Monitoring summary report for Ihsan Sons (Pvt) Ltd
MONITORING ID: 24-0275353

amfori
Trade with purpose

Monitored Party **Ihsan Sons (Pvt) Ltd**	amfori ID **586-000885-000**	Address **Plot No. F-207, S.I.T.E., 75700 Karachi, Sindh, Pakistan**
Monitoring Activity **amfori Social Audit - Manufacturing**	Monitoring Type **Full Monitoring**	Monitoring Partner **TUV Rheinland**
Monitoring Start Date **16/09/2024**	Closing Meeting Finished Date **24/09/2024**	Submission Date **24/09/2024**
Expiration Date **24/09/2026**	Announcement Type **Semi Announced**	
Site **Ihsan Sons (Pvt) Ltd**	Site amfori ID **586-000885-001**	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	**C**
PA 2: Workers Involvement and Protection	**C**
PA 3: The Rights of Freedom of Association and Collective Bargaining	**A**
PA 4: No Discrimination, Violence or Harassment	**A**
PA 5: Fair Remuneration	**B**
PA 6: Decent Working Hours	**A**
PA 7: Occupational Health and Safety	**A**

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

GENERAL DESCRIPTION

Name of Lead Auditor : Mohammad Adnan APSCA Membership No: CSCA 21701584

Name of team auditor: Rashid Mansoor, APSCA Membership No: ASCA 21701621

Name of observers, translators, trainees, advisors/consultants (if applicable): Not Applicable

Monitoring partner name: TUV Rheinland

Audit schedule details: The audit is planned for 2 Auditors x 2.5 man day (onsite) and 0.5 man day offsite attended for on dated September 16, 2024.
Announcement Type: Semi-Unannounced

Business partner information: Ihsan Sons (Pvt) Ltd was established in 2019 at Plot No. F-207, S.I.T.E, Karachi-Pakistan. The business license is valid and has the same address as mentioned on portal and there was no discrepancy observed. The factory is specialized in Safety gloves and Work wear garments products. The main production processes are Knitting, Dotting, Dipping, Cutting, Stitching, Finishing and Packing. The factory have no peak production months.
Audited location information: The total factory area is 60167 square feet. factory consist of 05 blocks, 04 blocks are only at ground floors and 5th block has Ground +3 floors. Floor wise factory lay out as follows:

Facility Overview: The factory consists of 5 blocks.
Block 01 occupied Head office & Mosque (Pray Area).
Block 02 occupied Dotting, Auto overlock & Packing.
Block 03 occupied Power house, Auto & Manual Dipping, Laboratory, Eating area & Workers toilet.
Block 04 occupied Cutting, Stitching, Packing & Warehouse.
Block 05 has Ground Floor has Time Office and Admin Office, First Floor has Office and Knitting, Second Floor has Knitting and Third Floor has Gloves Packing,

Operating shifts and hours: The factory has one general shift from 08:00 AM to 05:00 PM and security has three shift from 07:00 AM to 03:00 PM, 03:00 PM to 11:00 PM and 11:00 PM to 07:00 AM 01 hour is rest break in each shift. Working days are six, rest day provided on Sunday and rotational basis. There is no vulnerable workers (pregnant, young, disabled, foreign/domestic migrant etc.)

Time recording system: The factory has electronic attendance system.

Salary payment details: The factory pays between 01-10th of each month, 30% payments are cash and 70% paid via bank transfer. Last month payment done on dated 05 September 2024 for the month of August 2024.

Worker number information:
• There are total 230 employees including workers and management staffs.
• There are total 210 Production workers (170 are male and 40 are female)
• There is no vulnerable worker number (e.g., foreign migrant, young, women, pregnant, seasonal, temporary, disabled, home-based workers).
• There is no any other special group workers (interns, apprentices, contractor workers etc.)

Good practices:
None

Worker organization details: Factory management established workers work council. Election was held in May 13, 2024 and last meeting was done on dated September 06, 2024. There are 16 members in the committee. Workers found familiar with the workers representative, committee members and its purpose of foundation. Workers committee conduct meetings on regular basis. There was no union in the factory and no CBA established

Circumstances: There was no special circumstance during the audit.

