

---

|                                   |                                                                         |
|-----------------------------------|-------------------------------------------------------------------------|
| Auditee :                         | <b>REGISTAN EXPORTS</b>                                                 |
| Audit Date From :                 | <b>09/09/2020</b>                                                       |
| Audit Date To :                   | <b>11/09/2020</b>                                                       |
| Expiry Date of the Audit :        | <b>Please refer to the producer profile in the amfori BSCI platform</b> |
| Auditing Company :                | <b>TUEV Rheinland</b>                                                   |
| Auditor's Name(s) :               | <b>Amar Jeet(Lead)</b>                                                  |
| Auditing Branch (if applicable) : | <b>TUV Rheinland India</b>                                              |

---



This is an extract of the on line Audit Report. The complete report is available in the amfori BSCI Platform.  
Access [www.bsciplatform.org](http://www.bsciplatform.org), for entitled users only.

All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent.

This is an extract of the amfori BSCI Audit Report, which is available in the amfori BSCI Platform. © amfori, 2018 - The English version is the legally binding One.

Rating Definitions



| Rating                          | A combination of ratings per Performance Area where:                                                                                                                                                                                                     | Consequence                                                                                                                                         |
|---------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>A</b><br><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:<br>A A A A A A A A A A A A A A<br>A A A A A A A A A A B B B<br>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><br><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:<br>A A A A A A B B B B B B B<br>A A A A A B B B B B B B C<br>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><br><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:<br>A A A A A A A A A C C C C<br>A A A A A B B B B C C C D<br>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><br><b>Insufficient</b> | <ul style="list-style-type: none"> <li>Maximum 6 Performance Areas rated E</li> </ul> These are three examples:<br>A A A A A A A A A A D D D<br>A A A B B B C C C D D D E<br>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><br><b>Unacceptable</b> | <ul style="list-style-type: none"> <li>Minimum 7 Performance Areas rated E</li> </ul> These are three examples:<br>A A A A A A E E E E E E E<br>A A B B C D E E E E E E E<br>E E E E E E E E E E E E 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.                                                          |

**Main Auditee Information**

|                             |                                                                                               |                 |                 |
|-----------------------------|-----------------------------------------------------------------------------------------------|-----------------|-----------------|
| Name of producer :          | <b>REGISTAN EXPORTS</b>                                                                       |                 |                 |
| DBID number :               | <b>25513</b>                                                                                  |                 |                 |
| Audit ID :                  | <b>192345</b>                                                                                 |                 |                 |
| Address :                   | <b>G-174, 175, 176 and F-205 GARMENTS ZONE, EPIP SITAPURA, INDUSTRIAL AREA, Jaipur-302022</b> |                 |                 |
| Province :                  | <b>Rajasthan</b>                                                                              | Country :       | <b>India</b>    |
| Management Representative : | <b>Karunesh Pratap Singh</b>                                                                  |                 |                 |
| Contact person:             | <b>Karunesh Pratap Singh</b>                                                                  | Sector :        | <b>Non-Food</b> |
| Industry Type :             | <b>Textiles, clothing, leather</b>                                                            | Product group : | <b>Apparel</b>  |
| Product Type :              | <b>Readymade Garments</b>                                                                     |                 |                 |

**Audit Details**



|                                                        |                                                  |                                                                                               |
|--------------------------------------------------------|--------------------------------------------------|-----------------------------------------------------------------------------------------------|
| Audit Range :                                          | <input checked="" type="checkbox"/> Full Audit   | <input 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 <input type="checkbox"/> Small Producer                 |
| Audit Announcement :                                   | <input type="checkbox"/> Fully-Announced         | <input type="checkbox"/> Fully-Unannounced <input checked="" type="checkbox"/> Semi-Announced |
| Random Unannounced Check (RUC) :                       | No                                               |                                                                                               |
| Audit extent (if applicable) :                         | none                                             |                                                                                               |
| Audit interferences or contingencies (if applicable) : | none                                             |                                                                                               |
| Overall rating :                                       | C                                                |                                                                                               |
| Need of follow-up :                                    | Yes                                              | If YES, by : 11/09/2021                                                                       |

| 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                                | C    | A    | A    | B    | A    | D    | A    | A    | A     | A     | B     | A     |

