




Sedex Members Ethical Trade Audit Report

Version 6.1



Audit Details			
Sedex Company Reference: <i>(only available on Sedex System)</i>	ZC 4311319	Sedex Site Reference: <i>(only available on Sedex System)</i>	ZS 4400327
Business name (Company name):	AV Fashion		
Site name:	AV Fashion		
Site address: <i>(Please include full address)</i>	Door No. / Plot No.: 8/3794, Anna Nagar, Kothampalayam Pirivu, P.N. Road, Taluk, Tiruppur District – 641602.	Country:	India
Site contact and job title:	Ms. Malarvizhi A – HR & Admin		
Site phone:	+91 94458 23682	Site e-mail:	malar@avfashion.in
SMETA Audit Pillars:	<input checked="" type="checkbox"/> Labour Standards	<input checked="" type="checkbox"/> Health & Safety (plus Environment 2-Pillar)	<input type="checkbox"/> Environment 4-pillar <input type="checkbox"/> Business Ethics
Date of Audit:	10/01/2022		

Audit Company Name & Logo: 	Report Owner (payer): <i>(If paid for by the customer of the site please remove for Sedex upload)</i> AV Fashion
--	--

Audit Conducted By					
Affiliate Audit Company	<input checked="" type="checkbox"/>	Purchaser	<input type="checkbox"/>	Retailer	<input type="checkbox"/>
Brand owner	<input type="checkbox"/>	NGO	<input type="checkbox"/>	Trade Union	<input type="checkbox"/>
Multi-stakeholder	<input type="checkbox"/>	Combined Audit (select all that apply)			

If you have any concerns or queries about this SMETA report or the associated SMETA audit, please contact grievance@sedex.com.

To confirm the validity of this report, please visit <https://www.sedex.com/audit-verifier/>

Audit Content:

(1) A SMETA audit was conducted which included some or all of Labour Standards, Health & Safety, Environment and Business Ethics. The SMETA Best Practice Version 6.1 was applied. The scope of workers included all types at the site e.g. direct employees, agency workers, workers employed by service providers and workers provided by other contractors. Any deviations from the SMETA Methodology are stated (with reasons for deviation) in the SMETA Declaration.

(2) The audit scope was against the following reference documents

2-Pillar SMETA Audit

- ETI Base Code
- SMETA Additions
 - Universal rights covering UNGP
 - Management systems and code implementation,
 - Responsible Recruitment
 - Entitlement to Work & Immigration,
 - Sub-Contracting and Home working,

4-Pillar SMETA

- 2-Pillar requirements plus
- Additional Pillar assessment of Environment
- Additional Pillar assessment of Business Ethics
- The Customer's Supplier Code (Appendix 1)

(3) Where appropriate non-compliances were raised against the ETI code / SMETA Additions & local law and recorded as non-compliances on both the audit report, CAPR and on Sedex.

(4) Any Non-Compliance against customer code shall not be uploaded to Sedex. However, in the CAPR these 'Variances in compliance between ETI code / SMETA Additions/ local law and customer code' shall be noted in the observations section of the CAPR.

SMETA Declaration

I declare that the audit underpinning the following report was conducted in accordance with SMETA Best Practice Guidance and SMETA Measurement Criteria.

- (1) Where appropriate non-compliances were raised against the ETI code / SMETA Additions & local law and recorded as non-compliances on both the audit report, CAPR and on Sedex.
- (2) Any Non-Compliance against customer code alone shall not be uploaded to Sedex. However, in the CAPR these 'Variances in compliance between ETI code / SMETA Additions/ local law and customer code' shall be noted in the observations section of the CAPR.

Any exceptions to this must be recorded here (e.g. different sample size): None

Auditor Team (s) (please list all including all interviewers):

Lead auditor: **Raja T – Auditor** APSCA number: **RA 21704583**

Lead auditor APSCA status: **Registered Auditor**

Team auditor: **Raja T – Auditor** APSCA number: **RA 21704583**

Interviewers: **Raja T – Auditor** APSCA number: **RA 21704583**

Report writer: **Raja T – Auditor**

Report reviewer: **Abhirami.S – Senior Report Reviewer**

Date of declaration: **10/01/2022**

Note: The focus of this ethical audit is on the ETI Base Code and local law. The additional elements will not be audited in such depth or scope, but the audit process will still highlight any specific issues.

This report provides a summary of the findings and other applicable information found/gathered during the social audit conducted on the above date only and does not officially confirm or certify compliance with any legal regulations or industry standards. The social audit process requires that information be gathered and considered from records review, worker interviews, management interviews and visual observation. More information is gathered during the social audit process than is provided here. The audit process is a sampling exercise only and does not guarantee that the audited site prior, during or post-audit, are in full compliance with the Code being audited against. The provisions of this Code constitute minimum and not maximum standards and this Code should not be used to prevent companies from exceeding these standards. Companies applying this Code are expected to comply with national and other applicable laws and where the provisions of law and this Code address the same subject, to apply that provision which affords the greater protection. The ownership of this report remains with the party who has paid for the audit. Release permission must be provided by the owner prior to release to any third parties.

Summary of Findings

Issue <i>(please click on the issue title to go direct to the appropriate audit results by clause) Note to auditor, please ensure that when issuing the audit report, hyperlinks are retained.</i>	Area of Non-Conformity <i>(Only check box when there is a non-conformity, and only in the box/es where the non-conformity can be found)</i>				Record the number of issues by line*:			Findings <i>(note to auditor, summarise in as few words as possible NCs, Obs and GE)</i>
	ETI Base Code	Local Law	Additional Elements	Customer Code	NC	Obs	GE	
0A <u>Universal Rights covering UNGP</u>			<input type="checkbox"/>	<input type="checkbox"/>		Nil	Nil	None observed
0B <u>Management systems and code implementation</u>		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Nil	01	Nil	Summary of Observation 01 It was noted during document review and interaction with management that the facility had not completed SAQ at the time of audit.
1. <u>Freely chosen Employment</u>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	Nil	Nil	Nil	None observed
2. <u>Freedom of Association</u>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	Nil	Nil	Nil	None observed
3. <u>Safety and Hygienic Conditions</u>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		<input type="checkbox"/>	09	01	Nil	Summary of Non-Compliance finding 01 It was noted from facility tour that 06 out of 09 exit & emergency exits were not installed with illuminated type emergency sign board. And facility had not provided industrial type emergency lights in First floor emergency exit (packing, checking sections). Summary of Non-Compliance finding 02 It was noted from the facility tour that 02 out of 02 ironing operator were not worn the provided ear plugs.

									<p>Summary of Non-Compliance finding 03 It was noted from the facility tour that 20% of the sewing operators tampered their finger protection guard.</p> <p>Summary of Non-Compliance finding 04 It was noted from the facility tour that toilets were found to be in Unhygienic Condition.</p> <p>Summary of Non-Compliance finding 05 It was noted from facility tour that stain removal machine was found near to checking section without any closure.</p> <p>Summary of Non-Compliance finding 06 It was noted from facility tour that aisle markings were found to be faded in packing section.</p> <p>Summary of Non-Compliance finding 07 It was noted from the facility tour and document review that the facility has installed 6 sewing machines on the ground floor which is not reflected in the current building layout plan.</p> <p>Summary of Non-Compliance finding 08 It was noted from facility tour that fencing was not provided for staircases leading from 2nd to 3rd Floor.</p> <p>Summary of Non-Compliance finding 09 It was noted from the facility tour that 02 out of 03 exits and 03 out of 06 emergency exits were found to be inward opening doors.</p>
--	--	--	--	--	--	--	--	--	--

									<p>Facility has provided latches for 01 out of 02 exit and 01 out of 03 emergency exit inward opening door to keep the door opened during working hours.</p> <p>However, facility had not provided latches for 01 out of 02 exit and 01 out of 03 emergency exit inward opening doors.</p> <p>Summary of Observation 01 It was noted from document review that 03 out of 03 first aid trained person certificate validity has expired on 31/03/2020. The facility has applied for refresher training continuously and recent communication dated on 08/09/2021 to the concerned agency, however authorized authority (St. John Ambulance Association) was not providing training due to COVID-19 situation.</p>
4	<u>Child Labour</u>	<input type="checkbox"/>	<input type="checkbox"/>	Nil	Nil	Nil	Nil	Nil	None observed
5	<u>Living Wages and Benefits</u>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	01	Nil	Nil	Nil	Nil	<p>Summary of Non-Compliance finding 01 It was noted from review of records that the facility has delayed the provident fund from 01 – 02 days remittance to the authority in month of February 2021 to October 2021, and employee state insurance from 01 – 35 days remittance to the authority in month of June 2021 to November 2021.</p>
6	<u>Working Hours</u>	<input type="checkbox"/>	<input type="checkbox"/>	Nil	Nil	Nil	Nil	Nil	None observed
7	<u>Discrimination</u>	<input type="checkbox"/>	<input type="checkbox"/>	Nil	Nil	Nil	Nil	Nil	None observed

8	<u>Regular Employment</u>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	None observed
8A	<u>Sub-Contracting and Homeworking</u>												None observed
9	<u>Harsh or Inhumane Treatment</u>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	None observed
10A	<u>Entitlement to Work</u>												None observed
10B2	<u>Environment 2-Pillar</u>			<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	01	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Summary of Non-Compliance finding 01 it was noted from facility tour that stack emission height found low for the installed 40 KVA diesel generator.
10B4	<u>Environment 4-Pillar</u>			<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	NA	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Not Applicable
10C	<u>Business Ethics</u>			<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	NA	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Not Applicable

General observations and summary of the site:

1. This initial announced audit conducted by Intertek India Private Limited. 01 Auditor X 01 day (1 Man-day) assessed / verified the facility's operations against the ETI Base Code and local legislations on a sampling basis.
2. Auditor entered the facility at 09.20 am on 10/01/2022 and conducted an opening meeting with facility management according to the ETI Base Code. Ms. Malarvizhi A – HR & Admin was present in the meeting and assured full co-operation to this audit.
3. Facility is involved in the process of knitted garments.
4. Facility has employed total 42 employees, which includes 39 production employees and 03 non-production employees. There are total 20 male employees and 22 Female Employees.
5. Facility operational 06 days a week as per below detail
The working hours are as under:
Working hours

Tea breaks	10:30 am to 10:45 am 03:30 pm to 03:45 pm
Lunch break	12:30 pm to 01:30 pm
Weekly holiday	Sunday

6. There was a worker committee at this facility. A worker representative was present in the facility. Worker representatives were present in the opening meeting. Management would communicate the outcome of the audit to the employees through next worker committee meeting. Further, auditor interacted with works committee member during audit process.
7. As per discussion with Management, there was no peak season for the facility.
8. 10 employees were randomly selected for interview, 1 group of 4 employees interviewed and 06 employees were interviewed individually.
9. Payrolls for the period from January 2021 to December 2021 and attendance records for the period from January 2021 to December 2021 were provided by the facility for review. Randomly sampled 10 employees' payroll records and time records from December 2021 (Current Month), April 2021 (Random Month) and January 2021 (Random Month) were reviewed for checking on status of wages and working hours.

Based on review of time records, the working hours could be summarized as follows:

- o For December 2021 (Current month), the average total working hours of 10 selected samples were 43.29 hours/week.
- o For April 2021 (Random month), the average total working hours of 10 selected samples were 27.69 hours/week.
- o For January 2021 (Random month), the average total working hours of 10 selected samples were 27.32 hours/week.

10. As per available attendance record, weekly rest after 06 days of working is provided to all the employees.
11. No piece rate employees employed at site.
12. All employees are paid on monthly basis on or before 7th by cash (100%).

Positive observations:

1. Based on employee interview, it was confirmed that no physical abuse, threat of physical abuse, sexual or other harassment and verbal abuse in the factory.

2. There was no evidence of child labour in the factory. The workers on physical appearance seemed to be above 18 years of age.
3. There was no evidence of forced/bonded/involuntary labour in the factory.
4. No discrimination was found on any grounds as confirmed from employee's interview.
5. Factory has not engaged any home workers.
6. Factory has adequate number of fire extinguishers, fire buckets, and smoke detectors installed within the factory premises.
7. Adequate numbers of first aid boxes are also installed in the factory.
8. Management has installed suggestion box in the factory.
9. Factory management was cooperative during the audit.
10. Overall general working conditions of the facility was found to be in order.

Non-Compliance:

03 - Safety and Hygienic Conditions: -

1. It was noted from facility tour that 06 out of 09 exit & emergency exits were not installed with illuminated type emergency sign board. And facility had not provided industrial type emergency lights in First floor emergency exit (packing, checking sections).
2. It was noted from the facility tour that 02 out of 02 ironing operator were not worn the provided ear plugs.
3. It was noted from the facility tour that 20% of the sewing operators tampered their finger protection guard.
4. It was noted from the facility tour that toilets were found to be in Unhygienic Condition.
5. It was noted from facility tour that stain removal machine was found near to checking section without any closure.
6. It was noted from facility tour that aisle markings were found to be faded in packing section.

7. It was noted from the facility tour and document review that the facility has installed 6 sewing machines on the ground floor which is not reflected in the current building layout plan.
8. It was noted from facility tour that fencing was not provided for staircases leading from 2nd to 3rd Floor.
9. It was noted from the facility tour that 02 out of 03 exits and 03 out of 06 emergency exits were found to be inward opening doors. Facility has provided latches for 01 out of 02 exit and 01 out of 03 emergency exit inward opening door to keep the door opened during working hours. However, facility had not provided latches for 01 out of 02 exit and 01 out of 03 emergency exit inward opening doors.

5 - Living wages are Paid: -

10. It was noted from review of records that the facility has delayed the provident fund from 01 – 02 days remittance to the authority in month of February 2021 to October 2021 .and employee state insurance from 01 – 35 days remittance to the authority in month of June 2021 to November 2021.

10B - Environment 2-pillar: -

11. It was noted from facility tour that stack emission height found low for the installed 40 KVA diesel generator.

Observation:

0B - Management systems and code implementation: -

1. It was noted during document review and interaction with management that the facility had not completed SAQ at the time of audit.

