



# BSCI Audit Summary Report

**NAME OF THE PRODUCER : HASSAN INDUSTRIES**

**DBID : 341187**

**DATE OF THE AUDIT : 23/05/2014**

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This is an extract of the BSCI Audit Report, which is available in the BSCI Platform.

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## Producer Information

Name of producer :	Hassan Industries		
DBID number :	341187		
Audit ID :	17288		
Address :	LA - 8 / 19 & 29, Block - 22, F.B. Area, Karachi -Pakistan,Karachi		
Province :	Sindh	Country :	Pakistan
Management Representative :	Mr. Afzal		
Contact person:	Afzal Hussain		
Sector :	Non-Food	Industry Type :	Textiles, clothing, leather
Product group :	Apparel	Product Type :	Woven Garments

## Audit Details

Type of audit :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Re-Audit	
Sub type of audit :	<input type="checkbox"/> Combined audit	<input type="checkbox"/> Special investigation- RUC	<input type="checkbox"/> Special investigation- Other <input type="checkbox"/> Unannounced/ Semiannounced
Audit date :	23/05/2014	Audit Duration :	2.500
Audit methodology :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Primary Production	
Auditing Company :	ALGI		
Auditing Company Branch :	ALGI Pakistan		
Auditing company address :	xx,,,		
Lead Auditor Name(SA8000 Certificate Number) :	Saqib Javed (A8754)		
Team Member Name(SA8000 Certificate Number) :	Muhammed Adeel Khan (104/2008)		

## Audit Results for Part B tier I

Total Score Part B tier I:	<input type="checkbox"/> Good	<input checked="" type="checkbox"/> Improvements Needed	<input type="checkbox"/> Non-Compliant
Total Number of deviations in crucial questions :	0 / 35		
Agreed date for closing the Corrective Action Plan ( If applicable ) :	31/08/2014		
Contingencies to be reported :	<input type="checkbox"/> Aborted	<input type="checkbox"/> Partially Conducted	<input type="checkbox"/> Combined With Other Systems
	<input type="checkbox"/> Desktop Review	<input type="checkbox"/> Others	

## Audit Results for Part B tier II (Only relevant if Primary Production Methodology is used)

Please refer to section "Sampled Units Tier II" and "Audit Sample CAP B"

Score Interpretation			
Good	Improvements Needed	Non-Compliant	Under "Grace Period"
Minor deviations are identified in no more than 2 questions per chapter, these questions are not marked as crucial.	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.	Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant.	Not Available

## Audit Master Data Part A

For more details of the company, see complete Master Data in the on-line Audit Report

General information on the Producer			
Name of producer :	Hassan Industries		
Address :	LA - 8 / 19 & 29, Block - 22, F.B. Area, Karachi -Pakistan,Karachi		
Year of foundation :	2006		
Legal status :	Partnership		
Turnover (in euros ) :	1100000.000		
Main contact person :	Afzal Hussain		
Language spoken :	Urdu		
Valid GlobalG.A.P Certificate :	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Other Social audit :	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Social audit name :	WRAP

