

Sedex Members Ethical Trade Audit Report

Version 7



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Audit content

(1) A SMETA audit was conducted which included some or all of labour standards, health and safety, environment and business ethics. The SMETA minimum requirements were applied and the SMETA auditor manual was followed. The scope of workers included all types at the site e.g. direct employees, agency workers, workers employed by service providers and workers provided by other contractors. Any deviations from the SMETA methodology are stated (with reasons for deviation) in the SMETA declaration.

The audit scope includes an assessment of the Workplace Requirements and the Management Systems Assessment against the code areas below.

2-pillar audits include:

- Labour standards:
 - 0. Enabling accurate assessment
 - 1. Employment is freely chosen
 - 1.A. Responsible recruitment and entitlement to work
 - 2. Freedom of association and right to collective bargaining are respected
 - 4. Child labour shall not be used
 - 5. Legal wages are paid
 - 5.A. Living wages are paid
 - 6. Working hours are not excessive
 - 7. No discrimination is practiced
 - 8. Regular employment is provided
 - 8.A. Sub-contracting and homeworkers are used responsibly
 - 9. No harsh or inhumane treatment is allowed
- Health and safety:
 - 3. Working conditions are safe and hygienic
- Environment:
 - 10.A. Environment 2-pillar

4-pillar audits include, in addition to the above:

- Environment:
 - 10.B. Environment 4-pillar
- Business ethics:
 - 10.C. Business ethics

(2) Where appropriate, non-compliances or non-conformances were raised where either local law or the base code were not met, and recorded as non-compliances on both the audit report, CAPR and on the Sedex Platform.

(3) Any non-conformance against customer code shall not be uploaded to Sedex, but sent directly to the customer in question.

Audit details

Site details

Sedex site reference	[REDACTED]	Site name	[REDACTED]
Business name	[REDACTED]	Site address	[REDACTED] [REDACTED] [REDACTED] [REDACTED] IN [REDACTED]

Audit details

Sedex company reference	[REDACTED]	Auditor company name	BSI Group
Audit company address	Max House, Tower – C, 7th Floor, Bahapur, Okhla Industrial Estate, Phase-3, New Delhi, IN, 110020		
Date of audit	2025-10-13	Audit conducted by	Asoke Dasgupta
Audit pillars	Labour Standards Health and safety Environment 4-Pillar Business ethics		
Time in and out	Day 1	Day 2	Day 3
	In 09:30	In 09:30	In 09:30
	Out 18:30	Out 18:30	Out 18:00
Audit type	Periodic		

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Was the audit announced? Semi announced

Was the Sedex SAQ available for review? Yes

Who signed and agreed CAPR? [REDACTED] / Sr. manager R & D

Any conflicting information SAQ/Pre-Audit Info No

Is further information available? No

Audit attendance

	Senior management	Worker representative	Union representative
A: Present at the opening meeting?	Yes	Yes	Yes
B: Present at the audit?	Yes	Yes	Yes
C: Present at the closing meeting?	Yes	Yes	Yes

Reason for absence at the opening meeting

Reason for absence during the audit

Reason for absence at the closing meeting

SMETA declaration

Auditor team

SMETA declaration

I declare that the audit underpinning the following report was conducted in accordance with SMETA Minimum Requirements and the SMETA Auditor Manual.

1. Where appropriate non-compliances/ non-conformances were raised against the Base Code and local law and recorded as non-compliances/ non-conformances on both the audit report, CAPR and on the Sedex Platform.
2. Any non-conformance against customer code alone shall not be uploaded to Sedex, and will be shared directly with the customer in question.

This report provides a summary of the findings and other applicable information found/gathered during the social audit conducted on the above date only and does not officially confirm or certify compliance with any legal regulations or industry standards. The social audit process requires that information be gathered and considered from records review, worker interviews, management interviews and visual observation. More information is gathered during the social audit process than is provided here. The audit process is a sampling exercise only and does not guarantee that the audited site prior, during or post-audit, are in full compliance with the Code being audited against. The provisions of this Code constitute minimum and not maximum standards and this Code should not be used to prevent companies from exceeding these standards. Companies applying this Code are expected to comply with national and other applicable laws and where the provisions of law and this Code address the same subject, to apply that provision which affords the greater protection. The ownership of this report remains with the party who has paid for the audit. Release permission must be provided by the owner prior to release to any third parties.

Any exceptions to the SMETA Methodology must be recorded here (e.g. different sample size)

No Exception

Lead auditor

Asoke Dasgupta

APSCA Number

32200132

Additional auditor

Anshu Ghosh

APSCA Number

21700877

Date of declaration

2025-10-15

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Site representation

Declaration	I acknowledge that details from this report can change during the review process and that I will be given the opportunity to dispute the content once the review has been published.
Full name	[REDACTED]
Title	Sr. manager R & D
Date of declaration	2025-10-15

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
3. Working conditions are safe and hygienic	3.L Implement effective processes to manage f...	Base code	NC [REDACTED]
	3.L Implement effective processes to manage f...	Base code	NC [REDACTED]
	3.M Ensure all machinery is installed, mainta...	Base code	NC [REDACTED]
5. Legal wages are paid	5.F Provide all workers with clearly written ...	Local law Base code	NC [REDACTED]
6. Working hours are not excessive	6.C Provide workers with at least 24 hours of...		NC [REDACTED]
10.B. Environment 4-Pillar	10.B.F Have and communicate policies and proc...		NC [REDACTED]

Management systems

	Policies and procedures	Resources	Communication and training	Monitoring
1. Employment is freely chosen				
1.A. Responsible recruitment and entitlement to work				
2. Freedom of association and right to collective bargaining are respected				
3. Working conditions are safe and hygienic				
4. Child labour shall not be used				
5. Legal wages are paid				
6. Working hours are not excessive				
7. No discrimination is practiced				
8. Regular employment is provided				

 Not addressed

 Fundamental improvements required

 Some improvements recommended

 Robust management systems

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	Policies and procedures	Resources	Communication and training	Monitoring
8.A. Sub-contracting and homeworkers are used responsibly				
9. No harsh or inhumane treatment is allowed				
10.A. Environment 2-Pillar				
10.C. Business ethics				

 Not addressed

 Fundamental improvements required

 Some improvements recommended

 Robust management systems

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Site details

Company and site details

Sedex company reference	[REDACTED]	
Sedex site reference	[REDACTED]	
Company name	[REDACTED] [REDACTED]	
Business ownership type	GOODS	
Site name	[REDACTED] [REDACTED]	
Site name in local language		
GPS location	GPS address	[REDACTED]
	Coordinates	[REDACTED]
Is the worksite in a remote location, far from habitation?	No	
Site contact	Contact name	[REDACTED]
	Job title	Sr. Manager R & D
	Phone number	[REDACTED]
	Email	[REDACTED]

Company and site details

Applicable business and other legally required business license numbers and documents

Factory License No: [REDACTED], Reg No.: [REDACTED] for 5000 worker, 10000 HP, valid up to 31.12.2026.

Fire License: [REDACTED] dated 21.10.2023 valid for 3 years

PCB Consent to Operate: [REDACTED] dated 25.07.2022 valid up to 30.06.2026.

Authorisation for disposal Memo No.: [REDACTED] dated 06.08.2021 valid up to 30.11.2025.

Approved building layout plan: 398 dated 12.07.2016

Stability Certificate: BJM-Stability Certificates, [REDACTED] dated 19.09.2025 from competent person.

Certificate of Registration:

IEC : [REDACTED] dated 12.05.1988.

Shift Approval: [REDACTED] dated 24.01.2025.

Boiler Test certificate: [REDACTED] tested on 15.09.2025, valid up to 14.09.2026.

Contractor License: [REDACTED] for B K Jute valid up to 31.12.2025. For M/s Modern Traders [REDACTED] valid up to 20.12.2025.

Work Zone Monitoring:

Lux Monitoring: [REDACTED] dated 15.05.2025

Noise Level Monitoring: [REDACTED] dated 15.05.2025

Ambient Air Quality Test Report: [REDACTED] dated 24.05.2025.

Drinking Water Quality: [REDACTED] dated 23.06.2025.