03 - Safety and Hygienic Conditions: -

2. It was noted from document review that 03 out of 03 first aid trained person certificate validity has expired on 31/03/2020. The facility has applied for refresher training continuously and recent communication dated on 08/09/2021 to the concerned agency, however authorized authority (St. John Ambulance Association) was not providing training due to COVID-19 situation.

Good Example:

None

Auditor Notes:

It was noted that the facility was closed from 15/05/2021 to 13/06/2021 as per the state-wide lockdown rules imposed by the State government due to pandemic of Covid-19. The facility has resumed to work dated on 14/06/2021 by complying govt regulations with limited employee strength as regulated by the state government to ensure social distancing. Further, the facility had not paid any wages for the period of 15/05/2021 to 13/06/2021 as there is no work carried out and there was no clear govt. notification to pay the wages during lockdown period.

**Please note the table above records the total number of Non-compliances (NC), Observations (Obs) and Good Examples (GE). This gives the reviewer an indication of problem areas but does not detail severities of each issue – Reviewers need to check audit results by clause.*

Site Details

Site Details			
A: Company Name:	AV Fashion		
B: Site name:	AV Fashion		
C: GPS location: (If available)	GPS Address: Door No. / Plot No.: 8/3794, Anna Nagar, Kothampalayam Pirivu, P.N. Road, Taluk, Tiruppur District – 641602.	Latitude: 11.15493 Longitude: 77.50586	
D: Applicable business and other legally required licence numbers and documents, for example, business license number, liability insurance, any other required government inspections	Business License Number (Factory License) – TPR 18274 TPR 18274 license is issued for employing maximum 50 employees and its valid till 31/12/2022.		
E: Products/Activities at site, for example, garment manufacture, electricals, toys, grower, cutting, sewing, packing etc	Manufacturer of Knitted Garments		
F: Site description: (Include size, location, and age of site. Also, include structure and number of buildings)	Production Building no	Description	Remark, if any
	Building 1 Ground Floor	Fabric Storage, Cutting, Office Cabins, Sample section	None
	Building 1 First Floor	Checking, Ironing, Packing, Finished Goods Storage, Show Room	None
	Building 1 Second Floor	Accessories Store, Sewing	None
	Auxiliary Buildings	Toilet blocks, EB Panel, Genset, Compressor	None
	Is this a shared building?	No	None
	<p>This Audited Site AV Fashion is located at Door No. / Plot No.: 8/3794, Anna Nagar, Kothampalayam Pirivu, P.N. Road, Taluk, Tiruppur District – 641602, India. They have started their operations since 2018. The total land area occupied by the facility is 2400 sq ft and the Built-up area is about 7200 sq ft. The facility is engaged in the manufacturing of Knitted Garments.</p> <p>For below, please add any extra rows if appropriate.</p> <p>F1: Visible structural integrity issues (large cracks) observed? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p> <p>F2: Please give details: No visible structural issued identified.</p>		

	<p>F3: Does the site have a structural engineer evaluation? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>F4: Please give details: The facility has obtained stability certificate from structural engineer on 17/03/2020 which is valid for 3 years.</p>
G: Site function:	<input type="checkbox"/> Agent <input checked="" type="checkbox"/> Factory Processing/Manufacturer <input type="checkbox"/> Finished Product Supplier <input type="checkbox"/> Grower <input type="checkbox"/> Homeworker <input type="checkbox"/> Labour Provider <input type="checkbox"/> Pack House <input type="checkbox"/> Primary Producer <input type="checkbox"/> Service Provider <input type="checkbox"/> Sub-Contractor
H: Month(s) of peak season: (if applicable)	Uniform throughout the year
I: Process overview: <i>(Include products being produced, main operations, number of production lines, main equipment used)</i>	<p>The facility is involved in manufacturing of Knitted garments</p> <p>The main production processes are listed as follows: Fabric Receipt – Cutting – Sewing – Checking – Ironing – Packing – Dispatch</p> <p>The main equipment used by the facility for the production process was cutting, sewing & ironing machines.</p>
J: What form of worker representation / union is there on site?	<input type="checkbox"/> Union (name) <input checked="" type="checkbox"/> Worker Committee <input checked="" type="checkbox"/> Other (Grievance committee) <input type="checkbox"/> None
K: Is there any night production work at the site?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
L: Are there any on site provided worker accommodation buildings e.g. dormitories	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No L1: If yes, approx. % of workers in on site accommodation
M: Are there any off site provided worker accommodation buildings	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No M1: If yes, approx. % of workers
N: Were all site-provided accommodation buildings included in this audit	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No N1: If no, please give details - No dormitory available

Audit Parameters			
A: Time in and time out	Day 1 Time in: 09:20 AM Day 1 Time out: 06:00 PM	Day 2 Time in: NA Day 2 Time out: NA	Day 3 Time in: NA Day 3 Time out: NA
B: Number of auditor days used:	01 Auditor X 01 day (1 Man-day)		
C: Audit type:	<input checked="" type="checkbox"/> Full Initial <input type="checkbox"/> Periodic <input type="checkbox"/> Full Follow-up <input type="checkbox"/> Partial Follow-Up <input type="checkbox"/> Partial Other If other, please define		
D: Was the audit announced?	<input checked="" type="checkbox"/> Announced <input type="checkbox"/> Semi – announced: Window detail: <input type="checkbox"/> Unannounced		
E: Was the Sedex SAQ available for review?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If No, why not : Facility had not completed the SAQ at the time of audit.		
F: Any conflicting information SAQ/Pre-Audit Info to Audit findings?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If Yes , please capture detail in appropriate audit by clause		
G: Who signed and agreed CAPR (Name and job title)	Ms. Malarvizhi A – HR & Admin		
H: Is further information available (If yes, please contact audit company for details)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
I: Previous audit date:	NA		
J: Previous audit type:	NA		
K: Were any previous audits reviewed for this audit	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> N/A		

Audit attendance	Management	Worker Representatives	
	Senior management	Worker Committee representatives	Union representatives
A: Present at the opening meeting?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
B: Present at the audit?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
C: Present at the closing meeting?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
D: If Worker Representatives were not present please explain reasons why (only complete if no worker reps present)	Not applicable.		
E: If Union Representatives were not present please explain reasons why: (only complete if no union reps present)	No union exists in the facility. Further facility has committee in place.		

Worker Analysis

The term "migrant worker" refers to a person who is engaged or has been engaged in a remunerated activity in a country of which they are not a national or permanent resident or has purposely migrated on a temporary basis to another in-country region to seek and engage in a remunerated activity.

	Worker Analysis									
	Local			Migrant*			Total			
	Permanent	Temporary	Agency	Permanent	Temporary	Agency		Home workers		
Worker numbers – Male	20	0	0	0	0	0	0	0	0	20
Worker numbers – female	22	0	0	0	0	0	0	0	0	22
Total	42	0	0	0	0	0	0	0	0	42
Number of Workers interviewed – male	4	0	0	0	0	0	0	0	0	4
Number of Workers interviewed – female	6	0	0	0	0	0	0	0	0	6
Total – interviewed sample size	10	0	0	0	0	0	0	0	0	10

<p>A: Nationality of Management</p>	<p>Indian</p>
<p>B: Please list the nationalities of all workers, with the three most common nationalities listed first. <i>Please add more nationalities as applicable to site. Add more rows if required.</i></p>	<p>Nationalities: B1: Nationality 1: <u>Indian</u> B2: Nationality 2: _____ B3: Nationality 3: _____</p>
<p>C: Please provide more information for the three most common nationalities.</p>	<p>C: approx % total workforce: Nationality 1 <u>100%</u> C1: approx % total workforce: Nationality 2 _____ C2: approx % total workforce: Nationality 3 _____</p>
<p>D: Worker remuneration (management information)</p>	<p>D: _____% workers on piece rate D1: _____% hourly paid workers D2: <u>100%</u> salaried workers</p> <p>Payment cycle: D3: _____% daily paid D4: _____% weekly paid D5: <u>100%</u> monthly paid D6: _____% other D7: If other, please give details:</p>

Was the list completed during peak season?
 Yes
 No
 If no, please describe how this may vary during peak periods: There is no peak season in the facility production

Worker Interview Summary	
A: Were workers aware of the audit?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
B: Were workers aware of the code?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
C: Number of group interviews: <i>(Please specify number and size of groups. Please see SMETA Best Practice Guidance and Measurement Criteria. If the auditor was not able to follow the BPG, please state within the declaration)</i>	01 group of 04 employees
D: Number of individual interviews <i>(Please see SMETA Best Practice Guidance and Measurement Criteria)</i>	D1: Male: 04 D2: Female: 02
E: All groups of workers are included in the scope of this audit such as; Direct employees, Casual and agency workers, Workers employed by service providers such as security and catering staff as well as workers supplied by other contractors. <i>Note to auditor: please record details of migrant /agency/contractor workers in section 8 – Regular Employment, under Responsible Recruitment</i>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No If no, please give details
F: Interviews were done in private and the confidentiality of the interview process was communicated to the workers?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
G: In general, what was the attitude of the workers towards their workplace?	<input checked="" type="checkbox"/> Favourable <input type="checkbox"/> Non favourable <input type="checkbox"/> Indifferent
H: What was the most common worker complaint?	Employees do not have any complaints.
I: What did the workers like the most about working at this site?	Nice Working Environment & Supportive Management.
J: Any additional comment(s) regarding interviews:	None
K: Attitude of workers to hours worked:	Good
L. Is there any worker survey information available?	
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No L1: If yes, please give details:	
M: Attitude of workers: <i>(Include their attitude to management, workplace, and the interview process. Both positive and negative information should be included) Note: Do not document any information that could put workers at risk</i>	

10 workers (04 Male & 06 Female) were selected for interview, they were interviewed as 01 group of 04 employees and balance 06 workers were interviewed individually. The workers were assured of confidentiality, and they spoke freely of their views of the factory. All workers said they were satisfied with their employment at the factory and that they were satisfied with the current wages which in their view were in line with wages in the locality. They felt free to leave this employer and understood the notice period required. They had good relationships with their supervisors who treated them with respect. They were able to make suggestions to their supervisors and team leaders and sometimes they had seen these suggestions used. They felt able to complain directly to their supervisors but also felt free to give their general concerns to their grievance representative who would take it to the management.

N: Attitude of worker's committee/union reps:

(Include their attitude to management, workplace, and the interview process. Both positive and negative information should be included) Note: Do not document any information that could put workers at risk

Based on the interaction with worker's committee representative, it was noted that workers committee representative are not discriminated, and their grievances stated by the workers were effectively solved by the facility management. Further no negative comments were received

O: Attitude of managers:

(Include attitude to audit, and audit process. Both positive and negative information should be included)

The facility management was found to be cooperative throughout the audit and accepted to take necessary corrective action for the non-compliances noted.

Audit Results by Clause

0A: Universal Rights covering UNGP

[\(Click here to return to summary of findings\)](#)

0.A. Guidance for Observations

0.A.1 Businesses should have a policy, endorsed at the highest level, covering human rights impacts and issues, and ensure it is communicated to all appropriate parties, including its own suppliers.

0.A.2 Businesses should have a designated person responsible for implementing standards concerning Human rights

0.A.3 Businesses shall identify their stakeholders and salient issues.

0.A.4 Businesses shall measure their direct, indirect, and potential impacts on stakeholders (rights holders) human rights.

0.A.5 Where businesses have an adverse impact on human rights within any of their stakeholders, they shall address these issues and enable effective remediation.

0.A.6 Businesses shall have a transparent system in place for confidentially reporting, and dealing with human rights impacts without fear of reprisals towards the reporter.

Note for auditors and readers. This is not a full Human Rights Assessment, but instead a check on the business's implementation of processes to meet their Universal rights covering UNGP responsibilities.

Current Systems and Evidence Examined

To complete 'current systems' Auditors examine policies and written procedures in conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is /are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Current systems:

1. Based on review of records facility had established a policy covering human rights impacts and issues and communicated to all appropriate parties, including its own suppliers.
2. Ms. Malarvizhi A – HR & Admin is responsible for implementing standards concerning Human rights
3. Based on review of records facility have a transparent system in place for confidentially reporting and dealing with human rights impacts without fear of reprisals towards the reporter

Evidence examined – to support system description (Documents examined & relevant comments. Include renewal/expiry date where appropriate):

Details:

- Facility Policies & Procedures
- Interaction with Management and Interview with employees

Any other comments: None

A: Policy statement that expresses commitment to respect human rights?

- Yes
 No

A1: Please give details: Facility had established a policy covering human rights impacts and issues and communicated to all appropriate parties, including its own suppliers.

