
| | |
|-----------------------------------|---|
| Auditee : | Haram Textiles |
| Audit Date From : | 04/09/2020 |
| Audit Date To : | 04/09/2020 |
| Expiry Date of the Audit : | Please refer to the producer profile in the amfori BSCI platform |
| Auditing Company : | ALGI |
| Auditor's Name(s) : | Muhammad Haseeb(Lead), Sunia Shahzad |
| Auditing Branch (if applicable) : | ALGI Pakistan |



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Rating Definitions



| Rating | A combination of ratings per Performance Area where: | Consequence | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---------------------------------|---|--|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| A Very Good | <ul style="list-style-type: none">• Minimum 7 Performance Areas rated A• No Performance Areas rated C, D or E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr></table> | A | A | A | A | A | A | A | A | A | A | A | A | A | A | A | A | A | A | A | A | A | A | A | B | B | B | A | A | A | A | A | A | A | 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. |
| A | A | A | A | A | A | A | A | A | A | A | A | A | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| A | A | A | A | A | A | A | A | A | A | B | B | B | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| A | A | A | A | A | A | A | B | B | B | B | B | B | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| B Good | <ul style="list-style-type: none">• Maximum 3 Performance Areas rated C• No Performance Areas rated D or E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr><tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td></tr></table> | A | A | A | A | A | A | B | B | B | B | B | B | B | A | A | A | A | A | B | B | B | B | B | B | B | C | B | B | B | B | B | B | B | B | B | B | C | C | C | The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit. |
| A | A | A | A | A | A | B | B | B | B | B | B | B | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| A | A | A | A | A | B | B | B | B | B | B | B | C | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| B | B | B | B | B | B | B | B | B | B | C | C | C | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| C Acceptable | <ul style="list-style-type: none">• Maximum 2 Performance Areas rated D• No Performance Areas rated E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td></tr><tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr></table> | A | A | A | A | A | A | A | A | A | C | C | C | C | A | A | A | A | A | B | B | B | B | C | C | C | D | C | C | C | C | C | C | C | C | C | C | 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. |
| A | A | A | A | A | A | A | A | A | C | C | C | C | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| A | A | A | A | A | B | B | B | B | C | C | C | D | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| C | C | C | C | C | C | C | C | C | C | C | D | D | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| D Insufficient | <ul style="list-style-type: none">• Maximum 6 Performance Areas rated E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td></tr><tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>E</td></tr><tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr></table> | A | A | A | A | A | A | A | A | A | A | D | D | D | A | A | A | B | B | B | C | C | C | D | D | D | E | D | D | D | D | D | D | D | D | 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. |
| A | A | A | A | A | A | A | A | A | A | D | D | D | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| A | A | A | B | B | B | C | C | C | D | D | D | E | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| D | D | D | D | D | D | D | D | E | E | E | E | E | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| E Unacceptable | <ul style="list-style-type: none">• Minimum 7 Performance Areas rated E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr><tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr><tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr></table> | A | A | A | A | A | A | E | E | E | E | E | E | E | A | A | B | B | C | D | E | E | E | E | E | E | E | 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. |
| A | A | A | A | A | A | E | E | E | E | E | E | E | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| A | A | B | B | C | D | E | E | E | E | E | E | E | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| E | E | E | E | E | E | E | E | E | E | E | E | E | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Zero Tolerance | A Zero Tolerance issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol) | Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

Producer : Haram Textiles

DBID : 377550 and Audit Id : 191727

Audit Date : 04/09/2020

Audit Type : Full Audit

Main Auditee Information

| | | | |
|-----------------------------|---|-----------------|-----------------|
| Name of producer : | Haram Textiles | | |
| DBID number : | 377550 | | |
| Audit ID : | 191727 | | |
| Address : | 7-KM Millat chowk, Millat industrial estate, Pharang drainage, Off Millat Road, Chak No. 117 J.B. Faisalabad | | |
| Province : | Punjab | Country : | Pakistan |
| Management Representative : | Mr. Amir Latif (Partner) | | |
| Contact person: | Amir Latif | Sector : | Non-Food |
| Industry Type : | Textiles, clothing, leather | Product group : | Apparel |
| Product Type : | Knitted Garments | | |