Fugitive Air Emission Test: A [REDACTED] dated 19.05.2025

Site activities

Site function	Factory Processing/Manufacturer	
Site activities	Primary	Spinning and manufacture of yarn or thread for weaving or sewing, for the trade or for further processing
	Secondary	Weaving of textiles
	Other	Manufacture of made-up textile articles, except apparel
Product type	Manufacture of Jute and allied	
Process overview	Through Receipt of natural fibre, Blending, Carding, Drawing, Spinning, Winding, Beaming, Weaving, Damping, Calendaring , Finishing (rolling, Lapping, Cutting), lamination , cutting, printing, stitching, checking and thread cutting, pressing, tagging, packing for bag	
What level of mechanization best describes the work at this site?	Fair mechanisation / manual Labour	

Site scope

Is the audited site a physically continuous area?	No
	Processing of jute and allied fibre to fabrication of bags are carried out in different sheds within the plant premises.

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[Worker analysis →](#)

Site scope

Building 1	Last construction works on site	2016
	If building is shared, provide details	Building is not shared owned by the organisation
	Number of floors	1
	Description of floor activities	Receipt of natural fibre, Blending, Carding, Drawing, Spinning, Winding, Beaming, Weaving, Damping, Calendaring , Finishing (rolling, Lapping, Cutting)
Building 2	Last construction works on site	2022
	If building is shared, provide details	Building is not shared owned by the organisation
	Number of floors	1
	Description of floor activities	Receiving of Yarn spool, Prebeaming, beaming/sizing, weaving, calndering, rolling/Lapping, packing
Building 3	Last construction works on site	2022
	If building is shared, provide details	Building is not shared owned by the organisation
	Number of floors	1
	Description of floor activities	Receiving of Fabric/Fibre, Bleaching, Dyeing, Stiffening

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Site scope

Building 4	Last construction works on site	2022
	If building is shared, provide details	Building is not shared owned by the organisation
	Number of floors	1
	Description of floor activities	Receiving of Fabric/Fibre, Bleaching, Dyeing, Stiffening.
Building 5	Last construction works on site	2023
	If building is shared, provide details	Building is not shared owned by the organisation
	Number of floors	1
	Description of floor activities	Food grade Section - Receipt of natural fibre, Blending, Carding, Drawing, Spinning
Building 6	Last construction works on site	2018
	If building is shared, provide details	Building is not shared owned by the organisation
	Number of floors	1
	Description of floor activities	Non Woven Fabric (Felt) - Receiving of sliver from main mill, needle punching, packing
Building 7	Last construction works on site	2023
	If building is shared, provide details	Building is not shared owned by the organisation
	Number of floors	1
	Description of floor activities	Food Grade - Beaming, Weaving

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Site scope

Building 8	Last construction works on site	2023
	If building is shared, provide details	Building is not shared owned by the organisation.
	Number of floors	1
	Description of floor activities	Damping, Calendaring , Finishing (rolling, Lapping, Cutting)
Building 9	Last construction works on site	2021
	If building is shared, provide details	Building is not shared owned by the organisation
	Number of floors	1
	Description of floor activities	lamination
Building 10	Last construction works on site	2021
	If building is shared, provide details	Building is not shared owned by the organisation
	Number of floors	1
	Description of floor activities	Cutting, printing, stitching, checking and thread cutting, pressing, tagging, packing for bag
Building 11	Last construction works on site	2021
	If building is shared, provide details	Building is not shared owned by the organisation
	Number of floors	1
	Description of floor activities	Cutting, stitching, checking and thread cutting, pressing, tagging, packing for bag

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Site scope

Building 12	Last construction works on site	2014
	If building is shared, provide details	Building is not shared owned by the organisation
	Number of floors	2
	Description of floor activities	Ground Floor - Purchase, Accounts 1st Floor - Costing IT
Building 13	Last construction works on site	2014
	If building is shared, provide details	Building is not shared owned by the organisation
	Number of floors	1
	Description of floor activities	Time Keeping, Labour Welfare office, Administrative activities
Building 14	Last construction works on site	2025
	If building is shared, provide details	Building is not shared owned by the organisation
	Number of floors	1
	Description of floor activities	Occupational Health Centre
Building 15	Last construction works on site	2017
	If building is shared, provide details	Building is not shared owned by the organisation
	Number of floors	2
	Description of floor activities	Ground Floor - Consumable stores 1st Floor - Consumable stores

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Site scope

Building 16	Last construction works on site	2015
	If building is shared, provide details	Building is not shared owned by the organisation
	Number of floors	2
	Description of floor activities	Ground Floor - Bio culture Laboratory 1st Floor - Testing Laboratory
Building 17	Last construction works on site	2019
	If building is shared, provide details	Building is not shared owned by the organisation
	Number of floors	1
	Description of floor activities	Receiving of sliver - Drawing - Spinning - Beaming - Weaving
Is there any difference between the site scope of the audit and the Sedex site profile?	No	
Does the scope of the audit subdivide any building or is limited to particular processes, products or businesses within the physical site?	No	
Is any activity conducted onsite not included within the scope of the audit?	No	

Worker accommodation and transport

Are there any site-provided worker accommodation buildings?	Yes
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Worker accommodation and transport

Is the accommodation within the perimeter of the site audited?	Offsite Site Provides accomodation Facility (quarters) to part of wokers (1300 Nos) outside plant premises with room (rent taken as half of the house rent), kitchen, toilet, electricity, drinking water, schooling facility for children. Rest of workers are from nearby locality [REDACTED], etc).
Is the accommodation contractually mandated for workers?	Optional
Who provides the accommodation?	Site
Was all accommodation (whether directly or via third parties, off or onsite) included in this audit?	All Accomodation Quarters are provided directly by the organisation. Quarters were taken in the perview of audit. Contractor/third parties does not provide any accomodation.
Does the site organise worker transport to the worksite?	Not provided Workers use their own transport (such as Cycle or Scooter) for travelling to worksite.

Work patterns

Approximate workers on site per month (% of peak)	January	95-100%	February	95-100%
	March	95-100%	April	95-100%
	May	95-100%	June	95-100%
	July	95-100%	August	95-100%
	September	95-100%	October	95-100%
	November	95-100%	December	95-100%

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Work patterns

Is there any night shift work at the site?

Yes

Relay No -1 : 6.00 AM to 11.00 AM and 2.00 PM to 5.00 PM
 Realy No. 2: 11.00 AM to 2.00 PM and 5.00 PM to 10.00 PM
 Realy No 3- 10.00 PM to 2.30 AM and 3.00 AM to 6.00 AM
 Relay No 4 - 8.00 AM to 12.00 PM and 2.00 PM to 6.00 PM.
 Intermittent time is used as lunch Break.

What percentage of the workforce, including temporary and agency workers, work during the night shift?

33%

Was the audit conducted across all shift times, and did it include a representative sample of workers from each shift time in interviews and sampling?

No

Audit was conducted from 9.30 AM to 6.30 PM covering Relay 1, 2 and 4. Workers are in rotation in different shifts, Worker selection and interaction has been carried out covering all shifts.

Site assessments

Does this site hold any certifications that address labour standards, human rights, corruption or environmental impact?

ISO 45001 (OHS), ISO 14001 (Environmental management), SA 8000 (Social performance management), Other certification

Organisation is certified to GOTS, OKOTEX, GHP.

Has the site assessed for negative impacts on the human rights, lands, resources, territories, livelihoods or food security of indigenous peoples or the local community?

No

No such assessment has been carried out

Has there been a Human Rights Impact Assessment (HRIA) conducted within the last three years at this site?

No

No such assessment has been carried out

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Worker analysis

Gender disaggregated data available Men and women

Worker totals

	Men	Women	Other	Total
Number of workers	4449 (99.5%)	21 (0.5%)	- -	4470 (100%)

Workers by type

	Men	Women	Other	Total
Permanent workers (employees)	4043 (99.8%)	7 (0.2%)	- -	4050 (90.6%)
Temporary or fixed term employees	406 (96.7%)	14 (3.3%)	- -	420 (9.4%)
Agency or subcontracted workers	0 -	0 -	- -	0 (0%)
Seasonal workers	0 -	0 -	- -	0 (0%)
Self-employed workers	0 -	0 -	- -	0 (0%)
Informal workers including home workers	0 -	0 -	- -	0 (0%)
Apprentices, trainees or interns	0 -	0 -	- -	0 (0%)

* % of total workforce

[← Site details](#)

[Worker interviews →](#)

Migrant workers

	Men	Women	Other	Total
Domestic migrant workers	0 -	0 -	- -	0 (0%)
International migrant workers	0 -	0 -	- -	0 (0%)
Total migrant workers	0 -	0 -	- -	0 (0%)

* % of total workforce

Where workers have migrated internally, list the most common internal states workers have moved from

Workers are either from nearby locality or domiciled 30 to 40 years back (Parents or grand parents domiciled).

