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Auditee :	<b>Polani Textile</b>
Audit Date From :	<b>29/01/2018</b>
Audit Date To :	<b>29/01/2018</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the amfori BSCI platform</b>
Auditing Company :	<b>Intertek</b>
Auditor's Name(s) :	<b>Taha Ali(Lead)</b>
Auditing Branch (if applicable) :	<b>Intertek Pakistan</b>

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Rating Definitions 

Rating	A combination of ratings per Performance Area where:	Consequence
<b>A</b> <b>Very Good</b>	<ul style="list-style-type: none"> <li>• Minimum 7 Performance Areas rated A</li> <li>• No Performance Areas rated C, D or E</li> </ul> These are three examples: A B B B A A A A A A A B B B B B B B	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
<b>B</b> <b>Good</b>	<ul style="list-style-type: none"> <li>• Maximum 3 Performance Areas rated C</li> <li>• No Performance Areas rated D or E</li> </ul> These are three examples: A A A A A A B B B B B B B A A A A A B B B B B B B C B B B B B B B B B B C C C	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
<b>C</b> <b>Acceptable</b>	<ul style="list-style-type: none"> <li>• Maximum 2 Performance Areas rated D</li> <li>• No Performance Areas rated E</li> </ul> These are three examples: A A A A A A A A A C C C C A A A A A B B B B C C C D C C C C C C C C C C D D	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
<b>D</b> <b>Insufficient</b>	<ul style="list-style-type: none"> <li>• Maximum 6 Performance Areas rated E</li> </ul> These are three examples: A A A A A A A A A A D D D A A A B B B C C C D D D E D D D D D D D E E E E E E	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
<b>E</b> <b>Unacceptable</b>	<ul style="list-style-type: none"> <li>• Minimum 7 Performance Areas rated E</li> </ul> These are three examples: A A A A A A E E E E E E E A A B B C D E	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
<b>Zero Tolerance</b>	A Zero Tolerance issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)	Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.

**Producer : Polani Textile**

DBID : 367869 and Audit Id : 117239

Audit Date : 29/01/2018

Audit Type : Follow-up Audit

**Main Auditee Information**

Name of producer :	<b>Polani Textile</b>		
DBID number :	<b>367869</b>		
Audit ID :	<b>117239</b>		
Address :	<b>B-24/A, SITE Karachi Karachi</b>		
Province :	<b>Sindh</b>	Country :	<b>Pakistan</b>
Management Representative :	<b>Abbas Qadri</b>		
Contact person:	<b>Mr. Abbas Qadri</b>	Sector :	<b>Non-Food</b>
Industry Type :	<b>Textiles, clothing, leather</b>	Product group :	<b>other soft goods (please specify)</b>
Product Type :	<b>Terry Towel</b>		

**Audit Details**



Audit Range :	<input type="checkbox"/> Full Audit	<input checked="" type="checkbox"/> Follow-up Audit	
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms	
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural	
Audit Announcement :	<input type="checkbox"/> Fully-Announced	<input checked="" type="checkbox"/> Fully-Unannounced	<input type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	<b>No</b>		
Audit extent (if applicable) :	<b>Limited extent (follow-up on a few Performance Areas only)</b>		
Audit interferences or contingencies (if applicable) :	<b>none</b>		
Overall rating :	<b>A</b>		
Need of follow-up :		If YES, by :	

**Rating per Performance Area (PA)**

PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
<b>A</b>	<b>A</b>	<b>A</b>	<b>A</b>	<b>A</b>	<b>A</b>	<b>A</b>	<b>A</b>	<b>A</b>	<b>A</b>	<b>A</b>	<b>A</b>	<b>A</b>

**Executive summary of audit report**

Polani Textile is situated at Plot no B-24/A, S .I .T .E, Karachi at about 45 minutes drive from Karachi airport . Facility comprises of two blocks of building . Block one is ground plus 2 floors . Ground floor has rice processing area, generator area, time office, towel checking area and weaving area . First floor and second floor has cut to pack unit . Block 2 is ground floor building . Ground floor has security office and admin offices .

**PA . 3 .**

Noted during documents review, facility tour, interview with management and employees, facility has provided rights to employees to form union . Also facility has provided training to employees on their rights . Facility does not have any employees union . However facility has Joint work council elected by employees . Regular meetings are conducted to address workers issues . Also workers were found aware of their rights to form union also aware of work council.

**PA . 4 .**

Noted during documents review, facility tour, interview with management and employees, no case of discrimination was observed in the facility . Facility has developed policies and procedures to avoid discrimination in the facility.