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 : | B | |
| Need of follow-up : | | If YES, by : |

Rating per Performance Area (PA)

| PA 1 | PA 2 | PA 3 | PA 4 | PA 5 | PA 6 | PA 7 | PA 8 | PA 9 | PA 10 | PA 11 | PA 12 | PA 13 |
|------|------|------|------|------|------|------|------|------|-------|-------|-------|-------|
| C | B | A | A | A | A | A | A | A | A | A | C | A |

Executive summary of audit report

Haram Textiles is a Partnership company which is established in 2014. The company located at 7-KM Millat chowk, Millat industrial estate, Pharang drainage, Off Millat Road, Chak No. 117 J.B. Faisalabad - Pakistan. Total land area of the factory is about 22,788 square feet.

Audit Process – Assessment Services ALGI Pakistan auditors (Mr. Muhammad Haseeb "Lead auditor" APSCA membership # RA 21700905 and Miss. Sunia Shahzad "Team auditor" APSCA membership # RA 21701006) conducted opening meeting-plan tour, worker & worker representative & management interview, document review and closing meeting. Admin / Compliance department is directly involved in risk assessment and reduces the maximum possible risk.

Opening Meeting: The audit process was started with an opening meeting where Mr. Amir Latif (Partner), Mr. Muhammad Hamid (Compliance Officer), Mr. Shahzad Ahmed (Worker council committee member), Miss. Shaista Batool (Worker council committee member) and Mr. Ali Raza (Health & Safety committee Member).

Auditors described the whole audit process, standards, scope, and also explained the amfori BSCI code of conduct, amfori BSCI holistic approach in detail and local laws to what extent these are related to the audit. Meanwhile management assured the auditors to help throughout the audit. Required documents were provided in time. Facility management provided a separate room for conducting employee's interview. Besides, at the time of facility visit attitude of the facility management was good.

The assessment auditors explained and presented ALGI's Gifts and Gratuity letter to the facility management and Mr. Amir Latif (Partner) who agreed and signed the same.

Health and Safety Tour:

All areas of the facility such process, cutting, stitching, cropping, checking, finishing and packing were visited during the audit. The auditors has conducted the facility tour at the entire premises of the facility.

Factory has installed disinfectant walk through gate on main entrance and designated security personals are responsible to check temperature of all workers before entering in the factory. Factory management has posted COVID-19 safety instruction on main gate and all the prompt places in the production departments and also provided training to all their employees and department in-charges to maintained social distancing in the factory as per posted COVID-19 instructions and government SOP's.

Facility Overview: The factory consists of one building and section wise factory lay out was as follows:

Ground floor is occupied by time office, offices, security section, cutting section, fabric store, accessories store, washrooms and generator.

First floor is occupied by sewing section, checking section, finishing section, packing section and washrooms.

Second floor is occupied by sample room and rest of area found non-operational.

Third floor is occupied by R.O plant.

Interview and payroll review:

15 permanent employees, were randomly selected from different production section for interview. On sample basis payroll records and time records of the month of July 2020 (current paid month), December 2019 (random paid month) and August 2019 (initial paid month) were reviewed. Moreover, attendance register, production records, product inspection report and broken needle register were reviewed by the auditors.

Their normal working hours are from 09:00 AM to 06:00 PM but only cutting, sewing, finishing, checking, packing, HR, Admin and management work in this time. Security department has operates in three shifts from 07:00 AM to 03:00 PM, 03:00 PM to 11:00 PM and 11:00 PM to 07:00 AM. Employees are allowed for one hour meal breaks (From 01:00 PM to 2:00 PM) as per their shift.

They maintain attendance records through electronic systems. Sunday is their weekly holiday/rest day. Security section enjoy rest day on rotation. Employees receive their wages by monthly basis in local currency (PKR).