<p>B: Does the business have a designated person responsible for implementing standards concerning Human Rights?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: Name: Ms. Malarvizhi A – HR & Admin</p>
<p>C: Does the business have a transparent system in place for confidentially reporting, and dealing with human rights impacts without fear of reprisals towards the reporter?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No C1: Please give details: Facility has a transparent system in place for confidentially reporting and dealing with human rights impacts without fear of reprisals towards the reporter.</p>
<p>D: Does the grievance mechanism meet UNGP expectations? (Legitimate, Accessible, Predictable, Equitable, Transparent, Rights-compatible, a source of continuous learning and based on stakeholder engagement)</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No D1: If no, please give details -</p>
<p>E: Does the business demonstrate effective data privacy procedures for workers' information, which is implemented?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No E1: Please give details: Facility have established and implemented the data privacy procedure for workers information.</p>

Findings		
<p>Finding: Observation <input type="checkbox"/></p> <p>Description of observation: None observed</p> <p>Additional elements: Not Applicable</p> <p>Comments: Not Applicable</p>	<p>Company NC <input type="checkbox"/></p>	<p>Objective evidence observed: Not Applicable</p>

Good examples observed:	
<p>Description of Good Example (GE):</p> <p>None Observed</p>	<p>Objective Evidence Observed:</p> <p>Not Applicable</p>

Measuring Workplace Impact

Workplace Impact		
A: Annual worker turnover: Number of workers leaving in last 12 months as a % of average total number of workers on site over the year (annual worker turnover)	A1: Last year: 15 %	A2: This year 18 %
B: Current % quarterly (90 days) turnover: Number of workers leaving from the first day of the 90 days period through to the last day of the 90 day period / [(number of employees on the 1 st day of 90 day period + number of employees on the last day of the 90 day period) / 2]	5 %	
C: Annual % absenteeism: Number of days lost through job absence in the year / [(number of employees on 1 st day of the year + number employees on the last day of the year) / 2] * number available workdays in the year	C1: Last year: 23 %	C2: This year 20 %
D: Quarterly (90 days) % absenteeism: Number of days lost through job absence in the period / [(Number of employees on 1 st of the period + Number of employees on the last day of the period) / 2] * Number of available workdays in the month	21 %	
E: Are accidents recorded?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No E1: Please describe: Facility had maintained Form-26 & 26A, however no accidents have occurred till date.	
F: Annual Number of work related accidents and injuries per 100 workers: [(Number of work related accidents and injuries * 100) / Number of total workers]	F1: Last year: Number: No accidents and injuries have occurred till date.	F2: This year: Number: No accidents and injuries have occurred till date.
G: Quarterly (90 days) number of work related accidents and injuries per 100 workers: [(Number of work related accidents and injuries * 100) / Number of total workers]	No accidents and injuries have occurred till date.	
H: Lost day work cases per 100 workers: [(Number of lost days due to work accidents and work related injuries * 100) / Number of total workers]	H1: Last year: No accidents and injuries have occurred till date.	H2: This year: No accidents and injuries have occurred till date.
I: % of workers that work on average more than 48 standard hours / week in the last 6 / 12 months:	I1: 6 months ___Nil___% workers	I2: 12 months ___Nil___% workers
J: % of workers that work on average more than 60 total hours / week in the last 6 / 12 months:	J1: 6 months ___Nil___% workers	J2: 12 months ___Nil___% workers

0B: Management system and Code Implementation

[\(Click here to return to summary of findings\)](#)

- 0.B.1 Suppliers are expected to implement and maintain systems for delivering compliance to this Code.
- 0.B.2 Suppliers are expected to be operating legally in premises with the correct business licenses and permissions and to have systems to ensure that all relevant land rights have been complied with
- 0.B.3 Suppliers shall appoint a senior member of management who shall be responsible for compliance with the Code.
- 0.B.4 Suppliers are expected to communicate this Code to all employees.
- 0.B.5 Suppliers should communicate this code to their own suppliers and, where reasonably practicable, extend the principles of this Ethical Code through their supply chain.

Current Systems and Evidence Examined

To complete 'current systems' Auditors examine policies and written procedures in conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is/are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Current systems:

1. Based on facility tour and review of records, facility has implemented the ETI base code, and the code has been displayed in notice board and communicated to all the employees during induction training.
2. Ms. Malarvizhi A – HR & Admin is responsible for compliance with the code.
3. Based on review of records and interaction with management facility has communicated the ETI base code to their suppliers and obtained a commitment from them to comply with this code requirement.
4. Based on review of records that facility had obtained legally required Business license from the concerned authority.

Evidence examined – to support system description (Documents examined & relevant comments. Include renewal/expiry date where appropriate):

Details:

- Facility Policy and Procedures.
- Facility License is valid till 31/12/2022.
- ETI base code.
- Interaction with Management and Interview with employees

Any other comments: None

Management Systems:

<p>A: In the last 12 months, has the site been subject to any fines/prosecutions for non-compliance to any regulations?</p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No A1: Please give details: No such fine imposed on the site till date.</p>
<p>B: Do policies and/or procedures exist that reduce the risk of forced labour, child labour, discrimination, harassment & abuse?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No B1: Please give details: The facility has established the policies and procedure with respect to social compliance.</p>
<p>C: If Yes, is there evidence (an indication) of effective implementation? Please give details.</p>	<p>Facility had effectively implemented the social compliance system and ensuring the same by conducting an audit in a periodic manner,</p>

	necessary corrective and preventive action has been taken by the facility for the non-compliance raised during the audit. Further the report of the same was maintained by the facility.
D: Have managers and workers received training in the standards for forced labour, child labour, discrimination, harassment & abuse?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No D1: Please give details: All the employees have undergone an induction training where the social compliance policies and procedures were explained.
E: If Yes, is there evidence (an indication) that training has been effective e.g. training records etc.? Please give details	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No E1: Please give details: Based on interaction with the employees, the training provided found effective.
F: Does the site have any internationally recognised system certifications e.g. ISO 9000, 14000, OHSAS 18000, SA8000 (or other social audits). Please detail (Number and date).	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No F1: Please give details: Not applicable
G: Is there a Human Resources manager/department? If Yes, please detail.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No G1: Please give details: Facility had dedicated HR department to take care of HR activities.
H: Is there a senior person / manager responsible for implementation of the code	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No H1: Please give details: Ms. Malarvizhi A – HR & Admin for compliance with the code.
I: Is there a policy to ensure all worker information is confidential?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No I1: Please give details: Facility had established Data Privacy policy to ensure all worker, supplier and customer information is confidential.
J: Is there an effective procedure to ensure confidential information is kept confidential?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No J1: Please give details: Facility had a system to ensure the same and the information was shared on a need-to-know basis only.
K: Are risk assessments conducted to evaluate policy and procedure effectiveness?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No K1: Please give details: Facility had a system of conducting internal audit to evaluate the effectiveness of policy and procedures and update the same if required.
L: Does the facility have a process to address issues found when conducting risk assessments, including implementation of controls to reduce identified risks?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

	L1 Please give details: Based on the review of records it was noted that the facility had conducted health & safety risk assessment in their facility to identify the workplace risk
M: Does the facility have a policy/code which require labour standards of its own suppliers?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No M1: Please give details: Facility had a policy which requires labour standards of its own suppliers.
Land rights	
N: Does the site have all required land rights licenses and permissions (see SMETA Measurement Criteria)?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No N1: Please give details: Facility had obtained "Business License" from the concerned authority which is found valid.
O: Does the site have systems in place to conduct legal due diligence to recognize and apply national laws and practices relating to land title?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No O1: Please give details: Facility have systems in place to conduct legal due diligence to recognize and apply national laws and practices relating to land title.
P: Does the site have a written policy and procedures specific to land rights. If yes, does it include any due diligence the company will undertake to obtain free, prior and informed consent, (FPIC) even if national/local law does not require it	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No P1: If yes, how does the company obtain FPIC: Facility has written policy and procedures specific to land rights.
Q: Is there evidence that facility / site compensated the owner/lessor for the land prior to the facility being built or expanded.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Q1: Please give details: Facility had compensated the owner for the land prior to the facility being built.
R. Does the facility demonstrate that alternatives to a specific land acquisition were considered to avoid or minimize adverse impacts?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No R1: Please give details: Facility had converted non-agriculture land to the facility which does not adhere to any adverse effect.
S: Is There any evidence of illegal appropriation of land for facility building or expansion of footprint.	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No S1: Please give details: Not applicable

Non-compliance:	
<p>1. Description of non-compliance: <input type="checkbox"/> NC against ETI <input type="checkbox"/> NC against Local Law: <input type="checkbox"/> NC against customer code: None Observed</p> <p>Local law and/or ETI requirement Not applicable</p> <p>Recommended corrective action: Not applicable</p>	<p>Objective evidence observed: <i>(where relevant please add photo numbers)</i> Not applicable</p>

Observation:	
<p>Description of observation: None Observed</p>	<p>Objective evidence observed: Not applicable</p>

Good Examples observed:	
<p>Description of Good Example (GE): None Observed</p>	<p>Objective Evidence Observed: Not applicable</p>

1: Freely Chosen Employment

[\(Click here to return to summary of findings\)](#)

ETI

- 1.1 There is no forced, bonded or involuntary prison labour.
- 1.2 Workers are not required to lodge "deposits" or their identity papers with their employer and are free to leave their employer after reasonable notice.

Current Systems and Evidence Examined

To complete 'current systems' Auditors examine policies and written procedures in conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is/are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Current systems:

- 1. Based on employees' interview, the facility does not require any deposit or deposit of employee's identification such as education certificates, passport etc.,
- 2. Based on employee's interview, the facility does not limit the employee's freedom in any way.
- 3. Based on the facility tour and interview with employees, there are no evidence of involuntary labour.
- 4. Based on employee's interview, all are free to leave their employment by giving reasonable notice.

Evidence examined – to support system description (Documents examined & relevant comments. Include renewal/expiry date where appropriate):

Details:

- Facility Policy and Procedures.
- Appointment Letter of 10 out of 10 selected samples and Payroll records.
- Interaction with Management and Interview with employees.

Any other comments: None

A: Is there any evidence of retention of original documents, e.g. passports/ID's	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No A1: If yes, please give details and category of workers affected:
B: Is there any evidence of a loan scheme in operation	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No B1: If yes, please give details and category of worker affected:
C: Is there any evidence of retention of wages /deposits	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No C1: If yes, please give details and category of worker affected:
D: Are there any restrictions on workers' freedom to terminate employment?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No D1: Please describe finding: Employees are free to leave their job by giving one-month notice period.
E: If any part of the business is UK based or registered there & has a turnover over £36m, is there a published a 'modern day slavery statement'?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Not applicable E1: Please describe finding: Facility had not done any part of business with UK

F: Is there evidence of any restrictions on workers' freedoms to leave the site at the end of the work day?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No F1: Please describe finding: Employees are free to leave their workplace without any restriction at the end of the workday.
G: Does the site understand the risks of forced / trafficked / bonded labour in its supply chain	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Not applicable G1: If yes, please give details and category of workers affected: Not applicable
H: Is the site taking any steps taking to reduce the risk of forced / trafficked labour?	<input type="checkbox"/> Yes <input type="checkbox"/> No H1: Please describe finding: Not applicable Facility does not involve on any forced / trafficked labour.

Non-compliance:	
<p>1. Description of non-compliance: <input type="checkbox"/> NC against ETI <input type="checkbox"/> NC against Local Law: <input type="checkbox"/> NC against customer code: None Observed</p> <p>Local law and/or ETI requirement Not applicable</p> <p>Recommended corrective action: Not applicable</p>	<p>Objective evidence observed: (where relevant please add photo numbers) Not applicable</p>

Observation:	
<p>Description of observation: None Observed</p>	<p>Objective evidence observed: Not applicable</p>

Good Examples observed:	
<p>Description of Good Example (GE): None Observed</p>	<p>Objective Evidence Observed: Not applicable</p>

2: Freedom of Association and Right to Collective Bargaining are Respected

[\(Click here to return to summary of findings\)](#)

[\(Click here to return to Key Information\)](#)

ETI

- 2.1 Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively.
- 2.2 The employer adopts an open attitude towards the activities of trade unions and their organisational activities.
- 2.3 Workers' representatives are not discriminated against and have access to carry out their representative functions in the workplace.
- 2.4 Where the right to freedom of association and collective bargaining is restricted under law, the employer facilitates, and does not hinder, the development of parallel means for independent and free association and bargaining.

Current Systems and Evidence Examined

To complete 'current systems' Auditors examine policies and written procedures in conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is/are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Current systems:

- 1. Based on employee's interview, employees can approach top management directly to report their grievances and necessary corrective action is taken by the management.
- 2. Facility has formed a Workers Committee and Grievance committee and conducted meetings once in two months and the minutes of meetings are recorded for verification and future reference.
- 3. Based on employee's interview, the facility does not restrict employees from organizing trade unions and has an open mind approach towards the activities of trade unions and their organizational activities.
- 4. Based on the employee's interview and interaction with facility management, works committee employee representatives are not discriminated and they are free to carry out their functions like meetings on periodical basis.

Evidence examined – to support system description (Documents examined & relevant comments. Include renewal/expiry date where appropriate):

Details:

- Facility Policy and Procedures
- Suggestion Box
- Works Committee Minutes dated 06/01/2022
- Grievance Committee Minutes dated 16/11/2021
- Interaction with Management and Interview with employees

Any other comments: None

A: What form of worker representation/union is there on site?

- Union (name)
- Worker Committee
- Other (Grievance Committee)
- None

B: Is it a legal requirement to have a union?

- Yes
- No

<p>C: Is it a legal requirement to have a worker's committee?</p>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
<p>D: Is there any other form of effective worker/management communication channel? (Other than union/worker committee e.g. H&S, sexual harassment)</p>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No D1: Please give details: Facility has provided suggestion box, where employees are free to express their problems / suggestions / complaints for any grievances. While interviewing, all employees reported that they are free to approach the management for any problem. D2: Is there evidence of free elections? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
<p>E: Does the supplier provide adequate facilities to allow the Union or committee to conduct related business?</p>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No E1: Please give details: Based on the employee's interview and review of records that, works committee employee representatives are free to carry out their functions like meetings with adequate facilities on periodical basis and the record of the same was maintained.	
<p>F: Name of union and union representative, if applicable:</p>	<p>No union exists in the facility.</p>	<p>F1: Is there evidence of free elections? <input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A</p>
<p>G: If there is no union, is there a parallel means of consultation with workers e.g. worker committees?</p>	<p>Works Committee and Grievance committee</p>	<p>G1: Is there evidence of free elections? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A</p>
<p>H: Are all workers aware of who their representatives are?</p>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Based on interaction with employees that all of them are aware of their workers representative, the same was displayed in the notice board also.	
<p>I: Were worker representatives freely elected?</p>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No I1: Date of last election: 08/07/2021	
<p>J: Do workers know what topics can be raised with their representatives?</p>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Based on interaction with employees that all of them know about the topics.	
<p>K: Were worker representatives/union representatives interviewed?</p>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No If Yes , please state how many: 05	
<p>L: Please describe any evidence that union/worker's committee is effective? Specify date of last meeting; topics covered; how minutes were communicated etc.</p>	<p>Facility had conducted last meeting on 06/01/2022. Topics discussed during the committee meeting was regarding ESI & EPF Benefits awareness, Covid-19 precautionary measures.</p>	

M: Are any workers covered by Collective Bargaining Agreement (CBA)?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
If Yes , what percentage by trade Union/worker representation	M1: <u>0</u> % workers covered by Union CBA	M2: <u>0</u> % workers covered by worker rep CBA
M3: If Yes , does the Collective Bargaining Agreement (CBA) include rates of pay?	<input type="checkbox"/> Yes <input type="checkbox"/> No Not applicable	

Non-compliance:	
<p>1. Description of non-compliance: <input type="checkbox"/> NC against ETI <input type="checkbox"/> NC against Local Law: <input type="checkbox"/> NC against customer code: None Observed</p> <p>Local law and/or ETI requirement Not applicable</p> <p>Recommended corrective action: Not applicable</p>	<p>Objective evidence observed: <i>(where relevant please add photo numbers)</i></p> <p>Not applicable</p>

Observation:	
<p>Description of observation:</p> <p>None Observed</p>	<p>Description of observation:</p> <p>None Observed</p>

Good Examples observed:	
<p>Description of Good Example (GE):</p> <p>None Observed</p>	<p>Description of Good Example (GE):</p> <p>None Observed</p>

3: Working Conditions are Safe and Hygienic

[\(Click here to return to summary of findings\)](#)

[\(Click here to return to Key Information\)](#)

ETI

- 3.1 A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.
- 3.2 Workers shall receive regular and recorded Health & Safety training, and such training shall be repeated for new or reassigned workers.
- 3.3 Access to clean toilet facilities and to potable water, and, if appropriate, sanitary facilities for food storage shall be provided.
- 3.4 Accommodation, where provided, shall be clean, safe, and meet the basic needs of the workers.
- 3.5 The company observing the code shall assign responsibility for Health & Safety to a senior management representative.