**PA . 5 .**

Noted during documents review, facility tour, interview with management and employees, facility is paying minimum wage above 15000 Rs per month . Overtime is rare in the facility but it is paid at the rate of 200% of the normal rate . Facility pay wages before 7th of every month . Facility is paying employee old age benefits, social security benefits and group insurance to all employees . No illegal deductions were observed during review of payroll records.

**PA 8 .**

Noted during documents review, facility tour, interview with management and employees, facility does not employ any worker less than 18 years of age. Facility requires national identity card or birth certificate for age verification of employees . Facility has developed child remediation procedure to use in case any child is accidentally detected.

**PA 9 .**

Noted during documents review, facility tour, interview with management and employees, facility does not employ any worker less than 18 years of age. Facility does not have any current or historical young worker . Facility has developed policies and procedures for young worker in case any found . Facility does not have any hazardous work as facility has only cutting, stitching, checking, pressing and packing operations.

**PA . 11**

Noted during documents review, facility tour, interview with management and employees, no case of bonded labor was observed in the facility. Facility does not employ any migrant employees . No evidence of inhumane treatment, corporal punishment, mental and physical coercion and or abuse was observed. Facility has developed documented disciplinary procedures also it was explained to workers through training

**Ratings Summary**



<b>Auditee's background information</b>			
Auditee's name :	<b>Polani Textile</b>	Legal status :	<b>Private Limited Company</b>
Local Name :	پولانی ٹیکسٹائل	Year in which the auditee was founded :	<b>2011</b>
Address :	<b>B-24/A, SITE Karachi</b>	Contact person (please select) :	<b>Mr. Abbas Qadri</b>
Province :	<b>Sindh</b>	Contact's Email :	<b>aqadri@polanitex.com</b>
City :	<b>Karachi</b>	Auditee's official language(s) for written communications :	<b>English</b>
Region :	<b>South Asia</b>	Other relevant languages for the auditee :	<b>Urdu</b>
Country :	<b>Pakistan</b>	Website of auditee (if applicable) :	<b>http://www.polanitextile.com</b>
GPS coordinates :	<b>24.934505, 67.032138</b>	Total turnover (in Euros) :	<b>6000000.00</b>
Sector :	<b>Non-Food</b>	Of which exports % :	<b>100.00</b>
Industry :	<b>Textiles, clothing, leather</b>	Of which domestic market % :	<b>0.00</b>
If other, please specify :	<b>N/A</b>	Production volume :	<b>950000 pieces per month</b>
Product Group :	<b>other soft goods (please specify)</b>	Production cost calculation :	<b>No</b>
If other, please specify :	<b>Terry Towel</b>	Lost time injury calculation cost :	<b>No</b>
Product Type :	<b>Terry Towel</b>		

<b>Auditee's employment structure at the time of the audit</b>			
Total number of workers :	<b>126</b>	Total number of workers in the production unit to be monitored (if applicable) :	<b>0</b>
	<b>MALE WORKERS</b>	<b>FEMALE WORKERS</b>	
Permanent workers	<b>123</b>	<b>3</b>	
Temporary workers	<b>0</b>	<b>0</b>	
In management positions	<b>13</b>	<b>0</b>	
Apprentices	<b>0</b>	<b>0</b>	
On probation	<b>10</b>	<b>0</b>	
With disabilities	<b>0</b>	<b>0</b>	
Migrants (national citizens)	<b>0</b>	<b>0</b>	
Migrants (foreign citizens)	<b>0</b>	<b>0</b>	
Workers on the permanent payroll	<b>123</b>	<b>3</b>	
Production based workers	<b>110</b>	<b>2</b>	
With shifts at night	<b>6</b>	<b>0</b>	
Unionised	<b>0</b>	<b>0</b>	
Pregnant	<b>-</b>	<b>0</b>	
On maternity leave	<b>-</b>	<b>0</b>	

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

1- Followup Audit [Audit Id - 117239] Audit Date: 29/01/2018 PA Score: A

Deadline date:

**GOOD PRACTICES:**

Nil

**AREAS OF IMPROVEMENT:**

Follow-Up Audit(January 29, 2018):

This follow-up audit is limited to only PA-7. therefore is Performance Area is not rated.

**Remarks from Auditee:**

Full Audit [Audit Id - 115231] Audit Date: 01/01/2018 PA Score: D

Deadline date:31/01/2018

Good practices

None observed.

Areas of improvement

Based on satisfactory evidence the main auditee partially respects the principle because:

- 1.1 - In accordance with BSCI requirement facility should have develop effective management system to implement BSCI code of conduct.

During coherence check with 1.3 it was noted that facility has system for selection and handling of business partners but it does not include Environment and business ethics which is required by BSCI COC. Auditor selected rating as Partial because facility has developed management system and only lacking in business partner handling was observed.