Workers by age

	Men	Women	Other	Total
18 - 24 years old	280 (100%)	0 (0%)	- -	280 (6.3%)
15 - 17 years old	0 -	0 -	- -	0 (0%)
Under 15 years old	0 -	0 -	- -	0 (0%)

* % of total workforce

[← Worker analysis](#)

[Worker interviews →](#)

Is the worker analysis data relevant for peak season and current to the audit? No

Describe how this may vary during peak periods Organisation is working mainly to produce jute clothes and last one year production record shows that production is carried out in almost same rate every month.

Please list the nationalities of all workers, with the three most common nationalities listed first Indian

Most common nationalities as approximate % of workforce

	Men	Women	Other	Total
Indian	99%	1%	-	100%

Workers by remuneration type

	Men	Women	Other	Total
Workers paid per unit (piece rate)	16 (94.1%)	1 (5.9%)	- -	17 (0.4%)
Workers paid based on a mix of 'piece work' and hourly rate	0 -	0 -	- -	0 (0%)
Workers paid hourly / daily rate	27 (100%)	0 (0%)	- -	27 (0.6%)
Salaried workers	4406 (99.5%)	20 (0.5%)	- -	4426 (99%)

* % of total workforce

[← Worker analysis](#)

[Worker interviews →](#)

Workers by payment cycle

	Men	Women	Other	Total
Paid daily	0 -	0 -	- -	0 (0%)
Paid weekly	0 -	0 -	- -	0 (0%)
Paid monthly	0 -	0 -	- -	0 (0%)
Other	4449 (99.5%)	21 (0.5%)	- -	4470 (100%)

* % of total workforce

If other payment cycle entered, please provide details

No other payment cycle found during document review or during interaction.

People in managerial, supervisory and administrative roles

	Men	Women	Other	Total
Employees in management positions	13 (100%)	0 (0%)	- -	13
Supervisors or team leaders	147 (100%)	0 (0%)	- -	147
Administrative staff	84 (95.5%)	4 (4.5%)	- -	88

[← Worker analysis](#)

[Worker interviews →](#)

Worker interview summary

Gender disaggregated data available Men and women

Which methods of worker engagement were used? Individual interviews
Group interviews

Digital worker survey participants

	Men	Women	Other	Total
Number of workers	-	-	-	-

Were any of the audit findings attributable to the survey?

Was the interview sample representative of all types of nationality and employment types of workers? Yes

Was the interview sample representative of the gender composition of the workforce? Yes

Number and size of group interviews 9 groups of 5 people. 1 workers were interviewed extra as per SEDECX requirements

Did workers understand the purpose of the audit? Yes

Were interviews conducted in circumstances to ensure privacy, with the confidentiality of the interview process communicated to the workers? Yes

Was there any indication that workers had been 'coached' in how they should respond to questions?

No

What was the general attitude of the workers towards their workplace?

Favorable

Attitude of workers

In which areas did workers raise significant concerns or complaints?

Other (provide details)

Workers did not raise any specific complaints during interaction.

What did the workers like the most about working at this site?

Equal opportunities
Facilities (e.g. rest area, recreation, canteen)
Freedom of movement
Hours worked, rest days or breaks
Job security

Additional comments

Workers are aware of their rights and the social performance of the company

Attitude of workers' committee/union representatives

Attitude of works committee members were cordial and co-operative

Attitude of managers

Managers were supportive and cooperative. One MANager was interacted.

Workers interviewed by type

	Total
Permanent workers	52
Temporary or fixed-term employees	24
Agency or subcontracted workers	0

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[Measuring workplace impact →](#)

Workers interviewed by type

Seasonal workers	0
Other workers	0
Total number of workers interviewed	76

Workers interviewed by group/individual

	Men	Women	Other	Total
Workers interviewed in groups	42	3	-	45
Workers interviewed individually	16	15	-	31

Migrant workers interviewed

	Men	Women	Other	Total
Domestic migrant workers interviewed	0	0	-	0
International migrant workers interviewed	0	0	-	0
Total migrant workers interviewed	0	0	-	0

Measuring workplace impact

Gender disaggregated data available Men and women

Annual worker turnover (%)*

	Men	Women	Other	Total
Last full quarter (90 days)	0.51%	0.0%	-	0.51%
Last full calendar year (2024)	1.16%	0.0%	-	1.16%
Previous full calendar year (2023)	0.96%	0.0%	-	0.96%

* Number of workers leaving in last 12 months as a % of average total number of workers on site over the year.

Rate of absenteeism (%)*

	Men	Women	Other	Total
Last full quarter (90 days)	11.75%	37.2%	-	11.69%
Last full calendar year (2024)	19.76%	35.07%	-	19.66%
Previous full calendar year (2023)	20.34%	29.99%	-	20.24%

Number of days lost through job absence in the year, calculated as: (Number of days lost through job absence in the year) / [(Number of employees on 1st day of the year + Number of employees on the last day of the year) / 2] * (Number of available workdays in the year).

Are accidents recorded? Yes

Accident Register is maintained.

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Annual number of work related accidents and injuries (per 100 workers)*

	Men	Women	Other	Total
Last full quarter (90 days)	-	-	-	-
Last full calendar year (2024)	-	-	-	-
Previous full calendar year (2023)	-	-	-	-

* Calculated as (number of work related accidents and injuries * 100) / number of total workers.

Lost day work cases (per 100 workers)*

	Men	Women	Other	Total
Last full quarter (90 days)	-	-	-	-
Last full calendar year (2024)	-	-	-	-
Previous full calendar year (2023)	-	-	-	-

* Calculated as (number of lost days due to work accidents and work related injuries * 100) / number of total workers.

Percentage of workers that work on average more than 48 total hours in a given week

	Men	Women	Other	Total
Last full quarter (90 days)	-	-	-	-
Last full calendar year (2024)	-	-	-	-

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Percentage of workers that work on average more than 48 total hours in a given week

Previous full calendar year (2023)	-	-	-	-
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Percentage of workers that work on average more than 60 total hours in a given week

	Men	Women	Other	Total
Last full quarter (90 days)	-	-	-	-
Last full calendar year (2024)	-	-	-	-
Previous full calendar year (2023)	-	-	-	-

0. Enabling accurate assessment

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings
Systems and evidence examined to validate this code section	<p>Audit was conducted by the auditor freely without any embargo from the organisation. Information was provided whenever asked for. Audit was semi announced with window period from 24.09.2025 to 22.10.2025. No bribes or gifts were offered to auditor. Sedex SAQ was filled up with accurate data and information. Verified Human Rights Policy. Human Rights Policy was endorsed by top management (President). Found in order</p>		

0. Enabling accurate assessment

Data points

Has the site received an official notice, fine, prosecution, or withhold release order (WRO) for non-compliance with legislation, regulation, consent, or permits within the last three years, relating to Health and Safety, labour rights or the environment?

Yes

In which area?

Other (please explain)

One case was resolved in October 2023

██████████ Workers Provident Fund Trust vs. K.K. ██████████ (2023)

In October 2023, the Calcutta High Court delivered a judgment regarding a criminal revision application filed by the ██████████ Workers Provident Fund Trust. The case, originally from 2001, dealt with alleged offenses under the Employees' Provident Fund and Miscellaneous Provisions Act, 1952.

However there are legal issues pending with the parent company and other units under ██████████ over share holding, Voting rights at company director board.

Did any workers selected by the auditor decline to be interviewed?

No

1. Employment is freely chosen

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met Some Improvements Recommended

Appoint a manager with sufficient seniority who is responsible for implementing procedures Robust Management Systems

Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures Some Improvements Recommended

Monitor the effectiveness of procedures to meet policy and workplace requirements Some Improvements Recommended

Management systems

Explanation for management systems grades

Policies and Procedures for freedom of association and right to collective bargaining has been documented elaborately with objective, pinpointed scope and responsibilities. Methodologies for ensuring freedom of association and right to collective bargaining has been elaborated. Risk for not addressing freedom of association and right to collective bargaining has been assessed. However, updating requirements are not identified in policies and procedures though the system could be triangulated through evidences. Some improvement in policies and procedure is required.

Responsibilities are well determined with top management (President) level to ensure effective implementation of the process. It was evidenced that necessary Resources to

control and mitigate the risk of freedom of association and right to collective bargaining is provided. Committees are functioning effectively. A robust management system is established.

Policies and procedures of freedom of association and right to collective bargaining has been displayed in local language throughout the plant. Training modules and training records are available. Interviews confirmed that workers need more awareness regarding roles and responsibilities of works committee. A grading of some improvement in management system is justified.