Current Systems and Evidence Examined

To complete 'current systems' Auditors examine policies and written procedures in conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is/are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Current systems:

1. General Health and Safety management

- 1. Ms. Malarvizhi A – HR & Admin is responsible for Health & Safety aspects for the site
- 2. Potable water was freely available in all areas and test certificates were up to date
- 3. Sufficient toilets were available at all times to workers
- 4. Ventilation, temperature and lighting were adequate for the production processes

2. Fire Safety

- 1. There were at least 2 exits from each work area and these were clearly marked
- 2. Firefighting equipment such as 07 fire extinguishers, 03 fire alarm call points, 10 Emergency lights, 02 smoke detectors and 04 Fire buckets were provided in the facility which was found enough.
- 3. Evacuation diagrams were posted in all areas and understood by all workers interviewed
- 4. Fire drills were organized and recorded every 2 months as per the law and the last drill was conducted on 03/01/2022.
- 5. Firefighting training has been given by the external agency and 10 numbers of employees were trained on 03/01/2022.
- 6. Facility has marked most exits and emergency exits in a language understood by majority of the employees.

3. Machine & Electrical safety

- 1. All machine and electrical equipment was maintained in good condition
- 2. There were competent mechanic & electricians at the site to do the electrical work
- 3. Facility had obtained periodic inspection certificate for all the machineries used

4. Chemical safety

- 1. All chemicals were labelled or identified properly
- 2. Material Safety Data Sheets were available for the chemicals used by the facility

5. Medical services

- 1. Facility has provided well equipped first aid boxes (03).

Evidence examined – to support system description (Documents examined & relevant comments. Include renewal/expiry date where appropriate):

Details:

- Health and Safety Policy
- Factory License – Valid till 31/12/2022
- Fire License – Valid till 01/09/2022
- Industrial accident records – Updated till December 2021
- Health & Safety Committee meeting minutes dated 19/11/2021
- Last Potability Drinking Water Test report dated 31/08/2021
- Interaction with Management and Interview with employees

Any other comments: None

<p>A: Does the facility have general and occupational Health & Safety policies and procedures that are fit for purpose and are these communicated to workers?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No A1: Please give details: Facility had established general Health & Safety, occupational Health & Safety policies and procedures that are fit for purpose and are these communicated to workers during induction training.</p>
<p>B: Are the policies included in workers' manuals?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No B1: Please give details: Facility had included the social compliance policies in worker's manual.</p>
<p>C: Are there any structural additions without required permits/inspections (e.g. floors added)?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No C1: Please give details: Facility has installed 6 sewing machines on the ground floor which is not reflected in the current building layout plan.</p>
<p>D: Are visitors to the site informed on H&S and provided with personal protective equipment</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No D1: Please give details: Facility visitors are informed on H&S and provided with appropriate personal protective equipment.</p>
<p>E: Is a medical room or medical facility provided for workers? If yes, do the room(s) meet legal requirements and is the size/number of rooms suitable for the number of workers.</p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No E1: Please give details: Facility had not provided medical room, further the same was not required by law.</p>
<p>F: Is there a doctor or nurse on site or there is easy access to first aider/trained medical aid?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No F1: Please give details: Facility has 3 first aiders through St. John Ambulance.</p>
<p>G: Where the facility provides worker transport - is it fit for purpose, safe, maintained and operated by competent persons e.g. buses and other vehicles?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No G1: Please give details: Facility has provided transportation and it is fit for purpose, safe, maintained and operated by competent persons.</p>

H: Is secure personal storage space provided for workers in their living space and is fit for purpose?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No H1: Please give details: Facility had not provided personal storage area to their employees.
I: Are H&S Risk assessments are conducted (including evaluating the arrangements for workers doing overtime e.g. driving after a long shift) and are there controls to reduce identified risk?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No I1: Please give details: Facility had conducted risk assessment in the facility on 01/12/2021.
J: Is the site meeting its legal obligations on environmental requirements including required permits for use and disposal of natural resources?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No J1: Please give details: Facility is meeting its legal obligations on environmental requirements including required permits for use and disposal of natural resources. However, stack emission height found low for the installed 40 KVA diesel generator.
K: Is the site meeting its customer requirements on environmental standards, including the use of banned chemicals?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No K1: Please give details: Based on interaction with facility management that the facility does not use any banned chemicals and meet all the environmental standards based on customer requirement.

Non-compliance: 01

1. Description of non-compliance:

NC against ETI NC against Local Law: NC against customer code:

It was noted from facility tour that 06 out of 09 exit & emergency exits were not installed with illuminated type emergency sign board.

And facility had not provided industrial type emergency lights in First floor emergency exit (packing, checking sections).

Local law requirement:

In accordance with Tamil Nadu Factories Rules 1950, Chapter IV, Rule 61 (9) (e)

The exits shall be visible and suitably illuminated with suitable arrangement, whatever artificial lighting is to be adopted for this purpose, to maintain the required illumination in case of failure of the normal source of electric supply.

Recommended corrective action:

It is recommended the facility to illuminate the exit and emergency signs with suitable arrangements,

Action by: Ms. Malarvizhi A – HR & Admin

Time Scale: 30 days

Verification Method: Desktop

Objective evidence observed:

(where relevant please add photo numbers)

Based on facility tour Non-compliance photo 1

Non-compliance: 02

1. Description of non-compliance:

NC against ETI NC against Local Law: NC against customer code:

It was noted from the facility tour that 02 out of 02 ironing operator were not worn the provided ear plugs.

Local Law requirement:

In accordance with Factories Act 1948, Section 7A (1) every occupier shall ensure, so far as is reasonably practicable, the health, safety and welfare of all workers while they are at work in the factory.

Recommended corrective action:

It is recommended the facility to provide training to employees about usage of personal protective equipment and same to ensure that all the employees are using effectively.

Action by: Ms. Malarvizhi A – HR & Admin

Time Scale: 30 days

Verification Method: Desktop

Objective evidence observed:

(where relevant please add photo numbers)

Based on facility tour Non-compliance photo 2

Non-compliance: 03

1. Description of non-compliance:

NC against ETI NC against Local Law: NC against customer code:

It was noted from the facility tour that 20% of the sewing operators tampered their finger protection guard.

Local Law requirement:

In accordance with Factories Act 1948, Section 26 (1) (a), every set screw, bolt or key on any revolving shaft, spindle, wheel or pinion shall be so sunk, encased or otherwise effectively guarded as to prevent danger.

Recommended corrective action:

It is recommended the facility to train their employees about usage of personal protective equipment and same to ensure that all the employees are used effectively.

Action by: Ms. Malarvizhi A – HR & Admin

Time Scale: 30 days

Verification Method: Desktop

Objective evidence observed:

(where relevant please add photo numbers)

Based on facility tour Non-compliance photo 3

Non-compliance: 04

1. Description of non-compliance:

NC against ETI NC against Local Law: NC against customer code:

It was noted from the facility tour that toilets were found to be in Unhygienic Condition.

Local Law requirement:

In accordance with Factories Act. 1948 section 19 (1) In every factory (a) sufficient latrine and urinal accommodation of prescribed type shall be provided conveniently situated and easily accessible to workers at all times while they are at the factory;(b) separate enclosed accommodation shall be provided for male and female employees;(c) such accommodation shall be adequately lighted and ventilated and no latrine or urinal shall , unless specially exempted in writing by the Chief Inspector, communicate with any work room except through an intervening open space or ventilated passages;(d) all such accommodation shall be maintained in a clean and sanitary conditions at all times.(e) Sweepers shall be employed whose primary duty it would be to keep clean latrines , urinals and washing places.

Recommended corrective action:

It is recommended the facility to ensure that the toilets and urinal stations are maintained in hygienic condition.

Action by: Ms. Malarvizhi A – HR & Admin

Time Scale: 30 days

Verification Method: Desktop

Objective evidence observed:

(where relevant please add photo numbers)

Based on facility tour
Non-compliance photo 4

Non-compliance: 05

1. Description of non-compliance:

NC against ETI NC against Local Law: NC against customer code:

It was noted from facility tour that stain removal machine was found near to checking section without any closure.

Local Law requirement:

In accordance with Factories Act 1948, Section 7A (1) every occupier shall ensure, so far as is reasonably practicable, the health, safety and welfare of all workers while they are at work in the factory.

Recommended corrective action:

It is recommended the facility to provide closure to stain removal machine.

Action by: Ms. Malarvizhi A – HR & Admin

Time Scale: 30 days

Objective evidence observed:

(where relevant please add photo numbers)

Based on facility tour
Non-compliance photo 5

Verification Method: Desktop	
-------------------------------------	--

Non-compliance: 06	
<p>1. Description of non-compliance: <input type="checkbox"/> NC against ETI <input checked="" type="checkbox"/> NC against Local Law: <input type="checkbox"/> NC against customer code:</p> <p>It was noted from facility tour that aisle markings were found to be faded in packing section.</p> <p>Local law requirement: In accordance with Factories Act 1948, Chapter IV, Section 38 (1), in every factory all practicable measures shall be taken to prevent outbreak of fire and its spread both internally and externally and to provide and maintain – (a) safe means of escape in all persons in the event of a fire and (b) the necessary equipment and facilities for extinguishing fire. (2) Effective measures shall be taken to ensure that in every factory, all the employees are familiar with means of escape in case of fire and have been adequately trained in the routine to be followed in such case.</p> <p>Recommended corrective action: It is recommended the facility to mark aisle markings properly.</p> <p>Action by: Ms. Malarvizhi A – HR & Admin</p> <p>Time Scale: 30 days</p> <p>Verification Method: Desktop</p>	<p>Objective evidence observed: <i>(where relevant please add photo numbers)</i></p> <p>Based on facility tour Non-compliance photo 6</p>

Non-compliance: 07	
<p>1. Description of non-compliance: <input type="checkbox"/> NC against ETI <input checked="" type="checkbox"/> NC against Local Law: <input type="checkbox"/> NC against customer code:</p> <p>It was noted from the facility tour and document review that the facility has installed 6 sewing machines on the ground floor which is not reflected in the current building layout plan.</p>	<p>Objective evidence observed: <i>(where relevant please add photo numbers)</i></p> <p>Based on facility tour and document review</p>

<p>Local Law requirement: In accordance to Section 12B (3) of the Tamil nadu Factories Rules, 1950 - After the date of the commencement of the act, no manufacturing process shall be carried on in any factory constructed, extended or taken into use as a factory or part of a factory until a certificate of stability in respect of the buildings in the form below has been sent by the occupier or management of the factory to the inspector. Provided that the certificate of stability sent by the occupier or management of the factory to the inspector as required in this rule shall be valid only for a period of three years from the date of its issue and within thirty days after the expiry of the said period, a fresh certificate of stability shall be sent to the inspector.</p> <p>Recommended corrective action: It is recommended to the facility to obtain the approved building layout plan as per the current setup from the concerned authority.</p> <p>Action by: Ms. Malarvizhi A – HR & Admin</p> <p>Time Scale: 60 days</p> <p>Verification Method: Desktop</p>	
--	--

Non-compliance: 08	
<p>1. Description of non-compliance: <input type="checkbox"/> NC against ETI <input checked="" type="checkbox"/> NC against Local Law: <input type="checkbox"/> NC against customer code:</p> <p>It was noted from facility tour that fencing was not provided for staircases leading from 2nd to 3rd Floor.</p> <p>Local Law requirement: In accordance with Factories Act 1948, Section 7A (1) every occupier shall ensure, so far as is reasonably practicable, the health, safety and welfare of all workers while they are at work in the factory.</p> <p>Recommended corrective action: It is recommended the facility to provide fencing for staircases leading from 2nd to 3rd Floor.</p> <p>Action by: Ms. Malarvizhi A – HR & Admin</p> <p>Time Scale: 30 days</p> <p>Verification Method: Desktop</p>	<p>Objective evidence observed: <i>(where relevant please add photo numbers)</i></p> <p>Based on facility tour Non-compliance photo 7</p>

Non-compliance: 09

<p>1. Description of non-compliance: <input type="checkbox"/> NC against ETI <input checked="" type="checkbox"/> NC against Local Law: <input type="checkbox"/> NC against customer code:</p> <p>It was noted from the facility tour that 02 out of 03 exits and 03 out of 06 emergency exits were found to be inward opening doors.</p> <p>Facility has provided latches for 01 out of 02 exit and 01 out of 03 emergency exit inward opening door to keep the door opened during working hours.</p> <p>However, facility had not provided latches for 01 out of 02 exit and 01 out of 03 emergency exit inward opening doors.</p> <p>Local law requirement: In accordance with Tamil Nadu Factories Rules 1950, Chapter IV, Rule 61 (9): (u), exit doorways shall open outwards, that is away from the room but shall not obstruct the travel along any exit. No door when opened shall reduce the required width of stairway or landing to less than 90 centimeters. Overhead or sliding doors shall not be installed for this purpose</p> <p>Recommended corrective action: It is recommended the facility to provide all Exits and Emergency exit doors to open outward direction.</p> <p>Action by: Ms. Malarvizhi A – HR & Admin</p> <p>Time Scale: 30 days</p> <p>Verification Method: Desktop</p>	<p>Objective evidence observed: <i>(where relevant please add photo numbers)</i></p> <p>Based on facility tour Non-compliance photo 8</p>
--	--

Observation: 01	
<p>Description of observation: It was noted from document review that 03 out of 03 first aid trained person certificate validity has expired on 31/03/2020. The facility has applied for refresher training continuously and recent communication dated on 08/09/2021 to the concerned agency, however authorized authority (St. John Ambulance Association) was not providing training due to COVID-19 situation.</p> <p>Local law requirement: Tamil Nadu Factories Rules 1950, Chapter IV, Rule 63 (b), First Aid - Persons who are in charge of first-aid box shall be persons who possess the certificate granted by the Saint John's Ambulance Association for rendering first-aid.</p> <p>Comments: It is recommended the facility to arrange and provide first aid training through authorized authority and obtain training certificate.</p>	<p>Objective evidence observed:</p> <p>Based on audit process</p>

Good Examples observed:	
<p>Description of Good Example (GE):</p>	<p>Objective Evidence Observed:</p>

None observed	Not applicable
---------------	----------------

4: Child Labour Shall Not Be Used

[\(Click here to return to summary of findings\)](#)

[\(Click here to return to Key Information\)](#)

ETI

- 4.1 There shall be no new recruitment of child labour.
- 4.2 Companies shall develop or participate in and contribute to policies and programmes which provide for the transition of any child found to be performing child labour to enable her or him to attend and remain in quality education until no longer a child.
- 4.3 Children and young persons under 18 shall not be employed at night or in hazardous conditions.
- 4.4 These policies and procedures shall conform to the provisions of the relevant ILO Standards.