بی ایس سی کی ضرورت کی سہولت کے مطابق، بی ایس سی آئی کوڈ کا عمل درآمد کرنے کے لئے موثر مینجمنٹ سسٹم تیار کرنا چاہیے۔ 1.3 کے ساتھ انضمام کی جانچ پڑتال کے دوران اس بات کا ذکر کیا گیا ہے کہ سہولت کاروباری شراکت داروں کے انتخاب اور ہینڈلنگ کے لئے نظام رکھتا ہے لیکن اس میں ماحولیاتی اور کاروباری اخلاقیات شامل نہیں ہیں جو بی ایس سی آئی کی طرف سے ضروری ہے۔ آئیٹر منتخب کردہ درجہ بندی کے طور پر جزوی طور پر کیونکہ سہولت ترقی پذیری نظام ہے اور صرف کاروباری پارٹنر کی ہینڈلنگ میں کمی نہیں ہونی

- 1.3 - In accordance with BSCI requirement facility should have good overview of the significant business partners and their level of alignment with BSCI code of conduct.

Based from documents review it was noted that facility has developed procedure for selection of business partners but code of conduct does not include Environment and business ethics which is required by BSCI COC. Auditor selected rating as Partial because facility has developed procedure but only few elements are missing.

بی ایس سی کی ضرورت کی سہولت کے مطابق باہمی کاروباری شراکت داروں اور بی ایس سی آئی کوڈ کے آرکائیو کے ساتھ ان کی سمت کی اچھی جائزہ ہونا چاہیے۔ دستاویزات کی نظر ثانی کے مطابق اس بات کا ذکر کیا گیا تھا کہ سہولت کاروباری شراکت داروں کے انتخاب کے لئے تیار کردہ طریقہ کار تیار کی گئی ہے لیکن اس سلسلے میں ضابطہ اخلاق میں ماحولیاتی اور کاروباری اخلاقیات شامل نہیں ہیں جو بی ایس سی آئی کی طرف سے ضروری ہے۔ آئیٹر منتخب کردہ درجہ بندی کے طور پر جزوی طور پر کیونکہ سہولت تیار کی گئی ہے لیکن صرف چند عناصر غائب ہیں

- 1.4 - In accordance with BSCI requirement, auditees workforce capacity should be properly organized to meet the expectation of the delivery order.

Noted during documents review and management interview that facility conduct production planning but facility does not calculate its production rate per unit and production rate per worker. Also facility does not have calculations how overtime will be added to the cost in case it is needed to meet the delivery schedule. Also no formal contingency plan is available in case something is slowdown or interrupt production. Auditor selected rating as Partial because facility has conducted production planning.

بی ایس سی آئی کے تقاضے کے مطابق، ترسیل کے آرڈر کی توقع کو پورا کرنے کے لئے آئیٹس کے عملے کی اہلیت کو مناسب طریقے سے منظم کیا جانا چاہیے۔ دستاویزات کا جائزہ لینے اور مینجمنٹ کے انٹرویو کے دوران نوٹ کیا گیا ہے کہ اس سہولت کی پیداوار کی منصوبہ بندی لیکن سہولت کے مطابق فی یونٹ فی پروڈکشن کی شرح اور فی کارکن پیداوار کی شرح کا حساب نہیں ہے۔ اس سہولت میں بھی سہولت نہیں ہوتی ہے کہ اس صورت میں ترسیل کے شیڈول کو پورا کرنے کے لئے قیمت میں اضافی اضافی اضافہ کیا جائے گا۔ اس کے علاوہ کسی بھی سست یا کسی بھی پیداوار کی صورت میں کوئی غیر معمولی احتساب منصوبہ دستیاب نہیں ہے۔ جزوی طور پر بیک اپ کی سہولت کے طور پر آئیٹر منتخب کردہ درجہ بندی نے پیداوار کی منصوبہ بندی کا آغاز کیا ہے

