
Auditee :	Sana Export
Audit Date From :	19/04/2021
Audit Date To :	19/04/2021
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV Rheinland
Auditor's Name(s) :	Amar Jeet(Lead)
Auditing Branch (if applicable) :	TUV Rheinland India



This is an extract of the on line Audit Report. The complete report is available in the amfori BSCI Platform.
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Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence																																							
<p>A Very Good</p>	<ul style="list-style-type: none"> • Minimum 7 Performance Areas rated A • No Performance Areas rated C, D or E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <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	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
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<p>B Good</p>	<ul style="list-style-type: none"> • Maximum 3 Performance Areas rated C • No Performance Areas rated D or E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <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	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
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B	B	B	B	B	B	B	B	B	B	C	C	C																													
<p>C Acceptable</p>	<ul style="list-style-type: none"> • Maximum 2 Performance Areas rated D • No Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <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	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
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C	C	C	C	C	C	C	C	C	C	C	D	D																													
<p>D Insufficient</p>	<ul style="list-style-type: none"> • Maximum 6 Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <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>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	A	A	A	A	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	E	D	D	D	D	D	D	D	E	E	E	E	E	E	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
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D	D	D	D	D	D	D	E	E	E	E	E	E																													
<p>E Unacceptable</p>	<ul style="list-style-type: none"> • Minimum 7 Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <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	<p>amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.</p>
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																													
<p>Zero Tolerance</p>	<p>A Zero Tolerance issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)</p>	<p>Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.</p>																																							

Main Auditee Information

Name of producer :	Sana Export		
DBID number :	391871		
Audit ID :	208814		
Address :	38D, Topsia Road, Kolkata-700039		
Province :	Bengal	Country :	India
Management Representative :	Shamshad Alam		
Contact person:	Shamshad Alam	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	hangbags, belts and shoes
Product Type :	leather bags, wallet & accessories		

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 : 19/04/2022	

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

Executive summary of audit report

Sana Export is a Proprietorship company located at 38D, Topsia Road, Kolkata 700039, Bengal, India. Address written on Factory Registration (under Shop and Establishment act): KL0422N2019000003 dated 14.06.2019 was not matching with address available on BSCI portal. Address available on BSCI portal was 38D, Topsia Road, Kolkata 700039, Bengal, India, but address written on Factory Registration was 38/D, Topsia Road, Block -D, No -02, Ward No -66, Borough-VII, Kolkata Municipal Corporation, P.S Tiljala, P.O-Tiljala, S.O. Dist-Kolkata, Pin 700039. Other conditions like building, name and employees was matching with actual condition of the factory. It was informed to the management to align the same.

Total land area is about 2800 square feet where built up area is about 2800 square feet.

The facility was established in 2017. The facility is manufacturing and exporting of leather bags, wallet & accessories. Main production processes includes cutting, skiving, embossing, sewing, finishing, packing and dispatch.

Total 09 employees (all are in company payroll) are working in the factory in which 07 are male and 02 are female employees.

The facility operates in a ground floor of four story building with 04 floors and the details are as follows.
 Ground floor: Sana export Cutting, Skiving, Clicking, Stitching, Packing.
 First floor: Residential.
 Second floor: Residential.
 Third floor: Residential.

There is no other factory inside the premises/plot.

Wages are paid monthly by cash (100%). The regular working hours are from 10:00 to 18.30 hours with one lunch break of 60 minutes from 13:00 to 14:00 hours. Normal working days are from Monday to Saturday and Sunday is declared weekly off.

The auditee has electronics system to track the working hours of the workers. As per the auditee, production peak season starts from April and ends in October and non-peak season starts from November and ends in March. Production capacity is 85000 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. Shamshad Alam - Proprietor agreed and signed the integrity documents and audit finding report.

Mr. Shamshad Alam - Proprietor is management representative for amfori BSCI Audit.

Full audit was done on 15 & 16.04.2021 by Lead Auditor Amar Jeet (ASCA).