Factory had provided minimum wage as PKR 17500 per month which meet the legal minimum wage of the Province. Factory had provided the overtime wages 200% of the normal wages which is as per legal requirement.

Production capacity of the audited facility is 100,000 pieces per month. The main product manufactured by the facility is Apparel (Knitted Garments). The main production processes are cutting, sewing, , checking, finishing and packing.

Closing Meeting: At the end of all the audit processes, a closing meeting was conducted by the assessment auditors in the presence of Mr. Amir Latif (Partner), Mr. Muhammad Hamid (Compliance Officer), Mr. Shahzad Ahmed (Worker council committee member), Miss. Shaista Batool (Worker council committee member) and Mr. Ali Raza (Health & Safety committee Member).

First of all, the assessment auditors thanked the facility management for spending their valuable time towards the audit and their cooperation throughout the audit process. Later the assessment auditors explained in detail the observations that come across during the audit process.

The facility management was receptive to the observations and assured to take the necessary steps to correct the same at the earliest Mr. Amir Latif (Partner) and Mr. Shahzad Ahmed (Worker council committee member) agreed and signed the summary of findings.

Attitude of workers: Through interview with workers, it was noted that all workers are content with the factory. The relation between management and the workers are appeared to be cordial. Workers are content with general housekeeping of the factory in the production area. Through interview with workers it was noted that factory management is very co-operative in solving their work place related issues in time. Besides, auditors was also informed by the workers that factory does not discriminate between workers in any manner while pay or promotion or training.

Factory management treats all of them equally and with respect and dignity. No evidence of corporal punishment, threats of violence or other forms of physical, mental, sexual, verbal harassment and abuse was found. Factory pays their wages in time. Factory has given equal opportunity to work overtime. Overtime is voluntary. Workers stated that there are several channels of communication with management in this factory. No negative comment was received. Workers stated that there are several channels of communication with management in this factory.

Attitude of factory management: The factory management was receptive, positive and extended their full cooperation throughout the audit. They showed positive attitude towards the compliance requirements. Factory management was very much supportive to provide the document which was needed to verify during the audit. Further, they have agreed with the non-compliance issues identified during full audit and given time scale for correction. The factory management has certain that they would correct those issues within the planned time frame that was mentioned in the corrective action plan.

Ratings Summary


| Auditee's background information | | | |
|----------------------------------|---|---|--------------------------|
| Auditee's name : | Haram Textiles | Legal status : | Partnership |
| Local Name : | حرم ٹیکسٹائل | Year in which the auditee was founded : | 2014 |
| Address : | 7-KM Millat chowk, Millat industrial estate, Pharang drainage, Off Millat Road, Chak No. 117 J.B. | Contact person (please select) : | Amir Latif |
| Province : | Punjab | Contact's Email : | farman@haramtextile.com |
| City : | Faisalabad | Auditee's official language(s) for written communications : | English & Urdu |
| Region : | South Asia | Other relevant languages for the auditee : | English & Urdu |
| Country : | Pakistan | Website of auditee (if applicable) : | www.haramtextile.com |
| GPS coordinates : | Latitude: 31.587229 Longitude: 73.546632 | Total turnover (in Euros) : | 1538461.00 |
| Sector : | Non-Food | Of which exports % : | 100.00 |
| Industry : | Textiles, clothing, leather | Of which domestic market % : | 0.00 |
| If other, please specify : | None | Production volume : | 100,000 pieces per month |
| Product Group : | Apparel | Production cost calculation : | Yes |
| If other, please specify : | None | Lost time injury calculation cost : | No |
| Product Type : | Knitted Garments | | |

| Auditee's employment structure at the time of the audit | | |
|---|--------------|--|
| Total number of workers : | 95 | Total number of workers in the production unit to be monitored (if applicable) : |
| | | 0 |
| | MALE WORKERS | FEMALE WORKERS |
| Permanent workers | 85 | 10 |
| Temporary workers | 0 | 0 |
| In management positions | 20 | 0 |
| Apprentices | 0 | 0 |
| On probation | 0 | 0 |
| With disabilities | 0 | 0 |
| Migrants (national citizens) | 0 | 0 |
| Migrants (foreign citizens) | 0 | 0 |
| Workers on the permanent payroll | 85 | 10 |
| Production based workers | 0 | 0 |
| With shifts at night | 2 | 0 |
| Unionised | 0 | 0 |
| Pregnant | - | 0 |
| On maternity leave | - | 0 |