**Remarks from Auditee**

Nil

<b>Performance Area 2 : Workers Involvement and Protection</b>	
1- Followup Audit [Audit Id - 117239] Audit Date: 29/01/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b> Follow-Up Audit(January 29, 2018):  This follow-up audit is limited to only PA-7. therefore is Performance Area is not rated.	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 115231] Audit Date: 01/01/2018 PA Score: A	Deadline date:31/01/2018
<u>Good practices</u>	
None observed.	
<u>Areas of improvement</u>	
Based on satisfactory evidence the main auditee partially respects the principle because:	
<p><b>2.2 -</b> In accordance with BSCI requirement facility should define long term goals to protect workers according to BSCI requirement.</p> <p>Facility has not defined any goals and objectives to protect workers according to BSCI code of conduct. Facility has set only 2 social compliance objectives one to improve cleanliness and use of safety equipments and other to reduce injury rate. Auditor selected rating as partial because facility has defined 2 social compliance objectives.</p> <p>بی ایس سی کی ضرورت کی سہولت کے مطابق، بی ایس سی آئی کی ضرورت کے مطابق کارکنوں کی حفاظت کے لئے طویل مدتی مقاصد کی وضاحت کرنا چاہئے۔ سہولیات نے بی ایس سی آئی کوڑے ضابطہ اخلاق کے مطابق کارکنوں کی حفاظت کے لئے کسی بھی اہداف اور مقاصد کی وضاحت نہیں کی ہے۔ اس سہولت میں صرف 2 سماجی تعمیل کے مقاصد کا تعین کیا گیا ہے جس میں حفاظتی سازوسامان کی صفائی اور استعمال کو بہتر بنانے کے لئے، چوٹ کی شرح کو کم کرنے کے لئے، آئیٹر منتخب شدہ درجہ بندی جزوی طور پر ہے کیونکہ سہولت نے 2 سماجی شکایت کے مقاصد کی وضاحت کی ہے۔</p>	
<u>Remarks from Auditee</u>	
Nil	
<b>Performance Area 3 : The rights of Freedom of Association and Collective Bargaining</b>	
1- Followup Audit [Audit Id - 117239] Audit Date: 29/01/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b> Follow-Up Audit(January 29, 2018):  This follow-up audit is limited to only PA-7. therefore is Performance Area is not rated.	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 115231] Audit Date: 01/01/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
None observed	
<u>Areas of improvement</u>	
None Not applicable.	
<u>Remarks from Auditee</u>	
Nil	

<b>Performance Area 4 : No Discrimination</b>	
1- Followup Audit [Audit Id - 117239] Audit Date: 29/01/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b> Follow-Up Audit(January 29, 2018):  This follow-up audit is limited to only PA-7. therefore is Performance Area is not rated.	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 115231] Audit Date: 01/01/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
None observed.	
<u>Areas of improvement</u>	
None Not applicable.	
<u>Remarks from Auditee</u>	
Nil	
<b>Performance Area 5 : Fair Remuneration</b>	
1- Followup Audit [Audit Id - 117239] Audit Date: 29/01/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b> Follow-Up Audit(January 29, 2018):  This follow-up audit is limited to only PA-7. therefore is Performance Area is not rated.	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 115231] Audit Date: 01/01/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
The main auditee exceeds expectations with respect to this Principle because facility distribute goods in the month of Ramadan to all employees.	
<u>Areas of improvement</u>	
None observed.	
<u>Remarks from Auditee</u>	
Nil	



<b>Performance Area 6 : Decent Working Hours</b>	
1- Followup Audit [Audit Id - 117239] Audit Date: 29/01/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
Follow-Up Audit(January 29, 2018):	
This follow-up audit is limited to only PA-7. therefore is Performance Area is not rated.	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 115231] Audit Date: 01/01/2018 PA Score: C	Deadline date:
<u>Good practices</u>	
None observed.	
<u>Areas of improvement</u>	
<p>6.2 In accordance with BSCI requirement, auditees workforce capacity should be properly organized to meet the expectation of the delivery order.</p> <p>Noted during documents review and management interview that facility conduct production planning but facility does not calculate its production rate per unit and production rate per worker. Also facility does not have calculations how overtime will be added to the cost in case it is needed to meet the delivery schedule. Also no formal contingency plan is available in case something is slowdown or interrupt production. Auditor selected rating as Partial because facility has conducted production planning.</p> <p>بی ایس این انی کے تقاضے کے مطابق، ترسیل کے آرڈر کی توقع کو پورا کرنے کے لئے آڈیٹس کے عملے کی اہلیت کو مناسب طریقے سے منظم کیا جاتا ہے۔ دستاویزات کا جائزہ لینے اور مینجمنٹ کے انٹرویو کے دوران نوٹ کیا گیا ہے کہ اس سہولیات کی پیداوار کی منصوبہ بندی لیکن سہولت کے مطابق فی یونٹ فی پروڈکشن کی شرح اور فی کارکن پیداوار کی شرح کا حساب نہیں ہے۔ اس سہولت میں بھی سہولت نہیں ہوتی ہے کہ اس صورت میں ترسیل کے ٹینڈول کو پورا کرنے کے لئے قیمت میں اضافی اضافی اضافہ کیا جائے گا۔ اس کے علاوہ کسی بھی سست یا کسی بھی پیداوار کی صورت میں کوئی غیر معمولی احتساب منصوبہ دستیاب نہیں ہے۔ جزوی طور پر بیک اپ کی سہولت کے طور پر الٹیئر منتخب کردہ درجہ بندی نے پیداوار کی منصوبہ بندی کا آغاز کیا ہے</p>	
<u>Remarks from Auditee</u>	