Current Systems and Evidence Examined

To complete 'current systems' Auditors examine policies and written procedures in conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is/are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Current systems:

- 1. Based on interaction with HR Manager, all employees are hired by the Human Resource Department only.
- 2. Based on review of hiring policy documents, employee's ID for age proof such as Voter ID and Aadhaar Card were checked by HR department prior to hiring. The employees without valid ID certificates are not being hired.
- 3. Based on the policy review, the minimum hiring age of the facility is 18 years old.
- 4. Based on employees' interview, any suspect of child labour can be reported to facility management.
- 5. Based on the employee interviews, review of facility's Child Labour & Hiring Policy and age proof documents, the facility has complied with ILO Standards for Child Labour. Youngest employee found within the sample is 18 years old.

Evidence examined – to support system description (Documents examined & relevant comments. Include renewal/expiry date where appropriate):

Details:

- Child Labor and Child Labor Remediation Policy.

- Age Proof records of 10 out of 10 selected samples.
- Interaction with Management and Interview with employees.

Any other comments: None

A: Legal age of employment:	14 Years old for young employees and 18 years old for adult workers
B: Age of youngest worker found:	18 years old
C: Are there children present on the work floor but not working at the time of audit?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
D: % of under 18's at this site (of total workers)	0 %
E: Are workers under 18 subject to hazardous work assignments? (Go to clause 3 – Health and Safety)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Not applicable If Y give details

Non-compliance:

1. Description of non-compliance:

NC against ETI NC against Local Law: NC against customer code:
None Observed

Local law and/or ETI requirement:
Not applicable

Recommended corrective action:
Not applicable

Objective evidence observed:
(where relevant please add photo numbers)
Not applicable

Observation:

Description of observation:
None Observed

Objective evidence observed:
Not applicable

Good Examples observed:

Description of Good Example (GE):
None Observed

Objective Evidence Observed:
Not applicable

5: Living Wages are Paid

[\(Click here to return to summary of findings\)](#)

[\(Click here to return to Key information\)](#)

ETI

5.1 Wages and benefits paid for a standard working week meet, at a minimum, national legal standards or industry benchmark standards, whichever is higher. In any event wages should always be enough to meet basic needs and to provide some discretionary income.

5.2 All workers shall be provided with written and understandable information about their employment conditions in respect to wages before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid.

5.3 Deductions from wages as a disciplinary measure shall not be permitted nor shall any deductions from wages not provided for by national law be permitted without the expressed permission of the worker concerned. All disciplinary measures should be recorded.

Current Systems and Evidence Examined

To complete 'current systems' Auditors examine policies and written procedures in conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is/are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Current systems:

1. Based on review of wage records, the facility had paid the applicable minimum wages to all the employees.
2. Based on employee's interview, wages are fixed on daily rate, calculated, and paid on monthly basis on or before 7th of every month by cash (100%).
3. Based on employee's interview, wage slips are provided to all the employees and employees are aware of their wage calculations.
4. Based on wage record review, all employees are covered under social security benefit of Employee state Insurance and Employee provident fund.
5. Deductions from wages as a disciplinary measure and any other illegal deductions are not permitted as per the facility rules.
6. Based on employee's interview and record review all the employees received appointment letter with written and understandable information about their employment conditions in respect to wages.
7. Based on record review and from employee's interview overtime hours are compensated at 200% of the normal rate of wages for all employees.

Evidence examined – to support system description (Documents examined & relevant comments. Include renewal/expiry date where appropriate):

Details:

- Facility Policy.
- Salary register Pay slip and Time records for 10 selected samples for 3 Random months.
- Leave with wage records (Form No: 15) and Leave encashment records.
- Bonus paid records.
- List of National and Festival Holidays.
- Interaction with management and employees.

Any other comments: None

Non-compliance: 01

1. Description of non-compliance:

NC against ETI NC against Local Law: NC against customer code:

It was noted from review of records that the facility has delayed the provident fund from 01 – 02 days remittance to the authority in month of February 2021 to October 2021.and employee state insurance from 01 – 35 days remittance to the authority in month of June 2021 to November 2021.

Local Law requirement:

In accordance with Employee State Insurance Regulations 1950, Section 31, an employer who is liable to pay contributions in respect of any employee shall pay those contributions within 21 days of the last day of the calendar month in which the contributions fall due. Latest amendment on June 2017 is to pay the remittance on or before 15th day of every month.

In accordance with The Employees Provident Funds Scheme, 1952, Section 38 (1), the employer shall, before paying the member his wages in respect of any period or part of period for which contributions are payable, deduct the employee's contribution from his wages which together with his own contributions as well as an administrative charge of such percentage (of the pay (basic wages, dearness allowance, retaining allowance, if any, and cash value of food concession admissible thereon) for the time being payable to the employees other than an excluded employee, and in respect of which provident fund contributions are payable as the Central Government may fix, he shall within fifteen days of the close of every month pay the same to the Fund by separate bank drafts or cheques on account of contributions and administrative charge.

Recommended corrective action:

It is recommended to the facility to remit Employees Provident Fund and Employee state insurance as timely manner to the concerned authority.

Action by: Ms. Malarvizhi A – HR & Admin

Objective evidence observed:

(where relevant please add photo numbers)

Based on wage records review

<p>Time Scale: 60 days</p> <p>Verification Method: Desktop</p>	
--	--

Observation:	
<p>Description of observation: None Observed</p> <p>Local law or ETI requirement: Not applicable</p> <p>Comments: Not applicable</p>	<p>Objective evidence observed: Not applicable</p>

Good Examples observed:	
<p>Description of Good Example (GE): None Observed</p>	<p>Objective Evidence Observed:</p>

Summary Information

Criteria	Local Law <i>(Please state legal requirement)</i>	Actual at the Site <i>(Record site results against the law)</i>	Is this part of a Collective Bargaining Agreement?
A: Standard/Contracted work hours: <i>(Maximum legal and actual required working hours excluding overtime, please state if possible per day, week, and month)</i>	Legal maximum: 8 hours per day / 48 hours per week	8 hours per day / 48 hours per week	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
B: Overtime hours: <i>(Maximum legal and actual overtime hours, please state if possible per day, week, and month)</i>	Legal maximum: 2 hours per day / 12 hours per week / 50 hours per quarter	No overtime performed during selected months	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
C: Wage for standard/contracted hours: <i>(Minimum legal and actual minimum wage at site, please state if possible per hr, day, week, and month)</i>	Legal minimum: INR 215.77 per day	INR 320 per day	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
D: Overtime wage:	Legal minimum:200%	200% of normal rate of wages	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

(Minimum legal and actual minimum overtime wage at site, please state if possible per hr, day, week, and month)	of normal rate of wages		
---	-------------------------	--	--

Wages analysis: (Click here to return to Key Information)			
A: Were accurate records shown at the first request?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
A1: If No , why not?	Not applicable		
B: Sample Size Checked <i>(State number of worker records checked and from which weeks/months – should be current, peak, and random/low. Please see SMETA Best Practice Guidance and Measurement Criteria)</i>	A total of 10 employees were interviewed and the same numbers of records were reviewed for the months of December 2021 (Current month), April 2021 (Random Month) and January 2021 (Random Month).		
C: Are there different legal minimum wage grades? If Yes , please specify all.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	C1: If Yes, please give details: Cutter, Tailor, Ironer, Packer– INR 308.08 per day Checker – INR 238.85 per day Labelling – INR 227.31 per day Helper – INR 215.77 per day	
D: If there are different legal minimum grades, are all workers graded and paid correctly?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	D1: If No , please give details:	
E: For the lowest paid production workers, are wages paid for standard/contracted hours (excluding overtime) below or above the legal minimum?	<input type="checkbox"/> Below legal min <input type="checkbox"/> Meet <input checked="" type="checkbox"/> Above	E1: Lowest actual wages found: <i>Note: full time employees and please state hour / week / month etc.</i> Helpers – INR 320 per day	
F: Please indicate the breakdown of workforce per earnings:	F1: ___% of workforce earning under minimum wage F2: ___% of workforce earning minimum wage F3: <u>100%</u> of workforce earning above minimum wage		
G: Bonus Scheme found: Please specify details:	Bonus Scheme found: Yes <i>Note: type of employee (e.g. full time, temp, etc.) and please state which units e.g. /hour /week/month etc.</i> Facility had paid bonus for the period of October 2020 to September 2021 with 12% on 01/11/2021.		
H: What deductions are required by law e.g. social insurance? Please state all types:	1. Employee State Insurance 2. Employee Provident Fund		
I: Have these deductions been made?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	I1: Please list all deductions that have been made.	1. Employee State Insurance 2. Employee Provident Fund

			Please describe: Facility is deducting as per the state laws requirements.
		I2: Please list all deductions that have not been made.	1. 2. Please describe: Not applicable
J: Were appropriate records available to verify hours of work and wages?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
K: Were any inconsistencies found? (if yes describe nature)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	K1: Type <input type="checkbox"/> Poor record keeping <input type="checkbox"/> Isolated incident <input type="checkbox"/> Repeated occurrence:	
L: Do records reflect all time worked? (For instance, are workers asked to attend meetings before or after work but not paid for their time)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No L1: Please give details: Facility has maintained the time record which reflect all time worked by employees.		
M: Is there a defined living wage: <i>This is not normally minimum legal wage. If answered yes, please state amount and source of info: Please see SMETA Best Practice Guidance and Measurement Criteria.</i>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No M1: Please specify amount/time: Facility did not define any living wages. At present facility is following the applicable minimum wages as notified by the State Government.		
M2: If yes, what was the calculation method used.	<input type="checkbox"/> ISEAL/Anker Benchmarks <input type="checkbox"/> Asia Floor Wage <input type="checkbox"/> Figures provided by Unions <input type="checkbox"/> Living Wage Foundation UK <input type="checkbox"/> Fair Wear Wage Ladder <input type="checkbox"/> Fairtrade Foundation Other – please give details: NA		
N: Are there periodic reviews of wages? If Yes give details (include whether there is consideration to basic needs of workers plus discretionary income).	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No N1: Please give details: Tamil Nadu Government will revise the minimum wages on the month of April every year and the same will be paid to the employees accordingly.		
O: Are workers paid in a timely manner in line with local law?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
P: Is there evidence that equal rates are being paid for equal work:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No P1: Please give details: Based on review of wage records, equal rates are being paid for equal work		
Q: How are workers paid:	<input checked="" type="checkbox"/> Cash – 100% <input type="checkbox"/> Cheque <input type="checkbox"/> Bank Transfer <input type="checkbox"/> Other		

	Q1: If other, please explain:
--	-------------------------------

6: Working Hours are not Excessive
[\(Click here to return to summary of findings\)](#)
[\(Click here to return to Key Information\)](#)

ETI

6.1 Working hours must comply with national laws, collective agreements, and the provisions of 6.2 to 6.6 below, whichever affords the greater protection for workers. Sub-clauses 6.2 to 6.6 are based on international labour standards.

6.2 Working hours, excluding overtime, shall be defined by contract, and shall not exceed 48 hours per week.

6.3 All overtime shall be voluntary. Overtime shall be used responsibly, taking into account all the following: the extent, frequency and hours worked by individual workers and the workforce as a whole. It shall not be used to replace regular employment. Overtime shall always be compensated at a premium rate, which is recommended to be not less than 125% of the regular rate of pay.

6.4 The total hours worked in any 7-day period shall not exceed 60 hours, except where covered by clause 6.5 below.

6.5 Working hours may exceed 60 hours in any 7-day period only in exceptional circumstances where **all** of the following are met:

- this is allowed by national law;
- this is allowed by a collective agreement freely negotiated with a workers' organisation representing a significant portion of the workforce;
- appropriate safeguards are taken to protect the workers' health and safety; and
- The employer can demonstrate that exceptional circumstances apply such as unexpected production peaks, accidents or emergencies.

6.6 Workers shall be provided with at least one day off in every 7-day period or, where allowed by national law, 2 days off in every 14-day period.

Current Systems and Evidence Examined

To complete 'current systems' Auditors examine policies and written procedures in conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is/are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Current systems:

1. A total of 10 employees were interviewed and the same numbers of records were reviewed for the months of December 2021 (Current month), April 2021 (Random month) and January 2021 (Random month).
2. Facility has restricted normal working hours to 8 hours per day and 48 hours per week.
3. Based on tour of the facility, it was noted that the working hours and weekly rest day are displayed on notice board.
4. The facility has implemented manual paper timecard system to record IN/OUT time recording.