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

Contractor license/permit - Management was not using any recruitment agency.
 Agency labor contract - Management has not made any labor contract as they were not using any agency labour.
 Collective bargaining agreements - The facility does not have a collective bargaining agreement and hence it is not applicable.
 Dormitories - Auditor didn't find any dormitories on the day of audit.
 High-risk health and safety areas - Factory is into leather bags, wallets & accessories 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.
 Evidence of corrective action for any previous non-conformities – It was a full audit.

PA 7.15 -Management had provided shutter type emergency gates at ground floor with proper locking arrangement along with another entry gate. The number of employees at ground floor production area was 09. As discussed with workers, they confirmed that, these shutters were open and remain locked during production time. Auditor accepted the condition as employees were aware and management ensured that shutters remained open during production. Aisle making was clearly visible and there was no obstruction found during visit.

Non Conformity: Building stability certificate was not obtained.

#Covid-19 Note: Factory was temporary closed during lock-down period i.e. 23-March-2020 to 30-Sep-2020. The factory re-started in 01-Oct-2020. Factory has paid 50 percent wages to all the employees during the lockdown period.

Post lockdown after the recommencement of the factory they have provided thermal scanner to check body temperature at main gate which is done by on duty guard while visitors enters in. Company gives disinfectants like alcohol based hand sanitizer/ wet issues / PPE etc. at no cost to workers. Workstation and production halls etc. are sanitized twice per day. Utmost care in keeping hygiene conditions in reasonable manner is done by the company.

Note: Factory has covered all the employees in group insurance (Magma HDI General Insurance Company Ltd.) as ESI & EPF was not applicable in the facility.

Ratings Summary



Auditee's background information			
Auditee's name :	Sana Export	Legal status :	Proprietorship
Local Name :		Year in which the auditee was founded :	2017
Address :	38D, Topsia Road,	Contact person (please select) :	Shamshad Alam
Province :	Bengal	Contact's Email :	sanaexport2012@gmail.com
City :	Kolkata-700039	Auditee's official language(s) for written communications :	English
Region :	South Asia	Other relevant languages for the auditee :	Hindi, Bengali
Country :	India	Website of auditee (if applicable) :	Not available
GPS coordinates :	22.534198, 88.390698	Total turnover (in Euros) :	270000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :		Production volume :	85000 pcs per year.
Product Group :	handbags, belts and shoes	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	leather bags, wallet & accessories		

Auditee's employment structure at the time of the audit			
Total number of workers :	9	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	7	2	
Temporary workers	0	0	
In management positions	1	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	7	2	
Production based workers	0	0	
With shifts at night	0	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 - 208814] Audit Date: 19/04/2021 PA Score: D

Deadline date:31/03/2022

GOOD PRACTICES:

Nothing to report.

AREAS OF IMPROVEMENT:

The Factory has valid licenses like a) Shops & Establishment license: KL04242N2019000003 valid till 13-06-2022, b) Fire NOC IND/WB/FSL/20192020/165187 dated 16-12-2020 to 16-05-2021, c) Building layout plan, approved by competent authority. d) Building structural stability not obtained. The other legal permits like consent to operate from PCB department is available. Mr. Shamshad Alam 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.

- 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 stability certificate was not obtained. Risk assessment was not conducted for handicapped employees.
- 1.4 - Management had not included the work force utilization in production planning to meet the delivery.

Remarks from Auditee:

None.

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 208814] Audit Date: 19/04/2021 PA Score: B

Deadline date:30/11/2021

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.

- 2.4 - It was noted during review of records and workers interactions that 04 out of 09 sampled employees were not aware about the amfori BSCI code.
- 2.5 - It was noted during factory tour that factory has not conducted periodic ICC committee meetings as last meeting conducted on 10-02-2020. Further, female employees were not aware about such committee. Which is against of The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

Remarks from Auditee:

None.