**Executive summary of audit report**

Registan Exports is a partnership factory. The factory license number RJ/28165 is valid till 31-03-2021. Producer profile address and factory license address was not matching as address mentioned in factory license was G-174, 175, 176 and F-205, Garment Zone, RIICO Industrial Area, Sitapura, Jaipur. whereas, address mentioned in producer profile was G-174, 175, 176 and F-205 GARMENTS ZONE, EPIP SITAPURA, INDUSTRIAL AREA,, Jaipur-302022, Rajasthan, India. Other conditions of the license like location, employees and company name was matching with actual and it was informed to the management to align the same with address available on valid factory license.

Total land area is about 6500 square meter where built up is about 4500 square meter.

The facility was established in August 2007. The facility is manufacturing and Exporting of readymade garments. Main production processes includes cutting, sewing, washing, finishing, packing and dispatch.

Total 109 employees (101 are in company payroll including security and 08 are from contractor) are working in the factory in which 94 are male and 15 are female employees. Factory has appointed 04 employee as security, who works in 3 x 8 hours shifts. M/s Pinki Fashion has provided 08 employees (02 female and 06 male) in finishing section for pressing, folding and spotting.

The facility is occupied in 03 buildings and the descriptions are as below:  
 Building 01 (Plot G-176)  
 Basement: Cutting, Fabric Store, Computer Embroidery.  
 Ground floor: Office, Sampling, Showroom.  
 First floor: Finishing, Packing, Boiler's (2x50 kg).  
 Second floor: Under construction.

Building 02 (Plot F-205)  
 Ground floor: Stitching, Male Rest Room.

Building 03 (Plot G-174)  
 Ground floor: Finishing, Female Rest Room, Creche, Female Dining Area, Washing.

Periphery: Security Room, Dining Area, DG (125 kva), Diesel Store, Transformer.

There is no other factory inside the premises/plot.

Wages are paid monthly by cheque (100%). The regular working hours are from 09:30 to 18.30 hours with one lunch break of 30 minutes from 13:00 to 13:30 hours and 02 tea breaks from 11:00 to 11:15 hours and 16:00 to 16:15 hours. Normal working days are from Monday to Saturday and Sunday is declared weekly off.

The auditee has electronics (Biometric) system to track the working hours of the workers. As per the auditee, production peak season starts from October and ends in March and non-peak season starts from April and ends in September. Production capacity is 1050000 pcs per year.

The auditor explained the scope and objectives of the audit and complete processes involved in the audit including facility tour, document review and confidential employee interview. Further, the auditor took permission to take pictures and conducting confidential interviews. The auditee allowed the auditor to conduct a thorough audit including facility tour, document review and confidential interview and assured full cooperation throughout the audit. The auditor explained and presented TUV Rheinland integrity policy letter to the facility management. Mr. Karunesh Pratap Singh – Manager agreed and signed the integrity documents and audit finding report.

Mr. Karunesh Pratap Singh – Manager is management representative for amfori BSCI Audit.

Lead Auditor Mr. Amar Jeet APSCA No. RA 21701606

Below documents & photos are not applicable for this factory:-

Contractor license/permit - Management was using recruitment agency but they provides below 20 manpower. Hence, factory do not need to take contractor license.

Collective bargaining agreements - The facility does not have a collective bargaining agreement and hence it is not applicable.

High-risk health and safety areas - Factory is into ready made garment and on the day of audit auditor did not find any process or area which leads to high-risk in health.

Inconsistencies between time and production records - No inconsistencies found in any of the documents.

Government Waivers – No Government Waivers was obtained.

Due to traffic in roads, auditor reached factory around 11.00 hours on 09.09.2020.

Non Conformity: Factory has not PCB consent for air and water from concerned authority.