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

1- Followup Audit [Audit Id - 117239] Audit Date: 29/01/2018 PA Score: A

Deadline date:28/02/2018

**GOOD PRACTICES:**

**AREAS OF IMPROVEMENT:**

Follow-Up Audit (January 29, 2018):

Based on satisfactory evidence the main auditee partially respects the principle because:

7.7 - In accordance with BSCI requirements facility should take engineering and administrative controls to minimize the risks of chemicals.

Based from facility tour it was noted that facility only use machine oils but MSDS not provided on machine oil in mechanical workshop

Auditor selected rating as Partial because other chemical controls like hazard identifications and spill response kits were provided.

7.7 - بی ایس سی ائی کی ضروریات کے مطابق سہولت کیمیکلز کے خطرات کو کم کرنے کے لئے انجینئرنگ اور انتظامی کنٹرولز لے جانا چاہئے۔

میکانیکل ورکشاپ میں مشین کا تیل نہیں فراہم کرتا ہے MSDS سہولت کے دورے پر مبنی یہ ذکر کیا گیا تھا کہ سہولت صرف مشین کا تیل استعمال کرتا ہے لیکن

اڈیٹر منتخب کردہ درجہ بندی کے طور پر جزوی طور پر خطرہ کی وجہ سے دیگر کیمیائی کنٹرولز جیسے خطرے کی نشاندہی اور پھیلائے والے ردعمل کٹ فراہم کئے گئے ہیں

7.19 - In accordance with Sindh Factories Rules 1975 section 33-Q, Provision of shelter during rest, certificate of stability and first aid: 94. (1) In every factory there shall be maintained in good working order first aid appliances as specified in Appendix &#39;l&#39;. The first aid appliances shall be placed under the charge of a responsible person who knows to use them, and shall be kept in a readily accessible place within the factory so as to be immediately available during working hours. The words First Aid 39; shall be clearly painted on the box or other receptacle containing such appliances.(2) Every person sustaining an injury within a &#39;factory shall, unless he desires otherwise, be administered First Aid 39; as per Appendix 39;.

Noted during the facility tour that first aid boxes are found without cotton roll and sterilized burn dressing.

Auditor selected rating as partial because first aid boxes are provided in all departments.

7.19 - سندھ فیکٹریوں قواعد 1975 کے مطابق سیکشن 33-ق، آرام کے دوران پناہ گاہ کی فراہمی، استحکام اور پہلی امداد کے سرٹیفکیٹ: 94. (1) ہر فیکٹری میں ہر کام کرنے والے کام میں بہترین - پہلی امداد کے آلات کو ایک نمہ دار شخص کے الزام میں رکھا جائے گا جو ان کو استعمال کرنے کے 139 کام کرنے والے آرڈر میں پہلے ایڈ ایڈی ایشنز جیسے ضمیمہ میں بیان کیے جاتے ہیں۔ ؛ لئے جانتا ہے، اور فیکٹری کے اندر اندر آسانی سے قابل رسائی جگہ میں رکھنا چاہئے تاکہ کام کے گھنٹوں کے دوران فوری طور پر دستیاب ہو۔ الفاظ پہلے ایڈ 39؛ واضح طور پر باکس یا دوسرے آلات پر مشتمل ہوسکتی ہے جو اس طرح کے سبز و سفید پر مشتمل ہے۔ (2) فیکٹری کے اندر ہونے والی ہر شخص کو فیکٹری کرنا، جب تک کہ وہ دوسری صورت میں نہیں چاہتا، پہلے ایڈ 39 کا انتظام کیا جائے؛ ضمنی 39 کے مطابق؛

سہولت کے دورے کے دوران نوٹ نہیں کیا جاتا ہے کہ پہلے امداد خانوں کو کیاس رول اور نسیبندی جلانے والی ڈریسنگ کے بغیر مل جاتا ہے

اڈیٹر منتخب کردہ درجہ بندی جزوی طور پر منتخب کرتا ہے کیونکہ سب سے پہلے امداد خانہ تمام محکموں میں فراہم کی جاتی ہیں

7.6. Darners workers were found working inside weaving department with face masks and ear plugs now.

7.9. Maximum load markings at all 3 cargo lifts.

7.15 Emergency lights were provided in one emergency stairs in building block 2 and in stitching hall on first floor building block 2.

