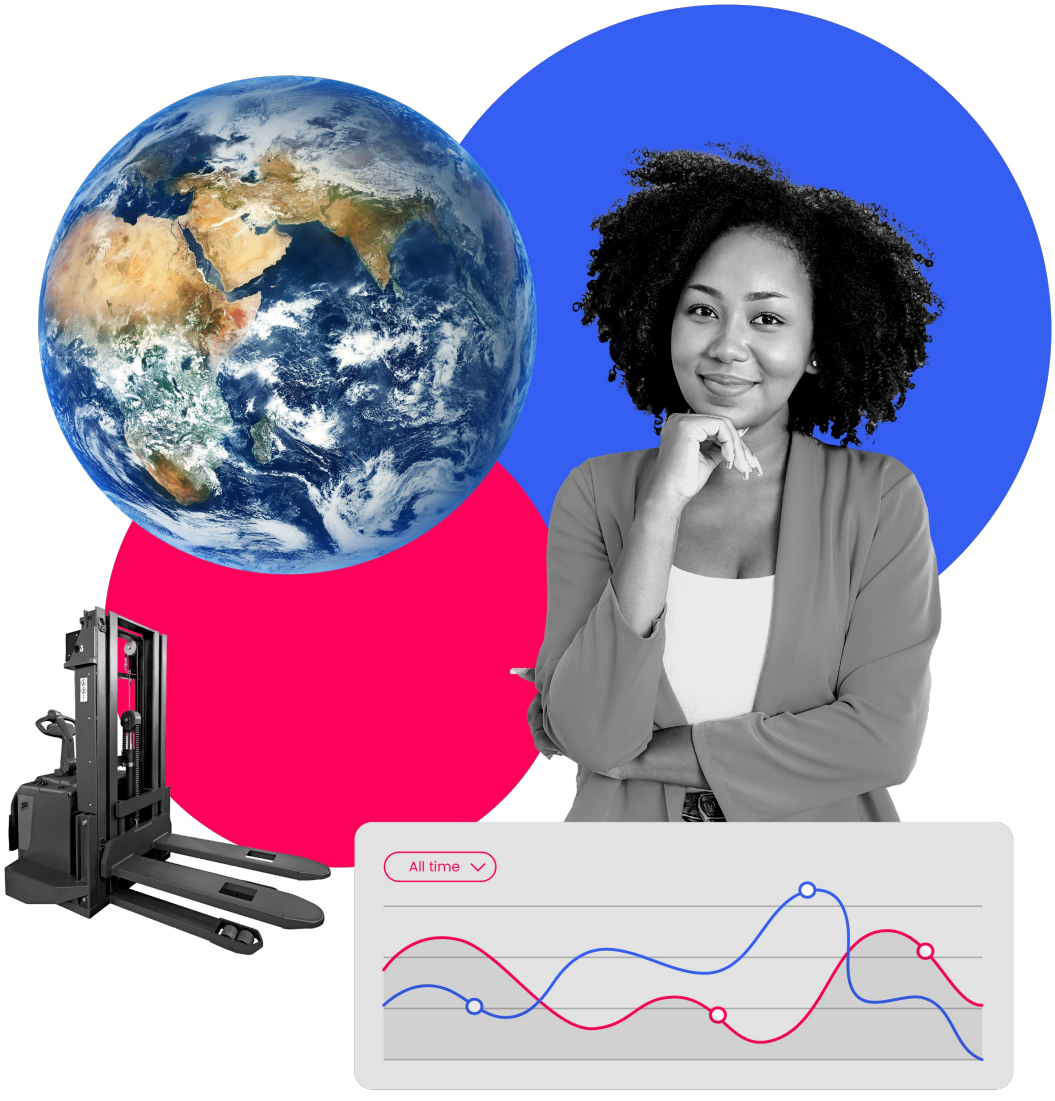
SMETA®
Sedex Members Ethical Trade Audit

Sedex Members Ethical Trade Audit Report

Version 7



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Attachments

Audit content

(1) A SMETA audit was conducted which included some or all of Labour Standards, Health & Safety, Environment and Business Ethics. The SMETA Minimum Requirements were applied and the SMETA Auditor Manual was followed. 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.

The audit scope includes an assessment of the Workplace Requirements and the Management Systems Assessment against the following Code Areas:

Included in a 2-Pillar audit:

1. Labour Standards Code Areas:
   - 0: Enabling accurate Assessment
   - 1: Employment is Freely Chosen
   - 1.A: Responsible Recruitment & Entitlement to Work
   - 2: Freedom of Association and Right to Collective Bargaining are Respected
   - 4: Child Labour Shall Not be Used
   - 5: Legal Wages are Paid
   - 5.A: Living Wages are Paid
   - 6: Working Hours are Not Excessive
   - 7: No Discrimination is Practiced
   - 8: Regular Employment is Provided
   - 8.A: Sub-contracting and Homeworkers are Used Responsibly
   - 9: No Harsh or Inhumane Treatment is Allowed
2. Health & Safety Code Area:
   - 3: Working Conditions are Safe and Hygienic
3. Environment Code Area:
   - 10.A: Environment 2-Pillar

Included in a 4-Pillar audit:

1. Labour Standards Code Areas
   - As 2-pillar
2. Health & Safety Code Area
   - As 2-pillar
3. Environment Code Area:
   - 10.A: Environment 2-Pillar
   - 10.B: Environment 4-Pillar
4. Business Ethics Code Area:
   - 10.C: Business Ethics

(2) Where appropriate, non-compliances or non-conformances were raised where either local law or the Base Code were not met, and recorded as non-compliances on both the audit report, CAPR and on the Sedex Platform.

(3) Any non-conformance against customer code shall not be uploaded to Sedex, but sent directly to the customer in question.

Audit and site details

Audit details

Sedex company reference	ZC422620355	**Auditor company name**	Intertek Pakistan
Date of audit	2025-02-08	**Audit conducted by**	Sedex member
Audit pillars	Labour Standards | Health and safety | Environment 4-Pillar | Business ethics		

Site details

Sedex site reference	ZS422620357	**Site name**	IHSAN Sons Pvt Ltd
Business name	IHSAN Sons (Pvt.) Ltd	**Site address**	75700 F-207 Textile Avenue, Off. Polytechic College S.I.T.E., Karachi, PK
Site phone	00922132576691	**Site email**	gloves@ihsansafety.com

Audit parameters

Time in and out	Day 1	
	In	10:30
	Out	18:30
Audit type	Partial follow up	
Was the audit announced?	Semi announced	
Was the Sedex SAQ available for review?	No	
Who signed and agreed CAPR?	Mansoor Usmani / Manager Administration and HR	
Any conflicting information SAQ/Pre-Audit Info	No	
Is further information available?	No	

Audit attendance

	Senior management	Worker representative	Union representative
A: Present at the opening meeting?	Yes	Yes	No
B: Present at the audit?	Yes	Yes	No
C: Present at the closing meeting?	Yes	Yes	No
Reason for absence at the opening meeting	No union in the facility.		
Reason for absence during the audit	No union in the facility.		
Reason for absence at the closing meeting	No union in the facility.		

SMETA declaration

Auditor team

SMETA declaration	I declare that the audit underpinning the following report was conducted in accordance with SMETA Minimum Requirements and the SMETA Auditor Manual. 1. Where appropriate non-compliances/ non-conformances were raised against the Base Code and local law and recorded as non-compliances/ non-conformances on both the audit report, CAPR and on the Sedex Platform. 2. Any non-conformance against customer code alone shall not be uploaded to Sedex, and will be shared directly with the customer in question. 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.		
Any exceptions to the SMETA Methodology must be recorded here (e.g. different sample size)	Nil		
Lead auditor	Adil Khalil	**APSCA Number**	21704930
Additional auditor			
Date of declaration	2025-02-08		

Site representation

Declaration	I acknowledge that details from this report can change during the review process and that I will be given the opportunity to dispute the content once the review has been published.
Full name	Mansoor Usmani
Title	Manager Administration and HR
Date of declaration	2025-02-08

Summary of findings

Code area	Workplace requirement	Local law	Finding
10.A. Environment 2-Pillar	10.A.B Comply with relevant local, regional a...	§1	NC ZAF600799118
10.B. Environment 4-Pillar	10.B.E Identify and monitor potential negativ...	§2	NC ZAF600799119
5. Legal wages are paid	5.B Ensure that workers receive the insurance...	§3	NC ZAF600799120
	5.A Ensure that all workers (including non-em...	§4	NC ZAF600799122
	5.A Ensure that all workers (including non-em...	§5	NC ZAF600799124
	5.A Ensure that all workers (including non-em...	§6	NC ZAF600799125
	5.B Ensure that workers receive the insurance...		NC ZAF600799126
6. Working hours are not excessive	6.A Ensure working hours do not exceed legal ...	§7	NC ZAF600799121
	6.A Ensure working hours do not exceed legal ...	§8	NC ZAF600799127
	6.A Ensure working hours do not exceed legal ...	§9	NC ZAF600799128
	6.F Ensure that where overtime is used, it is...	§10	NC ZAF600799129
	6.H Ensure that overtime is always compensate...	§11	NC ZAF600799130
0. Enabling accurate assessment	0.A Allow the auditor to conduct and complete...	§12	NC ZAF600799123
3. Working conditions are safe and hygienic	3.K Ensure that all premises are safe and hav...		NC ZAF600799131