## Auditors' notes

### Producer's background

**Factory Profile:**  
 Hassan Industries is located at Plot# LA-8/19 & 29, Block-22 F.B Industrial Area 75950, Karachi-Pakistan. This was BSCI Initial audit. Factory has operated at this location since 2006. The total factory area was 25,000 square feet. The factory specializes in the manufacturing of woven and knitted garments especially children wear.  
 The factory is comprised of 2 buildings, building 1 Ground + 3 stories and building 2 Ground + 4 stories. Department wise factory lay out was as follows:  
**Building 1**  
 Ground Floor is occupied by pressing department, checking department, packing department, inspection room and generator area.  
 First Floor is occupied by stitching department.  
 Second Floor is occupied by stitching department.  
 Third Floor is occupied by cutting department.  
**Building 2**  
 Ground Floor is occupied by ware house, accessories store, fabric store, offices and generator Area.  
 First Floor is occupied by stitching department.  
 Second Floor is occupied by pressing department, checking department and packing department  
 Third Floor is occupied by stitching department.  
 Fourth Floor is occupied by cutting department.  
 Roof top is occupied by workers canteen.  
 Production process included fabric checking, cutting, stitching, finishing (checking) and packing.  
 There was no peak season in the factory.  
 Washrooms are provided on every floor of the building.  
 The factory's major market is USA its major customer are Dollar General and Family Dollar.  
 On the day of audit, there were 244 employees present, total strength was (Male-200 & Female-44), which include 24 management staff. All employees were salaried employees.  
 Wages for salaried workers calculated on monthly basis.  
 Factory was using barcode scanning system for time recording.  
 The factory was working in general shift for management staff, cutting, stitching, checking and packing which starts from 09:00 AM to 06:00 PM and with 01 hour lunch break from 01:00 PM to 02:00 PM and security department was working in three shifts as shift A 07:00 AM to 3:00 PM, shift B 3:00 PM to 11:00 PM and shift C 11:00 PM to 7:00 AM  
 Factory was working 6 days a week; Rest day was given on alternate rotation basis to security staff where as management and production employees were having their rest on Sunday.  
 Employees were paid monthly wage at the end of each month in cash by 6th of every pay period. Factory had provided minimum wage as Rs. 10,000 to the workers, which is as per the local law. The factory had provided attendance/payroll from May 2013 to April 2014, in which auditor checked sample 15 workers sample from February 2014 (attendance & payroll), 15 workers from March 2014 (attendance & payroll), 15 workers from April 2014 (attendance & payroll). As per provided wages records review of samples employees; maximum salary earned by the worker was 13,000 Pak Rupees, average salary was 11,000 Pak Rupees and minimum was 10,000 Pak Rupees. As per provided time records review of samples workers; maximum weekly hours was 48 hours and 12 hours overtime hours.  
 Workers interview was conducted individually and group. Total 15 workers from different section were privately interviewed. According to the interview, workers were satisfied with the working condition in the factory.  
 At the end of the audit, a closing meeting was held with factory representatives and all findings were discussed. Factory accepted the findings and Mr. Afzal (Manager HR) signed on the corrective action report.  
 Remark 1: Factory has Improvement needed result in part B.

### Chapter summary

Score Interpretation			
Good	Improvements Needed	Non-Compliant	Under "Grace Period"
Minor deviations are identified in no more than 2 questions per chapter, these questions are not marked as crucial.	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.	Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant.	Not Available

No Data Available for Chapter Summary
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Score Interpretation			
Good	Improvements Needed	Non-Compliant	Under "Grace Period"
Minor deviations are identified in no more than 2 questions per chapter, these questions are not marked as crucial.	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.	Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant.	Not Available

## Part B Tier I - Overall Summary

Chapter	Full Audit Results (17288 and 23/05/2014)				
	G	IN	NC	NA	%
B.1. Management Practice	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	83.33
B.2. Documentation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.3. Working Hours	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.4. Compensation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	88.89
B.5.1. Child Labour	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.5.2. Young Workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	100.00
B.6. Forced Labour / Disciplinary Measures / Prison Labour	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.7. Freedom of Association and Collective Bargaining	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.8. Discrimination, Harassment and Abuse	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.9. Working Conditions	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.10. Health and Social Facilities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	62.50
B.11. Occupational Health and Safety (OHS)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	84.62
B.12. Dormitories (if not applicable, go to B.13)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	100.00
B.13. Environment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	60.00
Total	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	87.83

Score Interpretation	
Good	Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial.
Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
Non-compliant	Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant.
Under "Grace Period"	Not Available
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

## In House Production Structure

Department	Function in production	Number of Workers	Number of shifts	Shift 1		Shift 2		Shift 3	
				From	To	From	To	From	To
Mgmt/General Admin	Administration	6	1	9:00 AM	6:00 PM				
Packing	Packers	15	1	9:00 AM	6:00 PM				
Quality Control	Quality assurance	10	1	9:00 AM	6:00 PM				
Human Resources	HR/Compliance	3	1	9:00 AM	6:00 PM				
Finances	Accounts	5	1	9:00 AM	6:00 PM				
Product Development	Merchandisers	4	1	9:00 AM	6:00 PM				
Production	Stitchers, Cutters, Checkers, Croppers	160	1	9:00 AM	6:00 PM				
Services	Security Guard	12	3	7:00 AM	3:00 PM	3:00 PM	11:00 PM	11:00 PM	7:00 AM
Sales	Marketing Department	4	1	9:00 AM	6:00 PM				
Services	Sweepers	10	1	9:00 AM	6:00 PM				
Warehouse	Accessories Store	12	1	9:00 AM	6:00 PM				
Warehouse	Fabric Store	3	1	9:00 AM	6:00 PM				