7.16 Evacuation plan provided in office area on first floor of building.

7.17 Limit switches and interlocking system provide to any cargo lift in the facility. Facility has total 3 cargo lifts.

7.20 Drinking water point on first floor stitching area marked and now 20 feet away.

7.22 Soap was provided at washing point near toilets on first floor stitching area.

7.23 Transportation is not provided and also it is not required by local law.

7.24 Facility has not provided any dormitory.

**Remarks from Auditee:**

Nil

Full Audit [Audit Id - 115231] Audit Date: 01/01/2018 PA Score: E

Deadline date:31/01/2018

Good practices



لوک اور لفٹ: (1) ہر فیکٹری میں (ای) شق (ب) یا شق (ٹی) میں حوالہ کردہ ہر دروازے کو انلاکنگ یا دیگر موثر آلہ کے، A-فیکٹریاں ایکٹ 1934 باب-03 صحت اور سدھتی سیکشن کے مطابق 33 ساتھ نصب کیا جاسکتا ہے کہ دروازہ کھول نہیں کیا جاسکتا ہے۔ دروازہ بند نہیں ہوسکتا جب تک دروازہ بند نہ ہو۔ سہولت کے دورے پر مبنی یہ بات یہ تھی کہ اس سہولیات نے سہولت میں کسی بھی کارگو لفٹ میں حد سونچ اور انٹرکولنگ سسٹم فراہم نہیں کی ہے۔ اس سہولت میں 3 کارگو لفٹیں ہیں۔ آئیٹر منتخب کردہ درجہ بندی جزوی طور پر ہے کیونکہ دیگر مشینیں حفاظتی گارڈز کے ساتھ فراہم کی جاتی ہیں۔

- 7.20 -** In accordance with Factories Act 1934 Chapter-03 Health and Safety section 20, Drinking water:(2) All such points shall be legibly marked "Drinking Water" in a language understood by the majority of the workers and no such point shall be situated within twenty feet of any washing place, urinal or latrine, unless a shorter distance is approved in writing by the Chief Inspector.

Based from facility tour it was noted that facility has provided drinking water point on first floor stitching area but drinking water point was not marked also drinking water was found within 20 feet of toilets. Auditor selected rating as partial because drinking water points were found appropriate on other floors.

فیکٹریاں ایکٹ 1934 باب-03 ہیلتھ اینڈ سیفٹی سیکشن 20 کے مطابق، (2) پانی پینے والے: (2) اس طرح کے تمام نقطہ نظر قانونی طور پر نشان زد کریں گے جو کہ کارکنوں کی اکثریت کی طرف سے سمجھا جاتا ہے اور اس طرح کے کسی بھی نقطہ نظر میں کسی بھی دھونے کی جگہ، پیشاب یا طلبا کے بیس فٹ، جب تک چیف انسپکٹر کی طرف سے تحریری میں کم فاصلے کی منظوری دی جاتی ہے۔ سہولت کے دورے پر مبنی طور پر اس بات کا ذکر کیا گیا ہے کہ سہولت نے پہلے فرش سلائی کے علاقے میں پینے والے پانی کے نقطہ نظر فراہم کیے ہیں لیکن پینے والے پانی کے نقطہ نظر سے بھی نشانوں کے 20 فیضوں کے اندر پینے کا پانی بھی نشان لگا دیا گیا تھا۔ آئیٹر منتخب کردہ درجہ بندی جزوی طور پر ہے کیونکہ پینے کے پانی کے پوائنٹس دوسرے فرشوں پر موزوں تھے۔

- 7.22 -** In accordance with the Sindh Factories Rules 1975 section 21, Provision for Washing Accommodation and Latrines and Urinals:42. In every factory, the following facilities shall be provided for the washing of workers:-(c) Soap and towels shall be provided and kept available for workers free of cost at every wash basin and regular arrangements shall be made for replacement of used towels with clean towels daily.

Based from facility tour it was noted that soap was found missing at washing point near toilets on first floor stitching area. Auditor selected rating as partial because soaps and towels were provided at other washing points.