Local law issues

§1	Local Law Reference: Section 8 of The Payment Of Wages Act, 1936: All fines and all realizations thereof shall be recorded in a register to be kept by the person responsible for the payment of wages under section 3 in such form as may be prescribed; and all such realizations shall be applied only to such purposes beneficial to the persons employed in the factory or establishment as are approved by the prescribed authority. Rule 96 of The Sind Factories Rules, 1975: 96. (1) (i) The register of adult workers shall be in Form 'M' and shall be kept separately for each shift for a calendar year. (ii) Such register of adult workers in respect of daily attendance of the workers shall be maintained in Forge 'M-1' and the attendance shall be marked every day. (2) Such register shall be preserved for three years in non-seasonal factories and for at least one year beginning front the date of the common, cement of the season in seasonal factories.
§2	In accordance with the Employees Old-Age Benefits Act 1976 section 1 clause 4, Short title, commencement and application: (4)It applies to every industry or establishment (i) wherein ten or more persons are employed by the employer, directly or through any other person, whether on behalf of himself or any other person, or were so employed on any day during the preceding twelve months, and shall continue to apply to every such industry or establishment even if the number of persons employed therein is, at any time after this Act becomes applicable to it, reduced to less than ten; o 2[(i-a) wherein less than ten persons are employed if such industry or establishment voluntarily applies for application of this Act and this Act shall apply to such industry or establishment for the date of submission of an application by such industry or establishment.
§3	THE SINDH MINIMUM WAGES ACT, 2015 9. Prohibition to pay wages at a rate below the minimum rate of wages. (1) Subject only to such deductions as may be authorized under this Act or under any other law for the time being in force, no employer shall pay any worker wages at a rate lower than the rate declared under this Act to be the minimum rates of wages for such worker.
§4	Section 5 (1) of The Payment Of Wages Act, 1936--(i) The wages of every person employed upon or in-- (a) any railway, factory or industrial establishment upon or in which less than one thousand persons are employed, shall be paid before the expiry of seventh day. (b) any other railway, factory or industrial establishment, shall be paid before the expiry of the tenth day, after the last day of the wage-period in respect of which the wages are payable.
§5	Section 8 of The Payment Of Wages Act, 1936: All fines and all realizations thereof shall be recorded in a register to be kept by the person responsible for the payment of wages under section 3 in such form as may be prescribed; and all such realizations shall be applied only to such purposes beneficial to the persons employed in the factory or establishment as are approved by the prescribed authority.
§6	In accordance with Sindh factories rules 1975 section 41, Register of Adult Workers: 96. (1) (i) The register of adult workers shall be in Form 'M' and shall be kept separately for each shift for a calendar year. (ii) Such register of adult workers in respect of daily attendance of the workers shall be maintained in Forge 'M-1' and the attendance shall be marked every day. (2) Such register shall be preserved for three years in non-seasonal factories and for at least one year beginning front the date of the common, cement of the season in seasonal factories.
§7	Rule 96 of The Sind Factories Rules, 1975: 96. (1) (i) The register of adult workers shall be in Form 'M' and shall be kept separately for each shift for a calendar year. (ii) Such register of adult workers in respect of daily attendance of the workers shall be maintained in Forge 'M-1' and the attendance shall be marked every day. (2) Such register shall be preserved for three years in non-seasonal factories and for at least one year beginning front the date of the common, cement of the season in seasonal factories.

§8	Section 57 of Sindh Factories Act 2015: No adult worker shall be allowed or required to work in a factory for more than nine hours (including breaks) in any day: Provided that a male adult worker in a seasonal factory may work ten hours in any day. Sindh Factories Rules 1989 Section (18): Except in the case of workers exempted under section 43 (3)(a) the total overtime period of any adult worker exempted from the provisions of section 34 shall not exceed twelve hours in any one week.
§9	Sindh Factories Rules 1989 Section (18): Except in the case of workers exempted under section 43 (3)(a) the total overtime period of any adult worker exempted from the provisions of section 34 shall not exceed twelve hours in any one week.
§10	Section 68. (1) Of Sindh Factories Act 2015: Where a worker - (a) in a non-seasonal factory works for more than nine hours in any day or for more than forty-eight hours in any week; or (b) in a seasonal factory works for more than ten hours in any day or for more than fifty hours in any week, he shall be entitled in respect of the overtime worked to pay at the rate of twice his ordinary rate of pay.
§11	11. (1) Subject to the provisions of this Act and the rules and regulations, no person shall discharge or emit or allow the discharge or emission of any effluent, waste, pollutant, noise or any other matter that may cause or likely to cause pollution or adverse environmental effects, as defined in section 2 of this Act, in an amount, concentration or level which is in excess to that specified in Sindh Environmental Quality Standards; or, where applicable, the standards established under Section 6(1)(g)(i); or direction issued under Section 17, 19, 20 and 21 of this Act; or any other direction issued, in general or particular, by the Agency.
§12	In accordance with Pakistan Environmental Protection Act 1997 section14, Handling of hazardous substances: Subject to the provisions of this Act, no person shall generate, collect, consign, transport, treat, dispose of, store, handle or import any hazardous substance except (a) under a license issued by the Federal Agency and in such manner as may be prescribed.ENVIRONMENTAL MONITORING REPORTS: CATOGERY A: In accordance with the Environmental Protection act 1997 S.R.O. 528(1)/2001 Category “A” Industrial units: (1) All industrial unit in category “A” shall submit Environmental Monitoring Report on monthly basis.

Management systems

	Policies and procedures	Resources	Communication and training	Monitoring
1. Employment is freely chosen	ⓘ	ⓘ	ⓘ	⚠
1.A. Responsible recruitment and entitlement to work	ⓘ	ⓘ	ⓘ	ⓘ
2. Freedom of association and right to collective bargaining are respected	ⓘ	ⓘ	✓	ⓘ
3. Working conditions are safe and hygienic	ⓘ	ⓘ	ⓘ	ⓘ
4. Child labour shall not be used	ⓘ	✓	✓	ⓘ
5. Legal wages are paid	ⓘ	ⓘ	⚠	⚠
6. Working hours are not excessive	⚠	⚠	⚠	⚠
7. No discrimination is practiced	ⓘ	ⓘ	ⓘ	ⓘ
8. Regular employment is provided	ⓘ	ⓘ	ⓘ	ⓘ

✕ Not addressed

⚠ Fundamental improvements required

ⓘ Some improvements recommended

✓ Robust management systems

	Policies and procedures	Resources	Communication and training	Monitoring
8.A. Sub-contracting and homeworkers are used responsibly				
9. No harsh or inhumane treatment is allowed				
10.A. Environment 2-Pillar				
10.C. Business ethics				

 Not addressed

 Fundamental improvements required

 Some improvements recommended

 Robust management systems

Site details

Company and site details

Sedex company reference	ZC422620355	
Sedex site reference	ZS422620357	
Company name	IHSAN Sons (Pvt.) Ltd	
Business ownership type	GOODS	
Site name	IHSAN Sons Pvt Ltd	
Site name in local language		
GPS location	**GPS address**	24.900689450075387, 66.9876739254092
	Coordinates	24° 54' 2.48202" N, 66° 59' 15.62613" E
Is the worksite in a remote location, far from habitation?	No	
Site contact	**Contact name**	Iqbal Hanif
	Job title	Marketing Manager
	Phone number	+92 21 32576691
	Email	gloves@ihsansafety.com
Applicable business and other legally required business license numbers and documents	Labour registration no. CMI 34/203/2018.NO.FA-2(3473)/2018 dated: 18/04/2018, Federal Board of revenue NTN No. 0818502 dated: 15-02-1997. All the certificates are valid and do not require any expiry. Karachi Chamber of Commerce & Industries (KCCI) membership no. 109971 valid till 31-March-2025.	

Site activities

Site function	Factory Processing/Manufacturer

Site activities

Site activities	**Primary**	Manufacture of other textiles n.e.c.
	Secondary	
	Other	
Product type	Knitted Gloves and Safety Wear	
Process overview	Products: Knitted Gloves and Safety Wear Raw Material Receiving – Knitting Circular and Gloves – Dipping – Cutting – Stitching - Finishing - Packing - Bale Pressing. Production Lines: Knitting = 01, Dipping = 01, Garments Stitching = 02, Gloves stitching = 01, Main Equipment: Gloves Knitting = 298, Stitching Machines = 102, Dipping = 02, Doting = 04, Bale Press = 01, Shredding = 01, Metal Detector = 01, Generators = 05, Steam Generator = 01, Compressors = 01. Production Capacity: Gloves = 120000 DP / month, Safety Wear = 60000 pcs / month	
What level of mechanization best describes the work at this site?	Fair mechanisation / manual Labour	

Site scope

Is the audited site a physically continuous area?	Yes	
What is the area of audited site to its boundary?	5590m^2	
Building 1	**Last construction works on site**	2018
	If building is shared, provide details	Not Applicable.
	Number of floors	4
	Description of floor activities	Ground Floor: Admin Block, Security Room, HR Room, Purchase Office, Doting, Packing. First Floor: Marketing Office, Gloves Knitting. Second Floor: Gloves Knitting Third Floor: Terry Department

Site scope

Building 2	**Last construction works on site**	2020
	If building is shared, provide details	Not Applicable.
	Number of floors	1
	Description of floor activities	Ground Floor: Power House
Building 3	**Last construction works on site**	2020
	If building is shared, provide details	Not Applicable.
	Number of floors	1
	Description of floor activities	Ground Floor: Dipping, R and D Lab
Building 4	**Last construction works on site**	2020
	If building is shared, provide details	Not Applicable.
	Number of floors	2
	Description of floor activities	Ground Floor: Sorting and Shredding, Cutting, Canteen, Warehouse. First Floor: Garments Stitching 01, Liner Stitching
Building 5	**Last construction works on site**	2020
	If building is shared, provide details	Not Applicable.
	Number of floors	1
	Description of floor activities	Ground Floor: Leather Stitching, Sample Room, Yarn warehouse, garments warehouse, Garment Stitching 02, Bales Godown, Container Loading Area, Head Office First Floor: Bale press.
Is there any difference between the site scope of the audit and the Sedex site profile?	No	
Does the scope of the audit subdivide any building or is limited to particular processes, products or businesses within the physical site?	No	
Is any activity conducted onsite not included within the scope of the audit?	No	

Worker accommodation and transport

Are there any site-provided worker accommodation buildings?	No
Does the site organise worker transport to the worksite?	Not provided Facility does not provide any transport to its workers.

Work patterns

Approximate workers on site per month (% of peak)	**January**	90-95%	**February**	90-95%
	March	90-95%	**April**	90-95%
	May	90-95%	**June**	90-95%
	July	90-95%	**August**	90-95%
	September	90-95%	**October**	90-95%
	November	90-95%	**December**	90-95%
Is there any night or back shift work at the site?	No			

Site assessments

Does this site hold any certifications that address labour standards, human rights, corruption or environmental impact?	Other certification, Other social audit ISO 9001:2015 from AMTIVO Group Limited, Certificate is issued on 27 February 2024, and it is valid till 26 February 2025. Business Social Compliance Initiative, audit completed on 24/09/2024 and is valid till 24/09/2026
Has the site assessed for negative impacts on the human rights, lands, resources, territories, livelihoods or food security of indigenous peoples or the local community?	No No site has not been assessed for negative impacts on the human rights, lands, resources, territories, livelihoods or food security of indigenous peoples or the local community.
Has there been a Human Rights Impact Assessment (HRIA) conducted within the last three years at this site?	No No Human Rights Impact Assessment (HIRA) conducted in last 3 years

Worker analysis

Gender disaggregated data available	Men and women

Worker totals

	Men		Women		Other		Total	
Number of workers	380	*(82.8%)*	79	*(17.2%)*	-	-	459	*(100%)*

Workers by type

	Men		Women		Other		Total	
Permanent workers (employees)	180	*(75.3%)*	59	*(24.7%)*	-	-	239	*(52.1%)*
Temporary or fixed term employees	0	-	0	-	-	-	0	*(0%)*
Agency or subcontracted workers	200	*(90.9%)*	20	*(9.1%)*	-	-	220	*(47.9%)*
Seasonal workers	0	-	0	-	-	-	0	*(0%)*
Self-employed workers	0	-	0	-	-	-	0	*(0%)*
Informal workers including home workers	0	-	0	-	-	-	0	*(0%)*
Apprentices, trainees or interns	0	-	0	-	-	-	0	*(0%)*

* % of total workforce

Migrant workers

	Men	Women	Other	Total
Domestic migrant workers	0 -	0 -	- -	0 *(0%)*
International migrant workers	0 -	0 -	- -	0 *(0%)*
Total migrant workers	0 -	0 -	- -	0 *(0%)*

* % of total workforce

Where workers have migrated internally, list the most common internal states workers have moved from	Not applicable.