**Ratings Summary**



| <b>Auditee's background information</b> |                                                                                 |                                                             |                                     |
|-----------------------------------------|---------------------------------------------------------------------------------|-------------------------------------------------------------|-------------------------------------|
| Auditee's name :                        | <b>REGISTAN EXPORTS</b>                                                         | Legal status :                                              | <b>Partnership</b>                  |
| Local Name :                            |                                                                                 | Year in which the auditee was founded :                     | <b>2007</b>                         |
| Address :                               | <b>G-174, 175, 176 and F-205 GARMENTS ZONE, EPIP SITAPURA, INDUSTRIAL AREA,</b> | Contact person (please select) :                            | <b>Karunesh Pratap Singh</b>        |
| Province :                              | <b>Rajasthan</b>                                                                | Contact's Email :                                           | <b>shipping@registanexports.com</b> |
| City :                                  | <b>Jaipur-302022</b>                                                            | Auditee's official language(s) for written communications : | <b>English</b>                      |
| Region :                                | <b>South Asia</b>                                                               | Other relevant languages for the auditee :                  | <b>Hindi</b>                        |
| Country :                               | <b>India</b>                                                                    | Website of auditee (if applicable) :                        | <b>www.ragistanexports.com</b>      |
| GPS coordinates :                       | <b>Latitude: 26.8497, Longitude: 75.7692</b>                                    | Total turnover (in Euros) :                                 | <b>1500000.00</b>                   |
| Sector :                                | <b>Non-Food</b>                                                                 | Of which exports % :                                        | <b>60.00</b>                        |
| Industry :                              | <b>Textiles, clothing, leather</b>                                              | Of which domestic market % :                                | <b>40.00</b>                        |
| If other, please specify :              |                                                                                 | Production volume :                                         | <b>1050000 pcs per year.</b>        |
| Product Group :                         | <b>Apparel</b>                                                                  | Production cost calculation :                               | <b>Yes</b>                          |
| If other, please specify :              |                                                                                 | Lost time injury calculation cost :                         | <b>No</b>                           |
| Product Type :                          | <b>Readymade Garments</b>                                                       |                                                             |                                     |

| <b>Auditee's employment structure at the time of the audit</b> |                     |                                                                                  |          |
|----------------------------------------------------------------|---------------------|----------------------------------------------------------------------------------|----------|
| Total number of workers :                                      | <b>109</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>94</b>           | <b>15</b>                                                                        |          |
| Temporary workers                                              | <b>0</b>            | <b>0</b>                                                                         |          |
| In management positions                                        | <b>5</b>            | <b>0</b>                                                                         |          |
| Apprentices                                                    | <b>0</b>            | <b>0</b>                                                                         |          |
| On probation                                                   | <b>0</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>88</b>           | <b>13</b>                                                                        |          |
| Production based workers                                       | <b>0</b>            | <b>0</b>                                                                         |          |
| With shifts at night                                           | <b>3</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**

Full Audit [Audit Id - 192345] Audit Date: 09/09/2020 PA Score: B

Deadline date:31/08/2021

**GOOD PRACTICES:**

Nothing to report.

**AREAS OF IMPROVEMENT:**

The Factory has valid business licenses like a) Factory license: RJ/28165 valid till 31-03-2022, b) Fire NOC F.9(A.F./JMC/20/3636. c) Building layout plan, drawing no. P-28165 approved by competent authority dated 23-10-2018 d) Building structural stability issued by Chartered engineer Er. Manoj Kumar Garg, dated 23-10-2018. The other legal permits like Air and Water consent from PCB department is not available. Mr. Kurnesh Pratap Singh is management representative and responsible for implementation of amfori BSCI code in the factory. The company has made social policies in line with amfori BSCI code. The Management has established policies and procedures for Social standard e.g. Child labour policy, Freedom of Association , working Hours, Remuneration, Health and safety and Anti-Harassment Policy. Management had taken signed amfori BSCI TOI from business partners and included utilization of manpower in production planning.

- 1.1 - Management had developed an effective system but still the awareness level of some of the employees regarding amfori BSCI code were not satisfactory. Management had not reviewed the legal documents and has not done effective monitoring e.g. periodic monitoring of various legal compliance like PCB consent for water was not obtained. Risk assessment was not covering all the activities like production process e.g. loading and unloading, kitchen and as well as vulnerable workers such as new and expected mothers, handicapped worker and transmittable and non-transmittable diseases.

**Remarks from Auditee:**

None.

**Performance Area 2 : Workers Involvement and Protection**

Full Audit [Audit Id - 192345] Audit Date: 09/09/2020 PA Score: C

Deadline date:31/03/2021

**GOOD PRACTICES:**

Nothing to report.