سندھ فیکٹریاں قواعد و ضوابط 1975 کے سیکشن 21 کے مطابق، دھونے کی رہائشی اور لٹریز اور ارائنلز کے لئے فراہمی: 42. ہر فیکٹری میں، کارکنوں کی دھونے کے لئے مندرجہ ذیل سہولیات فراہم کی جائیں گی: - (ج) صابن اور تولیے کو ہر واش بیسن پر لاگت سے مفت مزدوروں کے لئے دستیاب رکھا جائے گا اور استعمال کیا جائے گا اور استعمال شدہ تولیے کو تبدیل کرنے کے لئے باقاعدگی سے انتظامات کیے جائیں گے۔ روزانہ صاف تولیے۔ سہولت کے دورے پر مبنی طور پر یہ کہا گیا تھا کہ صابن کو فرش دھونے سے پہلے فرش سلائی کے علاقے پر ٹائل کے قریب نقطہ نظر مل گیا۔ آئیٹر منتخب کردہ درجہ بندی جزوی طور پر ہے کیونکہ صابن اور تولیے دیگر واشنگ پوائنٹس پر فراہم کی گئیں۔

- 7.23 -** Transportation is not provided and also it is not required by local law.

- 7.24 -** Facility has not provided any dormitory.

Remarks from Auditee

Nil

**Performance Area 8 : No Child Labour**

1- Followup Audit [Audit Id - 117239] Audit Date: 29/01/2018 PA Score: A

Deadline date:

**GOOD PRACTICES:**

**AREAS OF IMPROVEMENT:**

Follow-Up Audit(January 29, 2018):

This follow-up audit is limited to only PA-7. therefore is Performance Area is not rated.

**Remarks from Auditee:**

Full Audit [Audit Id - 115231] Audit Date: 01/01/2018 PA Score: A

Deadline date:

Good practices

None observed.

Areas of improvement

None observed.  
Not applicable.

Remarks from Auditee

<b>Performance Area 9 : Special protection for young workers</b>	
1- Followup Audit [Audit Id - 117239] Audit Date: 29/01/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b> Follow-Up Audit(January 29, 2018):  This follow-up audit is limited to only PA-7. therefore is Performance Area is not rated.	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 115231] Audit Date: 01/01/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
None observed.	
<u>Areas of improvement</u>	
None observed. Not applicable.	
<u>Remarks from Auditee</u>	
<b>Performance Area 10 : No Precarious Employment</b>	
1- Followup Audit [Audit Id - 117239] Audit Date: 29/01/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b> Follow-Up Audit(January 29, 2018):  This follow-up audit is limited to only PA-7. therefore is Performance Area is not rated	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 115231] Audit Date: 01/01/2018 PA Score: A	Deadline date:31/01/2018
<u>Good practices</u>	
<u>Areas of improvement</u>	
Based on satisfactory evidence the main auditee partially respects the principle because:  None observed.	
<b>10.3 -</b> In accordance with the West Pakistan Industrial and Commercial Employment (Standing Order) Ordinance 1968 section 2-A, Terms and conditions of service to be given in writing:Every workman at the time of his appointment, transfer or promotion shall be provided with an order in writing, showing the terms and conditions of his service.  Facility has not provided appointment letters with terms and conditions of employment to employees at the time of hiring as confirmed with 5 out of 20 selected interviewed employees. Auditor selected rating as partial because 15 employees receive appointment letters.	
20 منتخب انٹرویو کردہ ملازمین میں سے 5 کے ساتھ تصدیق کی گئی ہے۔ الٹیئر منتخب کردہ درجہ بندی جزوی طور پر ہے کیونکہ 15 ملازمین کو تقرری خط ملے ہیں	
<u>Remarks from Auditee</u>	

<b>Performance Area 11 : No Bonded Labour</b>	
1- Followup Audit [Audit Id - 117239] Audit Date: 29/01/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b> Follow-Up Audit(January 29, 2018):  This follow-up audit is limited to only PA-7. therefore is Performance Area is not rated	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 115231] Audit Date: 01/01/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
None observed.	
<u>Areas of improvement</u>	
11.2 No migrant employee in the facility.	
Not applicable.	
<u>Remarks from Auditee</u>	
<b>Performance Area 12 : Protection of the Environment</b>	
1- Followup Audit [Audit Id - 117239] Audit Date: 29/01/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b> Follow-Up Audit(January 29, 2018):  This follow-up audit is limited to only PA-7. therefore is Performance Area is not rated.	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 115231] Audit Date: 01/01/2018 PA Score: A	Deadline date:
<u>Good practices</u>	
None observed.	
<u>Areas of improvement</u>	
None observed.	
Not applicable.	
<u>Remarks from Auditee</u>	