Workers by age

	Men	Women	Other	Total
18 - 24 years old	48 *(71.6%)*	19 *(28.4%)*	- -	67 *(14.6%)*
15 - 17 years old	0 -	0 -	- -	0 *(0%)*
Under 15 years old	0 -	0 -	- -	0 *(0%)*

* % of total workforce

Is the worker analysis data relevant for peak season and current to the audit?	No
Describe how this may vary during peak periods	The facility has consistent business throughout the year.
Please list the nationalities of all workers, with the three most common nationalities listed first	Pakistani

Most common nationalities as approximate % of workforce

	Men	Women	Other	Total
Pakistani	83%	17%	-	100%

Workers by remuneration type

	Men	Women	Other	Total
Workers paid per unit (piece rate)	200 *(90.9%)*	20 *(9.1%)*	- -	220 *(47.9%)*
Workers paid based on a mix of 'piece work' and hourly rate	0 -	0 -	- -	0 *(0%)*
Workers paid hourly / daily rate	0 -	0 -	- -	0 *(0%)*
Salaried workers	180 *(75.3%)*	59 *(24.7%)*	- -	239 *(52.1%)*

* % of total workforce

Workers by payment cycle

	Men	Women	Other	Total
Paid daily	0 -	0 -	- -	0 *(0%)*
Paid weekly	0 -	0 -	- -	0 *(0%)*
Paid monthly	180 *(75.3%)*	59 *(24.7%)*	- -	239 *(52.1%)*
Other	200 *(90.9%)*	20 *(9.1%)*	- -	220 *(47.9%)*

* % of total workforce

If other payment cycle entered, please provide details	Fortnightly.

People in managerial, supervisorial and administrative roles

	Men	Women	Other	Total
Employees in management positions	6 *(60%)*	4 *(40%)*	- -	10
Supervisors or team leaders	13 *(100%)*	0 *(0%)*	- -	13
Administrative staff	1 *(100%)*	0 *(0%)*	- -	1

Worker interview summary

Gender disaggregated data available	Men and women
Which methods of worker engagement were used?	Individual interviews Group interviews

Digital worker survey participants

	Men	Women	Other	Total
Number of workers	-	-	-	-

Were any of the audit findings attributable to the survey?	
Was the interview sample representative of all types of nationality and employment types of workers?	Yes
Was the interview sample representative of the gender composition of the workforce?	Yes
Number and size of group interviews	01 groups of 05
Did workers understand the purpose of the audit?	Yes
Were interviews conducted in circumstances to ensure privacy, with the confidentiality of the interview process communicated to the workers?	Yes
Was there any indication that workers had been 'coached' in how they should respond to questions?	No
What was the general attitude of the workers towards their workplace?	Favorable

Attitude of workers

In which areas did workers raise significant concerns or complaints?	Social benefits & insurance (e.g. ability to book annual leave, maternity leave, pensions etc.) Overtime Pay
What did the workers like the most about working at this site?	Freedom of movement
Additional comments	None.
Attitude of workers' committee/union representatives	During audit interview was conducted with the members of "Worker Management Council" Worker representatives were found happy and comfortable with management attitude. Worker representatives did not share any negative information about the factory management.
Attitude of managers	The facility has designated Head of Sustainability under supervision of the management of the facility to oversee compliance to requirements pertaining to clients, local law, and any other standards and practices the organisation is choosing to comply with. Manager Administration reports to management on all issues as identified in internal and external monitoring activities against which the management decides and implements actions. Attitude of the management was found to be conducive and responsive to the auditor's queries and they were found to be cooperative

Workers interviewed by type

	Total
Permanent workers	15
Temporary or fixed-term employees	0
Agency or subcontracted workers	0
Seasonal workers	0
Other workers	0
Total number of workers interviewed	15

Workers interviewed by group/individual

	Men	Women	Other	Total
Workers interviewed in groups	5	0	-	5
Workers interviewed individually	7	3	-	10

Migrant workers interviewed

	Men	Women	Other	Total
Domestic migrant workers interviewed	0	0	-	0
International migrant workers interviewed	0	0	-	0
Total migrant workers interviewed	0	0	-	0

Measuring workplace impact

Gender disaggregated data available	Men and women

Annual worker turnover (%)*

	Men	Women	Other	Total
Last full quarter (90 days)	5.0%	6.0%	-	11.0%
Last full calendar year (2024)	9.0%	8.0%	-	17.0%
Previous full calendar year (2023)	10.0%	11.0%	-	21.0%

* Number of workers leaving in last 12 months as a % of average total number of workers on site over the year.

Rate of absenteeism (%)*

	Men	Women	Other	Total
Last full quarter (90 days)	3.0%	2.0%	-	5.0%
Last full calendar year (2024)	6.0%	7.0%	-	13.0%
Previous full calendar year (2023)	8.0%	7.0%	-	15.0%

* Number of days lost through job absence in the year, calculated as (the number of employees on 1st day of the year + number employees on the last day of the year) / 2)* number available workdays in the year*100

Are accidents recorded?	Yes The facility keeps a record of all injuries and accidents.

Annual number of work related accidents and injuries (per 100 workers)*

	Men	Women	Other	Total

Annual number of work related accidents and injuries (per 100 workers)*

Last full quarter (90 days)	21.0%	3.0%	-	24.0%
Last full calendar year (2024)	19.0%	1.0%	-	20.0%
Previous full calendar year (2023)	25.0%	4.0%	-	29.0%

* Calculated as (number of work related accidents and injuries * 100) / number of total workers.

Lost day work cases (per 100 workers)*

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	0.0%	-	0.0%
Last full calendar year (2024)	0.0%	0.0%	-	0.0%
Previous full calendar year (2023)	0.0%	0.0%	-	0.0%

* Calculated as (number of lost days due to work accidents and work related injuries * 100) / number of total workers.

Percentage of workers that work on average more than 48 standard hours in a given week

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	0.0%	-	0.0%
Last full calendar year (2024)	0.0%	0.0%	-	0.0%
Previous full calendar year (2023)	0.0%	0.0%	-	0.0%

Percentage of workers that work on average more than 60 standard hours in a given week

	Men	Women	Other	Total
Last full quarter (90 days)	2.0%	1.0%	-	2.0%

Percentage of workers that work on average more than 60 standard hours in a given week

Last full calendar year (2024)	10.0%	1.0%	-	10.0%
Previous full calendar year (2023)	12.0%	1.0%	-	12.0%

0. Enabling accurate assessment

Summary of findings

Code area	Workplace requirement	Local law	Finding
0. Enabling accurate assessment	0.A Allow the auditor to conduct and complete...	§1	NC ZAF600799123

Systems and evidence examined to validate this code section	During the audit, it was verified that the facility took steps to enable an accurate and transparent assessment. Management demonstrated integrity throughout the process, ensuring that no bribes, gifts, or undue favors were offered to the auditor, maintaining ethical standards. All requested documents were provided promptly and without delay, facilitating a smooth and efficient audit process. Additionally, the facility selected the correct site type for the self-assessment, ensuring alignment with audit requirements. This overall approach fostered a transparent and accurate audit environment.

Findings: non-compliances

ZAF600799123 Non-compliance Due 2024-12-20

Code area
0 Enabling accurate assessment

Workplace requirement
0.A Allow the auditor to conduct and complete the audit without obstruction to all requested documents, interviewees and the facility itself (including outbuildings and accommodation). Provide the auditor with genuine and authentic records.

Issue title
800 - Inaccurate or incomplete records, significantly impacting the progress of the audit

Description
During the records review and management interviews, it was evident that the facility employs 220 workers through various contractors. The facility does not maintain the workers' payroll records or personal files, nor does it ensure that the contractors maintain them and make them available for review. As a result, compliance in these areas could not be verified.

Description (carried over)
During the records review and management interviews, it was evident that the facility employs 220 workers through various contractors. The facility does not maintain the workers' payroll records or personal files, nor does it ensure that the contractors maintain them and make them available for review. As a result, compliance in these areas could not be verified.

Corrective and preventative actions
It is recommended that the facility make sure the records of all types of workers are available for review.

Corrective and preventative actions (carried over)
It is recommended that the facility make sure the records of all types of workers are available for review.

Local law reference
Local Law Reference: Section 8 of The Payment Of Wages Act, 1936: All fines and all realizations thereof shall be recorded in a register to be kept by the person responsible for the payment of wages under section 3 in such form as may be prescribed; and all such realizations shall be applied only to such purposes beneficial to the persons employed in the factory or establishment as are approved by the prescribed authority. Rule 96 of The Sind Factories Rules, 1975: 96. (1) (i) The register of adult workers shall be in Form 'M' and shall be kept separately for each shift for a calendar year. (ii) Such register of adult workers in respect of daily attendance of the workers shall be maintained in Forge 'M-1' and the attendance shall be marked every day. (2) Such register shall be preserved for three years in non-seasonal factories and for at least one year beginning front the date of the common, cement of the season in seasonal factories.

Status
Closed (2025-02-08)*

Time given to resolve
Immediate

Verification method
Follow up audit

Area of non-compliance/non-conformance
Local law
Base code

* PDF generated at 20:20 (UTC) on 18 Feb 2025. View this finding on the Sedex platform for live updates and closure details.

0. Enabling accurate assessment

Data points

Has the site received an official notice, fine, prosecution, or withhold release order (WRO) for non-compliance with legislation, regulation, consent, or permits within the last three years, relating to Health and Safety, labour rights or the environment?	No
Did any workers selected by the auditor decline to be interviewed?	No
Were sufficient documents for non-employee (e.g. agency or other subcontracted) workers available for review?	No

1. Employment is freely chosen

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Some Improvements Recommended
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Some Improvements Recommended
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Some Improvements Recommended
Monitor the effectiveness of procedures to meet policy and workplace requirements	Fundamental Improvements Required
Explanation for management systems grades	Factory has established, documented, maintained, and effectively communicated forced labour policy and procedure. As per policy, facility sternly discourages forced labour all company's policies and procedures re very much compatible to the consent and free movement of the employees. Workers are not required to lodge "deposit" any kind of their (educational certificate), identity papers or any other personal belongings with the employer and are free to leave the company after reasonable notice. No prison labour was found working during facility visit.