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

Full Audit [Audit Id - 208814] Audit Date: 19/04/2021 PA Score: A

Deadline date:

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. Arifuddin Molla from production. As per management worker committee meeting has been conducted regularly. The workers of the factory had not joined any union and formed an internal worker committee. Workers are free to join or form the union and there is no restriction imposed on the workers by the management.

Remarks from Auditee:

None.

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 208814] Audit Date: 19/04/2021 PA Score: A	Deadline date:
GOOD PRACTICES: Nothing to report.	
AREAS OF IMPROVEMENT: 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 behaviour in the factory. The MR and WR have confirmed the same during the interaction.	
Remarks from Auditee: None.	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 208814] Audit Date: 19/04/2021 PA Score: A	Deadline date:30/11/2021
GOOD PRACTICES: Nothing to report.	
AREAS OF IMPROVEMENT: The wages was paid through cash (100%). Payrolls records were verified from last One year and sample month were taken October-2020, January-2021 & March-2021. 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 8779/ month and management is paying as Rs 10500/- month to Un skilled employees. Management had provided group insurance and covered all the employees.	
5.3 - The wage record does not reflect the category of skills (un-skilled,semi-skilled and skilled) as required by the amfori BSCI code.	
Remarks from Auditee: None.	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 208814] Audit Date: 19/04/2021 PA Score: C	Deadline date:30/11/2021
GOOD PRACTICES: Nothing to report.	
AREAS OF IMPROVEMENT: The company used electronic time recording machines at the main entry. The weekly off is Sunday. In addition, company does provide 15 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 10:00 to 18.30 hours with one lunch break of 60 minutes from 13:00 to 14:00 hours. The working hours of 09 randomly selected workers checked for 3 months (October 2020, January 2021 and March 2021). Overtime was not found in record.	
6.2 - Management had not done a effective production planning by not including the man force capacity, it could not be ensure that the overtime could be controlled within legal requirement in future.	
Remarks from Auditee: None.	

Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 208814] Audit Date: 19/04/2021 PA Score: D	Deadline date:30/11/2021
GOOD PRACTICES: Nothing to report.	
AREAS OF IMPROVEMENT: <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 02 trained/qualified first aiders. The fire training were provided to 09 employees, Fire drill is found conducted in every 02 month, and necessary records are maintained. Factory has provided/installed 02 emergency lights (functioning randomly checked of 01 lights and found working), 03 fire alarm call points, 10 Fire extinguishers, 02 smoke detector. 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.</p> <p>7.1 - 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. fire safety, uses of PPE and risk assessment was not conducted for vulnerable workers such handicapped employees. Further, factory has not obtained stability certificate from concerned person.</p> <p>7.3 - It was noted during review of records that management had not conducted the OHS risk assessment for handicapped employees.</p> <p>7.4 - It was noted during document review & interview that workers & worker representative were not involved while developing Health & Safety Risk Assessment.</p> <p>7.6 - It was noted during factory tour that factory has not tied provided sharp tool with production working stations as loose cutter & scissor was found in cutting section. Further, 01 employee in stitching section was not wearing provided PPE like facemask. Which is against of Factories Act 1948, Section 7A.</p> <p>7.11 - It was noted during factory tour that factory has not obtained building stability certificate from authorized person. Which is against of Factories Act, 1948. Section 6 - Rule 5: Certificate of Stability.</p> <p>7.14 - It was noted during factory tour that 02 out of 10 fire extinguisher were blocked with production materials. Which is against of West Bengal Factories Rules 1958, Rule 62.</p> <p>7.17 - It was noted during factory tour that factory has not fenced exhaust fan installed in kitchen and finishing. Further, factory has not provided wheel guard to grining machine installed in skiving section. Which is against of Factories Act 1948, Section 26.</p> <p>7.22 - It was noted during factory tour that Soap was not provided in employees toilets as required by Factories act Section 19.</p>	
Remarks from Auditee: None.	
Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 208814] Audit Date: 19/04/2021 PA Score: A	Deadline date:
GOOD PRACTICES: Nothing to report.	
AREAS OF IMPROVEMENT: <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. As per remediation plan, if documents check confirms that employed person is child then management will remove the child from work and will contact the Child helpline for further processing. Meeting will also done with top management and will consider the internal arrangement for the child. Auditor verified that prohibition of employment of child labour was displayed at the main gate.</p>	
Remarks from Auditee: None.	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 208814] Audit Date: 19/04/2021 PA Score: A	Deadline date:
GOOD PRACTICES: Nothing to report.	
AREAS OF IMPROVEMENT: <p>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. As per company policy, Young worker shall not allowed doing overtime and adequate support will be given to attend and remain in school. Management will support and provide tuition fees, uniform and books. Total working time, school timing and traveling time cannot be more than 10 hours. During visit and document review, it was found that age of Youngest employee in the plant was 32 years old.</p>	
Remarks from Auditee: None.	

Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 208814] Audit Date: 19/04/2021 PA Score: A	Deadline date:
GOOD PRACTICES: Nothing to report.	
AREAS OF IMPROVEMENT: The company has issued written appointment order to all the employees including all the terms and conditions in local language. The auditee relationships with workers which are not precarious for them in terms of their health and safety and appointment. The auditee also engages workers based on recognition and documents employment relationships with clear understanding as per their skills. The company is not using a recruitment agency for hiring the employees. At present 09 employees (all are in company payroll) are working in the factory in which 07 are male and 02 are female employees.	
Remarks from Auditee: None.	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 208814] Audit Date: 19/04/2021 PA Score: A	Deadline date:
GOOD PRACTICES: Nothing to report.	
AREAS OF IMPROVEMENT: It was verified through worker interview that there was no prison labour or forced labour. Management had not issued any warning letter to employees so far. During the factory tour, it was observed that the workers were working without pressure, The Employees are not asked to make any deposit either money or original documents such as ID cards and certificates of education. No part of their salary and other benefits is withheld by the company for any reason. The employees can leave the workplace at the end of the working day.	
Remarks from Auditee: None.	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 208814] Audit Date: 19/04/2021 PA Score: A	Deadline date:
GOOD PRACTICES: Nothing to report.	
AREAS OF IMPROVEMENT: The company has documented environmental policy, displayed in work area to create awareness and conducted environmental impact aspect risk assessment. Company has obtained consent to operate from West Bengal PCB department for environment permits like Air and water. There is no water wastage observed during the visit.	
Remarks from Auditee: None.	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 208814] Audit Date: 19/04/2021 PA Score: A	Deadline date:30/11/2021
GOOD PRACTICES: Nothing to report.	
AREAS OF IMPROVEMENT: 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. 13.1 - The anti bribery policy is not being shared with all stakeholders.	
Remarks from Auditee: None.	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	19/04/2021	208814	D	B	A	A	A	C	D	A	A	A	A	A	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 of fire safety equipment
emergency light.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 evacuation map.JPG



Photo of fire safety equipment
fire extinguisher.JPG



Photo of fire safety equipment
fire panel.JPG



Photo of fire safety equipment
smoke detector.JPG



Photo of non-conformity
employee was not wearing facemask.JPG



Photo of non-conformity
exhaust fan was not fenced.JPG



Photo of non-conformity
fire extinguishers were found blocked.JPG



Photo of non-conformity
sharp tool was not tied.JPG



Photo of non-conformity
soap was not provided.JPG



Photo of non-conformity
wheel guard was not provided to grinding machine.JPG



Photo of the canteen (if applicable)
drinking water.JPG

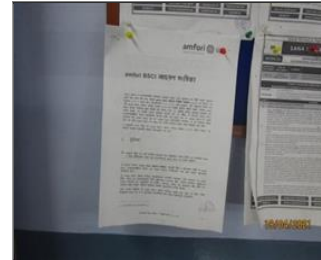


Photo of the code of conduct on display
amfori BSCI code.JPG



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



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



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



Photo of the inside of the main production hall
embossing section.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
leather store.JPG



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



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



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



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



Photo of the sanitary facilities
toilet.JPG