Finding Report

Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 191727] Audit Date: 04/09/2020 PA Score: C

Deadline date:04/11/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Overall Comments: During audit it was observed that, the auditee partially fulfills the requirements of this performance area as 2 questionnaires (1.1 and 1.3) has been marked as a partially. The auditee established an effective management system and set up different social compliance policy and procedures to implement the amfori BSCI Code of Conduct. Also, designated a senior management to implement the amfori BSCI code of conduct. Furthermore, the auditee have a proper policy and procedures to select the significant business partners. The auditee established proper workforce capacity planning.

- 1.1 - Through the documents review, and interviews it was noted that factory is in progress to integrate the amfori BSCI code of conduct in day-to-day business. However some gaps were identified on implementation in some performance areas including PA2, PA5, PA7 and PA12.
- 1.3 - Noted through documents reviews and management interviews that facility has established a evaluation system to evaluate their suppliers on social responsibility requirements. However factory does not share amfori BSCI COC and TOI as per code of conduct requirement.

Remarks from Auditee:
Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 191727] Audit Date: 04/09/2020 PA Score: B

Deadline date:04/11/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Overall Comments: During audit it was observed that, the auditee partially fulfills the requirements of this performance area as 1 questionnaire (2.2) has been marked as a "No". By reviewing documents, management and workers interview it is noted that the facility has set up a management system which allows the workers representative and management to exchange the information about the workplace issues by conducting the regular meeting. To ensure the training and awareness program among the managers, workers and workers representatives the auditee maintains a yearly training schedule.

- 2.2 - Noted during documents reviews and management interviews that facility management has not developed any goals and objectives in order to maintain and develop systems and compliance according to amfori BSCI COC and other customers code of conducts.

Remarks from Auditee:
Performance Area 3 : The rights of Freedom of Association and Collective Bargaining

Full Audit [Audit Id - 191727] Audit Date: 04/09/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Overall Comments: During audit it was observed that, the auditee fully fulfills the requirements of this performance area. The auditee has an elected workers participation committee and interviewed employees reported they are free to join worker council committee and participation committee in a democratic way. In the year of 2020, the auditee formed their workers representative committee through election. 3.3 was marked as N/A as factory does not have any workers / trade union so far. As well as no workers observed to be involved in unionization.

Remarks from Auditee:

Performance Area 4 : No Discrimination

Full Audit [Audit Id - 191727] Audit Date: 04/09/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Overall Comments: During audit it was observed that, the auditee fully fulfills the requirements of this performance area. The factory had established related non-discrimination policy and effectively cascade to all employees. All interview employees, told auditors there was no discrimination within the factory. Factory policy is against discrimination in hiring, compensation, access to training, promotion, etc. on race, origin, age, gender, etc. Facility imposes corresponding disciplinary action based on company policies in case there is violation of this principle. Facility established training programs to all relevant individuals including those responsible for supervising and hiring of workers on the policies and procedures of prohibiting all forms of discrimination. Facility's recruitment and screening procedure is through direct hiring. All employees are interviewed at the facility premises by Admin and HR officer and/or concerned department head. All employees are required to pass through facility's recruitment and screening procedure. Facility does not conduct pregnancy test of employees during employment or before hiring as confirmed through documents review, employees' and management interview. Pregnancy test is considered highly unethical & unreligious in Pakistan and is prohibited by management and law. Employees' appraisal is solely on the basis of performance. As informed by interviewed workers, most employees spoke highly of the factory management. No worker was required to do the examination of the hepatitis B virus and HIV.