Summary of findings

Code area	Workplace requirement	Local law	Finding

No findings

Systems and evidence examined to validate this code section	Facility allows employees to move freely within their designated work areas during work hours, including access to drinking water and toilet facilities. Employees can leave the facility during extended meal periods or after work hours confirmed during 26 worker interviews. Facility has assigned qualified person with responsibility for communicating, training, deploying, and monitoring and ensuring the implementation of forced labour policy and procedure. Mr. Mansoor Usmani, Manager Admin, is responsible person for policy communication, monitoring, training & Implementation. Through workers interview it was confirmed that workers are free to leave factory at the end of their work shift, also workers can resign with one-month notice or salary in lieu. No sign of force labour was found in the factory during worker's interview, documents review, and facility visit. Factory has also communicated the policy to all its suppliers and contractor's records of acknowledgment reviewed during audit. Employment contract was found in accordance with local law and in native language which was found maintained at worker's personal files. No such long-term loan scheme is in practice which restricts employees from leaving the facility. Overtime working is on voluntary basis worker can deny overtime working without any repercussions. Facility is only retaining National identity cards and education certificate copies in employee's personal files no original documents are being retained as a condition of employment. Evidence examined: Personnel files Resignation records Factory rules Employee handbook Management and worker interview Contracts for security guards

1. Employment is freely chosen

Data points

If required under local law, is there a published 'modern slavery' or similar statement?	Not Applicable
Does the site utilise any workers who are prisoners?	No
Does the site use the labour of persons required to work under any government scheme?	No

1.A. Responsible recruitment and entitlement to work

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Some Improvements Recommended
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Some Improvements Recommended
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Some Improvements Recommended
Monitor the effectiveness of procedures to meet policy and workplace requirements	Some Improvements Recommended
Explanation for management systems grades	The facility's management system for responsible recruitment and entitlement to work ensures that all workers have legal documentation, including contracts and work permits, in compliance with local laws. Recruitment policies are generally followed, and no major non-compliances were identified. However, while the system is effective, there may be opportunities for improvement, such as enhancing internal audits and providing more frequent training for HR staff on ethical hiring practices. Overall, the facility demonstrates a commitment to responsible recruitment, though minor refinements could strengthen the system further.

Summary of findings

Code area	Workplace requirement	Local law	Finding

No findings

Systems and evidence examined to validate this code section	During the audit, the facility demonstrated a commitment to responsible recruitment and compliance with employment laws. All workers were verified to have legal entitlement to work, with proper documentation, such as contracts and identification, provided for review. The hiring process was transparent, and no evidence of forced labor, child labor, or unethical recruitment practices was found. The facility also adheres to local laws regarding wages and working hours. Additionally, the facility ensures that no recruitment fees are charged to workers, aligning with ethical recruitment standards. This commitment to responsible hiring practices reflects the facility's dedication to workers' rights and legal compliance. Evidence examined: Hiring policy & procedure Worker interviews Personal file review Payroll & time records

1.A. Responsible recruitment and entitlement to work

Data points

Labour hire

Does the site use labour providers and/or formal, temporary, seasonal or guest worker programmes?	Workers are recruited, selected, and hired directly by our company Workers are recruited and hired by informal labour providers The facility has employed workers through different contractors.
Provide business names for all labour providers and programmes used	No business names available for those labour providers / contractors and data was also not available for review on the day of audit. A non-conformance is raised on this.
How do the labour providers recruit and hire workers?	I don't know (please explain) Since no data was available for those contractors, auditors can't comment on this. However, as a general interviews with workers revealed that they are hired by the contractors on different terms which were never provided to them in writing.
Where labour providers were used to recruit, what was the highest number of tiers identified in a workers recruitment journey?	1
Are there any subcontracted workers (including dispatched labour) on site?	No
Were all non-employee (e.g. agency or subcontracted) workers included within the scope of this audit for the purpose of document review and (if onsite on date of audit) interview?	Yes
Were sufficient documents for non-employee (e.g. agency or other subcontracted) workers available for review?	No No documents were available a non-conformance was raised.

Migrant workers

Do any workers migrate across international borders to work at this site?	No
Percentage of workers that are migrant	0%

Do any workers migrate from other states, provinces or regions within the country to work at this site?	No

Recruitment fees

Were you able to detect recruitment fees and costs paid by workers during the recruitment and employment process?	Not Applicable
Were recruitment fees or costs identified during worker interviews?	No No recruitment fees or costs identified during worker interviews.

2. Freedom of association and right to collective bargaining are respected

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Some Improvements Recommended
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Some Improvements Recommended
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Some Improvements Recommended
Explanation for management systems grades	The facility's management system for ensuring freedom of association and the right to collective bargaining demonstrates a commitment to respecting workers' rights. Employees are allowed to form or join unions without interference, and the facility has policies in place to support these rights in compliance with local laws. While no major issues were identified, there is room to enhance worker awareness of these rights through more regular communication and training. Overall, the facility respects freedom of association and collective bargaining, but further efforts to actively promote these rights could strengthen the system.

Summary of findings

Code area	Workplace requirement	Local law	Finding
No findings			

Systems and evidence examined to validate this code section	The facility respects the just, legal, ethical, and social rights, facilities and needs of all employees as was verified in the worker and management interviews. Purely on non-discriminatory basis, all employees of the company possess freedom and right to associate and collectively bargain by just, ethical, and legal means to protect their rights. Currently, there is no worker union registered with the local labour office; however, the facility has a worker management committee in place as per legal requirement.

2. Freedom of association and right to collective bargaining are respected

Data points

Are trade unions allowed by law in the national context?	Yes
Are there any registered trade unions in the workplace?	No
Are they active?	
Does the employer recognise the trade union?	Not Applicable
Are the worker representative bodies, trade union or otherwise, accessible to all workers, including more vulnerable workers (such as female, migrant, agency, and seasonal workers)?	Yes
Are the worker representatives freely elected by the workforce as a whole?	Yes
Does union/worker committee membership reflect the gender composition of the workforce?	Yes
Does the membership reflect the nationality composition of the workforce?	Yes
Has there been any industrial action (e.g. strikes, unrest, or cases raised to formal tribunals or labour courts) in the past two years?	No

3. Working conditions are safe and hygienic

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Some Improvements Recommended
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Some Improvements Recommended
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Some Improvements Recommended
Monitor the effectiveness of procedures to meet policy and workplace requirements	Some Improvements Recommended
Explanation for management systems grades	The facility's management system for ensuring safe and hygienic working conditions is generally effective, with policies and procedures in place to maintain a safe work environment. Regular safety inspections are conducted, and personal protective equipment (PPE) is provided where necessary. However, there were some gaps in onsite implementation, such as incomplete adherence to safety protocols in certain areas and the need for improved monitoring of emergency exits and equipment maintenance. While the overall system is sound, addressing these implementation issues would further enhance workplace safety and hygiene

Summary of findings

Code area	Workplace requirement	Local law	Finding
3. Working conditions are safe and hygienic	3.K Ensure that all premises are safe and hav...		NC ZAF600799131

Systems and evidence examined to validate this code section	Factory has defined Health and Safety policy and procedure as per policy “Company’s core priority is to provide employees with neat and clean, safe and healthy environment. Company’s facilities include availability of edible items including potable water, separated toilets, tidy and unpolluted air, noise safety, adequate lighting, installation of firefighting, first aid and other emergency equipment’s and related drills / trainings”. Facility has appointed Mr. Mansoor Usmani, Manager Admin, to ensure proper implementation, monitoring and training of H&S requirements. During site tour, it was confirmed that all factory buildings are made of concrete (bricks, cement work) and seems sound. Production floors are well-ventilated. Temperature was comfortable for workers to work on production floors. Safety signs and safe work instructions have been posted at relevant locations which help identify and warn about the hazards present at the workstation. Facility has established environment, Health and Safety committee with 04 members, selected from all departments Health and Safety committee meets monthly and discusses health and Safety related issues and provides their recommendation to management for rectification last meeting held on 18-11-2024. Facility has obtained a firefighting inspection certificate from Civil Defence ref: 8(2)/97-CDM/CDO-C-24 on 10 July 2024 and valid till 31-Dec-2025. The factory is conducting annual occupational health & safety risk assessment dated: 03-October-2024. There are 70 Fire Extinguishers of DCP & CO2, water and AFFF type. There are 19 exit lights with sign. There are 19 Fire Alarm call points with sounder and flashers, fire hydrants 10 point. There are 10 smoke detectors connected with centralized panel. Facility conducts biannual fire evacuation drill, last drill was conducted on 13 September 2024, monitored by civil defence instructor. Average evacuation time noted for each department was 2 minute 45 seconds and 230 employees evacuated during the drill. Facility is providing health and safety training to all employees on monthly basis to all the workers. Moreover, accident and injury records were kept; records were reviewed for year 2024. Sufficient toilets were found in good hygienic condition. The general EHS conditions such as hygiene, lighting and ventilation etc. were all acceptable and found properly maintained.

Findings: non-compliances

ZAF600799131 Non-compliance Due 2025-02-18

Code area
3 Working conditions are safe and hygienic

Workplace requirement
3.K Ensure that all premises are safe and have valid safety certifications for their current layout and use. If it is currently not possible for a required license or certificate to be obtained, implement inspections by appropriate third parties to ensure building safety.

Issue title
261 - Premises require minor repairs that may affect personal safety (e.g. missing handrails)

Description
During the site tour, it was evident that the facility provided handrails at one place only, but has not provided handrails on loading docs and other stairs leading towards washrooms.

Description (carried over)
During the site tour, it was evident that the facility has not provided handrails on stairs leading towards the first floor of the building.

Corrective and preventative actions
It is recommended that the facility shall provide handrails on stairs.

Corrective and preventative actions (carried over)
It is recommended that the facility shall provide handrails on stairs.

Evidence



Hand rails.jpg



No fencing.jpg

Status
Open*

Time given to resolve
60 days

Verification method
Desktop audit

Area of non-compliance/non-conformance
Base code

* PDF generated at 20:20 (UTC) on 18 Feb 2025. View this finding on the Sedex platform for live updates and closure details.

3. Working conditions are safe and hygienic

Data points

Is someone within the company responsible for health and safety?	Yes, senior manager or business owner
Do workers operate high risk or heavy machinery or vehicles as part of their jobs?	Yes
Do workers handle or have access to hazardous substances (e.g. chemicals or pesticides)?	Yes Dyes, Pigments, Inks, Auxiliaries etc.
Who organises accommodation for workers?	Not applicable
Who organises worker transportation between accommodation and worksite?	Not applicable
Who organises worker transportation while at work?	Not applicable
Do all structural additions (e.g. added floors) have a valid permit/inspection report as per local law?	Not Applicable No new floors added / structural additions observed without permit.
Does the visual appearance of the building give you any immediate concerns about the structural integrity of the building?	No
Are there any cracks observed in the walls, floors, ceilings or other areas of the facility, both internally or externally?	No
Does the site have a structural engineer evaluation?	Yes

4. Child labour shall not be used

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Some Improvements Recommended
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Some Improvements Recommended
Explanation for management systems grades	The facility's management system for preventing child labor is robust and effective. During the audit, no evidence of child labor was found, and the facility has strict policies in place to ensure compliance with local and international labor laws. Age verification procedures are consistently applied during the hiring process, and documentation is thoroughly maintained. Overall, the system is functioning well, with no significant gaps identified, demonstrating the facility's commitment to preventing the use of child labor.