## In House employment Structure at the time of the audit

Total number of workers :	244		
Male		Female	
Permanent workers	200	Permanent workers	44
In management position	20	In management position	4
On probation	0	On probation	0
National migrants	0	National migrants	0
Salaried workers	160	Salaried workers	40
Temporary workers (odd jobbers)	0	Temporary workers (odd jobbers)	0
Apprentices	0	Apprentices	0
With disabilities	0	With disabilities	0
Cross-border migrants	0	Cross-border migrants	0
Production based workers	20	Production based workers	0
		Pregnant	0
		On maternity leave	0

## Outsourced structure

Unit	Function in the chain	Contact person	Business relation -ship since	Location/ Address				Distance to the company in km	Main product	Certificates and social audits (if applicable)	Number of workers	Part of the ISMS (if applicable)	Part of the audit sample
				Address	City	State	Country						
Zubair Labels	subsupplier	Mr Zubiar	2013	SITE Area	Karachi	Sindh	Pakistan	12	labels	N/A	14	No	No
Brother Thread	subsupplier	Shakil	2011	Shafiq Colony, Goadra	Karachi	Sindh	Pakistan	5	Thread	N/A	10	No	No

## Dormitories (if applicable)

No Data Available for Dormitories
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## Corrective Action Plan (CAP) B Tier I

Chapters and Subchapters	Crucial	Score	CAP	Responsible Person	Deadline date
B.1. Management Practice					
B.1.1. Management Pactice	No	( - ) [Minus]	In accordance with BSCI social requirement B.1.1. the facility should have adequate workforce capacity and planning to match delivery order contracts' expectations. It was noted through documents review and management interview that facility carries out planning for workforce and contract delivery but no documented evidence of such planning for delivery contracts was provided. It is recommended that the facility should provide documentary evidence of capacity planning based on basic methods of cost accounting for execution of delivery orders.	Mr.Afzal	31/08/2014
B.1.5. Management Pactice	No	( - ) [Minus]	In accordance with BSCI social requirement B.1.5. the facility should appoint a senior management representative for ensuring that BSCI requirements are met. It was noted through documents review and Management interview that Manager Administration has been appointed as Management Representative for customer code of conduct audit systems and other social responsibilities but this announcement does not include his appointment for ensuring that BSCI requirements are also met. It is recommended that the facility should also add BSCI audit program under the responsibility of management representative for ensuring implementation of BSCI requirements in the facility.	Mr.Afzal	31/08/2014
Chapter Score		<input checked="" type="checkbox"/> Good <input type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant			
Number of deviations in crucial questions		0 of 3			
Fulfillment Percentage		83.33%			
B.4. Compensation					
B.4.3. Compensation	No	( - ) [Minus]	In accordance with West Pakistan Minimum Wages Rules, 1962. Section 19. Forms of Register and Records (2) Every employer shall issue to the employees employed in any industry in respect of which minimum wage have been fixed a wage slip. It was noted through documents review and workers interview that a wage slip is not issued to workers. It is recommended that the facility should issue wage slip to all employees showing breakdown of the individual elements of their pay, overtime supplements, other supplements and deductions.	Mr.Afzal	31/08/2014
Chapter Score		<input checked="" type="checkbox"/> Good <input type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant			
Number of deviations in crucial questions		0 of 4			
Fulfillment Percentage		88.89%			
B.10. Health and Social Facilities					
B.10.1.1. First aid	No	( - ) [Minus]	In accordance with BSCI social requirements B.10.1.1. the facility should provide qualified first-aid at all times. It was noted during factory tour that first aiders were not identified for each department of the facility and their names were not displayed on notice board or near first aid boxes. It is recommended that the facility should provide qualified first-aiders at all times with their training certificate. Name and photographs of such first aiders should preferably be displayed on each floor near first aid box and notice board.	Mr.Afzal	31/08/2014
			In accordance with BSCI social requirement B.10.1.3. facility should have emergency procedures in place for dealing with cases of trauma or serious illness upto the point at which		

Score Interpretation	
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Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
Non-compliant	Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant.
Under "Grace Period"	Not Available
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