System of Monitoring and measurement is documented and that is evident through management review meetings, committee meetings, etc. During audit through discussion with management and election and meeting records it was evident that Top management (President) is monitoring the system but performance tracking has just

started. A grading of some improvement required shall be justified.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings

Systems and evidence examined to validate this code section

Verified Policies and Procedures on " Employment is freely chosen" dated 01.11.2024 with well defined Recruitment Policy .Verified Appointment Letters and Personal files of 76 employees. Appointment letters are issued and verified workers personal files . Feedback taken at the time of interview to corroborate information provided. No original document is kept or withheld. Employees are free to resign and leave the workplace freely as confirmed by workers .Workers are paid above minimum wage. Payment is made on or before 7th of every month. Payment is made through account transfer for permanent employees and by cash transfer to temporary workers. verified wage payment records at random for last 12 months.

1. Employment is freely chosen

Data points

If required under local law, is there a published 'modern slavery' or similar statement? Not Applicable

Does the site utilise any workers who are prisoners? No

Does the site use the labour of persons required to work under any government scheme? No

1.A. Responsible recruitment and entitlement to work

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met Some Improvements Recommended

Appoint a manager with sufficient seniority who is responsible for implementing procedures Some Improvements Recommended

Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures Robust Management Systems

Monitor the effectiveness of procedures to meet policy and workplace requirements Some Improvements Recommended

Management systems

Explanation for management systems grades

Policies and Procedures for responsible recruitment and entitlement to work has been documented elaborately though the system has been triangulated through evidence. Methodologies determine documents to be verified at the time of recruitment, such as Aadhar Card, Birth Certificate, School Leaving certificate, etc for ensuring responsible recruitment and entitlement to work has been triangulated. However it does not cover recruitment through contractor. Some improvement is required.

Responsibilities are determined as top management (President) is responsible to ensure effective implementation of the process. But organisational responsibility structure not identified. It was evidenced that necessary Resources to control and mitigate the risk of responsible recruitment is provided. Some Improvement is recommended in the system.

Policies and procedures of responsible recruitment and entitlement to work has been displayed in local language throughout the building. Appointment letters, personal files, Interviews with sampled workers revealed that they are aware of the policies and procedures regarding responsible recruitment and entitlement to work, such as entitle to work, document verification formalities, etc. Awareness regarding legal requirements among worker has been observed at adequate level. A grading of Robust Management system is justified.

System of Monitoring and measurement is not formally documented but during audit through discussion with management and minutes of meetings it was evident that Top management (President) is regularly monitoring the performance. However monitoring needs to be structured. A grading of Some improvement required shall be justified.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
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No findings

[← Code area 1](#)

[Code area 2 →](#)

Systems and evidence examined to validate this code section

Work performed is on the basis of recognised employment relationship established through national law and practice. Verified contractual worker's personal file. No home workers employed. The employees engaged are permanent and contractual. No migrant workers engaged. No subcontractors were engaged. Personal files of the 76 interviewed workers were verified. Verified Employment contracts, Personal files, Payroll records.

[← Code area 1](#)

[Code area 2 →](#)

1.A. Responsible recruitment and entitlement to work

Data points

Labour hire

Does the site use labour providers and/or formal, temporary, seasonal or guest worker programmes?	<p>Workers are recruited, selected, and hired directly by our company</p> <p>Workers are recruited and hired by licensed labour providers</p> <p>Worker are hired directly by the organisation and a portion of te worker is recruited through contractor</p>
Provide business names for all labour providers and programmes used	<p>████████████████████ ████████████████████ - 1 Bagging Operation - Providing worker for Bag Manufacturing operation (under piece rate and monthly wage basis)</p> <p>████████████████████, ████████████████████ South 24 Pgs - Bagging Opration - Providing worker for Bag Manufacturing operation (under piece rate and monthly wage basis, currently not active)</p> <p>████████████████████████████████████████████████████████████████████████████████ - Bagging Operation - Providing worker for Bag Manufacturing operation (under piece rate and monthly wage basis).</p> <p>████████████████████████████████████████████████████████████████████████████████ - security personnel provider</p> <p>████████████████████████████████████████████████████████████████████████████████ . - Security Personnel Provider</p>
How do the labour providers recruit and hire workers?	Directly
Where labour providers were used to recruit, what was the highest number of tiers identified in a workers recruitment journey?	1
Are there any subcontracted workers (excluding dispatched labour) on site?	No
Were all non-employee (e.g. agency or subcontracted) workers included within the scope of this audit for the purpose of document review and (if onsite on date of audit) interview?	Yes

[← Code area 1.A](#)

[Code area 2 →](#)

Were sufficient documents for non-employee (e.g. agency or other subcontracted) workers available for review? No
Attendance records for Modern Traders not available at site.

Migrant workers

Do any workers migrate across international borders to work at this site? No

Percentage of workers that are migrant 0%

Do any workers migrate from other states, provinces or regions within the country to work at this site? No

Recruitment fees

Were you able to detect recruitment fees and costs paid by workers during the recruitment and employment process? No
No such evidence was found during review of personnel files and during interview.

Were recruitment fees or costs identified during worker interviews? No
No such evidence was found during review of personnel files and during interview.

2. Freedom of association and right to collective bargaining are respected

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met Some Improvements Recommended

Appoint a manager with sufficient seniority who is responsible for implementing procedures Robust Management Systems

Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures Some Improvements Recommended

Monitor the effectiveness of procedures to meet policy and workplace requirements Some Improvements Recommended

Management systems

Explanation for management systems grades

Policies and Procedures for freedom of association and right to collective bargaining has been documented elaborately with objective, pinpointed scope and responsibilities. Methodologies for ensuring freedom of association and right to collective bargaining has been elaborated. Risk for not addressing freedom of association and right to collective bargaining has been assessed. However, requirements for contracted employees are not identified in policies and procedures though the system could be triangulated through evidences. Some improvement in policies and procedure is required.

Responsibilities are well determined with Union leadership and President to ensure effective implementation of the process. It was evidenced that necessary Resources to control and mitigate the risk of freedom of association and right to collective bargaining is provided. Committees are functioning effectively. A robust management system is established.

Policies and procedures of freedom of association and right to collective bargaining has been displayed in local language throughout the plant. Training modules and training records are available. Interviews confirmed that workers need more awareness regarding roles and responsibilities of works committee. A grading of some improvement in management system is justified.

System of Monitoring and measurement is documented and that is evident through management review meetings, committee meetings, etc. During audit through discussion with management and election and meeting records it was evident that Personnel Department is monitoring the system but performance tracking objectivity is missing. A grading of some improvement required shall be justified.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings

Systems and evidence examined to validate this code section

The written policy dtd. 01.11.2024 which states that workers have the right to lawfully form unions or similar organizations which give them the opportunity to address worker grievances and workplace issues collectively is evidenced.

Laws of the land applicable are Trade Union Act 1926 and Industrial Disputes Act 1947. There are 5 registered Trade Unions in the facility and representation of their members in various committee is evident. The company has committee with the elected Worker representatives of all trade unions. Verified the meeting record of Work's committee dtd.21.08.2025,15.07.2025

Management has an open-door policy to address the employees' needs, as revealed during the interviews.

The Company does not discriminate, penalize, threaten, restrict or interfere with workers choosing to lawfully form or join unions or associations. Certified Standing Order by Labour Commissioner, Govt. [REDACTED] dtd.31.07.1991 is maintained. Also Tripartite agreement with Trade Unions representation and Labour Commissioner dtd. 03.01.2024 is maintained.

The worker interviews and document review confirm compliance to this Code. The Company implements systems to establish better worker and management relations such as Health and Safety Committee, Works Committee, Grievance handling committee, Internal Complaints committee, etc.

Verified the records of all Committee Meetings. Works committee meeting minutes dated 21.08.2025,15.07.2025

Health & Safety committee meeting minutes for 12.09.2025 and 08.08.2025.

Grievance handling committee meeting minutes dtd.21.08.2025 and 07.04.2025.

Internal Complaints committee meeting minutes for 23.08.2024 and 30.06.2025 with the presence of [REDACTED] (advocate), external member.