Summary of findings

Code area	Workplace requirement	Local law	Finding
No findings			

Systems and evidence examined to validate this code section	Factory has defined child labour policy and procedure. Factory has communicated the policy through notices and signs at main gate of the factory. No workers below 18 years are employed in the factory. As per hiring procedure prospective workers with authentic age verification documents will be considered. HR department ascertains workers age during appointment through documents and interview, workers age verification documents were kept in their personal files for verification.

4. Child labour shall not be used

Data points

Percentage of workers that are age 24 or younger	14%
Enter the legal age of employment	15
Enter the age of the youngest worker identified	18
Enter the number of workers under local legal minimum age	0
Enter the number of workers under 15 years old	0
Percentage of workers that are apprentices, trainees or interns	0%
Were there children present on the work floor but not working at the time of audit?	No
Do children live at the accommodation provided to workers?	Not Applicable

5. Legal wages are paid

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Some Improvements Recommended
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Some Improvements Recommended
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Fundamental Improvements Required
Monitor the effectiveness of procedures to meet policy and workplace requirements	Fundamental Improvements Required
Explanation for management systems grades	The facility's management system for ensuring legal wages are paid is not functioning effectively. Payroll records and wage slips reveal that workers are not consistently paid in accordance with local legal requirements, including the minimum wage and overtime compensation. Payments are often delayed, and there are instances of unlawful deductions. The system is poorly documented, reflecting the facility's non-compliance with wage laws. Significant issues were identified, indicating the facility's failure to ensure that all employees receive their legally mandated wages.

Summary of findings

Code area	Workplace requirement	Local law	Finding
5. Legal wages are paid	5.B Ensure that workers receive the insurance...	§1	NC ZAF600799120
	5.A Ensure that all workers (including non-em...	§2	NC ZAF600799122
	5.A Ensure that all workers (including non-em...	§3	NC ZAF600799124
	5.A Ensure that all workers (including non-em...	§4	NC ZAF600799125
	5.B Ensure that workers receive the insurance...		NC ZAF600799126

Systems and evidence examined to validate this code section	The company has defined a system of providing effective remuneration to the workers. The company has arranged insurance coverage up to the maximum legal coverage for all employees are also paid for which records were evident and found satisfactory during information obtained in worker interviews. At the time of the payment, each employee receives a salary slip showing the detail of his/her salary and other benefits in the common language, verified through observation for understanding of workers.

Findings: non-compliances

ZAF600799120

Non-compliance Due 2023-12-08

Code area
5 Legal wages are paid

Workplace requirement
5.B Ensure that workers receive the insurances and benefits (including leave entitlements) they are legally or contractually entitled to.

Issue title
423 - Compulsory insurance (e.g. social insurance, accident insurance etc.) not paid - systemic

Description
Based on the document review it was noted that facility is paying EOBI of only 112 employees instead of all the 239 employees.

Description (carried over)
Based on the document review it was noted that facility is paying EOBI of only 112 employees instead of all the 239 employees.

Corrective and preventative actions
Facility should pay EOBI of all the eligible employees.

Corrective and preventative actions (carried over)
Facility should pay EOBI of all the eligible employees.

Local law reference
In accordance with the Employees Old-Age Benefits Act 1976 section 1 clause 4, Short title, commencement and application: (4)It applies to every industry or establishment (i) wherein ten or more persons are employed by the employer, directly or through any other person, whether on behalf of himself or any other person, or were so employed on any day during the preceding twelve months, and shall continue to apply to every such industry or establishment even if the number of persons employed therein is, at any time after this Act becomes applicable to it, reduced to less than ten; o 2[(i-a) wherein less than ten persons are employed if such industry or establishment voluntarily applies for application of this Act and this Act shall apply to such industry or establishment for the date of submission of an application by such industry or establishment.

Status
Closed (2025-02-08)*

Time given to resolve
60 days

Verification method
Follow up audit

Area of non-compliance/non-conformance
Local law

* PDF generated at 20:20 (UTC) on 18 Feb 2025. View this finding on the Sedex platform for live updates and closure details.

ZAF600799122

Non-compliance Due 2024-12-20

Code area
5 Legal wages are paid

Status
Closed (2025-02-08)*

Workplace requirement

5.A Ensure that all workers (including non-employee workers) are paid at least the legal minimum wage or legally recognised collective bargaining agreement (CBA) where one exists, whichever is higher.

Issue title

435 - Systemic instances of employees working without payment

Description

During the review of payroll records for October and November 2024, as well as worker interviews, it was evident that the facility is not paying the minimum wage to its workers. Workers are receiving 34,150 PKR, 27,690 PKR, 25,000 PKR, and 24,000 PKR for a full month's work, whereas the legal minimum wage is 37,000 PKR per month to permanent workers.
The facility has contractor labour onsite hired through different contractors with different terms confirmed that they are also not being paid legal minimum wage on inquiring about the wages records facility failed to provide any as the facility is not maintaining the payroll records of these contractors either directly or indirectly.

Description (carried over)

During the review of payroll records for October and November 2024, as well as worker interviews, it was evident that the facility is not paying the minimum wage to its workers. Workers are receiving 34,150 PKR, 27,690 PKR, 25,000 PKR, and 24,000 PKR for a full month's work, whereas the legal minimum wage is 37,000 PKR per month to permanent workers.
The facility has contractor labour onsite hired through different contractors with different terms confirmed that they are also not being paid legal minimum wage on inquiring about the wages records facility failed to provide any as the facility is not maintaining the payroll records of these contractors either directly or indirectly.

Corrective and preventative actions

It is recommended that the facility shall pay legally required minimum wage to all its workers either permanent or contractual.

Corrective and preventative actions (carried over)

It is recommended that the facility shall pay legally required minimum wage to all its workers either permanent or contractual.

Local law reference

THE SINDH MINIMUM WAGES ACT, 2015 9. Prohibition to pay wages at a rate below the minimum rate of wages. (1) Subject only to such deductions as may be authorized under this Act or under any other law for the time being in force, no employer shall pay any worker wages at a rate lower than the rate declared under this Act to be the minimum rates of wages for such worker.

Evidence

Time given to resolve

Immediate

Verification method

Follow up audit

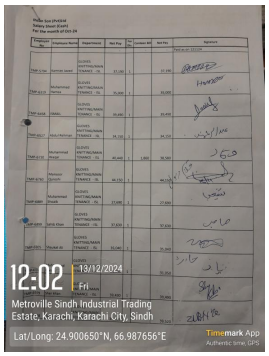
Area of non-compliance/non-conformance

Local law

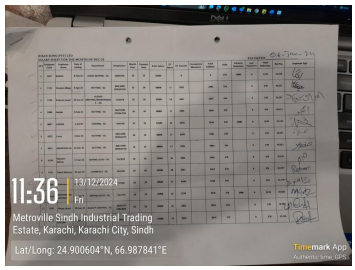
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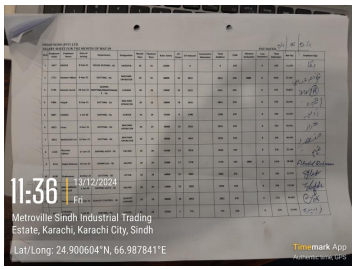
NC - Minimum Wage not ensured (5).jpg



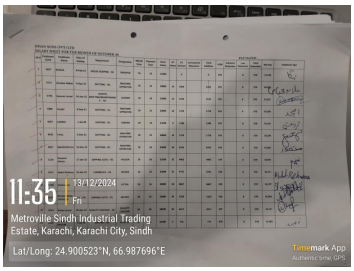
NC - Minimum Wage not ensured (4).jpg



NC - Minimum Wage not ensured (3).jpg



NC - Minimum Wage not ensured (2).jpg



NC - Minimum Wage not ensured (1).jpg

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ZAF600799124

Non-compliance Due 2025-02-18

Code area
5 Legal wages are paid

Workplace requirement
5.A Ensure that all workers (including non-employee workers) are paid at least the legal minimum wage or legally recognised collective bargaining agreement (CBA) where one exists, whichever is higher.

Issue title
445 - Systemic occurrence of wages not paid on time

Description
During the review of payroll records for November 2024, it was verified that the facility did not pay workers' wages on time, as required by law, before the 10th of December. Worker interviews further confirmed that the November 2024 salaries had still not been paid as of 12 December 2024.

Status
Closed (2025-02-08)*

Time given to resolve
60 days

Verification method
Follow up audit

Area of non-compliance/non-conformance
Local law
Base code

Description (carried over)

During the review of payroll records for November 2024, it was verified that the facility did not pay workers' wages on time, as required by law, before the 10th of December. Worker interviews further confirmed that the November 2024 salaries had still not been paid as of 12 December 2024.

Corrective and preventative actions

It is recommended that the facility shall pay workers wages on time in line with the legal requirement.

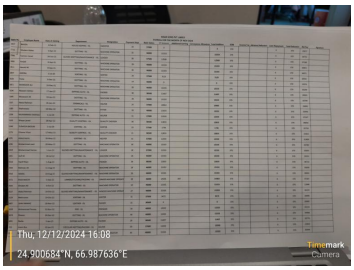
Corrective and preventative actions (carried over)

It is recommended that the facility shall pay workers wages on time in line with the legal requirement.

Local law reference

Section 5 (1) of The Payment Of Wages Act, 1936--(i) The wages of every person employed upon or in--
(a) any railway, factory or industrial establishment upon or in which less than one thousand persons are employed, shall be paid before the expiry of seventh day. (b) any other railway, factory or industrial establishment, shall be paid before the expiry of the tenth day, after the last day of the wage-period in respect of which the wages are payable.

Evidence



NC - Wages not paid on time.jpg

* PDF generated at 20:20 (UTC) on 18 Feb 2025. View this finding on the Sedex platform for live updates and closure details.

ZAF600799125 **Non-compliance** Due 2025-02-18

Code area
5 Legal wages are paid

Status
Closed (2025-02-08)*

Workplace requirement
5.A Ensure that all workers (including non-employee workers) are paid at least the legal minimum wage or legally recognised collective bargaining agreement (CBA) where one exists, whichever is higher.

Issue title
406 - Unable to verify wages due to missing/incomplete/inconsistent/inaccurate records

Description
The auditors were unable to verify the wages records of contractor workers because, during the documentation review, it was evident that the facility does not maintain or have a system to retrieve payroll records of contractor workers.

Description (carried over)
The auditors were unable to verify the wages records of contractor workers because, during the documentation review, it was evident that the facility does not maintain or have a system to retrieve payroll records of contractor workers.

Corrective and preventative actions
It is recommended that the facility shall ensure payroll records of all types of workers are available on the day of audit for auditor's review.

Corrective and preventative actions (carried over)
It is recommended that the facility shall ensure payroll records of all types of workers are available on the day of audit for auditor's review.

Local law reference
Section 8 of The Payment Of Wages Act, 1936: All fines and all realizations thereof shall be recorded in a register to be kept by the person responsible for the payment of wages under section 3 in such form as may be prescribed; and all such realizations shall be applied only to such purposes beneficial to the persons employed in the factory or establishment as are approved by the prescribed authority.