B.10.1.3. First aid	No	( - ) [Minus]	the patient care can be transferred to an appropriate medical facility. It was noted through documents review that facility does not have written emergency procedures for dealing with cases of serious illness or trauma during the interim period before handing over to appropriate medical facility. It is recommended that the facility should develop written emergency procedures for dealing with cases of serious illness and trauma before their transfer to appropriate medical facility.	Mr.Afzal	31/08/2014
B.10.2.4. Social Facilities	No	( - ) [Minus]	In accordance with Sind Factories Rules 1975 Provision for Washing Accommodation and Latrines and Urinals (section 21) para 42. In every factory, the following facilities shall be provided for the washing of workers © soap and towels shall be provided and kept available free of cost at every wash basin. It was noted during factory tour that soap and towels were not provided at any wash basin used by male and female employees. It is recommended that the facility should place soap and towels at all washing basins.	Mr.Afzal	31/08/2014
Chapter Score		<input type="checkbox"/> Good <input checked="" type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant			
Number of deviations in crucial questions		0 of 1			
Fulfillment Percentage		62.50%			
B.11. Occupational Health and Safety (OHS)					
B.11.3.1. Personal Protective Equipment	No	( - ) [Minus]	In accordance with the Factories Act 1934 (XXV of 1934) Chapter III Health & Safety, section 16 (1) dust and fume, in every factory, in which by reason of the manufacturing process carried on, there is given off any dust or fume or other impurity of such a nature and to such an extent as is likely to be injurious or offensive to the workers employed therein, effective measures shall be taken to prevent its accumulation in any work room and its inhalation by workers and in accordance with BSCI social requirements clause B.11.3.1 facility should provide PPEs to workers for adequate protection. It was noted during factory tour that 90 % operators working on over lock machines were not wearing face mask (dust mask) and cutter in cutting section was not using mesh gloves during cutting It is recommended that the facility should provide face mask to all over lock machine operators and mesh gloves to cutters as PPE.	Mr.Afzal	31/08/2014
B.11.4.4. Chemicals	No	( - ) [Minus]	In accordance with BSCI social requirements clause B.11.4.4. facility should ensure chemical substances are adequately labeled and stored. It was noted during factory tour that containers containing diesel on ground floor in generator area were found unmarked/not labeled. It is recommended that facility should ensure that all Diesel containers are properly marked/labeled.	Mr.Afzal	31/08/2014
B.11.6.2. Electricity	No	( - ) [Minus]	In accordance with BSCI social requirement B.11.6.2. the facility should have its equipment and electrical installations periodically checked by a competent person. It was noted through documents review that facility does not have record of periodic checking of its equipment and electrical installation by competent person. It is recommended that the facility should have its electrical installation and equipments periodically checked by competent person such as electrician and maintain records.	Mr.Afzal	31/08/2014
			In accordance with Sind Factories Rules 1975, Fencing [Sections 26, 31 and 33] 62. (1) In every factory, all electrical circuits or part of such circuits or any object electrically connected with them whether commonly or occasionally in an electrified condition, which by reason of their position could cause injury to any person, shall		

Score Interpretation	
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Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
Non-compliant	Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant.
Under "Grace Period"	Not Available
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