2. Freedom of association and right to collective bargaining are respected

Data points

Are trade unions allowed by law in the national context?	Yes
Are there any registered trade unions in the workplace?	Yes
Are they active?	Yes. [Redacted] [Redacted] [Redacted] [Redacted] Workers Union [Redacted]
Does the employer recognise the trade union?	Yes
Are the worker representative bodies, trade union or otherwise, accessible to all workers, including more vulnerable workers (such as female, migrant, agency, and seasonal workers)?	Yes
Are the worker representatives freely elected by the workforce as a whole?	Yes
Does union/worker committee membership reflect the gender composition of the workforce?	Yes
Does the membership reflect the nationality composition of the workforce?	Yes

Has there been any industrial action (e.g. No
strikes, unrest, or cases raised to formal
tribunals or labour courts) in the past
two years?

[← Code area 2](#)

[Code area 3 →](#)

Audit company:
BSI Group

Audit reference:

██████████

Start Date:
2025-10-13

End Date:
2025-10-15

3. Working conditions are safe and hygienic

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met Some Improvements Recommended

Appoint a manager with sufficient seniority who is responsible for implementing procedures Some Improvements Recommended

Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures Some Improvements Recommended

Monitor the effectiveness of procedures to meet policy and workplace requirements Some Improvements Recommended

Management systems

Explanation for management systems grades

Documented system is in existence. Elaborate Policies and Procedures for occupational health and safety including long term is in existence with scope and responsibilities. Hazard identification and risk has been assessed for processes including emergency situations, hazardous material handling, transportation, etc. Though maintenance requirement of emergency response systems not adequately structured. Some improvement is required in policies and procedures. Responsibilities are determined with health and safety representative responsible to ensure effective implementation of the process. It was evidenced that necessary Resources to control and mitigate the risk to safety and health is provided. Clear responsibilities are defined at shop floor level. Resource allocation for amenities needs further attention. Some improvement is required. Policies and procedures of occupational health and safety has been displayed in local language throughout the plant. Regular training programmes are arranged as per training calendar through internal and external experts, Interviews with sampled workers revealed that they are aware of the safety requirements related to their work including emergency evacuation, etc. However isolated cases of absence of clear awareness regarding long term health effect has been observed. A grading of some improvement required is justified.

System of Monitoring and measurement is formally documented and monitored by management at planned interval. Health and Safety Performance is tracked at all levels but continual improvement is not visible. A grading of some improvement recommended shall be justified.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
3. Working conditions are safe and hygienic	3.L Implement effective processes to manage f...	Base code	NC [REDACTED]
	3.L Implement effective processes to manage f...	Base code	NC [REDACTED]
	3.M Ensure all machinery is installed, mainta...	Base code	NC [REDACTED]

[← Code area 2](#)

[Code area 4 →](#)

Systems and evidence examined to validate this code section

The written Health and Safety policy dated 01.11.2024 is maintained, displayed and communicated. Verified the appointment of the Health and safety representative, Mr. [REDACTED] and the safety officer.

i Health & Safety risk assessment [REDACTED], Rev dated 03.10.2025 issue 02 Rev 00 dtd.01.11.2024 is available as part of the Health & Management System documentation covering all the processes. The Health and Safety Committee meets at monthly intervals and the recent meeting minutes dated 12.09.2025 and 08.08.2025 and 26.10.2024 evidenced the participation of the worker and management representatives in the meetings including review of last meeting action points and the outcome of discussions include the review of effectiveness of use of PPEs, ERT training effectiveness, display of ERP procedure Fire safety training, and mock drill performance review, control measures, maintenance of the safety equipment, first aid boxes, drinking water, toilet facilities, etc.

Recent Firefighting training was provided on 19.09.2025 by qualified safety officer to 15 heads and on 28.08.2025 to 15 heads. Training on First aid, use of PPE, Waste handling, Chemical handling etc. provided on 24.10.2024.

Emergency Preparedness Procedure, no. [REDACTED]. Fire drills are conducted quarterly, and recent drills were dated 14.06.2025 and 11.08.2025 covering all the shifts. Verified the records.

First Aid Training was last done on 12.09.2025 to 10 heads, Chemical handling training was done on 13.08.2025 to 9 heads. Also PPE usage, Work Environment Health & Safety Training were done periodically. Records for the recent ERP, Risk assessment and Machinery safety Training was verified. Environmental training was done on 08.08.2025 attended by 8 heads, ETI training was done on 07.10.2025, 26.09.2025, 07.08.2025 and on 20.08.2025.

Adequate toilets are available (Male – 6, Female – 6) Urinals - 3 in factory area. 1 no. well equipped worker canteen is maintained effectively in the premises.

Fire extinguishers – of various types i.e. 9L water type 220 nos., Water Co2 50L-41nos. Foam type 50L -10 nos. and Foam type 9L-8nos, Co2 type of different capacity -99nos. are maintained at various locations with monthly checking records

Sprinkler Point -18, Fire Hydrant -58nos., hose reels -268nos. Fire Alarm – 3 nos. (Substation, Boiler, shopping bag area) First aid boxes – 37 numbers, Manual call point – 21 numbers, Emergency lights – 60 numbers, Fire buckets & Sand buckets – 140 are adequately provided with periodic maintenance records..

First aid register is maintained in the medical centre with details of incident and action taken, 277 nos First aid cases recorded from Jan'25 till date. Also accident /incident register is maintained separately with all details.

Health check record of workers working in hazardous area is maintained. Audiometry is done for the weaving section. e.g. [REDACTED] done on 25/12/2024 and Rajesh [REDACTED] done on 31/12/2024. Spirometry test record of [REDACTED] dtd. 04.04.2024, health check up of canteen workers is maintained e.g. [REDACTED] done on 2/5/2025. Health check up record of Medical centre workers recorded e.g.

[REDACTED] health check up done on 05/05/2025.

[← Code area 2](#)

[Code area 4 →](#)

Findings: non-compliances



Non-compliance

Due 2025-11-29

Code area

3 Working conditions are safe and hygienic

Status

Open*

Workplace requirement

3.L Implement effective processes to manage fire safety including, but not limited to, accessible evacuation routes, a fire detection system, fire fighting/suppression equipment, training and regular drills covering all shifts and warning systems.

Time given to resolve

30 days

Verification method

Desktop audit

Issue title

207 - Isolated or partial occurrence of blocked fire exits causing an elevated but not significant risk

Area of non-compliance/non-conformance

Base code

Description

During Site Visit in Bag Unit, it has been observed that one of the fire exit is partially blocked as the exit pathway is going through a narrow space.

Corrective and preventative actions

Organisation shall arrange to make a clear pathway for emergency exit.

* PDF generated at 04:05 (UTC) on 30 Oct 2025. [View this finding on the Sedex platform](#) for live updates and closure details.



Non-compliance

Due 2025-12-29

Code area

3 Working conditions are safe and hygienic

Status

Open*

[← Code area 3](#)

[Code area 4 →](#)

Workplace requirement

3.L Implement effective processes to manage fire safety including, but not limited to, accessible evacuation routes, a fire detection system, fire fighting/suppression equipment, training and regular drills covering all shifts and warning systems.

Time given to resolve

60 days

Issue title

211 - Emergency notification and exit lighting systems not connected to secondary power source

Verification method

Desktop audit

Area of non-compliance/non-conformance

Base code

Description

While site visit in bag unit it has been observed that the emergency lights are not connected to secondary power source.

Corrective and preventative actions

Organisation shall arrange for a secondary power source for its emergency lights.

* PDF generated at 04:05 (UTC) on 30 Oct 2025. [View this finding on the Sedex platform](#) for live updates and closure details.



Non-compliance

Due 2025-11-29

Code area

3 Working conditions are safe and hygienic

Status

Open*

Workplace requirement

3.M Ensure all machinery is installed, maintained, and used in a safe manner.

Time given to resolve

30 days

Issue title

264 - Machines lack appropriate safety guards (e.g. eye or needle guards on sewing machines, belt/hand guards on other machines)

Verification method

Desktop audit

Area of non-compliance/non-conformance

Base code

Description

During site visit it has been observed that needle guards are not in place (Positioned not to guard the finger adequately)while stitching operation was going on.

Corrective and preventative actions

Organisation shall ensure that needle guards are kept in palce while operator are working.

* PDF generated at 04:05 (UTC) on 30 Oct 2025. [View this finding on the Sedex platform](#) for live updates and closure details.