Findings were detected in PA1, PA2, PA5, PA7 and PA12
PA1: Gaps were found in amfori BSCI performance areas, Social Management System, Workers Involvement and Protection, Fair Remuneration, Occupational Health and Safety and Protection of the Environment

PA 2: Gaps were found in identifying long term goals, few employee found unfamiliar with amfori BSCI code and No grievance procedure maintained for community.

PA 5: Gap found that factory has not calculated living wage and there is no child care facility provided to female workers.

PA 7: Gaps found that few workers were not using PPE's, secondary containment not provided to chemicals, segregation was not ensured, risk assessment was not comprehensive that few stitching machines found without needle guards and pulley covers and soap and towel found missing near washing area.

PA 12: Gap found that facility has not obtained Environmental NOC, facility has not identified and segregated waste in dedicated wastage area and facility has provided training on water reduction to workers and no awareness sign found during site visit

Living wage calculation:
#Living Wage:
1. GWLC living wage is not available for this region hence used company own calculated living wage.
2. Food cost PKR.47295, Housing cost PKR.7773, education cost PKR.4292, healthcare cost PKR 3481, Other non-food non-housing (NFNH) costs PKR.19550, additional fund/saving PKR.2900
3. This estimates the living wage for the workers in Punjab region of Pakistan. The report based on the data collected from filed investigation, Government statistics, research papers and discussion with various stakeholders.
4.Website of Pakistan Bureau of Statistics: http://www.pbscensus.gov.pk

SITE DETAILS

Site
Ihsan Sons (Pvt) Ltd

Site amfori ID
586-000885-001

GICS Classification

Sector
Consumer Discretionary

Industry Group
Consumer Durables & Apparel

Industry
Textiles, Apparel & Luxury Goods

Sub Industry
Apparel, Accessories & Luxury Goods

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	**222**	**Workers**
Legal minimum wage in local currency	**32,000**	**Monthly**
Lowest wage paid for regular work at the site	**32,000**	**Monthly**
Calculated living wage in local currency	**44,676.5**	**Monthly**
Total sample	**20**	**Workers**

Other Metrics

Male workers	**183**	**Workers**
Female workers	**39**	**Workers**
Non-binary workers	**0**	**Workers**
Permanent workers - Male	**190**	**Workers**
Permanent workers - Female	**40**	**Workers**
Permanent workers - Non-binary	**0**	**Workers**
Temporary workers - Male	**0**	**Workers**
Temporary workers - Female	**0**	**Workers**
Temporary workers - Non-binary	**0**	**Workers**
Seasonal workers - Male	**0**	**Workers**
Seasonal workers - Female	**0**	**Workers**
Seasonal workers - Non-binary	**0**	**Workers**
Management - Male	**18**	**Workers**
Management - Female	**2**	**Workers**
Management - Non-binary	**0**	**Workers**
Apprentices - Male	**0**	**Workers**
Apprentices - Female	**0**	**Workers**
Apprentices - Non-binary	**0**	**Workers**
Workers on probation - Male	**0**	**Workers**
Workers on probation - Female	**0**	**Workers**
Workers on probation - Non-binary	**0**	**Workers**
Workers with night shift - Male	**3**	**Workers**
Workers with night shift - Female	**0**	**Workers**
Workers with night shift - Non-binary	**0**	**Workers**
Workers with disabilities - Male	**0**	**Workers**
Workers with disabilities - Female	**0**	**Workers**
Workers with disabilities - Non-binary	**0**	**Workers**
Domestic migrant workers - Male	**0**	**Workers**
Domestic migrant workers - Female	**0**	**Workers**
Domestic migrant workers - Non-binary	**0**	**Workers**
Foreign migrant workers - Male	**0**	**Workers**