**AREAS OF IMPROVEMENT:**

The company engaged workers in its various training programs and initiative. The company management directly dealt as well as via worker representative to tackle day-to-day operational level issues. The company has established the procedure to communicate and involve workers and their representatives and management exchange information on work-place related issues with workers and their representatives through training and if any grievances or any workers wants to express their feelings anonymously, they have provided suggestion boxes.

- 2.2 - It was noted during review of records that factory had not indentify the goals to achieve the amfori BSCI code of conduct.
- 2.4 - It was noted during review of records and workers interactions that 05 out of 15 sampled employees were not aware about the amfori BSCI code.

**Remarks from Auditee:**

None.

**Performance Area 3 : The rights of Freedom of Association and Collective Bargaining**

Full Audit [Audit Id - 192345] Audit Date: 09/09/2020 PA Score: A

Deadline date:31/03/2021

**GOOD PRACTICES:**

Nothing to report.

**AREAS OF IMPROVEMENT:**

The company has established the policy and procedure to respect the freedom of association and collective bargaining of workers. During workers interview they confirmed that they elected the worker representative Mr. Dinesh Kumar from production. As per management worker committee meeting has been conducted regularly. The workers of the factory had not joined any union and formed a internal worker committee. Workers are free to join or form the union and there is no restriction imposed on the workers by the management.

- 3.1 - It was noted during interaction with employees (04 out of 15) that awareness about Worker Representative, roles and rights were not satisfactory.

**Remarks from Auditee:**

None.

| <b>Performance Area 4 : No Discrimination</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                          |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|
| Full Audit [Audit Id - 192345] Audit Date: 09/09/2020 PA Score: A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Deadline date:           |
| <b>GOOD PRACTICES:</b><br>Nothing to report.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                          |
| <b>AREAS OF IMPROVEMENT:</b><br>The workers are not discriminated based on their religion, caste, gender etc. The worker representatives are not subject to any form of discrimination. The company does not discriminate employees based on their marital status. Workers are not harassed or disciplined on any ground of discrimination listed in the amfori BSCI code. The company does not resort to any physical or verbal coercive behavior in the factory. The MR and WR have confirmed the same during the interaction.                                                                     |                          |
| <b>Remarks from Auditee:</b><br>None.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                          |
| <b>Performance Area 5 : Fair Remuneration</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                          |
| Full Audit [Audit Id - 192345] Audit Date: 09/09/2020 PA Score: B                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Deadline date:31/03/2021 |
| <b>GOOD PRACTICES:</b><br>Nothing to report.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                          |
| <b>AREAS OF IMPROVEMENT:</b><br>The wages was paid through cheque (100%). Payrolls from September 2019 to August 2020 were verified. As shown in the payroll and verified through interviews, wage was calculated at monthly rate to all employees. Minimum wages as per Govt rate is Rs 5850/ month and management is paying as Rs 9120- month to Un skilled employees. Payslips, ESI and Provident funds benefit are provided to all the applicable employees. #Covid-19 - Management had provided wages from INR 4000 to INR 10000 as per employees monthly wage in Lockdonw (April-2020) period. |                          |
| 5.2 - It was noted during review of records that factory has bifurcate the minimum/basic wage as factory has paid INR 4600.00 instead of INR 5880.00 as declared by state govt. minimum wage notification F.85(6)M.W./Labour/2000/Part/7182, dated 06-03-2019. Which is against of Minimum Wages Act, 1948, Section 18 and state govt. minimum wage notification F.85(6)M.W./Labour/2000/Part/7182, dated 06-03-2019.                                                                                                                                                                                |                          |
| 5.5 - It was noted during review of records that factory has paid social benefits of INR 4600.00 instead of INR 5880.00 as declared by state govt. minimum wage notification F.85(6)M.W./Labour/2000/Part/7182, dated 06-03-2019. Which is against of Employee's Provident Fund and Misc. Provision Act 1952.                                                                                                                                                                                                                                                                                        |                          |
| <b>Remarks from Auditee:</b><br>None.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                          |
| <b>Performance Area 6 : Decent Working Hours</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                          |
| Full Audit [Audit Id - 192345] Audit Date: 09/09/2020 PA Score: A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Deadline date:           |
| <b>GOOD PRACTICES:</b><br>Nothing to report.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                          |
| <b>AREAS OF IMPROVEMENT:</b><br>The company used electronic time recording machines at the main entry. The weekly off is Sunday. In addition, company does provide 10 numbers of festival and national holidays, 7 numbers casual leave, 7 numbers sick leave and 1 earn leave for every 20 working days. The working timing are as follows 09:30 to 18.30 hours with one lunch break of 30 minutes from 13:00 to 13:30 hours and 02 tea breaks from 11:00 to 11:15 hours and 16:00 to 16:15 hours. Normal working days are from Monday to Saturday and Sunday is declared weekly off.               |                          |
| <b>Remarks from Auditee:</b><br>None.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                          |