Remarks from Auditee:
Performance Area 5 : Fair Remuneration

Full Audit [Audit Id - 191727] Audit Date: 04/09/2020 PA Score: A

Deadline date:04/11/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Overall Comments: During audit it was observed that, the auditee partially fulfills the requirements of this performance area as 1 questionnaire (5.4) has been marked as a partially. The factory respected the local law requirements, and the wage related regulations were posted and clearly communicated to all employees. All workers were paid as per minimum requirement of the Pakistan law. Workers' wages were calculated by monthly rate and piece rate basis. The minimum wage paid by the factory was 17500 Pak rupees per month according to the wage records. All workers are provided with written and understandable information about their employment conditions in respect to wages before they enter into employment and about the particulars of their wages for the pay period concerned each time that they are paid. Benefits such as social insurance, annual leave, maternity leaves, gratuity and other legally mandatory benefits provided to all workers. Payroll is thoroughly checked by accounts and HR department before disbursement of payment to ensure employees are paid wages consistent with local laws and terms of employment. Wage slip is issued to employees to verify if wages paid are consistent with terms of employment. Payrolls and attendance records were checked and were found consistent with legal requirement for payment of wages. Employee hand book was provided to the workers. All employees are paid through cash and bank transfer. Record of bank transfer of payment and cash was maintained and provided for review. The wages office was well organized with a good controlled set of processes which are understood by all employees. All social insurance payments were passed on to the relevant authorities in a timely manner. Wages have been recorded according to documents checked.

- 5.4 - Noted during documents reviews and management interviews that factory is paying 17500 PKR minimum wage as per law. However there is no evidence found in order to calculate living wages in the facility to ensure the decent living standards of their workers.

Remarks from Auditee:
Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 191727] Audit Date: 04/09/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Overall Comments: During audit it was observed that, the auditee fully fulfills the requirements of this performance area. The factory respect federal government / province government law related to working hours and had clearly communicated working hour policy to all employee through employee handbook. Interviewed employees confirmed that they could choose to OT or not. Through employees' interview, overtime is voluntary. Awareness training is provided to every employee upon hiring as a part of orientation on company policy on Working Hours and legal limitation with respect to weekly hours, overtime hours and rest day. Refresher awareness training is also given from time to time. Working hours, rest time, maximum overtime hours may be required and working hour policy was posted in local (Urdu) language on notice board. According to time records and worker interview normal working hours were 8 hours per day and 48 hours per week. One day off for all workers after consecutive 6 days' work.

Remarks from Auditee:

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 191727] Audit Date: 04/09/2020 PA Score: A

Deadline date:04/11/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Overall Comments: During audit it was observed that, the auditee partially fulfills the requirements of this performance area as 04 questionnaires (7.3, 7.5, 7.7 and 7.13) has been marked as a "Partially". General working condition is safe, and management is to improve a safer and healthy working environment. Risk assessment had been conducted by the facility. Pre-job training and ongoing refresh training are provided regularly. Drinking water is provided. There were at least 2 exits from each work area. Firefighting equipment was adequate and checks were up-to-date. Fire drills conducted in workers production areas. Fire drill conducted on every six month. All electrical equipment were maintained in good condition such as sockets, plugs, switches and main fuse boards in the production site. Factory had obtained the permits from the government and provided training to concerned workers. There were adequate first aid kits in production area and they were well stocked. First aid training had provided. Factory had also provided onsite medical room. Ventilation, temperature and lighting were adequate for the production processes.

- 7.3 - Noted through documents reviews and management interviews that factory has developed a health and safety risk assessment for their factory, however some risks are not taken under consideration while conducting risk assessment i.e.: ergonomics issues in finishing, checking, packing section and transmittable diseases i.e. COVID-19.
- 7.5 - Noted during factory visit that 03 out of 06 workers on over lock machines were not using eye guards as PPEs, however factory has installed eye guards on all over lock machines were required. Therefore lackness of training is observed against the use of eye guards as PPE's.
- 7.7 - Noted during factory visit that no secondary containment and MSDS available for chemical cane in accessories store.
- 7.13 - Noted during factory visit that 20 % electrical panels were found without rubber mats and also noted that electrical breakers were found opened and unsecured without electrical panel box near RO plant area. Local law ref: Electricity rules 1937, 49. Construction, insulation and earthing of apparatus. (1) All apparatus shall be sufficient in power and size and of sufficient mechanical strength for the work it may be required to do, and so far as is practicable, shall be so constructed, installed, protected, worked and maintained as to prevent danger.