<b>Performance Area 13 : Ethical Business Behaviour</b>	
1- Followup Audit [Audit Id - 117239] Audit Date: 29/01/2018 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
Follow-Up Audit(January 29, 2018):	
This follow-up audit is limited to only PA-7. therefore is Performance Area is not rated.	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 115231] Audit Date: 01/01/2018 PA Score: A	Deadline date:31/01/2018
<u>Good practices</u>	
None observed.	
<u>Areas of improvement</u>	
Based on satisfactory evidence the main auditee partially respects the principle because:	
<b>13.1 -</b> In accordance with BSCI requirement facility should conduct risk assessment to identify potential risk of corruption and bribery.	
Facility has developed anti corruption policy but facility has not conducted risk assessment to identify potential risks and areas of corruptions and bribery. Since facility has policy but potential risks are not identified thats why auditor selected Partial instead of No.	
<p>بی ایس سی کے تقاضے کی سہولت کے مطابق خطرے کی تشخیص کو کرنا چاہئے تاکہ وہ بدعنوان اور رشوت کے ممکنہ خطرے کی شناخت کرے۔ اس سہولت نے فسادات کی خلاف ورزی کی پالیسی تیار کی ہے لیکن سہولت نے خطرے کی تشخیص نہیں کی ہے تاکہ ممکنہ خطرات اور فسادات اور رشوت کے علاقوں کی شناخت کے لئے۔ چونکہ سہولت کی پالیسی ہے لیکن ممکنہ خطرات کی نشاندہی نہیں کی جاتی ہے اس لیے کہ آڈیٹر نے نمبر کے بجائے جزوی طور پر منتخب کیا ہے</p>	
<u>Remarks from Auditee</u>	

**Summary** 

Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Follow-up Audit	29/01/2018	117239	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Full Audit	01/01/2018	115231	D	A	A	A	A	C	E	A	A	A	A	A	A	D



**Producer Photos**



External photo(s) of the production unit(s)  
**Main Gate.JPG**



Photo of the inside of the main production hall  
**Checking Area.JPG**



Photo of the inside of the main production hall  
**Weaving Area.JPG**



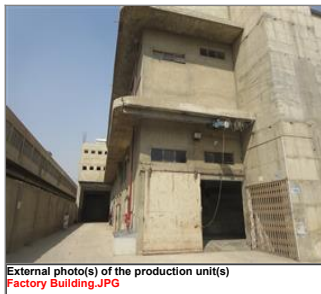
External photo(s) of the production unit(s)  
**Assembly Area.JPG**



Photo of the inside of the main production hall  
**Cutting Area.JPG**



Photo of the inside of the main production hall  
**Warehouse.JPG**



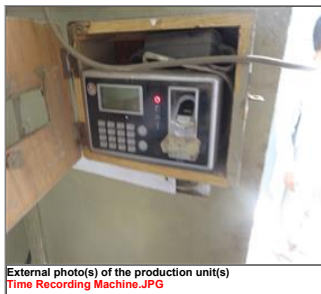
External photo(s) of the production unit(s)  
**Factory Building.JPG**



Photo of the inside of the main production hall  
**Drinking Water Point.JPG**



Photo of the inside of the main production hall  
**Toilets.JPG**



External photo(s) of the production unit(s)  
**Time Recording Machine.JPG**



Photo of the inside of the main production hall  
**Accessories Store.JPG**



Photo of the inside of the main production hall  
**Stitching Area.JPG**



External photo(s) of the production unit(s)  
**Factory Name.JPG**



Photo of the inside of the main production hall  
**Aisles.JPG**



Photo of the inside of the main production hall  
**Packing Area.JPG**



External photo(s) of the production unit(s)  
**Hand Washing Area With Soap And Towels.JPG**



Photo of the inside of the main production hall  
**Accessories Store.JPG**



Photo of non-conformity  
**Engine Oil With Secondary Containment But Without MSDS.JPG**



Photo of fire safety equipment  
**Fire Hydrant Point.JPG**



Photo of the inside of the main production hall  
**Evacuation Plan.JPG**



Photo of non-conformity  
**First Aid Box Without Sterilized Burn Dressing.JPG**



Photo of fire safety equipment  
**Fire Extinguishers.JPG**



Photo of the inside of the main production hall  
**Fabric Checking Area.JPG**

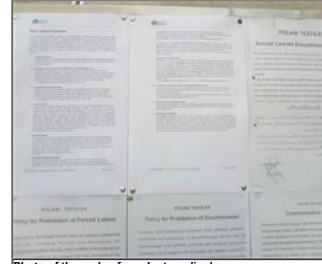


Photo of the code of conduct on display  
**COC of BSCI Posted.jpg**



Photo of fire safety equipment  
**Fire Alarm Call Point.JPG**



Photo of the inside of the main production hall  
**Generator Area.JPG**



External photo(s) of the production unit(s)  
**Cargo Lift With Interlocking System Installed.JPG**



Photo of the inside of the main production hall  
**Emergency Exit.JPG**



Photo of the inside of the main production hall  
**Notice Board.JPG**