| <b>Performance Area 7 : Occupational Health and Safety</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                          |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|
| Full Audit [Audit Id - 192345] Audit Date: 09/09/2020 PA Score: D                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Deadline date:31/03/2021 |
| <b>GOOD PRACTICES:</b><br>Nothing to report.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                          |
| <b>AREAS OF IMPROVEMENT:</b><br><p>The company workplace is maintained overall clean and illuminated. The first aid material is supplied free of cost and first aid incident is attended by any of the 08 trained/qualified first aiders. The fire training were provided to 20 employees, Fire drill is found conducted in every 02 month, and necessary records are maintained. Factory has provided/installed 16 emergency lights (functioning randomly checked of 03 lights and found working), 10 fire alarm call points, 06 Hose reels, 39 Fire extinguishers, 06 sand buckets. The company does not provide any transportation and housing facilities. The company has established the policy and procedure to meeting the legal requirements of the health and safety. They formed a health safety committee so that if any worker have any problem on safety they can solve the issues. Management had provided the training on Fire safety, PPEs usage and chemical usage. #Covid-19 - Management had provided free PPE and hand sanitizer to all the employees and provided training on #Covid-19 to all the employees, last training conducted on 08-08-2020.</p> <p><b>7.1 -</b> It was noted during review of records and MR interaction that factory has documented OHS related processes, conducted risk assessment and regular monitoring of working condition. However, during the audit it has been found certain OHS aspects are not fully effectively implemented e.g. secondary containment of storage chemical, uses of PPE, fire safety and risk assessment was not conducted for loading and unloading, kitchen and as well as vulnerable workers such as new and expected mothers, handicapped worker and transmittable and non-transmittable diseases.</p> <p><b>7.3 -</b> It was noted during review of records that management had not included the OHS risk assessment for its manufacturing processes e.g. loading and unloading, kitchen and as well as vulnerable workers such as new and expected mothers, handicapped worker and transmittable and non-transmittable diseases.</p> <p><b>7.4 -</b> It was noted during document review &amp; interview that workers &amp; worker representative were not involved while developing Health &amp; Safety Risk Assessment.</p> <p><b>7.6 -</b> #Covid-19 - It was noted during factory tour that 70 percent employees working in stitching section were not using properly, provided PPE such as facemask. Which is against of factory act 1948 section 7A.</p> <p><b>7.7 -</b> It was noted during factory tour that factory has not provided secondary containment to diesel drum kept near DG and factory is carried spotting facility middle of the production section located in first floor. Which is against of factory act 1948 section 7A.</p> <p><b>7.13 -</b> It was noted during factory tour that factory has not provided insulated material to loose wire and hanging wire located in 3 locations like stitching, finishing and packing. Which is against of Factories Act 1948, Section 26.</p> <p><b>7.14 -</b> It was noted during factory tour that 01 out of 20 fire extinguisher was found in low pressure and 03 out of 20 fire extinguisher installed in ground floor were found blocked with production material. Which is against of Rajasthan Factories rules Section 63 and Rajasthan Factories Rules 1951, Rule 11.</p> <p><b>7.17 -</b> It was noted during factory tour that factory has not provided needle guard to 30 percent running stitching machine and 01 embroidery machine was found without pulley guard at first floor. Which is against of Factories Act 1948, Section 26.</p> <p><b>7.22 -</b> It was noted during factory tour that Soap was not provided in employees toilets as required by Factories act Section 19. It was noted during audit process that sanitary napkins was not provided in women's toilet's as required by the Section 112 of the Factories Act, 1948.</p> |                          |
| <b>Remarks from Auditee:</b><br>None.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                          |
| <b>Performance Area 8 : No Child Labour</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                          |
| Full Audit [Audit Id - 192345] Audit Date: 09/09/2020 PA Score: A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Deadline date:           |
| <b>GOOD PRACTICES:</b><br>Nothing to report.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                          |
| <b>AREAS OF IMPROVEMENT:</b><br><p>The company has documented its hiring policies and implemented according practices. The age proof is checked by means of national ID card like Aadhar card, Voter cards and kept available a copy in employees personnel file. During company visit, there is no child worker found working in the company. The facility has defined a remediation plan for child labor if any such cases are encountered accidentally; however, no such cases were registered so far.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                          |
| <b>Remarks from Auditee:</b><br>None.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                          |