Time given to resolve
60 days

Verification method
Follow up audit

Area of non-compliance/non-conformance
Local law
Base code

* PDF generated at 20:20 (UTC) on 18 Feb 2025. View this finding on the Sedex platform for live updates and closure details.

ZAF600799126

Non-compliance Due 2025-01-19

Code area
5 Legal wages are paid

Workplace requirement
5.B Ensure that workers receive the insurances and benefits (including leave entitlements) they are legally or contractually entitled to.

Issue title
425 - Failure to retain records of all required social insurances

Description
The facility does not maintain or make available social security and EOBI records of contractual workers.

Status
Closed (2025-02-08)*

Time given to resolve
30 days

Verification method
Desktop audit

Area of non-compliance/non-conformance
Base code

Description (carried over)
The facility does not maintain or make available social security and EOBI records of contractual workers.

Corrective and preventative actions
It is recommended that the facility shall ensure records are available for auditors review.

Corrective and preventative actions (carried over)
It is recommended that the facility shall ensure records are available for auditors review.

* PDF generated at 20:20 (UTC) on 18 Feb 2025. View this finding on the Sedex platform for live updates and closure details.

5. Legal wages are paid

Data points

What is the basic wage paid to workers?	The legal minimum wage
Does the site use digital payment methods (i.e. money paid directly into a bank account) to pay workers?	Mix of digital and other payment methods (give details) The facility pays in cash and bank account to permanent employees whereas, mode of payment for contractor worker was in cash however, no payment evidence were observed to verify these during the audit.
How much as a percentage of their pay does a worker receive as 'payment-in-kind' benefits?	None

Worker renumeration

Which benefits are provided to permanent or full-time workers that are not provided to temporary or part-time workers?	Life insurance Health care

Summary information

Is legal wage/legally recognised CBAs data available for any of these options?	Monthly	
Is actual wage data available on site for any of these options?	Monthly	
Maximum legal working hours	**Max hours per day**	8.0
	Max hours per week	48.0
	Max hours per month	208.0
Actual required working hours	**Required hours per day**	9.0
	Required hours per week	48.0
	Required hours per month	Non applicable

Maximum legal overtime hours	**Max hours per day**	Non applicable
	Max hours per week	12.0
	Max hours per month	Non applicable
Actual overtime hours	**Max hours per day**	4.0
	Max hours per week	24.0
	Max hours per month	Non applicable
Minimum legal wage	**Min per hour**	177.9
	Min per day	1423.1
	Min per week	Non applicable
	Min per month	37000.0
Actual minimum wage	**Actual per hour**	177.9
	Actual per day	1423.1
	Actual per week	Non applicable
	Actual per month	37000.0
Minimum legal overtime wage	**Min per hour**	Non applicable
	Min per day	711.5
	Min per week	Non applicable
	Min per month	Non applicable
Actual minimum overtime wage	**Actual per hour**	Non applicable
	Actual per day	711.5
	Actual per week	Non applicable
	Actual per month	Non applicable

Wage analysis

Number of workers' records checked	15
Provide the date and details of the records	Payroll and attendance records of 15 sampled workers were verified for the month of December 2024, January 2025.

Are there different legal minimum/ legally recognised CBAs wage grades?	No
For the lowest paid workers, are wages paid for standard/contracted hours (excluding overtime) below or above the legal minimum/ legally recognised CBAs?	Above legal minimum
Indicate the breakdown of workforce per earnings	Workers are working at and above the minimum wage.
Are there any bonus schemes used?	Yes Facility pay one bonus each year.
Were accurate records shown at the first request?	Yes
Were any inconsistencies found?	No

5.A. Living wages are paid

Summary of findings

Code area	Workplace requirement	Local law	Finding
No findings			

Systems and evidence examined to validate this code section	As a general overview, the facility is paying wages that meet or exceed the legal minimum wage requirements, ensuring workers receive fair compensation. However, it was noted that the facility has not independently calculated a living wage based on its own assessment. While current wages align with legal standards, the absence of a specific living wage calculation suggests there is room for improvement in aligning with industry best practices regarding fair and adequate compensation.

6. Working hours are not excessive

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Fundamental Improvements Required
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Fundamental Improvements Required
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Fundamental Improvements Required
Monitor the effectiveness of procedures to meet policy and workplace requirements	Fundamental Improvements Required
Explanation for management systems grades	The facility's management system for working hours is generally effective and complies with legal requirements. Employees' working hours are monitored and documented, ensuring adherence to legal limits. However, the audit revealed that weekly working hours were excessive, with overtime hours observed to be beyond the permissible limit. While the facility meets the legal standards, the high levels of overtime highlight a need for improved management practices to reduce excessive working hours. Addressing this issue would help maintain a better work-life balance for employees, prevent potential burnout, and ensure that working hours remain well within both legal and best practice guidelines.

Summary of findings

Code area	Workplace requirement	Local law	Finding
6. Working hours are not excessive	6.A Ensure working hours do not exceed legal ...	§1	NC ZAF600799121
	6.A Ensure working hours do not exceed legal ...	§2	NC ZAF600799127
	6.A Ensure working hours do not exceed legal ...	§3	NC ZAF600799128
	6.F Ensure that where overtime is used, it is...	§4	NC ZAF600799129
	6.H Ensure that overtime is always compensate...	§5	NC ZAF600799130

Systems and evidence examined to validate this code section	Facility has defined working hour’s policy and procedure. As per policy the management is committed to ensure working hours in compliance to legal requirements. Management ensures that regular working hours don’t exceed 48 hrs per week and overtime hours don’t exceed 12 hrs per week. Management ensures that 7th day weekly rest is ensured. However, in case of “Urgent Business Needs” work can be performed on weekly rest provided all legal compliance is ensured. Urgent business needs can be considered in following business circumstances: Strike in the city and loss of production. Limited to delays / interruptions in production caused by Natural Calamities or unscheduled power failures. No repetitive production deadlines or unforeseen circumstances which are beyond employer’s control. During audit it was noted that factory works in below mention shifts schedule: General Shift: 0900 To 1800 hours The factory has installed a biometric scanner system for recording the workers working hours in the factory. The factory provides all workers at least one day off in a week. Working hours in the factory is 8 hours per day and 48 hours per week. Maximum 2 hours a day and 12 hours per week overtime is allowed in the factory.

Findings: non-compliances

ZAF600799121

Non-compliance Due 2023-12-08

Code area
6 Working hours are not excessive

Workplace requirement
6.A Ensure working hours do not exceed legal limits or limits in collective bargaining agreements, whichever gives more protection for workers.

Issue title
463 - Unable to verify working hours due to missing/ incomplete/ inconsistent records

Description
Based on the document review it was noted that 5 out 26 selected employees were found to be absent on 23rd march holiday while in production register attendance they were working on the same day.

Description (carried over)
Based on the document review it was noted that 5 out 26 selected employees were found to be absent on 23rd march holiday while in production register attendance they were working on the same day.

Corrective and preventative actions
Facility should provide the verifiable and correct attendance record of all of its workers.

Corrective and preventative actions (carried over)
Facility should provide the verifiable and correct attendance record of all of its workers.

Local law reference
In accordance with Sindh factories rules 1975 section 41, Register of Adult Workers: 96. (1) (i) The register of adult workers shall be in Form 'M' and shall be kept separately for each shift for a calendar year. (ii) Such register of adult workers in respect of daily attendance of the workers shall be maintained in Forge 'M-1' and the attendance shall be marked every day. (2) Such register shall be preserved for three years in non-seasonal factories and for at least one year beginning front the date of the common, cement of the season in seasonal factories.

Status
Closed (2025-02-08)*

Time given to resolve
60 days

Verification method
Follow up audit

Area of non-compliance/non-conformance
Local law

* PDF generated at 20:20 (UTC) on 18 Feb 2025. View this finding on the Sedex platform for live updates and closure details.

ZAF600799127

Non-compliance Due 2025-02-18

Code area
6 Working hours are not excessive

Status
Closed (2025-02-08)*

Workplace requirement
6.A Ensure working hours do not exceed legal limits or limits in collective bargaining agreements, whichever gives more protection for workers.

Issue title
463 - Unable to verify working hours due to missing/ incomplete/ inconsistent records

Description
During the review of payroll records for the month of November 2024, May 2024, & December 2023, it was verified that the facility does not maintain working hours records of contractual workers in line with the legal requirement.

Description (carried over)
During the review of payroll records for the month of November 2024, May 2024, & December 2023, it was verified that the facility does not maintain working hours records of contractual workers in line with the legal requirement.

Corrective and preventative actions
It is recommended that the facility shall ensure records of all types of workers are available for auditor's review.

Corrective and preventative actions (carried over)
It is recommended that the facility shall ensure records of all types of workers are available for auditor's review.

Local law reference
Rule 96 of The Sind Factories Rules, 1975: 96. (1) (i) The register of adult workers shall be in Form 'M' and shall be kept separately for each shift for a calendar year. (ii) Such register of adult workers in respect of daily attendance of the workers shall be maintained in Forge 'M-1' and the attendance shall be marked every day. (2) Such register shall be preserved for three years in non-seasonal factories and for at least one year beginning front the date of the common, cement of the season in seasonal factories.

Time given to resolve
60 days

Verification method
Follow up audit

Area of non-compliance/non-conformance
Local law
Base code

* PDF generated at 20:20 (UTC) on 18 Feb 2025. View this finding on the Sedex platform for live updates and closure details.

ZAF600799128

Non-compliance Due 2025-02-18

Code area
6 Working hours are not excessive

Workplace requirement
6.A Ensure working hours do not exceed legal limits or limits in collective bargaining agreements, whichever gives more protection for workers.

Issue title
470 - Working hours exceed what is allowed by law or collective bargaining agreement - isolated

Description
During the records review, it was evident that 6 out of 14 permanent workers were found working for 72 hours, 71 hours, 72 hours, 70 hours, 72 hours, and 72 hours per week, respectively in the month of November 2024 and 70 hours, 72 hours, 70 hours, 72 hours, 72 hours, and 71 hours per week respectively in the month of May 2024, which is above the limit defined by law.

Status
Closed (2025-02-08)*

Time given to resolve
60 days

Verification method
Follow up audit

Area of non-compliance/non-conformance
Local law
Base code

Description (carried over)

During the records review, it was evident that 6 out of 14 permanent workers were found working for 72 hours, 71 hours, 72 hours, 70 hours, 72 hours, and 72 hours per week, respectively in the month of November 2024 and 70 hours, 72 hours, 70 hours, 72 hours, 72 hours, and 71 hours per week respectively in the month of May 2024, which is above the limit defined by law.

Corrective and preventative actions

It is recommended that the facility shall ensure the working hours of workers does not exceed the legal limit.

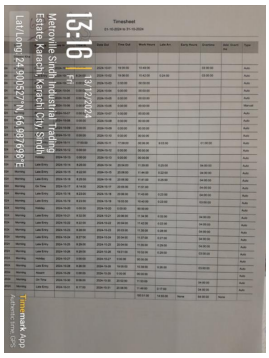
Corrective and preventative actions (carried over)

It is recommended that the facility shall ensure the working hours of workers does not exceed the legal limit.