3. Working conditions are safe and hygienic

Data points

Is someone within the company responsible for health and safety?	Yes, qualified safety officer
Do workers operate high risk or heavy machinery or vehicles as part of their jobs?	Yes
Do workers handle or have access to hazardous substances (e.g. chemicals or pesticides)?	Yes Dyeing and Printing Process is carried out for Jute colour transformation and printing
Who organises accommodation for workers?	The company owns or operates worker accommodation (offsite)
Who organises worker transportation between accommodation and worksite?	Workers organise their own transport
Who organises worker transportation while at work?	Not applicable
Do all structural additions (e.g. added floors) have a valid permit/inspection report as per local law?	Yes Verified Approved building layout plan: 398 dated 12.07.2016 Stability Certificate: BJM-Stability Certificates [REDACTED] dated 19.09.2025 from competent person.
Does the visual appearance of the building give you any immediate concerns about the structural integrity of the building?	No
Are there any cracks observed in the walls, floors, ceilings or other areas of the facility, both internally or externally?	No

[← Code area 3](#)

[Code area 4 →](#)

Does the site have a structural engineer evaluation? Yes

[← Code area 3](#)

[Code area 4 →](#)

4. Child labour shall not be used

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met Robust Management Systems

Appoint a manager with sufficient seniority who is responsible for implementing procedures Robust Management Systems

Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures Robust Management Systems

Monitor the effectiveness of procedures to meet policy and workplace requirements Robust Management Systems

Management systems

Explanation for management systems grades

The organisation has a well documented policy and procedures addressing workplace requirements of Child labour shall not be used. Policies and Procedures has been documented elaborately with pin pointed scope and responsibilities. Methodologies for verification of original documents, photographs, interview, etc for ensuring that no child labour is employed has been elaborated. Risk for not addressing Child labour shall not be used has been assessed. Monitoring responsibilities have been identified. Documents and records to be verified are well identified. Additional requirement of interview of the worker and hospital consultation for doubtful cases have also been determined. A robust policies and procedure is in place. Responsibilities are well determined up to senior most level (President), such as for review of original documents, original photographs, etc well defined. Top Management (President) is responsible to ensure effective implementation of the process. It was evidenced that necessary Resources to control and mitigate the risk of employing Child labour is provided. A robust system is established. Policies and procedures of Child labour shall not be used has been displayed in local language throughout the plant including canteen. Appointment letters, personal files, Interviews with sampled workers revealed that they are well aware of the policies and procedures regarding Child labour shall not be used. System is robust. System of Monitoring and measurement is documented and is in place. Management verifies and reviews performance indicators such as 100% verification of age proof through Govt. identity cards, etc is visible. Top Management (President) is actively tracking and monitoring the system performance. Robust monitoring system is established.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings

Systems and evidence examined to validate this code section

The hiring policies and procedures [REDACTED] dated 01.11.2024) ensures that the minimum age of workers corresponds to all local laws and other requirements and defined as completion of 18 years. The age of each worker is verified prior to their employment. Personal files are maintained with the copies of basic worker information such as an identification card, School leaving certificate for age proof, Nomination forms, Appointment order and service records, etc. The young workers are not working in the company. Child labour remediation is established. Worker interviews confirmed the absence of child labour in the factory. The organization has communicated the requirement by displaying in the notice board. All the workers, staff confirmed that there is no child labour working in the organization. Verifed Child labour Policy ,last reviewed date 01.09.2025 and child Remediation procedure [REDACTED] dated 01.11.2024 and employment contract of employees.

4. Child labour shall not be used

Data points

Percentage of workers that are age 24 or younger 6%

Enter the legal age of employment 15

Enter the age of the youngest worker identified

Enter the number of workers under local legal minimum age 0

Enter the number of workers under 15 years old 0

Percentage of workers that are apprentices, trainees or interns 0.0%

Were there children present on the work floor but not working at the time of audit? No

Do children live at the accommodation provided to workers? Yes

[← Code area 4](#)

[Code area 5 →](#)

5. Legal wages are paid

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met Fundamental Improvements Required

Appoint a manager with sufficient seniority who is responsible for implementing procedures Robust Management Systems

Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures Some Improvements Recommended

Monitor the effectiveness of procedures to meet policy and workplace requirements Some Improvements Recommended

Management systems

Explanation for management systems grades

Policies has been verified but procedures for payment of legal wages are not elaborately documented with responsibilities, scope, action steps for contracted workers, though elaborate documentation is in place for permenet workers. System triangulated through interviews and records. Fundamental improvement is required. Responsibilities are well determined to Vice President (personnel and labour welfare), is responsible to ensure effective implementation of the process. It was evidenced that necessary Resources to control and mitigate the risk to non payment of legal wages. A robust management system is established.

Policies and procedures of payment of legal wages including legal minimum wage has been displayed in local language throughout the plant. Regular training programmes are arranged as per training calendar through internal and external experts to explain legal minimum wage, Interviews with sampled workers revealed that they are aware of the payment of legal wages . However isolated cases of absence of clear awareness found in contracted employees regarding wage slip requirements have been observed in the organisation. A grading of some improvement required is justified.

System of Monitoring and measurement is formally documented and monitored by management at planned interval. payment of legal wages is tracked by management but payment modalities of contracted workers is not adequate. Some improvement is required.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
5. Legal wages are paid	5.F Provide all workers with clearly written ...	Local law Base code	NC [REDACTED]

Systems and evidence examined to validate this code section

Legal minimum wages as per the notification no.: [REDACTED]
 dtd. 04.12.2024 valid
 for period 01/01/2025 to 30/06/2025 for Zone B
 Unskilled -Rs. 9533/367,
 Semi skilled-10484/403,
 Skilled-11532/444
 Highly skilled-12788/488.

Legal minimum wages as per the notification no.: [REDACTED]
 dtd. 17.06.2025
 for period 01/07/2025 to 31/12/2025 for Zone B
 Unskilled -Rs. 9760/375,
 Semi skilled-10733/413,
 Skilled-11807/454
 Highly skilled-12990/500.

Company pays lowest wages as Rs. 9980 to contracted worker in bag unit and to permanent worker Rs. 12610.

Payment is made to permanent worker by bank transfer and to contracted worker by cash within the 7th day of the week. Verified daily job card for piece rate and daily workers at random with monthly payment calculation for last twelve months.

Verified the cash payment receipt and bank statement, Attendance is maintained manually by In/out time &

signature for contracted workers and biometric for permanent workers. Pay slips is given to permanent workers. Verified PF, ESI submission challan for last 12 months for contractor and the organisation. Verified the list of holidays and Leaves record in system. Verified submission of [REDACTED] dated 15.07.2025. Procedure of leave encashment is followed as per leave policy. Bonus is paid 25.09.2025 for contracted worker and on 16.09.2025 @ 8.33% of the earned basic.

Verified full and final payment of employee [REDACTED], payment of gratuity amount Rs. 2,75526/- on 08.05.2025 and [REDACTED] /- on 20.07.2025, date of resignation 30.08.2024.

Findings: non-compliances

Non-compliance

Due 2025-12-29



Code area

5 Legal wages are paid

Status

Open*

Workplace requirement

5.F Provide all workers with clearly written information, in a language workers understand, outlining wage information (rates of and total pay, overtime, payment frequency, deductions, benefits and insurances, and paid leave) before employment begins, and with clearly written information relating to any changes of the same during the course of employment.

Time given to resolve

60 days

Verification method

Desktop audit

Issue title

898 - Wage information (rates of and total pay, overtime, payment frequency, deductions, benefits and insurances, and paid leave) is not adequately communicated to workforce

Area of non-compliance/non-conformance

Local law

Base code

Description

During review of wage payment it has been observed that in the month of September 25, one of the contractors did not issue payslip to 7 employees out of sampled 76 employees.

Corrective and preventative actions

Organisation shall ensure that all employees receive the payslip as per the applicable law.

Local law reference

Minimum wage rules 1951, Section 21 (iv), Every employer or a person authorised by him shall issue wage slip in form XV at least a day prior to disbursement of wages.

* PDF generated at 04:05 (UTC) on 30 Oct 2025. [View this finding on the Sedex platform](#) for live updates and closure details.

