility tour it was noted that 01 employee was working with printing paste preparation however he was not wearing provided appropriate personal protective equipment's like apron, gloves and appropriate chemical mask. Note: Auditee has established policy / procedures on health & Safety, as training, PPEs were provided to all employees, so this question rated as "Partial".	Not applicable

Question: 7.21 Is there satisfactory evidence that the auditee provides workers with access to an appropriate, clean area for storing food, eating and/or cooking?

ENGLISH	LOCAL LANGUAGE
Finding	
7.21 - Non Compliance Issue # 1 Local law: In accordance with Factories Act 1948, Section 47, in every factory wherein more than 150 workers are ordinarily employed, adequate and suitable shelters or rest rooms and a suitable lunch	Not applicable

Finding	
room, with provision for drinking water, where workers can eat meals brought by them, shall be provided and maintained for the use of the workers. Finding: During the facility tour it was noted that dining/seating facility not provided to its employees. It was noted that at present around 200 employees ware working in the facility. Note: As facility has provided storing arrangement for food and other personal materials so rated Partial.	