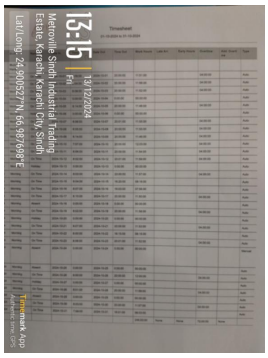
Local law reference

Section 57 of Sindh Factories Act 2015: No adult worker shall be allowed or required to work in a factory for more than nine hours (including breaks) in any day: Provided that a male adult worker in a seasonal factory may work ten hours in any day.
Sindh Factories Rules 1989 Section (18): Except in the case of workers exempted under section 43 (3)(a) the total overtime period of any adult worker exempted from the provisions of section 34 shall not exceed twelve hours in any one week.

Evidence



NC Excessive working hours (2).jpg



NC Excessive working hours (1).jpg

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ZAF600799129

Non-compliance Due 2025-02-18

Code area

6 Working hours are not excessive

Status

Closed (2025-02-08)*

Workplace requirement
6.F Ensure that where overtime is used, it is in order to manage changes in demand or in exceptional circumstances and not used to replace regular employment.

Issue title
480 - Overtime is not used responsibly (i.e. extent, frequency and level of hours worked by individual workers and/or whole workforce are excessive)

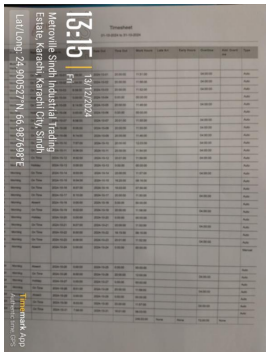
Description
During the review of records, it was verified that workers in the sampled moths observed working for more than 12 hours a week which is not in line with the legal requirement.

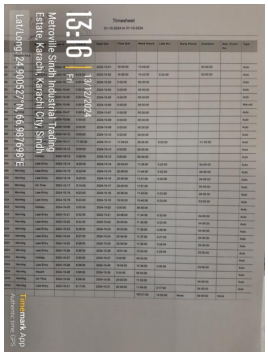
Description (carried over)
During the review of records, it was verified that workers in the sampled moths observed working for more than 12 hours a week which is not in line with the legal requirement.

Corrective and preventative actions
It is recommended that the facility shall ensure overtime hours of the workers are in line with the legal requirement.

Corrective and preventative actions (carried over)
It is recommended that the facility shall ensure overtime hours of the workers are in line with the legal requirement.

Local law reference
Sindh Factories Rules 1989 Section (18): Except in the case of workers exempted under section 43 (3)(a) the total overtime period of any adult worker exempted from the provisions of section 34 shall not exceed twelve hours in any one week.

Evidence




NC - Excessive Overtime hours (2).jpg

NC - Excessive Overtime hours (1).jpg

Time given to resolve
60 days

Verification method
Follow up audit

Area of non-compliance/non-conformance
Local law

Base code

* PDF generated at 20:20 (UTC) on 18 Feb 2025. View this finding on the Sedex platform for live updates and closure details.

ZAF600799130 **Non-compliance** Due 2025-02-18

Code area
6 Working hours are not excessive

Workplace requirement
6.H Ensure that overtime is always compensated at a premium rate, which is not less than 125% of the regular rate of pay.

Issue title
455 - Overtime premium is not paid according to the law - systemic

Description
During the review of payroll records and worker interviews, it was evident that the facility pays overtime on single rate i.e, at 100% whereas the legal requirement is to pay at 200% to all workers.

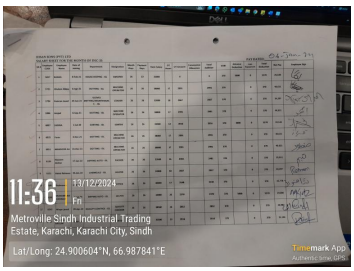
Description (carried over)
During the review of payroll records and worker interviews, it was evident that the facility pays overtime on single rate i.e, at 100% whereas the legal requirement is to pay at 200% to all workers.

Corrective and preventative actions
It is recommended that the facility shall pay overtime on premium rate in line with the legal requirement.

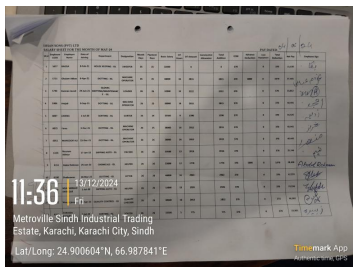
Corrective and preventative actions (carried over)
It is recommended that the facility shall pay overtime on premium rate in line with the legal requirement.

Local law reference
Section 68. (1) Of Sindh Factories Act 2015: Where a worker - (a) in a non-seasonal factory works for more than nine hours in any day or for more than forty-eight hours in any week; or (b) in a seasonal factory works for more than ten hours in any day or for more than fifty hours in any week, he shall be entitled in respect of the overtime worked to pay at the rate of twice his ordinary rate of pay.

Evidence



NC- Overtime not paid at premium rate (2).jpg



NC- Overtime not paid at premium rate (1).jpg

Status
Closed (2025-02-08)*

Time given to resolve
60 days

Verification method
Follow up audit

Area of non-compliance/non-conformance
Local law
Base code

* PDF generated at 20:20 (UTC) on 18 Feb 2025. View this finding on the Sedex platform for live updates and closure details.

6. Working hours are not excessive

Data points

Is the sample size the same as in the wages section?	Yes
Normal day overtime premium as a percentage of standard wages	200%
If the site pays an overtime premium of less than 125% and this is allowed under local law, are there other considerations?	Not allowed by law and the facility has been given a non-compliance on overtime premium.
Excluding overtime, what are the regular working hours per week for workers at this site?	48.0
Including overtime, what is the average number of working hours per week for full-time workers at this site?	58.0
In the sample, what was the maximum number of hours worked in a single week, including overtime, for any worker at this site?	58.0
Maximum number of days worked without a day off in sample	6

7. No discrimination is practiced

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Some Improvements Recommended
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Some Improvements Recommended
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Some Improvements Recommended
Monitor the effectiveness of procedures to meet policy and workplace requirements	Some Improvements Recommended
Explanation for management systems grades	The facility's management system effectively ensures that no discrimination is practiced. During the audit, it was observed that recruitment, employment, and workplace practices are conducted fairly, with equal opportunities provided to all employees regardless of race, gender, age, religion, or other personal characteristics. There are clear anti-discrimination policies in place, and employees confirmed that these policies are actively enforced. The facility demonstrates a strong commitment to creating an inclusive and equitable work environment, with no evidence of discriminatory practices found.

Summary of findings

Code area	Workplace requirement	Local law	Finding

No findings

Systems and evidence examined to validate this code section	Factory has defined non-discrimination policy and procedure and as per policy is not engage in or support discrimination in hiring, compensation, access to training, promotion, termination, or retirement based on race, caste, national origin, religion, disability, gender, sexual orientation, union membership, or political affiliation. During audit, through workers interview and documents review, no sign of discrimination was observed in the factory. During audit, it was confirmed that facility's environment is free from misbehaviour activities, such as gesture, language and physical contact that is sexually coercive, threatening, abusive or exploitative. Non-discrimination policy is found posted on employee notification boards at production floors. Factory has equal employment opportunity policy. Facility has appointed Mr. Mansoor Usmani, Manager Admin communicating, training, deploying and monitoring and ensuring the implementation of non-discrimination policy and procedure. Workers are hired, compensated & promoted based on capability and merit without any distinction, different social and ethnic background workers were found working in the factory.

7. No discrimination is practiced

Data points

Percentage of women workers in skilled or technical roles (e.g. where specific qualifications are needed, such as engineer/laboratory analyst)?	
Representation of women in managerial roles (ratio of women workers to women managers)	5%
Representation of women in supervisory roles (ratio of women workers to women supervisors)	0%
Three most common nationalities in managerial and supervisory roles	All national are pakistani

8. Regular employment is provided

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Some Improvements Recommended
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Some Improvements Recommended
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Some Improvements Recommended
Monitor the effectiveness of procedures to meet policy and workplace requirements	Some Improvements Recommended
Explanation for management systems grades	The audit of the management system’s provision of regular employment confirms that the facility maintains a high standard in this area. All employees are hired on a permanent basis, with no use of seasonal or temporary contracts. This approach ensures a stable and consistent employment environment. The system's performance in providing regular employment is commendable, demonstrating effective management practices that support long-term job security and contribute to overall operational stability.

Summary of findings

Code area	Workplace requirement	Local law	Finding
No findings			

Systems and evidence examined to validate this code section	During audit, it was noted that employment in the factory is based on recognised employment relationship established through national labour law & regulations. No casual and seasonal were found hired in the factory during document review, facility visit and workers interview. No labour contractor / agency is in use, all workers are facilities employed.

8. Regular employment is provided

Data points

Percentage of workers that are permanently or temporarily employed	52.07%
Percentage of workers that have been engaged via irregular, sub-contracted or non-employment models of labour, rather than permanent or temporary contracts of employment	47.93%
Percentage of workers employed as apprentices, trainees or interns	0.0%

8.A. Sub-contracting and homeworkers are used responsibly

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Some Improvements Recommended
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Some Improvements Recommended
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Some Improvements Recommended
Monitor the effectiveness of procedures to meet policy and workplace requirements	Some Improvements Recommended
Explanation for management systems grades	The audit of the management system's handling of sub-contracting and homeworkers reveals that the facility does not engage in sub-contracting or home working practices. However, the facility has established comprehensive policies and procedures to address these areas in alignment with management system requirements. The facility does not purchase products from suppliers that employ home workers. To ensure compliance with this policy, the facility conducts a thorough supplier evaluation on an annual basis. This evaluation process helps verify that all suppliers adhere to the facility's requirements, ensuring that home workers are not involved in the production of goods supplied to the facility

Summary of findings

Code area	Workplace requirement	Local law	Finding
No findings			

Systems and evidence examined to validate this code section	No production process is subcontracted by the factory. The factory does not practice homework process and as per the management interviews, the outsource practices are also not required.

8.A. Sub-contracting and homeworkers are used responsibly

Data points

Are homeworkers employed directly or engaged through an agent?	Not applicable
Gender disaggregated data available	

Number of homeworkers used

	Men	Women	Other	Total
Number of workers	-	-	-	-

What processes are carried out by homeworker?	
Are full records of homeworkers available at the site?	
Does the supplier buy products or services from suppliers that use homeworkers?	No No product is sourced from a supplier that use homeworkers.