5. Legal wages are paid

Data points

What is the basic wage paid to workers?	Wages meet a living wage The legal minimum wage
Does the site use digital payment methods (i.e. money paid directly into a bank account) to pay workers?	Mix of digital and other payment methods (give details) Contractors pay both in cash and in Bank. Permanent workers are paid through Bank.
How much as a percentage of their pay does a worker receive as 'payment-in-kind' benefits?	None

Worker remuneration

Which benefits are provided to permanent or full-time workers that are not provided to temporary or part-time workers?	Not applicable
------------------------------------------------------------------------------------------------------------------------	----------------

Summary information

Is legal wage/legally recognised CBAs data available for any of these options?	Daily Monthly	
Is actual wage data available on site for any of these options?	Monthly	
Maximum legal working hours	Max hours per day	8.0
	Max hours per week	48.0
	Max hours per month	208.0

[← Code area 5](#)

[Code area 5.A →](#)

Actual required working hours	Required hours per day	8.0
	Required hours per week	48.0
	Required hours per month	208.0
Maximum legal overtime hours	Max hours per day	2.0
	Max hours per week	12.0
	Max hours per month	16.0
Actual overtime hours	Max hours per day	0.0
	Max hours per week	0.0
	Max hours per month	0.0
Minimum legal wage	Min per hour	Non applicable
	Min per day	375.0
	Min per week	Non applicable
	Min per month	9760.0
Actual minimum wage	Actual per hour	Non applicable
	Actual per day	Non applicable
	Actual per week	Non applicable
	Actual per month	9880.0
Minimum legal overtime wage	Min per hour	93.75
	Min per day	187.5
	Min per week	1125.0
	Min per month	1500.0

[← Code area 5](#)

[Code area 5.A →](#)

Actual minimum overtime wage	Actual per hour	0.0
	Actual per day	0.0
	Actual per week	0.0
	Actual per month	0.0

Wage analysis

Number of workers' records checked	228
Provide the date and details of the records	Verified records of last 12 months at random and in details September 2025, May 2025 and January 2025.
Are there different legal minimum/legally recognised CBAs wage grades?	No
For the lowest paid workers, are wages paid for standard/contracted hours (excluding overtime) below or above the legal minimum/ legally recognised CBAs?	Above legal minimum
Indicate the breakdown of workforce per earnings	Rs. 380 -400 -
Are there any bonus schemes used?	Yes 8.33% of yearly income. Last bonus payment was done on
Were accurate records shown at the first request?	Yes
Were any inconsistencies found?	No

[← Code area 5](#)

[Code area 5.A →](#)

5.A. Living wages are paid

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings
Systems and evidence examined to validate this code section	<p>Organisation has assessed living wages for employees. Last Basic Need wage calculation was done during June '2025 and Previous to that on December'2024 Daily food pattern, cost, etc have been calculated. basic Need Wage has been calculated as INR 9652.50/-. Verified Basic need wage calculation dated 30.06.2025. Minimum wage paid as Rs. 9880. Bonus is paid at the rate of 8.33%. Workers confirmed that they can save at least 10%</p>		

6. Working hours are not excessive

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Some Improvements Recommended
Monitor the effectiveness of procedures to meet policy and workplace requirements	Some Improvements Recommended

Management systems

Explanation for management systems grades

Policies and procedures for implementation, maintenance of the system to comply with the requirements of legal working hours and payment are documented with responsibilities, scope, action steps. Risk for not maintaining legal working hours and payment has been determined. Requirements of Updating of Payment modalities to employees in case of any overtime is adequately documented. Policies and procedures are developed based on risk of not meeting legal requirements are identified Legal requirements of overtime working hours has been documented. Policies and procedures are robust. Responsibilities are well determined to works committee, Committee is responsible to ensure effective implementation of the process. It was evidenced that necessary Resources to control and mitigate the risk of not adhering to legal working hours are rovided. Robust system established. Notification, Policies and procedures of legal working hours has been displayed in local language throughout the plant. Regular training programmes are arranged as per training calendar through internal and external experts to explain Working hours and breaks. Interviews with sampled workers revealed that they are aware of the legal working hours with isolated inadequacy. Some improvement recommended. System of Monitoring and measurement is formally documented and monitored by management at planned interval. Legal working hours is tracked by management and a systematic consistency is visible. but some improvement is required for monitoring records of manpower providing agency for correctness and regularity Some improvement is required.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
6. Working hours are not excessive	6.C Provide workers with at least 24 hours of...		NC [REDACTED]

Systems and evidence examined to validate this code section

The facility follows three Shifts and General Shift.
 Relay No -1 : 6.00 AM to 11.00 AM and 2.00 PM to 5.00 PM
 Relay No. 2: 11.00 AM to 2.00 PM and 5.00 PM to 10.00 PM
 Relay No 3- 10.00 PM to 2.30 AM and 3.00 AM to 6.00 AM
 Relay No 4 - 8.00 AM to 12.00 PM and 2.00 PM to 6.00 PM.
 Intermittent time is used as lunch Break. Bag Unit follows relay No 4.
 Payroll and time sheets for the months, were reviewed.
 Worker interviews and the records support what is claimed to be practiced. Working hours are displayed on the notice board.
 Over time is voluntary. Holidays are being provided as per the legal requirement, Form V displayed in the notice board Time sheets for the last 12 months were reviewed for compliance. Verified the attendance register – Register of Young workers and Adult workers combined with Muster roll – for the last 12 months.
 Legal standard work week (hours): 48 Hours and maximum OT per Quarter should not exceed 50 Hrs. The Holidays (National, Festival and Religious) are being provided to the workers / employees as per the requirement of relevant act. Holiday list is observed and displayed in the factory. Verified Payroll records, Time sheets, Pay slips Attendance register for last twelve months for 76 workers and feedback from Workers during interview.

Findings: non-compliances



Non-compliance

Due 2021-05-31

Code area

6 Working hours are not excessive

Status

Open*

Workplace requirement

6.C Provide workers with at least 24 hours of consecutive rest in every 7-day period or, where allowed by national law, two 24 hour periods in every 14-days.

Time given to resolve

90 days

Issue title

485 - Workers do not take off 1 day in 7, and this is contrary to law or collective bargaining agreement (CBA) - systemic

Verification method

Follow up audit

Area of non-compliance/non-conformance

Description

It was observed during the document review that the contracted security personnel were found working for continuous 28 days without a weekly off day in the month of January 2021.

Description (carried over)

It was observed during the document review that the contracted security personnel were found working for continuous 28 days without a weekly off day in the month of January 2021.

Corrective and preventative actions

N/A

Corrective and preventative actions (carried over)

N/A

* PDF generated at 04:05 (UTC) on 30 Oct 2025. [View this finding on the Sedex platform](#) for live updates and closure details.

[← Code area 6](#)

[Code area 7 →](#)

6. Working hours are not excessive

Data points

Is the sample size the same as in the wages section?	Yes
Normal day overtime premium as a percentage of standard wages	200%
If the site pays an overtime premium of less than 125% and this is allowed under local law, are there other considerations?	No Such evidence found while reviewing wage records
Excluding overtime, what are the regular working hours per week for workers at this site?	48.0
Including overtime, what is the average number of working hours per week for full-time workers at this site?	48.0
In the sample, what was the maximum number of hours worked in a single week, including overtime, for any worker at this site?	48.0
Maximum number of days worked without a day off in sample	6

[← Code area 6](#)

[Code area 7 →](#)

7. No discrimination is practiced

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met Some Improvements Recommended

Appoint a manager with sufficient seniority who is responsible for implementing procedures Robust Management Systems

Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures Some Improvements Recommended

Monitor the effectiveness of procedures to meet policy and workplace requirements Some Improvements Recommended

Management systems

Explanation for management systems grades

Policies and procedures for practising antidiscrimination are documented with responsibilities, scope, action steps. Risk for not observing antidiscrimination has been determined. review and Updating modalities is identified. Some improvement is required for anti-discrimination practices policies and procedures for staff. Responsibilities are well determined to senior most level (President), is responsible to ensure effective implementation of the process. It was evidenced that necessary hierarchy and Resources to control and mitigate the risk of not adhering to antidiscrimination policy are provided. System is robust. Notification, Policies and procedures for antidiscrimination has been displayed in local language throughout the plant. Regular training programmes are arranged as per training calendar through internal and external experts to explain antidiscrimination. But Interviews with sampled workers revealed that workers are not sufficiently aware of the discrimination reporting system. Considering the low education level of workers more awareness programme to be arranged. A grading of some improvement required is justified. System of Monitoring antidiscrimination performance is formally documented and monitored by management at planned interval. Monitoring system should include monitoring of records of staffing agency. Some improvement is required in the system

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings

Systems and evidence examined to validate this code section

The Company has documented their Non-Discriminatory Policy dated 01.11.2024 and No Discrimination Procedure. Laws of the land: Equal Remuneration Act 1976, Factories Act 1948, Industrial Employment (standing orders) Act 1946. Worker interviews did not raise any area of concern.