Based on review of time records, the working hours could be summarized as follows:

- For December 2021 (Current month), the average total working hours of 10 selected samples were 43.29 hours/week.
- For April 2021 (Random month), the average total working hours of 10 selected samples were 27.69 hours/week.
- For January 2021 (Random month), the average total working hours of 10 selected samples were 27.32 hours/week.

Evidence examined – to support system description (Documents examined & relevant comments. Include renewal/expiry date where appropriate):

Details:

- Facility Policy.

- In/Out time records and Salary register for 10 selected samples for 03 Random months.
- Interaction with management and employees.

Any other comments: None

Non-compliance:

1. Description of non-compliance:

NC against ETI NC against Local Law: NC against customer code:

None Observed

Local law and/or ETI requirement

Not applicable

Recommended corrective action:

Not applicable

Objective evidence observed:

(where relevant please add photo numbers)

Not applicable

Observation:

Description of observation:

None Observed

Local law or ETI requirement:

Not applicable

Comments:

Not applicable

Objective evidence observed:

Not applicable

Good Examples observed:

Description of Good Example (GE):

None Observed

Objective Evidence Observed:

Not applicable

Working hours' analysis

Please include time e.g. hour/week/month
(Go back to Key information)

Systems & Processes

<p>A. What timekeeping systems are used: time card etc.</p>	<p>Describe: Manual Paper Timecard System</p>				
<p>B: Is sample size same as in wages section?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No B1: If no, please give details</p>				
<p>C: Are standard/contracted working hours defined in all contracts/employment agreements?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p>	<p>C1: If NO, please give details including % and which type of workers do NOT have standard hours defined in contracts/employment agreements. Please give details: Not applicable</p>			
<p>D: Are there any other types of contracts/employment agreements used?</p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p>	<p>D1: If YES, please complete as appropriate:</p>			
		<p><input type="checkbox"/> 0 hrs</p>	<p><input type="checkbox"/> Part time</p>	<p><input type="checkbox"/> Variable hrs</p>	<p><input type="checkbox"/> Other</p>
		<p>If "Other", Please define: Not applicable</p>			
<p>E. Do any standard/contracted working hours defined in contracts/employment agreements exceed 48 hours per week?</p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p>	<p>E1: If yes, please detail hours, %, types of workers affected and frequency Please give details:</p>			
<p>F: Are workers provided with at least 1 day off in every 7-day-period, or 2 in 14-day-period?</p>	<p>F2: Please select all applicable: <input checked="" type="checkbox"/> 1 in 7 days <input type="checkbox"/> 2 in 14 days <input type="checkbox"/> No If 'No', please explain:</p>	<p>F3: Is this allowed by local law? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No In accordance with Factories Act 1948, Chapter VI, Section 52 (1), No adult worker shall be required or allowed to work in a factory on the first day of the week (hereinafter referred to as the said day) unless- (a) He has or will have a holiday for a whole day on one of the three days immediately before or after the said day, and (b) The manager of the factory has, before the said day or the substituted day under clause (a) whichever is earlier, - (i) Delivered a notice at the office of the Inspector of his intention to require the worker to work on the said day and of the day which is to be substituted, and (ii) Displayed a notice to that effect in the factory: Provided that no substitution shall be made which will result in any worker working for more than ten days consecutively without a holiday for a whole day.</p>			
	<p>Maximum number of days worked without a day off (in sample):</p>				

	6 days	
Standard/Contracted Hours worked		
G: Were standard working hours over 48 hours per week found?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	G1: If yes, % of workers & frequency: Not Applicable
H: Any local waivers/local law or permissions which allow averaging/annualised hours for this site?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	H1: If yes, please give details: Not Applicable
Overtime Hours worked		
I: Actual overtime hours worked in sample (State per day/week/month)	Highest OT hours: No overtime performed during selected sampled months.	
J: Combined hours (standard or contracted + overtime hours = total) over 60 found? Please give details:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
K: Approximate percentage of total workers on highest overtime hours:	___% - NA	
L: Is overtime voluntary?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Conflicting Information	L1: Please detail evidence e.g. Wording of contract/employment agreement/handbook/worker interviews/refusal arrangements: Based on interview with employees' overtime is engaged on voluntary basis.
Overtime Premiums		
M: Are the correct legal overtime premiums paid?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A – there is no legal requirement to OT premium	M1: Please give details of normal day overtime premium as a % of standard wages: 200%
N: Is overtime paid at a premium?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	N1: If yes, please describe % of workers & frequency: All the employees are paid with 200% of normal rate of wages as overtime premium as per the legal requirement which was paid along with salary.

<p>O: If the site pays less than 125% OT premium and this is allowed under local law, are there other considerations? Please complete the boxes where relevant.</p>	<p><input checked="" type="checkbox"/> No <input type="checkbox"/> Consolidated pay (May be standard wages above minimum legal wage, with no/low overtime premium) <input type="checkbox"/> Collective Bargaining agreements <input type="checkbox"/> Other</p>
<p>P: If more than 60 total hours per week and this is legally allowed, are there other considerations? Please complete the boxes where relevant.</p>	<p>O1: Please explain any checked boxes above e.g. detail of consolidated pay / CBA or Other</p>
<p>Q: Is there evidence that overtime hours are being used for extended periods to make up for labour shortages or increased order volumes?</p>	<p><i>Not applicable</i></p>
<p>R: If sufficient workers cannot be hired, are new working time arrangements explored to ensure that overtime is the exception rather than the rule.</p>	<p><input checked="" type="checkbox"/> Overtime is voluntary <input type="checkbox"/> Onsite Collective bargaining allows 60+ hours/week <input type="checkbox"/> Safeguards are in place to protect worker's health and safety <input type="checkbox"/> Site can demonstrate exceptional circumstances <input type="checkbox"/> Other reasons (please specify)</p>
	<p>P1: Please explain any checked boxes above e.g. detail of consolidated pay / CBA or other:</p>
	<p><i>Not applicable</i></p>
	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Q1: If yes, please give details: Facility had recruited adequate number of workers according to their order volumes and restricts the overtime hours within legal limit</p>
	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p>

7: No Discrimination is Practiced
(Click here to return to summary of findings)

ETI

7.1 There is 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.

Current Systems and Evidence Examined

To complete 'current systems' Auditors examine policies and written procedures in conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is/are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Current systems:

1. Based on review of wage records and employees' interview, no discrimination was noted in hiring, compensation, access to training, promotion, and termination or retirement.
2. Ms. Malarvizhi A – HR & Admin is responsible for the investigation and disposal of discrimination case.
3. Based on wage records review, the facility provides the same pay for male/female employees for same work of similar nature.

Evidence examined – to support system description (Documents examined & relevant comments. Include renewal/expiry date where appropriate):

Details:

- Facility Policy.
- Appointment letter with terms and conditions for 10 out of 10 selected samples.
- Salary and other benefit records.
- Interaction with management and employees

Any other comments: None

A: Gender breakdown of Management + Supervisors (Include as one combined group)	A1: Male: <u>40</u> % A2: Female <u>60</u> %
B: Number of women who are in skilled or technical roles e.g. where specific qualifications are needed i.e. machine engineer / laboratory analyst:	02
C: Is there any evidence of discrimination based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation?:	<input type="checkbox"/> Hiring <input type="checkbox"/> Compensation <input type="checkbox"/> Access to training <input type="checkbox"/> Promotion <input type="checkbox"/> Termination or retirement <input checked="" type="checkbox"/> No evidence of discrimination found C1: Please give details: None

Professional Development

A: What type of training and development are available for workers?

Please give details: Facility had a system of professional development of their employees & staff based on character,

	attendance, any disciplinary action, involvement in training program etc.
B: Are HR decisions e.g. promotion, training, compensation based on objective, transparent criteria?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No If no, please give details: Not applicable

Non-compliance:	
<p>1. Description of non-compliance: <input type="checkbox"/> NC against ETI <input type="checkbox"/> NC against Local Law: <input type="checkbox"/> NC against customer code: None Observed</p> <p>Local law and/or ETI requirement Not applicable</p> <p>Recommended corrective action: Not applicable</p>	<p>Objective evidence observed: <i>(where relevant please add photo numbers)</i> Not applicable</p>

Observation:	
<p>Description of observation: None Observed</p> <p>Local law or ETI requirement: Not applicable</p> <p>Comments: Not applicable</p>	<p>Objective evidence observed: Not applicable</p>

Good Examples observed:	
<p>Description of Good Example (GE): None Observed</p>	<p>Objective Evidence Observed: Not applicable</p>

8: Regular Employment Is Provided

[\(Click here to return to summary of findings\)](#)

[\(Click here to return to Key Information\)](#)

ETI

8.1 To every extent possible work performed must be on the basis of recognised employment relationship established through national law and practice.

8.2 Obligations to employees under labour or social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of labour-only contracting, sub-contracting, or home-working arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment, nor shall any such obligations be avoided through the excessive use of fixed-term contracts of employment.

Additional Elements: Responsible Recruitment

8.3 Suppliers have full understanding of the entire recruitment process and assess all labour recruiters and intermediaries against legal and/or ethical requirements.

8.4 There are effective management systems in place to identify and monitor the hiring and management of all migrant workers, contract workers, agency workers, temporary or casual labour The supplier shall implement processes to enable adequate control over agencies with regards the above points and related legislation.

8.5 Employment agencies must only supply workers registered with them.

8.6 Workers pay no recruitment fee at any stage of the recruitment process.

8.7 Worker contracts accurately reflect the agreed payment and terms in the recruitment process and are understood and signed by workers.

Current Systems and Evidence Examined

To complete 'current systems' Auditors examine policies and written procedures in conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is/are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Current systems:

1. Based on record review and employee's interview appointment letters issued to all 10 out of 10 selected employees
2. Based on interaction with the facility management, it was noted that all employees are employed on regular basis; and no casual, contract, agency, and apprentice employees were engaged
3. Facility does not employ any migrant workers
4. Based on interaction with employees, no recruitment fees are required at any stage of the recruitment process

Evidence examined – to support system description (Documents examined & relevant comments. Include renewal/expiry date where appropriate):

Details:

- Facility Policy
- Appointment letter with terms and conditions for 10 out 10 selected samples
- Salary and other benefit records
- Interaction with management and employees

Any other comments: None

Non-compliance:	
<p>1. Description of non-compliance: <input type="checkbox"/> NC against ETI <input type="checkbox"/> NC against Local Law: <input type="checkbox"/> NC against customer code: None Observed</p> <p>Local law and/or ETI requirement Not applicable</p> <p>Recommended corrective action: Not applicable</p>	<p>Objective evidence observed: (where relevant please add photo numbers) Not applicable</p>

Observation:	
<p>Description of observation: None Observed</p> <p>Local law or ETI requirement: Not applicable</p> <p>Comments: Not applicable</p>	<p>Objective evidence observed: Not applicable</p>

Good Examples observed:	
<p>Description of Good Example (GE): None Observed</p>	<p>Objective Evidence Observed: Not applicable</p>

Responsible Recruitment

All Workers	
<p>A: Were all workers presented with terms of employment at the time of recruitment, did they understand them and are they same as current conditions?</p>	<p><input checked="" type="checkbox"/> Terms & Conditions presented <input checked="" type="checkbox"/> Understood by workers <input checked="" type="checkbox"/> Same as actual conditions</p> <p>A1: If any are unchecked, please describe finding and specific category(ies) of workers affected:</p>
<p>B: Did workers' pay any fees, taxes, deposits or bonds for the purpose of recruitment/placement?</p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p> <p>B1: If yes, please describe details and specific category(ies) of workers affected:</p>

C: If yes, check all that apply:	<input type="checkbox"/> Recruitment / hiring fees <input type="checkbox"/> Service fees <input type="checkbox"/> Application costs <input type="checkbox"/> Recommendation fees <input type="checkbox"/> Placement fees <input type="checkbox"/> Administrative, overhead or processing fees <input type="checkbox"/> Skills tests <input type="checkbox"/> Certifications <input type="checkbox"/> Medical screenings <input type="checkbox"/> Passports/ID's <input type="checkbox"/> Work / resident permits <input type="checkbox"/> Birth certificates <input type="checkbox"/> Police clearance fees <input type="checkbox"/> Any transportation and lodging costs after employment offer <input type="checkbox"/> Any transport costs between workplace and home <input type="checkbox"/> Any relocation costs after commencement of employment <input type="checkbox"/> New hire training / orientation fees <input type="checkbox"/> Medical exam fees <input type="checkbox"/> Deposit bonds or other deposits <input type="checkbox"/> Any other non-monetary assets <input type="checkbox"/> Other – C1: If other, please give details: NA
D: If any checked, give details:	Not applicable

Migrant Workers: <i>The term "migrant worker" refers to a person who is engaged or has been engaged in a remunerated activity in a country of which they are not a national or permanent resident or has purposely migrated on a temporary basis to another in-country region to seek and engage in a remunerated activity</i>			
A: Type of work undertaken by migrant workers:	Facility does not employ any migrant workers.		
B: Please give details about recruitment agencies for migrant workers:	B1: Total number of (in country recruitment agencies) used: 0 B2: Total number of (outside of local country) recruitment agencies used: Not applicable		
C: Are migrant workers' voluntary deductions (such as for remittances) confirmed in writing by the worker and is evidence of the transaction supplied by the facility to the worker?	<table border="1" style="width: 100%;"> <tr> <td style="width: 50%;"> <input type="checkbox"/> Yes <input type="checkbox"/> No C1: Please describe finding: Not applicable </td> <td style="width: 50%;">C2: Observations: None</td> </tr> </table>	<input type="checkbox"/> Yes <input type="checkbox"/> No C1: Please describe finding: Not applicable	C2: Observations: None
<input type="checkbox"/> Yes <input type="checkbox"/> No C1: Please describe finding: Not applicable	C2: Observations: None		
D: Are Any migrant workers in skilled, technical, or management roles <i>Migrant Workers (this should include all migrant workers including permanent workers, temporary and/or seasonal workers)</i>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No D1: If yes, number and example of roles: Not applicable		