| <b>Performance Area 9 : Special protection for young workers</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                          |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|
| Full Audit [Audit Id - 192345] Audit Date: 09/09/2020 PA Score: A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Deadline date:           |
| <b>GOOD PRACTICES:</b><br>Nothing to report.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                          |
| <b>AREAS OF IMPROVEMENT:</b><br>It was verified through document review, plant visit and worker interview, that company has not employed young employees. They had documented the remediation plan for handling any young employee may be found in supply chain. Youngest employee is 21 years old.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                          |
| <b>Remarks from Auditee:</b><br>None.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                          |
| <b>Performance Area 10 : No Precarious Employment</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                          |
| Full Audit [Audit Id - 192345] Audit Date: 09/09/2020 PA Score: A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Deadline date:           |
| <b>GOOD PRACTICES:</b><br>Nothing to report.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                          |
| <b>AREAS OF IMPROVEMENT:</b><br>The company does provide employment contract to its employees as verified from employees personnel file and worker interview. The contract is made in user language (Hindi) and accepted by employees before joining. At present 109 employees (101 are in company payroll including security and 08 are from contractor) are working in the factory in which 94 are male and 15 are female employees. Factory has appointed 04 employee as security, who works in 3 x 8 hours shifts. M/s Pinki Fashion has provided 08 employees (02 female and 06 male) in finishing section for pressing, folding and spotting.                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                          |
| <b>Remarks from Auditee:</b><br>None.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                          |
| <b>Performance Area 11 : No Bonded Labour</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                          |
| Full Audit [Audit Id - 192345] Audit Date: 09/09/2020 PA Score: A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Deadline date:           |
| <b>GOOD PRACTICES:</b><br>Nothing to report.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                          |
| <b>AREAS OF IMPROVEMENT:</b><br>The company does not keep any original document or money deposit during hiring process. The workers are free to leave the workplace after the working hours or even their job following resignation guidelines. It was verified during review of documents and interview with worker, worker representative and management.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                          |
| <b>Remarks from Auditee:</b><br>None.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                          |
| <b>Performance Area 12 : Protection of the Environment</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                          |
| Full Audit [Audit Id - 192345] Audit Date: 09/09/2020 PA Score: B                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Deadline date:31/03/2021 |
| <b>GOOD PRACTICES:</b><br>Nothing to report.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                          |
| <b>AREAS OF IMPROVEMENT:</b><br>The company has documented environmental policy, displayed in work area to create awareness and conducted environmental impact aspect risk assessment. Company has not obtained consent to operate from Rajasthan PCB department for environment permits like Air and water.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                          |
| <p><b>12.3 -</b> It was noted that the conditions of consent to operate for water obtained from pollution control authority was not followed. The auditee carried out washing process by using chemicals, which was not allowed per consent. This is not in accordance with Section 25 (1) of The Water (Prevention and Control of Pollution) Act 1974, Condition no. 6 of Consent of Operate No. RPCB/ROJP/A.D/3766.</p> <p><b>12.4 -</b> It was noted that the auditee has not installed the effluent treatment plant and has washing section and chemicals are found to be stored at the rear end. The chemical water is discharged directly into the environment without any treatment. This is not in accordance with Factories Act (1948), Amendment(1976),Sec.12(1), Rajasthan Factories Rules (1951), Rule 17. It was noted that the stack height provided to the diesel generator is found to be of inappropriate height. The height provided is not above the building height. This is not in accordance with Central Pollution Control Board Standard for the stack height of Diesel Generators.</p> |                          |
| <b>Remarks from Auditee:</b><br>None.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                          |