B.11.6.4. Electricity	No	( - ) [Minus]	be protected adequately, either by non-metallic fencing or insulation or by both, in such manner as to remove danger of injury. It was noted during factory tour that stitching machine on first floor was connected with power supply with lose fire. Circuit breakers on ground floor in electric panel room were without protective cover. It is recommended that the facility should ensure all stitching machines are connected to power supplies by proper plugs and all circuit breakers are properly covered.	Mr.Afzal	31/08/2014
B.11.8.1. Escape Routes and Emergency Exits	No	( - ) [Minus]	In accordance with the Factories Act 1934 Chapter III Health & Safety, Section 25. Precautions in case of fire Para (3) In every factory the doors affording exit from any room shall not be locked or fastened so that they can be easily and immediately opened from inside while any person is within the room, and all such doors, unless they are of the sliding type, shall be constructed to open outwards or where the door is between two rooms, in the direction of the nearest exit from the building and such door shall not be locked or obstructed while work is being carried on in the room and shall at all times be kept free from any obstruction. It was noted during factory tour that passages between work areas in stitching department on first floor and second floor, cutting and cropping department on third floor were partially blocked by trolleys and garments. It is recommended that the facility should clear all the obstructed passages for safe evacuation in case of emergency.	Mr.Afzal	31/08/2014
B.11.09.1. Machine and Vehicle Safety	No	( - ) [Minus]	In accordance with Factories Act, 1934 Chapter III Health & Safety Section 26. Fencing of machinery. In every factory parts of the machinery required to be fenced shall be securely fenced by the safeguards of substantial construction which shall be kept in position while part are in motion or in use. Provided that in the case of dangerous parts of the machinery that cannot be securely fenced by reason of the nature of operation, such fencing may be substituted by other adequate measures, such as (i) devices automatically preventing the operation from coming into contact with the dangerous parts; and (ii) automatic stopping devices. It was noted during factory tour that 50% single needle machines in two lines in second floor stitching area were without pulley covers and needle guards, 70% Over lock machines in stitching department in first floor were without eye guards. It is recommended that the facility should ensure that place pulley cover and eye/needle guards should be install on all sewing machines.	Mr.Afzal	31/08/2014
Chapter Score		<input type="checkbox"/> Good <input checked="" type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant			
Number of deviations in crucial questions		0 of 6			
Fulfillment Percentage		84.62%			
B.13. Environment					
B.13.1. Environment	No	( - ) [Minus]	In accordance with the environmental Protection act 1997 section 12 all factories should conduct (Environment Impact Assessment) and obtain NOC from EPA. It was noted through documents review that no environmental Impact assessment was conducted by the EPA (Environment Impact Assessment) for the factory. Recommendation: It is recommended that management adopt practices and controls to ensure that the report of initial environmental assessment impacts is obtained from the concern authority.	Mr.Afzal	31/07/2014
			In accordance with BSCI social requirements B.13.5.the facility should develop mechanism to ensure reduction of emissions, particularly CO2		

Score Interpretation	
Good	Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial.
Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
Non-compliant	Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant.
Under "Grace Period"	Not Available
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

B.13.5. Environment	No	( - ) [Minus]	emissions. It was noted through documents review and management interview that facility has not developed mechanism for ensuring reduction of emissions, particularly CO2 emission. It is recommended that the facility should develop mechanism for ensuring reduction of emissions, particularly CO2 emission.	Mr.Afzal	31/08/2014
Chapter Score		<input checked="" type="checkbox"/> Good <input type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant			
Number of deviations in crucial questions		0 of 0			
Fulfillment Percentage		60.00%			
<b>Total Audit Results for Part B Tier I</b>					
Total Score		<input type="checkbox"/> Good <input checked="" type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant			
Total number of deviations in crucial questions		0 of 35			
Overall fulfillment percentage		87.83%			

Score Interpretation	
Good	Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial.
Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
Non-compliant	Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant.
Under "Grace Period"	Not Available
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

## Part C: Audit Findings

Chapter	
C.1. Policy	
C.2. Planning and Implementation	
C.3. Management Review	
C.4. Control of Subcontractors / Suppliers / Sub-suppliers	
C.5. Control of Homeworkers	
C.6. Compensation	
C.7. Child Labour	
C.8. Outside Communication	
Total	

Score Interpretation	
Good	Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial.
Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re-audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

## Workers Interview Sheet

Workers Interview Sheet			
Workers	Male workers number	Female workers number	% of the total workforce
Total	10	5	6.15
Workers aged < 18 years interviewed	0	0	0.00
Apprentices interviewed	0	0	0.00
Disabled persons interviewed	0	0	0.00
Full time workers interviewed	10	5	6.15
Part time workers interviewed	0	0	0.00
Seasonal workers interviewed	0	0	0.00
Migrant workers interviewed	0	0	0.00
Pregnant workers interviewed		0	0.00

Interview methods used	number (how many)
Number of Individual interviews conducted	10
# of people interviewed in Group(s)	5
# of Interviews conducted on site	15
# of Interviews conducted off site	0
Was an interpreter used?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Language(s) used for worker interviews	Urdu