NON-EMPLOYEE WORKERS

Recruitment Fees:	
A: Are there any fees?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
B: If yes, check all that apply:	<input type="checkbox"/> Recruitment / hiring fees <input type="checkbox"/> Service fees <input type="checkbox"/> Application costs <input type="checkbox"/> Recommendation fees <input type="checkbox"/> Placement fees <input type="checkbox"/> Administrative, overhead or processing fees <input type="checkbox"/> Skills tests <input type="checkbox"/> Certifications <input type="checkbox"/> Medical screenings <input type="checkbox"/> Passports/ID's <input type="checkbox"/> Work / resident permits <input type="checkbox"/> Birth certificates <input type="checkbox"/> Police clearance fees <input type="checkbox"/> Any transportation and lodging costs after employment offer <input type="checkbox"/> Any transport costs between workplace and home <input type="checkbox"/> Any relocation costs after commencement of employment <input type="checkbox"/> New hire training / orientation fees <input type="checkbox"/> Medical exam fees <input type="checkbox"/> Deposit bonds or other deposits <input type="checkbox"/> Any other non-monetary assets <input type="checkbox"/> Other B1 – If other, please give details: Not Applicable
C: If any checked, give details:	Not applicable

Agency Workers (if applicable)	
<i>(workers sourced from a local agent who are not directly paid by the site, but paid by the agency, Usually the agencies are paid by the site and the wages of the individual workers are paid by the agency.)</i>	
A: Number of agencies used (average):	A1: Names if available: Not Applicable
B: Were agency workers' age / pay / hours included within the scope of this audit?	<input type="checkbox"/> Yes <input type="checkbox"/> No Not Applicable
C: Were sufficient documents for agency workers available for review?	<input type="checkbox"/> Yes <input type="checkbox"/> No Not Applicable
D: Is there a legal contract / agreement with all agencies?	<input type="checkbox"/> Yes <input type="checkbox"/> No D1: Please give details: Not Applicable
E: Does the site have a system for checking labour standards of agencies? If yes, please give details.	<input type="checkbox"/> Yes <input type="checkbox"/> No E1: Please give details: Not Applicable

Contractors:	
<p><i>Note: contractors in this context are generally individuals who supply several workers to a site. Usually the contractors are paid by the site and the wages of the workers are paid by the contractor. Common terms include, gang bosses, labor provider,</i></p>	
A: Any contractors on site?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No A1: If yes, how many contractors are present, please give details: Not Applicable
B: If Yes , how many workers supplied by contractors?	Not Applicable
C: Do all contractor workers understand their terms of employment?	<input type="checkbox"/> Yes <input type="checkbox"/> No C1: Please describe finding: Not Applicable
D: If Yes , please give evidence for contractor workers being paid per law:	Not Applicable

8A: Sub-Contracting and Homeworking

[\(Click here to return to summary of findings\)](#)

[\(Click here to return to Key Information\)](#)

8A.1 There should be no sub-contracting unless previously agreed with the main client.

8A.2 Systems and processes should be in place to manage sub-contracting, homeworking and external processing.

Note to auditor on homeworking:

Report on whether it is direct or via agents. How many workers, relationship with site and what control systems are in place.

Note to auditor on subcontracting: auditor should use this section for subcontractors of part made or wholly made finished goods, this section should not be used for raw material manufacturers unless instructed otherwise by customers

Current Systems and Evidence Examined

To complete 'current systems' Auditors examine policies and written procedures in conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is/are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Current systems:

1. Based on the interaction with the facility management and employees' interview, it was noted that the facility had used 2 subcontractors for their production process of Printing & Embroidery and the remaining production is carried out in the audited facility
2. Facility is not using any home workers.

Evidence examined – to support system description (Documents examined & relevant comments. Include renewal/expiry date where appropriate):

- Facility Policy.
- Inward and outward material register.
- Production records.
- Interaction with management.

If any processes are sub-contracted – please populate below boxes

Process Subcontracted	PRINTING
Name of factory	M/s. Saran Print Park
Address	SF No 353/2A, Kaikalan kody, Thaneerpandal Colony, East Extension, Anuparpalayam, Tirupur.
Contact	Mr. Vignesh - +91 95859 937225

Process Subcontracted	Embroidery
Name of factory	M/s. Sri Thambiratty Embroidery
Address	23-1, Mariamman Kovil, Padmavathi Puram, Gandhi Nagar (po), Near Srinivasa Theatre, Tirupur.
Contact	Mr. Shakthi - +91 95859 66288

Details: None

Non-compliance:	
<p>1. Description of non-compliance: <input type="checkbox"/> NC against ETI <input type="checkbox"/> NC against Local Law: <input type="checkbox"/> NC against customer code:</p> <p>None Observed</p> <p>Local law and/or ETI requirement Not applicable</p> <p>Recommended corrective action: Not applicable</p>	<p>Objective evidence observed: <i>(where relevant please add photo numbers)</i></p> <p>Not applicable</p>

Observation:	
<p>Description of observation: None Observed</p> <p>Local law or ETI requirement: Not applicable</p> <p>Comments: Not applicable</p>	<p>Objective evidence observed:</p> <p>Not applicable</p>

Good Examples observed:	
<p>Description of Good Example (GE): None Observed</p>	<p>Objective Evidence Observed:</p> <p>Not applicable</p>

Summary of sub-contracting – if applicable <input type="checkbox"/> Not Applicable please x	
<p>A: Has the auditor made a simple calculation to compare capacity with workers' work load in order to identify possible unrecorded work or undeclared sub-contracting</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please describe: Based on review of production records, the capacity with workers workload found balanced, hence no chance of unrecorded work hours.</p>
<p>B: If sub-contractors are used, is there evidence this has been agreed with the main client?</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No If Yes, summarise details: Not applicable: Self-reference audit.</p>
<p>C: Number of sub-contractors/agents used:</p>	<p>02</p>

<p>D: Is there a site policy on sub-contracting?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No If Yes, summarise details: The facility has a policy that all the subcontractor of the facility should comply with the local legal regulation as well as the Clients Code of Conduct.</p>
<p>E: What checks are in place to ensure no child labour is being used and work is safe?</p>	<p>The facility representative visits the subcontracting unit in a regular time interval to ensure no child labour is being used.</p>

<p align="center">Summary of homeworking – if applicable <input checked="" type="checkbox"/> Not Applicable please x</p>			
<p>A: If homeworking is being used, is there evidence this has been agreed with the main client?</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No A1: If Yes, summarise details: Not applicable – Facility is not using any Home workers.</p>		
<p>B: Number of homeworkers</p>	<p>B1: Male: Nil</p>	<p>B2: Female: Nil</p>	<p>Total: Nil</p>
<p>C: Are homeworkers employed direct or through agents?</p>	<p><input type="checkbox"/> Directly <input type="checkbox"/> Through Agents Not applicable</p>		<p>C1: If through agents, number of agents: Not applicable</p>
<p>D: Is there a site policy on homeworking?</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No Not applicable</p>		
<p>E: How does the site ensure worker hours and pay meet local laws for homeworkers?</p>	<p>Not applicable</p>		
<p>F: What processes are carried out by homeworkers?</p>	<p>Not applicable</p>		
<p>G: Do any contracts exist for homeworkers?</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No G1: Please give details: Not applicable</p>		
<p>H: Are full records of homeworkers available at the site?</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No Not applicable</p>		

9: No Harsh or Inhumane Treatment is Allowed
[\(Click here to return to summary of findings\)](#)

ETI

9.1 Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited.

Additional elements:

9.2 companies should provide access to a confidential grievance mechanism for all workers

<p>A: Are there published, anonymous and/or open channels available for reporting any violations of Labour standards and H&S or any other grievances to a 3rd party?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No A1: Please give details: Facility had invited NGO in Anti sexual harassment committee and the grievance was directly communicated to them if any.</p>
<p>B: If Yes, are workers aware of these channels and have access? Please give details.</p>	<p>Facility Anti sexual harassment committee representative will communicate the details to their employees in their respective section and workers are aware of these channels and have access to the same.</p>
<p>C: If yes, what type of mechanism is used e.g. hotline, whistle blowing mechanism, comment box etc. Please give details.</p>	<p>Direct communication during meeting</p>
<p>D: Which of the following groups is there a grievance mechanism in place for?</p>	<p><input checked="" type="checkbox"/> Workers <input checked="" type="checkbox"/> Communities <input checked="" type="checkbox"/> Suppliers <input type="checkbox"/> Other D1: Details: Facility had effective grievance mechanism in place where workers, communities & suppliers can express their grievance through Suggestion box, Hot line, Committee meetings etc.,</p>
<p>E: Are there any open disputes?</p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No E1: If yes, please give details - Not applicable</p>
<p>F: Does the site encourage its business partners (e.g. suppliers) to provide individuals and communities with access to effective grievance mechanisms (e.g. helplines or whistle blowing mechanism)</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No F1: If No Please give details - Not applicable</p>
<p>G: Is there a published and transparent disciplinary procedure?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No G1: If No please explain - Not applicable</p>
<p>H: If yes, are workers aware of these the disciplinary procedure?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No H1: If no please give details - Not applicable</p>
<p>I: Does the disciplinary procedure allow for deductions from wages (fines) for disciplinary purposes (see wages section)?</p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No I1 : If Yes please give details - Not applicable</p>

Current Systems and Evidence Examined

To complete 'current systems' Auditors examine policies and written procedures in conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is /are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Current systems:

Based on the interaction with the facility management and employee's interview, it was noted that no case of abuse or discipline has happened in the facility and the facility has a written disciplinary procedure that is displayed in the notice board of the facility.

Evidence examined – to support system description (Documents examined & relevant comments. Include renewal/expiry date where appropriate):

Details:

- Facility Policy
- Last Anti-Sexual Harassment Committee Meeting was conducted on 16/11/2021
- Interaction with management and employees

Any other comments: None

Non-compliance:

1. Description of non-compliance:

NC against ETI NC against Local Law: NC against customer code:

None Observed

Local law and/or ETI requirement:

Not applicable

Recommended corrective action:

Not applicable

Objective evidence observed:

(where relevant please add photo numbers)

Not applicable

Observation:

Description of observation:

None Observed

Local law or ETI requirement:

Not applicable

Comments:

Not applicable

Objective evidence observed:

Not applicable

Good Examples observed:

Description of Good Example (GE):

None Observed

Objective Evidence Observed:

Not applicable

10. Other Issue areas: 10A: Entitlement to Work and Immigration

[\(Click here to return to NC-table\)](#)

Additional Elements

10A.1 Only workers with a legal right to work shall be employed or used by the supplier.
 10A.2 All workers, including employment agency staff, must be validated by the supplier for their legal right to work by reviewing original documentation.

Current Systems and Evidence Examined

To complete 'current systems' Auditors examine policies and written procedures in conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is/are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Current systems:

1. Based on the review of employee attendance records and employee's interview, the facility has not employed any foreign nationals.
2. Based on the review of employee personal files, all the employees are holding the legal rights to work.

Evidence examined – to support system description (Documents examined & relevant comments. Include renewal/expiry date where appropriate):

Details:
 Interaction with Management and Employees
 Any other comments: None

Non-compliance:

1. Description of non-compliance:

NC against ETI NC against Local Law: NC against customer code:
 None Observed

Local law and/or ETI requirement:
 Not applicable

Recommended corrective action:
 Not applicable

Objective evidence observed:
(where relevant please add photo numbers)
 Not applicable

Observation:

Description of observation:
 None Observed
Local law or ETI requirement:
 Not applicable
Comments:
 Not applicable

Objective evidence observed:
 Not applicable

Good examples observed:	
Description of Good Example (GE): None Observed	Objective Evidence Observed: Not applicable

10. Other issue areas 10B2: Environment 2–Pillar

[\(Click here to return to summary of findings\)](#)

To be completed for a 2–Pillar SMETA Audit, and remove the following page which is 10B4 environment 4 pillar

10B2.1 Suppliers must comply with the requirements of local and international laws and regulations including having necessary permits.

10B2.2 The supplier should be aware of and comply with their end clients' environmental requirements. Note for auditors and readers, this is not a full environmental assessment but a check on basic systems and management approach.

Current Systems and Evidence Examined

To complete 'current systems' Auditors examine policies and written procedures in conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is /are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Current systems:

1. The facility has established and maintained environmental policy & Ms. Malarvizhi A – HR & Admin is responsible for environmental aspects.
2. Based on management interaction, facility and their suppliers are aware of the environmental requirements.

Evidence examined – to support system description (Documents examined & relevant comments. Include renewal/expiry date where appropriate)

Details:

- Facility Policy.
- Air Ambient, Illumination & Noise test conducted 31/08/2021.
- Stack monitoring test for Generator conducted on 31/08/2021.
- Interaction with management and employees.

Any other comments: None

Non-compliance: 01

1. Description of non-compliance:

NC against ETI NC against Local Law: NC against customer code:

It was noted from facility tour that stack emission height found low for the installed 40 KVA diesel generator.

Local Law requirement:

In accordance with Environment Protection Law, Chapter XIII, the minimum height of stack provided with each Generator set can be worked out using the following formula:

$$H = h + 0.2 \times \sqrt{\text{KVA}}$$

H = Total height of stack in meter

h = height of the building in meter where the generator set is installed.