Foreign migrant workers - Female	**0**	**Workers**
Foreign migrant workers - Non-binary	**0**	**Workers**
Workers hired directly - Male	**190**	**Workers**
Workers hired directly - Female	**40**	**Workers**
Workers hired directly - Non-binary	**0**	**Workers**
Workers hired indirectly - Male	**0**	**Workers**
Workers hired indirectly - Female	**0**	**Workers**
Workers hired indirectly - Non-binary	**0**	**Workers**
Unionised workers - Male	**0**	**Workers**
Unionised workers - Female	**0**	**Workers**
Unionised workers - Non-binary	**0**	**Workers**
Workers under CBA - Male	**0**	**Workers**
Workers under CBA - Female	**0**	**Workers**
Workers under CBA - Non-binary	**0**	**Workers**
Pregnant workers	**0**	**Workers**
Workers on parental leave - Male	**0**	**Workers**
Workers on parental leave - Female	**0**	**Workers**
Workers on parental leave - Non-binary	**0**	**Workers**
Sample - Male	**16**	**Workers**
Sample - Female	**4**	**Workers**
Sample - Non-binary	**0**	**Workers**

FINDINGS

PA1: Social Management System

Site: Ihsan Sons (Pvt) Ltd | Site amfori ID: 586-000885-001

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

ENGLISH

Finding

Based on documents & records review, it was noted that facility management has established social management system manual as per amfori BSCI requirements, however, suppliers' records, grievance procedure and long term BSCI goals were not align as per amfori BSCI requirement. This question rated partially because facility has followed most of legal and amfori BSCI requirement [Reference: Requirement of amfori BSCI system manual]

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

ENGLISH

Finding

Based on documents review, it was noted that facility management has system for suppliers evaluation. However, approx. 07 out of 07 suppliers' endorsement on amfori BSCI code 2021 found missing. This question rated partially because facility has followed most of legal and amfori BSCI requirement [Reference: Requirement of amfori BSCI system manual]

PA 2: Workers Involvement and Protection

Site: Ihsan Sons (Pvt) Ltd | Site amfori ID: 586-000885-001

Question: 2.2 Is there satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the amfori BSCI Code of Conduct?

ENGLISH

Finding

As per documents review, it was noted that facility management established has not identified amfori BSCI long term goals. This question is rated partially because grievance procedure for workers was established. [Reference: Requirement of amfori BSCI system manual]

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

ENGLISH

Finding

During workers interview process and documents review, it was noted that factory management has provided training on amfori BSCI code of conduct however 15 out of 20 employee were unfamiliar with amfori BSCI code requirement. This question rated partially because factory provided training on amfori BSCI code.[Reference: Requirement of amfori BSCI system manual]

Question: 2.5 Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?

ENGLISH

Finding

Based on documents review, it was noted that facility management established grievance procedure/ mechanism for workers only, no procedure/mechanism established for community. This question is rated partially because grievance procedure for workers was established. [Reference: Requirement of amfori BSCI system manual]

PA 5: Fair Remuneration

Site: Ihsan Sons (Pvt) Ltd | Site amfori ID: 586-000885-001

Question: 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

ENGLISH

Finding

As per documents review, it was found that facility management had not calculated a living wage to ensure a decent standard of living. This question is rated partially because the facility has ensured minimum wages. Also, mostly workers were getting more than the minimum wage and respected BSCI requirements. [Reference: Requirement of amfori BSCI system manual]

Question: 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted without negative impact on their pay, level of seniority, position, or promotion prospects?

ENGLISH

Finding

As per site visit and workers interview, it was found that facility management had not provided child care facility to female workers. This question is rated partially because the facility has ensured minimum wages. Also, mostly workers were getting more than the minimum wage and respected BSCI requirements. The Sindh Maternity Benefits Act 2018, Section 10 Day Care facility provision on 10% female workers. [Reference: Requirement of amfori BSCI system manual]

PA 7: Occupational Health and Safety

Site: Ihsan Sons (Pvt) Ltd | Site amfori ID: 586-000885-001

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?

ENGLISH

Finding

On the basis of document review and site tour, it was noted that facility management established and implemented health and safety procedure however, washing facilities, machine safety, chemicals store room and PPE's related issues observed during site visit. This question rated partially because factory followed most of legal and amfori BSCI requirement [Reference: Requirement of amfori BSCI system manual]

Question: 7.3 Is there satisfactory evidence that the auditee set up an effective management system that ensures they regularly carry out risk assessments for safe, healthy and hygienic working conditions?