No. of interview	Essentials (If the number of rows is not enough, please add pages as needed and include with the attachments).
1	1st Group Interview: 5 Workers confirm that they get payment on time, workers are aware about their rights, Workers confirmed that they participated in fire drills, workers told that they are not receiving payslips.
2	Individual Interview: worker showed satisfaction about the behaviour of the management and the fact that the salary is paid on time. Worker was aware of the Worker Council Members, Suggestion/Complaint Procedure and other policies and procedures of the company. Worker told that factory is not providing payslips.
3	Individual Interview: Worker confirmed that they get on time salary and he was never restricted to use of toilets. He received training on fire fighting.
4	Individual Interview: Worker showed satisfaction about the behaviour of the management and the fact that the salary is paid in time. Worker was aware of the Worker Council Member, Suggestion/Complaint Procedure and other policies and procedures of the company. Worker confirmed that she had receive fire drill and first aid training as well
5	Individual Interview: Worker showed satisfaction about the behaviour of the management and the fact that the salary is paid in time. Worker was aware of the Worker Council Member, Suggestion/Complaint Procedure and other policies and procedures of the company.
6	Individual Interview: Factory Provided bathroom's in hygienic conditions are good.They are not forced by the management for Overtime and Sundays work.Clean drinking water is available. Ventilation System in our factory is proper.
7	Individual Interview: Worker showed satisfaction about the behaviour of the management and the fact that the salary is paid in time. Worker was aware of the Worker Council Member, Suggestion/Complaint Procedure and other policies and procedures of the company. Worker confirmed that she had receive fire drill and first aid training as well. He get salary in time and also he receive health and safety training.
8	Individual Interview: worker showed satisfaction about the behaviour of the management and the fact that the salary is paid on time. Worker was aware of the Worker Council Member. Worker confirm that he receive health and safety training.
9	Individual Interview: Worker confirms that he get health and safety training. He is aware of work council member. Toilets are clean and factory is providing clean drinking water.
10	Individual Interview: Worker confirmed that advance is provided when asked. He is free to leave facility whenever he want. He is free to contact floor incharge or production incharge if required. He is trained on Fire fighting and first aid.Proper Protective equipment is provied by the compnay.
11	Individual Interview: worker showed satisfaction about the behaviour of the management and the fact that the salary is paid in time. Worker was aware of the Worker Council Members, Suggestion/Complaint Procedure and other policies and procedures of the company. Worker confirmed to have received fire safety trainings and regular participation in emergency evacuation drills.

Score Interpretation	
Good	Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial.
Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

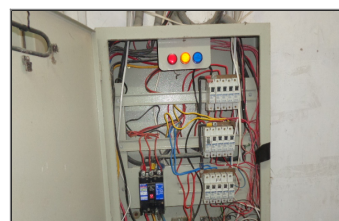
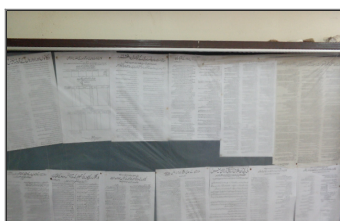
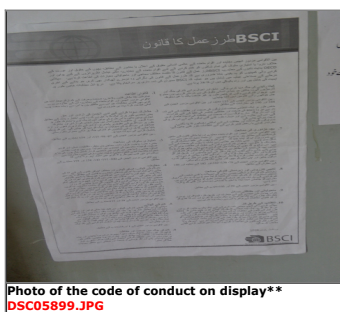
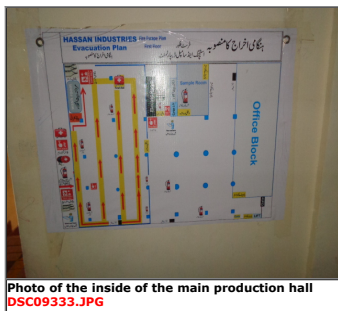
## Child and Young Workers Record Sheet

No Data Available for >Child and Young Workers Record Sheet

Score Interpretation	
Good	Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial.
Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
Non-compliant	Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant.
Under "Grace Period"	Not Available
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR



## Overall Producer Pictures







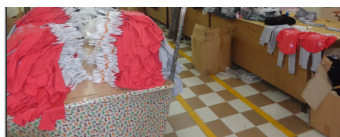


Photo of the inside of the main production hall  
 DSC09402.JPG

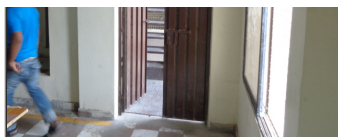


Photo of the inside of the main production hall  
 DSC09384.JPG



Photo of the inside of the main production hall  
 DSC09307.JPG



Photo of the inside of the main production hall  
 DSC09297.JPG



Photo of the inside of the main production hall  
 DSC09388.JPG



Photo of the sanitary facilities  
 DSC09294.JPG