KVA = Total capacity of generator used in KVA

Based on above formula the minimum stack height to be provided with different range of generator sets may be categorized as follows:

For generator sets Total Height of stack in meter

50 KVA height of building + 1.5 meter

Objective evidence observed:

(where relevant please add photo numbers)

Based on facility tour Non-compliance photo 9

<p>50-100 KVA height of building + 2 meter 150 – 200 KVA height of building + 2.5 meter and so on.</p> <p>Recommended corrective action: It is recommended the facility to ensure that stack height is above the building height as per law requirements.</p> <p>Action by: Ms. Malarvizhi A – HR & Admin</p> <p>Time Scale: 30 days</p> <p>Verification Method: Desktop</p>	
--	--

Observation:	
<p>Description of observation: None Observed</p> <p>Local law or ETI/additional elements requirement: Not applicable</p> <p>Comments: Not applicable</p>	<p>Objective evidence observed: Not applicable</p>

Good examples observed:	
<p>Description of Good Example (GE): None Observed</p>	<p>Objective Evidence Observed: Not applicable</p>

Other findings

Other Findings Outside the Scope of the Code
None Observed

Community Benefits
<i>(Please list below any specific community benefits that the site management stated that they were involved in, for example, HIV programme, education, sports facilities)</i>
None Observed

Appendix 1

<p>Comparison between ETI code and Customer's Supplier's Code. Any areas where a site complies with the Customer's Supplier Code, but not with the ETI code are discussed at the audit close out meeting and recorded on the CAPR. Note to supplier "for this customer it may not be necessary to complete corrective actions where NC's DO NOT meet the ETI code, but DO meet your customer's code. If the audit is shared with other customers who work to the ETI code or an equivalent international standard, corrective actions will be necessary."</p> <p><input checked="" type="checkbox"/> Not Applicable please x</p>	
<p>NOTE: The provisions of the ETI base Code constitute minimum and not maximum standards, and this code should not be used to prevent companies from exceeding these standards. Companies applying the ETI Base Code are expected to comply with national and other applicable law and, where the provisions of law and the ETI Base Code address the same subject, to apply that provision which affords the greater protection.</p>	<p>Instruction to Audit Company: fill in the relevant clauses from the Customer Supplier Code - where applicable.</p>
<p>ETI Code / Additional Elements</p>	<p>Customer's Supplier Code equivalent</p>
<p>0.A. Universal Rights covering UNGP</p>	<p>0.A. Universal Rights covering UNGP</p>
<p>0.A. Guidance for Observations 0.A.1 Businesses should have a policy, endorsed at the highest level, covering human rights impacts and issues, and ensure it is communicated to all appropriate parties, including its own suppliers. 0.A.2 Businesses should have a designated person responsible for implementing standards concerning Human rights 0.A.3 Businesses shall identify their stakeholders and salient issues. 0.A.4 Businesses shall measure their direct, indirect, and potential impacts on stakeholders (rights holders) human rights. 0.A.5 Where businesses have an adverse impact on human rights within any of their stakeholders, they shall address these issues and enable effective remediation. 0.A.6 Businesses shall have a transparent system in place for confidentially reporting, and dealing with human rights impacts without fear of reprisals towards the reporter.</p>	
<p>0.B. Management Systems & Code Implementation</p>	<p>0.B. Management Systems & Code Implementation</p>
<p>0.1 Suppliers are expected to implement and maintain systems for delivering compliance to this Code.</p>	

<p>0.2 Suppliers shall appoint a senior member of management who shall be responsible for compliance with the Code.</p> <p>0.3 Suppliers are expected to communicate this Code to all employees.</p> <p>0.4 Suppliers should communicate this code to their own suppliers and, where reasonably practicable, extend the principles of this Ethical Code through their supply chain.</p>	
<p>ETI 1. Forced Labour</p>	<p>ETI 1. Forced Labour</p>
<p>1.1 There is no forced, bonded or involuntary prison labour.</p> <p>1.2 Workers are not required to lodge "deposits" or their identity papers with their employer and are free to leave their employer after reasonable notice.</p>	
<p>ETI 2. Freedom of association and the right to collective bargaining are respected</p>	<p>ETI 2. Freedom of association and the right to collective bargaining are respected</p>
<p>2.1 Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively.</p> <p>2.2 The employer adopts an open attitude towards the activities of trade unions and their organisational activities.</p> <p>2.3 Workers' representatives are not discriminated against and have access to carry out their representative functions in the workplace.</p> <p>2.4 Where the right to freedom of association and collective bargaining is restricted under law, the employer facilitates, and does not hinder, the development of parallel means for independent and free association and bargaining.</p>	
<p>ETI 3. Working conditions are safe and hygienic</p>	<p>ETI 3. Working conditions are safe and hygienic</p>
<p>3.1 A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.</p> <p>3.2 Workers shall receive regular and recorded Health & Safety training, and such training shall be repeated for new or reassigned workers.</p> <p>3.3 Access to clean toilet facilities and to potable water, and, if appropriate, sanitary facilities for food storage shall be provided.</p>	

<p>3.4 Accommodation, where provided, shall be clean, safe, and meet the basic needs of the workers.</p> <p>3.5 The company observing the code shall assign responsibility for Health & Safety to a senior management representative.</p>	
<p>ETI 4. Child labour shall not be used</p>	<p>ETI 4. Child labour shall not be used</p>
<p>4.1 There shall be no new recruitment of child labour.</p> <p>4.2 Companies shall develop or participate in and contribute to policies and programmes which provide for the transition of any child found to be performing child labour to enable her or him to attend and remain in quality education until no longer a child.</p> <p>4.3 Children and young persons under 18 shall not be employed at night or in hazardous conditions.</p> <p>4.4 These policies and procedures shall conform to the provisions of the relevant ILO Standards.</p>	
<p>ETI 5. Living wages are paid</p>	<p>ETI 5. Living wages are paid</p>
<p>5.1 Wages and benefits paid for a standard working week meet, at a minimum, national legal standards or industry benchmark standards, whichever is higher. In any event wages should always be enough to meet basic needs and to provide some discretionary income.</p> <p>5.2 All workers shall be provided with written and understandable information about their employment conditions in respect to wages before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid.</p> <p>5.3 Deductions from wages as a disciplinary measure shall not be permitted nor shall any deductions from wages not provided for by national law be permitted without the expressed permission of the worker concerned. All disciplinary measures should be recorded.</p>	
<p>ETI 6. Working Hours are not excessive</p>	<p>ETI 6. Working Hours are not excessive</p>
<p>6.1 Working hours must comply with national laws, collective agreements, and the provisions of 6.2 to 6.6 below, whichever affords the greater protection for workers. Sub-clauses 6.2 to 6.6 are based on international labour standards.</p> <p>6.2 Working hours, excluding overtime, shall be defined by contract, and shall not exceed 48 hours per week.</p>	

<p>6.3 All overtime shall be voluntary. Overtime shall be used responsibly, taking into account all the following: the extent, frequency and hours worked by individual workers and the workforce as a whole. It shall not be used to replace regular employment. Overtime shall always be compensated at a premium rate, which is recommended to be not less than 125% of the regular rate of pay.</p> <p>6.4 The total hours worked in any 7 day period shall not exceed 60 hours, except where covered by clause 6.5 below.</p> <p>6.5 Working hours may exceed 60 hours in any 7 day period only in exceptional circumstances where all of the following are met:</p> <ul style="list-style-type: none"> - this is allowed by national law; - this is allowed by a collective agreement freely negotiated with a workers' organisation representing a significant portion of the workforce; - appropriate safeguards are taken to protect the workers' health and safety; and - The employer can demonstrate that exceptional circumstances apply such as unexpected production peaks, accidents or emergencies. <p>6.6 Workers shall be provided with at least one day off in every 7 day period or, where allowed by national law, 2 days off in every 14 day period.</p>	
<p>ETI 7. No discrimination is practised</p>	<p>ETI 7. No discrimination is practised</p>
<p>7.1 There is 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.</p>	
<p>ETI 8. Regular employment is provided</p>	<p>ETI 8. Regular employment is provided</p>
<p>8.1 To every extent possible work performed must be on the basis of recognised employment relationship established through national law and practice.</p> <p>8.2 Obligations to employees under labour or social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of labour-only contracting, sub-contracting, or home-working arrangements, or through apprenticeship schemes where there is no real intent to impart skills or</p>	

<p>provide regular employment, nor shall any such obligations be avoided through the excessive use of fixed-term contracts of employment.</p> <p>Additional Elements: Responsible Recruitment</p> <p>8.3 Suppliers have full understanding of the entire recruitment process and assess all labour recruiters and intermediaries against legal and/or ethical requirements.</p> <p>8.4 There are effective management systems in place to identify and monitor the hiring and management of all migrant workers, contract workers, agency workers, temporary or casual labour. The supplier shall implement processes to enable adequate control over agencies with regards the above points and related legislation.</p> <p>8.5 Employment agencies must only supply workers registered with them.</p> <p>8.6 Workers pay no recruitment fee at any stage of the recruitment process.</p> <p>8.7 Worker contracts accurately reflect the agreed payment and terms in the recruitment process and are understood and signed by workers.</p>	
<p>8A: Sub-Contracting and Homeworking</p>	<p>8A: Sub-Contracting and Homeworking</p>
<p>8A.1 There should be no sub-contracting unless previously agreed with the main client.</p> <p>8A.2 Systems and processes should be in place to manage sub-contracting, homeworking and external processing.</p>	
<p>ETI 9. No harsh or inhumane treatment is allowed</p>	<p>ETI 9. No harsh or inhumane treatment is allowed</p>
<p>9.1 Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited.</p> <p>Additional elements:</p> <p>9.2 companies should provide access to a confidential grievance mechanism for all workers</p>	
<p>10. Other Issue areas: 10A: Entitlement to Work and Immigration</p>	
<p>Additional Elements</p> <p>10A.1 Only workers with a legal right to work shall be employed or used by the supplier.</p> <p>10A.2 All workers, including employment agency staff, must be validated by the supplier for their legal right to work by reviewing original documentation.</p>	
<p>10. Other issue areas 10B2: Environment 2-Pillar</p>	

<p>10B2.1 Suppliers must comply with the requirements of local and international laws and regulations including having necessary permits. 10B2.2 The supplier should be aware of and comply with their end clients' environmental requirements. <i>Note for auditors and readers, this is not a full environmental assessment but a check on basic systems and management approach.</i></p>	
---	--

SMETA Extra Sections for 4 Pillar Audit:	SMETA Extra Sections for 4 Pillar Audit:
<p>Environment Section</p>	<p>Environment Section</p>
<p>B.4. Compliance Requirements 10B4.1 Businesses as a minimum must meet the requirements of local and national laws related to environmental standards. 10B4.2 Where it is a legal requirement, businesses must be able to demonstrate that they have the relevant valid permits including for use and disposal of resources e.g. water, waste etc. 10B4.3 Businesses shall be aware of their end client's environmental standards/code requirements 10B4.4 Suppliers should have an environmental policy, covering their environmental impact, which is communicated to all appropriate parties, including its own suppliers. 10B4.5 Suppliers shall be aware of the significant environmental impact of their site and its processes. 10B4.6 The site should measure its impacts, including continuous recording and regular reviews of use and discharge of natural resources e.g. energy use, water use (see 4-pillar audit report and audit checks for details). 10B4.7 Businesses shall make continuous improvements in their environmental performance. 10B4.8 Businesses shall have available for review any environmental certifications or any environmental management systems documentation 10B4.9 Businesses should have a nominated individual responsible for co-ordinating the site's efforts to improve environmental performance. B4. Guidance for Observations 10B4.10 Suppliers should have completed the appropriate section of the SAQ and made it available to the auditor. 10B4.11 Has the site recently been subject to (or pending) any fines/prosecutions for noncompliance to environmental regulations.</p>	
<p>Business Practices Section</p>	

10C. Compliance Requirements

10C.1 Businesses shall conduct their business ethically without bribery, corruption, or any type of fraudulent Business Practice.

10C.2 Businesses as a minimum must meet the requirements of local and national laws related to bribery, corruption, or any type of fraudulent Business Practices.

10C.3 Where it is a legal requirement, businesses must be able to demonstrate that they comply with all fiscal legislative requirements.

10C.4 Businesses shall have access to a transparent system in place for confidentially reporting, and dealing with unethical Business Ethics without fear of reprisals towards the reporter.

10C.5 Businesses should have a Business Ethics policy, covering bribery, corruption, or any type of fraudulent Business Practice,

10C.6 Businesses should have a designated person responsible for implementing standards concerning Business Ethics

10C.7 Suppliers should ensure that the staff whose job roles carry a higher level of risk in the area of ethical Business Practice e.g. sales, purchasing, logistics are trained on what action to take in the event of an issue arising in their area.

10C. Guidance for Observations

10C.8 Businesses should communicate their Business Ethics policy, covering bribery, corruption, or any type of fraudulent Business Practice to all appropriate parties, including its own suppliers.

10C.9 Has the site recently been subject to (or pending) any fines/prosecutions for non-compliance to Business Ethics regulations. If so is there evidence that sustainable corrective actions have been implemented.

Photo Form

Non-compliance Photos		
		
1. Illuminated type emergency sign board and Light not provided	2. Ear plug not worn	3. Needle guard tampered
		
4. Unhygienic toilet	5. Stain removal without any closure	6. Aisle marking faded
		
7. Fencing not provided	8. Inward opening door	9. Stack height low
Observation Photos		
NA	NA	NA

General Photos		
		
Facility name board	Facility entrance	Facility overview
		
Security at entrance	First aid box	Notice board
		
Laws & Abstracts	Drinking water point	Suggestion box
		
Fabric Storage area	Cutting Section	Sewing section

<p>Checking Section</p>	<p>Ironing Section</p>	<p>Packing Section & Finished Goods Storage Area</p>
<p>Sample section</p>	<p>Working hours displayed</p>	<p>Emergency contacts displayed</p>
<p>Fire buckets</p>	<p>Fire extinguisher</p>	<p>Fire hooter</p>
<p>Exit marking with Emergency light</p>	<p>Compressor</p>	<p>Evacuation plan board</p>

Aisle marking	ETI Code displayed	Smoke detector
Fire alarm call point	Genset	Office cabin
Accessories	Stain removal area	



For more information visit: [Sedexglobal.com](https://www.sedexglobal.com)

Your feedback on your experience of the SMETA audit you have observed is extremely valuable. It will help to make improvements to future versions.

You can leave feedback by following the appropriate link to our questionnaire:

[Click here for Buyer \(A\) & Buyer/Supplier \(A/B\) members:](#)

http://www.surveymonkey.com/s.aspx?sm=riPsbE0PQ52ehCo3Inq5lw_3d_3d

[Click here for Supplier \(B\) members:](#)

http://www.surveymonkey.com/s.aspx?sm=d3vYsCe48fre69DRglY_2brg_3d_3d

[Click here for Auditors:](#)

<https://www.surveymonkey.co.uk/r/BRTVCKP>