Remarks from Auditee:
Performance Area 8 : No Child Labour

Full Audit [Audit Id - 191727] Audit Date: 04/09/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Overall Comments: During audit it was observed that, the auditee fully fulfills the requirements of this performance area. During audit it was observed that, no child labor engagement is reported. The factory does not engage in any form of child labor directly or indirectly. There is management system implemented and established robust age-verification mechanisms as part of the recruitment process. The factory maintains adequate policies and procedures in writing toward protecting children from any kind of exploitation. The sample personnel files are maintained with age proof document which includes Medical Certificate, National Identity cards or Birth Certificate. No historical child labor reported.

Remarks from Auditee:
Performance Area 9 : Special protection for young workers

Full Audit [Audit Id - 191727] Audit Date: 04/09/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Overall Comments: During audit it was observed that, the auditee fully fulfills the requirements of this performance area. During the facility tour, no young-looking workers were observed in the factory premises. Minimum hiring age of the factory is 18 years of old. Factory management has verified the age of the workers during recruitment.

Remarks from Auditee:

Performance Area 10 : No Precarious Employment

Full Audit [Audit Id - 191727] Audit Date: 04/09/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Overall Comments: During audit it was observed that, the auditee fully fulfills the requirements of this performance area. Factory management respects social security of workers. They maintained work cycles properly. Through interview with workers and documents review it was identified that no workers been deprived by factory management. Factory management has included workplace disciplinary practices including appealing procedures in the workers contract forms. However, workers job descriptions are described in the employment conditions and already communicated to the newly joined workers. The factory management recruits the workers through advertisement or internal reference. Workers are selected based on the result of the examination taken on working skill of workers during the recruitment process. Factory management has not recruited any worker on temporary or contract basis. Factory management issues appointment letter to the workers of the factory. The personal files of workers are maintained by the factory. Workers job contract included with description of duties and responsibilities in the personal file. Factory management is providing workers' handbook to its worker. Factory management has good understanding additional risk for arrangements of apprenticeship schemes, seasonal workers.

Remarks from Auditee:
Performance Area 11 : No Bonded Labour

Full Audit [Audit Id - 191727] Audit Date: 04/09/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Overall Comments: During audit it was observed that, the auditee fulfills the requirements of this performance area is fully complied with all requirements of amfori BSCI questionnaire. Factory management does not engage any force labour, bonded labour. They developed a well procedure of no bonded labour. Manager and supervisor level were well aware on bonded labour policy. Employees are free to leave factory and no restriction on workers to free movement in the premises. No pressure from security guards to hold workers once they get authorized leave from management. During interview, workers confirmed that all of their dues correctly paid in case they want to leave factory for better opportunity. During documents review no evidence of any punishment were found and randomly selected sampled workers are found aware on disciplinary procedure of the factory.

Remarks from Auditee:
Performance Area 12 : Protection of the Environment

Full Audit [Audit Id - 191727] Audit Date: 04/09/2020 PA Score: C

Deadline date:04/11/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Overall Comments: During audit it was observed that, the auditee partially fulfills the requirements of this performance area as 2 questionnaires (12.3 & 12.4) has been marked as a "No". The overall observation shows that the factory has developed a precise policy and procedure on environment management system. The waste collection and disposal record is properly maintained.

- 12.3 -** Noted through documents reviews that factory has not obtained environmental permits from government agency PEPA by conducting EIA (Environmental Impact Assessment) for their company. Local law ref: Punjab environmental protection agency regulations 2012 section 4. Projects requiring an EIA A proponent of a project falling in any category listed in Schedule-II shall file an EIA with the Agency, and the provisions of section 17 shall apply to such projects.
- 12.4 -** Noted during factory visit that facility has not established a proper waste area and mechanism to segregate their waste generated during production. i.e. fabric waste, metal waste, oil waste, medical waste, electronic waste etc.