| <b>Performance Area 13 : Ethical Business Behaviour</b>                                                                                                                                                                            |                |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|
| Full Audit [Audit Id - 192345] Audit Date: 09/09/2020 PA Score: A                                                                                                                                                                  | Deadline date: |
| <b>GOOD PRACTICES:</b><br>Nothing to report.                                                                                                                                                                                       |                |
| <b>AREAS OF IMPROVEMENT:</b><br>The company has documented anti-corruption policy and implemented according practices. During audit process, there is no incident of falsifying records or bribe came to the notice of audit team. |                |
| <b>Remarks from Auditee:</b><br>None.                                                                                                                                                                                              |                |

**Summary**



| Audit Type | Date       | Audit Id | PA1 | PA2 | PA3 | PA4 | PA5 | PA6 | PA7 | PA8 | PA9 | PA10 | PA11 | PA12 | PA13 | Overall Rating |
|------------|------------|----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|------|------|------|----------------|
| Full Audit | 09/09/2020 | 192345   | B   | C   | A   | A   | B   | A   | D   | A   | A   | A    | A    | B    | A    | C              |

**Producer Photos**



External photo(s) of the production unit(s)  
factory main gate.JPG



External photo(s) of the production unit(s)  
factory name board.JPG



External photo(s) of the production unit(s)  
factory outside view.JPG



Photo first aid facilities  
first aid box.JPG



Photo of fire safety equipment  
ceiling mounted fire extinguisher.JPG



Photo of fire safety equipment  
emergency light.JPG



Photo of fire safety equipment  
evacuation map.JPG



Photo of fire safety equipment  
fire alarm call point.JPG



Photo of fire safety equipment  
fire alarm.JPG



Photo of fire safety equipment  
fire extinguisher.JPG



Photo of fire safety equipment  
fire hooter.JPG



Photo of fire safety equipment  
fire panel.JPG



Photo of fire safety equipment  
hose reel and hydrant.JPG



Photo of fire safety equipment  
hydrant.JPG



Photo of fire safety equipment  
smoke detector.JPG



Photo of non-conformity  
employees were not using provided PPE.JPG



Photo of non-conformity  
fire extinguisher was found blocked.JPG

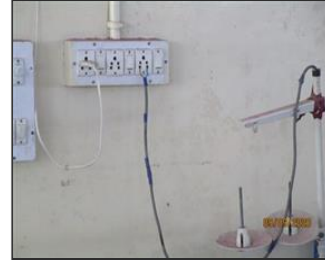


Photo of non-conformity  
loose wire was found.JPG



Photo of non-conformity  
low pressure was found in fire extinguisher.JPG



Photo of non-conformity  
needle guard was not provided.JPG



Photo of non-conformity  
pulley guard was not provided.JPG



Photo of non-conformity  
secondary containment was not provided to diesel drum.JPG



Photo of non-conformity  
soap was not provided in toilet.JPG



Photo of non-conformity  
spotting facility was carried in middle of the production section.JPG



Photo of the canteen (if applicable)  
kitchen.JPG



Photo of the canteen (if applicable)  
lunch box rack.JPG



Photo of the code of conduct on display  
amfori BSCI code.JPG



Photo of the inside of the main production hall  
accessories store.JPG



Photo of the inside of the main production hall  
computer embroidery section.JPG



Photo of the inside of the main production hall  
cutting section.JPG



Photo of the inside of the main production hall fabric store.JPG



Photo of the inside of the main production hall finishing section 01.JPG



Photo of the inside of the main production hall finishing section 02.JPG



Photo of the inside of the main production hall fusing section.JPG



Photo of the inside of the main production hall kaj button section.JPG



Photo of the inside of the main production hall packed goods store.JPG



Photo of the inside of the main production hall packing section.JPG



Photo of the inside of the main production hall stitching section.JPG



Photo of the personal protection equipments (if applicable) PPE.JPG



Photo of the sanitary facilities toilet 01.JPG



Photo of the sanitary facilities toilet 02.JPG



Photo of the sanitary facilities toilet 03.JPG



Photo of the dormitories (if applicable) dormitory.JPG