Sub-contracting

Are there any concerns about unrecorded work or undeclared sub-contracting on site, giving considerations to the workers' capacity?	No No subcontracting work is used in the facility.
Are any sub-contractors used?	No

9. No harsh or inhumane treatment is allowed

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Some Improvements Recommended
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Some Improvements Recommended
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Some Improvements Recommended
Monitor the effectiveness of procedures to meet policy and workplace requirements	Some Improvements Recommended
Explanation for management systems grades	The audit of the management system's policy on employee treatment confirms that no harsh or inhumane treatment is tolerated. The facility has established clear policies and procedures to prevent and address any instances of mistreatment. These guidelines ensure that all employees are treated with dignity and respect, and that any violations are promptly addressed in accordance with the highest standards of ethical and humane practices. This approach reflects a strong commitment to maintaining a safe and respectful working environment for all staff members.

Summary of findings

Code area	Workplace requirement	Local law	Finding
No findings			

Systems and evidence examined to validate this code section	As per the documentation, the factory management had established a disciplinary procedure for workers' misbehaviour which included oral warning, written warning and finally termination and the site, had developed a training program for all employees on the procedure. Worker interview confirmed that workers were aware of the disciplinary procedure. As per management interview, document review and workers interview, there was a policy on Harsh Treatment which was communicated to all workers through awareness sessions and display at notice boards. There is an internal process for grievance, workers can report any grievances (harassment, bullying, discrimination etc.) to Joint Work council; any received complaint will be handled by management, without any reprisal for the worker in question.

9. No harsh or inhumane treatment is allowed

Data points

Is there a formal process for workers to report concerns, complaints, or problems ('grievance mechanism')?	Yes, there is a formal grievance process
What type of grievance mechanism(s) are available?	Suggestion / Complaint Box Worker Committee Health & Safety Committee
Number of grievances raised in the last 12 months	2
Number of grievances resolved in the last 12 months	2

10.A. Environment 2-Pillar

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Some Improvements Recommended
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Some Improvements Recommended
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Some Improvements Recommended
Monitor the effectiveness of procedures to meet policy and workplace requirements	Fundamental Improvements Required
Explanation for management systems grades	The facility maintains strong environmental management under the Environment 2-Pillar criteria, with all necessary legal licenses and well-established policies in place. Compliance is ensured through regular monitoring and adherence to best practices.

Summary of findings

Code area	Workplace requirement	Local law	Finding
10.A. Environment 2-Pillar	10.A.B Comply with relevant local, regional a...	§1	NC ZAF600799118

Systems and evidence examined to validate this code section	Environment Policy Waste handling practices Legal documentation pertaining to the environment

Findings: non-compliances

ZAF600799118

Non-compliance

Due 2023-12-08

Code area
10.A Environment 2-Pillar

Workplace requirement
10.A.B Comply with relevant local, regional and national laws or regulations, and have the correct documentation or permits, including for resource use (e.g. water, energy, material) and waste disposal.

Issue title
636 - No permits for emissions to air as per legal requirement

Description
Based on the document review it was noted that facility is conducting the air emission of the generators on bi annual basis instead of quarterly basis that is required by law.

Description (carried over)
Based on the document review it was noted that facility is conducting the air emission of the generators on bi annual basis instead of quarterly basis that is required by law.

Corrective and preventative actions
Facility should conduct the air emission testing of the generators on quarterly basis.

Corrective and preventative actions (carried over)
Facility should conduct the air emission testing of the generators on quarterly basis.

Local law reference
11. (1) Subject to the provisions of this Act and the rules and regulations, no person shall discharge or emit or allow the discharge or emission of any effluent, waste, pollutant, noise or any other matter that may cause or likely to cause pollution or adverse environmental effects, as defined in section 2 of this Act, in an amount, concentration or level which is in excess to that specified in Sindh Environmental Quality Standards; or, where applicable, the standards established under Section 6(1)(g)(i); or direction issued under Section 17, 19, 20 and 21 of this Act; or any other direction issued, in general or particular, by the Agency.

Status
Closed (2025-02-08)*

Time given to resolve
60 days

Verification method
Desktop audit

Area of non-compliance/non-conformance
Local law

* PDF generated at 20:20 (UTC) on 18 Feb 2025. View this finding on the Sedex platform for live updates and closure details.

10.A. Environment 2-Pillar

Data points

Has the site received an official notice, fine or prosecution for any non-compliances with environmental legislation, regulation, consent or permits (within the last three years)?	No
Does the site have any valid environmental or energy management certificates?	None.
Are there any other sustainability certifications present (e.g. Forest Stewardship Council (FSC), Marine Stewardship Council (MSC)?	No
Has the site implemented or made plans to implement any adaptive measures to protect workers from the impact of climate change?	No

10.B. Environment 4-Pillar

Summary of findings

Code area	Workplace requirement	Local law	Finding
10.B. Environment 4-Pillar	10.B.E Identify and monitor potential negativ...	§1	NC ZAF600799119

Systems and evidence examined to validate this code section	The facility management maintained all legally required environmental documents. Environment aspect and impact assessment was found adequately conducted. The facility was following the related environmental regulations. Based on observation on site, wastes were classified and collected on site. Based on worker's interview, they were trained on environmental protection.

Findings: non-compliances

ZAF600799119

Non-compliance

Due 2023-12-08

Code area
10.B Environment 4-Pillar

Workplace requirement
10.B.E Identify and monitor potential negative environment impacts of operations and supply chain and have in place systems that prevent, mitigate or remedy the impacts of their own operations.

Issue title
628 - No/inadequate monitoring of waste water (effluent)

Description
Based on the document review it was noted that facility does not test its effluent.

Description (carried over)
Based on the document review it was noted that facility does not test its effluent.

Corrective and preventative actions
Facility should test the effluent on monthly basis as per law.

Corrective and preventative actions (carried over)
Facility should test the effluent on monthly basis as per law.

Local law reference
In accordance with Pakistan Environmental Protection Act 1997 section14, Handling of hazardous substances: Subject to the provisions of this Act, no person shall generate, collect, consign, transport, treat, dispose of, store, handle or import any hazardous substance except (a) under a license issued by the Federal Agency and in such manner as may be prescribed.ENVIRONMENTAL MONITORING REPORTS: CATOGERY A: In accordance with the Environmental Protection act 1997 S.R.O. 528(1)/2001 Category “A” Industrial units: (1) All industrial unit in category “A” shall submit Environmental Monitoring Report on monthly basis.

Status
Open*

Time given to resolve
60 days

Verification method
Desktop audit

Area of non-compliance/non-conformance
Local law

* PDF generated at 20:20 (UTC) on 18 Feb 2025. View this finding on the Sedex platform for live updates and closure details.

10.B. Environment 4-Pillar

Data points

Has the site conducted a risk assessment on the environmental impact of the site, including implementation of controls to reduce identified risks?	Yes
What additional specific environmental policies does the site capture?	Responsible use and management of water
Is there a system for managing client's requirements and legislation in the destination countries regarding environmental and chemical issues?	Yes The facility has a system in place.
Does the site have reduction targets in place to manage climate related risks?	None
Does the site have reduction targets in place for environmental aspects (e.g. water consumption and discharge, waste, energy and green-house gas emissions: (Scope 1, 2 & 3))?	No
Has the site checked that any sub-contracting agencies or business partners operating on the premises have the appropriate permits and licences and are conducting business in line with environmental expectations of the facility?	Not Applicable

Usage/discharge analysis

	Last full calendar year (2024)	Previous full calendar year (2023)
Total electricity consumption from non-renewable sources (kWh)	1,601,281	1,714,320
Total electricity consumption from renewable sources (kWh)	Data not available	Data not available
Sources of renewable energy used	Utility provider	Utility provider
Types of renewable energy used	Data not available	Data not available
Total natural gas consumption (kWh)	19,628	23,279

Usage of other purchased fuels	Data not available 320 Liters of diesel	Data not available 280 Liters of diesel
Has the site completed any carbon footprint analysis?	No	No
Water sources	Municipal Water	Municipal Water
Does the site use mercury or mercury compounds?	No	No
Water volume used (m3)	2,820	3,612
Water discharged	Local drain	Local drain
Water volume discharged (m3)	2,358	2,675
Water volume recycled (m3)	0	0
Total waste produced (mt)	840	1,020
Total hazardous waste produced (mt)	180	240
Waste to recycling (mt)	510	412
Waste to landfill (mt)	0	0
Waste to other (mt)	150	368
Total product produced (mt)	1,346	1,580

10.C. Business ethics

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Some Improvements Recommended
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	The organisation has formally documented a code of conduct for all employees that includes all applicable business ethics requirements that are expected to be fulfilled by the organisation's employees. The senior management interviews provided enough information that management is aware of the applicable legislation pertaining to bribery, corruption, and any fraudulent practices. The organisation has assessed this risk in their corporate policies and procedures and have documented the code of conduct in line with results of these assessments. All employees are found to be trained and aware of this code of conduct. All employees' data is stored with the HR department in line with the consent as obtained as part of the contract. All site acquisitions documents and licenses are maintained and UpToDate.

Summary of findings

Code area	Workplace requirement	Local law	Finding
No findings			

Systems and evidence examined to validate this code section	The organisation has formally documented a code of conduct for all employees that includes all applicable business ethics requirements that are expected to be fulfilled by the organisation's employees. The senior management interviews provided enough information that management is aware of the applicable legislation pertaining to bribery, corruption, and any fraudulent practices. The organisation has assessed this risk in their corporate policies and procedures and have documented the code of conduct in line with results of these assessments. All employees are found to be trained and aware of this code of conduct. All employees' data is stored with the HR department in line with the consent as obtained as part of the contract. All site acquisitions documents and licenses are maintained and UpToDate.

10.C. Business ethics

Data points

Has the site received an official notice, fine or prosecution for any non-compliances with business ethics legislation, regulation, consent or permits (within the last three years)?	No
Provide any certified anti-bribery management systems for the site	None.

Attachments



notice in cutting.jpg



Washing area.jpg



Emergency exit (2).jpg



Filled First aid box.jpg



Emergency exit.jpg



Panels and extinguisher.jpg



Gloves dotting.jpg



Cutting area.jpg



stitching.jpg



Wastage area.jpg



Accessory store.jpg



Evacuation map.jpg



plastic pasting section.jpg



Wastage area (2).jpg



hydrant system.jpg



Emergency exits stairs in weaving.jpg



Closed garment section.jpg



weaving of gloves.jpg



weaving of the gloves.jpg



knitting area.jpg



No fencing.jpg



Lifter.jpg



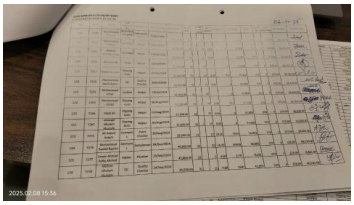
Inside view.jpg



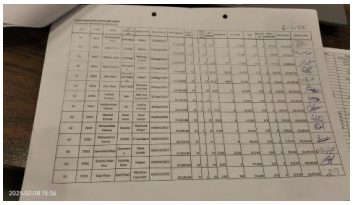
Finished goods area.jpg



checking of gloves.jpg



Dec-24 pay.jpg



Minimum wage.jpg



attendance system.jpg



gloves packing.jpg



Main gate.jpg



Hand rails.jpg

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