Remarks from Auditee:

| Performance Area 13 : Ethical Business Behaviour | |
|--|----------------|
| Full Audit [Audit Id - 191727] Audit Date: 04/09/2020 PA Score: A | Deadline date: |
| <u>GOOD PRACTICES:</u> None | |
| <u>AREAS OF IMPROVEMENT:</u> Overall Comments: During audit it was observed that, the auditee fully fulfills the requirements of this performance area. Factory management has developed an Anti-Bribery Policy. During audit no corruption or bribery related issues were noticed from the interviewed workers. Factory management has included the business partners in the anti-bribery policy of the factory to ensure the non-involvement in any type of bribery. Factory management has introduced reward system to maintain ethical behavior. | |
| <u>Remarks from Auditee:</u> | |

Producer : Haram Textiles

DBID : 377550 and Audit Id : 191727

Audit Date : 04/09/2020

Audit Type : Full Audit

Summary

| Audit Type | Date | Audit Id | PA1 | PA2 | PA3 | PA4 | PA5 | PA6 | PA7 | PA8 | PA9 | PA10 | PA11 | PA12 | PA13 | Overall Rating |
|------------|------------|----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|------|------|------|----------------|
| Full Audit | 04/09/2020 | 191727 | C | B | A | A | A | A | A | A | A | A | A | C | A | B |

Producer Photos



External photo(s) of the production unit(s)
Factory main gate.jpg



External photo(s) of the production unit(s)
Factory building.jpg



External photo(s) of the production unit(s)
Under age notice.jpg



External photo(s) of the production unit(s)
Assembly point.jpg



Photo of the inside of the main production hall
Attendance machine.jpg



Photo of the inside of the main production hall
Drinking water point.jpg



Photo of the inside of the main production hall
Evacuation map.jpg



Photo of the inside of the main production hall
Company policy.jpg



Photo of the inside of the main production hall
Covid 19 safety precautions.jpg



Photo first aid facilities
First aid kit.jpg



Photo of fire safety equipment
Smoke detector.jpg



Photo of fire safety equipment
Fire extinguisher.jpg



Photo of fire safety equipment
Fire buckets.jpg



Photo of fire safety equipment
Fire alarm call point.jpg



Photo of fire safety equipment
Fire alarm control panel.jpg



Photo of fire safety equipment
Emergency light.jpg



Photo of fire safety equipment
Emergency exit door.jpg



Photo of the inside of the main production hall
Cutting section.jpg



Photo of the inside of the main production hall
Stitching section.jpg



Photo of the inside of the main production hall
Checking section.jpg



Photo of the inside of the main production hall
Pressing section.jpg



Photo of the inside of the main production hall
Packing section.jpg



Photo of the inside of the main production hall
Accessories store.jpg



Photo of the inside of the main production hall
Generator area.jpg



Photo of the inside of the main production hall
Steam boiler.jpg



Photo of the inside of the main production hall
Fabric storage area.jpg



Photo of the sanitary facilities
Washrooms.jpg



Photo of the inside of the main production hall
RO plant.jpg

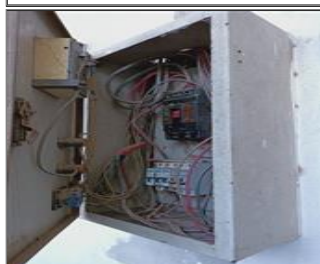


Photo of non-conformity
NC electrical breakers were found opened and unsecured without electrical panel box.jpg



Photo of non-conformity
NC electrical panels were found without rubber mat.jpg

Producer : Haram Textiles

DBID : 377550 and Audit Id : 191727

Audit Date : 04/09/2020

Audit Type : Full Audit



Photo of non-conformity
NC no secondary containment and MSDS available for
chemical cane in accessories store.jpg



Photo of non-conformity
NC workers on over lock machines were not using eye
guards as PEEs.jpg