ENGLISH

Finding

As per documents review, it was noted that facility established health and safety risk assessment. however, issues related to expectant mothers were not addressed. This question rated partially because factory followed most of legal and amfori BSCI requirement [Reference: Requirement of amfori BSCI system manual]

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

ENGLISH

Finding

During site visit, 50% stitching, die cutting, and dipping workers found working without face mask. moreover 01 out of 01 trolley carrier found without safety boots and Dipping machine operator found without safety gloves and gum boots in dipping section. Local Law Ref: Section 18. (1) Sindh Factories Act 2015 and Section 12 (c), Section 12 (c) Hazardous substance Rule 2003 Sindh Occupational Safety and Health Rules, 2019.(K) PERSONAL PROTECTIVE EQUIPMENT: (g). This question rated partially because factory followed most of legal and amfori BSCI requirement [Reference: Requirement of amfori BSCI system manual]

Question: 7.7 Is there satisfactory evidence that the auditee implements engineering and administrative control measures to avoid or minimise the release of hazardous substances into the work environment, keeping the level of exposure below internationally established or recognised limits?

ENGLISH

Finding

As per site visit, it was noted that facility established health and safety risk assessment but implementation found weak as chemical store room found without secondary containment and segregation. further emergency eye wash water pressure found low. Local Law Ref: Section 11 (c) Hazardous substance Rule

Finding

2003. Section 9 (1) (a) (b) Hazardous substance Rule 2003 This question rated partially because factory followed most of legal and amfori BSCI requirement [Reference: Requirement of amfori BSCI system manual]

Question: 7.17 Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?

ENGLISH

Finding

During site tour, it was noted that facility has not installed needle guard on approx. 20% stitching machines and pulley covers on 15% approx. stitching machines on ground floor. This question rated partially because factory followed most of legal and amfori BSCI requirement [Reference: Requirement of amfori BSCI system manual]

Question: 7.22 Is there satisfactory evidence that the auditee provides workers with clean washing facilities, changing rooms and toilets that are also respectful of local customs?

ENGLISH

Finding

During site tour, soap and towel found missing near washing area in gent's toilet on ground floor near mosque. Local Law Ref: Rule 42 (c) Sindh Factory Rules 1975. This question rated partially because factory provided toilet facilities [Reference: Requirement of amfori BSCI system manual]

PA 12: Protection of the Environment

Site: Ihsan Sons (Pvt) Ltd | Site amfori ID: 586-000885-001

Question: 12.3 Is there satisfactory evidence of the auditee's required environmental permits and licences?

ENGLISH

Finding

Based on document review and management interview it was noted that facility has maintained environmental test reports like gaseous emissions, lux, waste water and drinking water however, factory had not submitted the initial environment examination/ environmental impact assessment to the environmental protection department, however no such "No Objection certificate" attained by the factory from the environmental protection department as per legal requirement. Local Law Reference : Local Law Ref: THE SINDH ENVIRONMENTAL PROTECTION ACT, 2014. Prohibition of certain discharges or emissions and compliance with standards. This question rated partially because the facility implemented rest of the environmental requirement. [Reference: Requirement of Amfori BSCI System Manual]

Question: 12.4 Is there satisfactory evidence that waste is managed in a way that does not lead to the pollution of the environment?

ENGLISH

Finding

Based on site tour, it was found that facility has not identified and segregated waste in dedicated wastage area. Hazardous Substance Rule 2003, Rule 19 (1) b. This question rated partially because the facility implemented rest of the environmental requirement. [Reference: Requirement of Amfori BSCI System Manual]

Question: 12.5 Is there satisfactory evidence that water is managed in a way that respects the environment, particularly but not limited to preserving local water sources?

ENGLISH

Finding

Based on an examination of the documents and an interview with the workers, it was found that the auditee had not given training to employees on water reduction/consumption, and a site visit revealed no signs promoting water conservation. This question rated partially because the facility implemented rest of the environmental requirement. [Reference: Requirement of Amfori BSCI System Manual]