There are both female and male workers in the organization. It does not interfere with the right of employees to observe tenets or practices that meet religion, race, national or social origin disability, gender sexual orientation, family responsibilities, caste union membership or political. It does not allow any behaviour that is threatening, abusive, exploitative or sexually coercive, including gestures, language, and physical contact, in the workplace and, where applicable in residences and other facilities provided by the company for use by personnel. The workers interview clearly established that there is Non-discrimination policy prevalent in the organization. Workers reported they are free to observe religious holidays. "No Discrimination" related to age, cast, creed, race, sex, nationality etc. found defined and documented. Anti-discrimination policy is documented & communicated during the ETI base code trainings to the employees. Internal Complaints Committee constituted and verified the recent meeting minutes for the same. Verified Recruitment procedure dated 01.11.2024 Anti-discrimination policy and procedure.

7. No discrimination is practiced

Data points

Percentage of women workers in skilled or technical roles (e.g. where specific qualifications are needed, such as engineer/laboratory analyst)? 0%

Representation of women in managerial roles (ratio of women workers to women managers) 0%

Representation of women in supervisory roles (ratio of women workers to women supervisors) 0%

Three most common nationalities in managerial and supervisory roles Indian

[← Code area 7](#)

[Code area 8 →](#)

8. Regular employment is provided

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Some Improvements Recommended
Monitor the effectiveness of procedures to meet policy and workplace requirements	Some Improvements Recommended

Management systems

Explanation for management systems grades

scope, action steps. Risk for not following regular employment contract has been determined. Requirements of Updating of procedures is documented. Contract document is maintained in English and in local language for all grades . The contract elaborates employment terms, condition, promotion policy, termination policy, etc. Policies and procedures found to be robust.

Responsibilities are well determined to the top most level, is responsible to ensure effective implementation of the process. It was evidenced that necessary Resources to

control and mitigate the legal risk of not maintaining regular employment . Robust system is established.

Policies and procedures of regular employment has been displayed in local language throughout the plant. Regular training programmes are arranged as per training calendar through internal and external experts to explain legal requirements.

Interviews with sampled workers and employees revealed that they are aware of the basic requirements of regular employment but awareness in case of job responsibility change is not adequately confirmed by them. Some improvement is required.

System of Monitoring and measurement is documented and monitored by management at intervals. Contract summaries for newly employed people, promotion, increment, termination cases are tracked by a committee. But a Structured monitoring and vigilance system is yet to be established. Some improvement is required.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
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No findings

Systems and evidence examined to validate this code section

Work performed is on the basis of recognised employment relationship established through national law and practice. The Company signs employment contract with the employees at the time of employment. No migrant worker is engaged. No home workers employed. No migrant workers engaged. No subcontractors were engaged. Personal files, payroll records and feedback of the 76 interviewed workers were verified.

[← Code area 7](#)

[Code area 8.A →](#)

8. Regular employment is provided

Data points

Percentage of workers that are permanently or temporarily employed	100.0%
--------------------------------------------------------------------	--------

Percentage of workers that have been engaged via irregular, sub-contracted or non-employment models of labour, rather than permanent or temporary contracts of employment	0.0%
---------------------------------------------------------------------------------------------------------------------------------------------------------------------------	------

Percentage of workers employed as apprentices, trainees or interns	0.0%
--------------------------------------------------------------------	------

8.A. Sub-contracting and homeworkers are used responsibly

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met Some Improvements Recommended

Appoint a manager with sufficient seniority who is responsible for implementing procedures Some Improvements Recommended

Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures Some Improvements Recommended

Monitor the effectiveness of procedures to meet policy and workplace requirements Some Improvements Recommended

Explanation for management systems grades

There is no subcontracting or homeworking is currently carried out but procedure is available (BJM/Policy: [REDACTED] dated 01.11.2024) on subcontracting. However in case of employing subcontractor in future is not addressed. Some improvement is required.

Responsibility lies with the top management (President) to ensure effective implementation of the however organisation wise responsibility structure is not established. Some improvement is required.

Currently no subcontractor or home worker is engaged as evidenced during audit and through stakeholders information. However more awareness programme could be included to cover all employees in a specific time frame and review and monitoring of the declared policy to maintain the sanctity of the policy could be introduced. Some improvement required in both parameters.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
No findings			
Systems and evidence examined to validate this code section	No sub-contracting or homeworking is practised. Verified inward and outward challans and Interview feedback of employees.		

8.A. Sub-contracting and homeworkers are used responsibly

Data points

Are homeworkers employed directly or engaged through an agent? Not applicable

Gender disaggregated data available

Number of homeworkers used

	Men	Women	Other	Total
Number of workers	-	-	-	-

What processes are carried out by homemaker?

Are full records of homeworkers available at the site?

Does the supplier buy products or services from suppliers that use homeworkers? No
No such evidence found during verification of inward and outward challan or during intercation.

Sub-contracting

Are there any concerns about unrecorded work or undeclared sub-contracting on site, giving considerations to the workers' capacity? No
No such evidence found during verification of inward and outward challan or during intercation

[← Code area 8.A](#)

[Code area 9 →](#)

Are any sub-contractors used?

No

[← Code area 8.A](#)

[Code area 9 →](#)

Audit company:
BSI Group

Audit reference:

██████████

Start Date:
2025-10-13

End Date:
2025-10-15

9. No harsh or inhumane treatment is allowed

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Some Improvements Recommended
Monitor the effectiveness of procedures to meet policy and workplace requirements	Some Improvements Recommended

Management systems

Explanation for management systems grades

Policies and procedures no harsh or inhumane treatment is in place with detailed scope and responsibilities. Procedure elaborates requirements of not practicing any ind of harsh and inhumane treatment to workers. Grievance handling mechanism, disciplinary procedures are well established. Procedure is revised against any corrective action taken. Robust system is established.

Responsibilities are well determined and lies with the top management (President). Top management (President) is responsible to ensure effective implementation of the process. It was evidenced that necessary Resources to control and mitigate the risk of not adhering to legal consequence of harsh or inhumane treatment . Responsibility system is robust.

Notification, Policies and procedures of not practicing any kind of harsh and inhumane treatment has been displayed in local language throughout the plant. Regular training programmes are arranged as per training calendar through internal and external experts to explain not practicing any kind of harsh and inhumane treatment including disciplinary procedures. Interviews with sampled workers revealed that they are adequately aware of not practicing any kind of harsh and inhumane treatment. Some improvement is required in awareness among female employees.

System of Monitoring and measurement has been formally established by the management . Management investigate and monitor any such information of harsh and inhumane treatment. Some Improvement needed for performance monitoring of Contrcators.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings

Systems and evidence examined to validate this code section

The company has a documented disciplinary practice in line with (Industrial Disputes Act and the Industrial Employment Standing Orders Act). A certified standing order is available and displayed on notice board. No Case of any Disciplinary Action taken against any worker. The same was verified through the sampled worker interview. No deductions for disciplinary purpose are imposed anytime within the facility. Confirmed through workers interview. The Company treats all its personnel with dignity and respect. The company does not engage in or tolerate the use of corporal punishment. Disciplinary action procedure found documented. Verified Disciplinary procedure, Standard Standing order, Feedback from employees.

The Company does not discriminate, penalize, threaten, restrict or interfere with workers choosing to lawfully form or join unions or associations. Certified Standing Order by Labour Commissioner ,Govt. of [REDACTED] dtd.31.07.1991 is maintained. Also Tripartite agreement with Trade Unions representation and Labour Commissioner dtd. 03.01.2024 is maintained .

9. No harsh or inhumane treatment is allowed

Data points

Is there a formal process for workers to report concerns, complaints, or problems ('grievance mechanism')?	Yes, there is a formal grievance process
What type of grievance mechanism(s) are available?	Grievance resolution procedure is available. [REDACTED] dated 01.11.2024., Issue -02. Informal and Formal process is in existence. Grievance could not be resolved informally could be made formal as per procedure. Formal process follows 3 - Tier grievance resolution mechanism.
Number of grievances raised in the last 12 months	0
Number of grievances resolved in the last 12 months	0

10.A. Environment 2-Pillar

Management systems

<p>Develop and maintain relevant policies and procedures to ensure workplace requirements are met</p>	<p>Some Improvements Recommended</p>
<p>Appoint a manager with sufficient seniority who is responsible for implementing procedures</p>	<p>Robust Management Systems</p>
<p>Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures</p>	<p>Some Improvements Recommended</p>
<p>Monitor the effectiveness of procedures to meet policy and workplace requirements</p>	<p>Some Improvements Recommended</p>
<p>Explanation for management systems grades</p>	<p>Policies and procedure exists for environment protection with scope and responsibilities. Aspect and impact analysis covering activities has been documented with control measures, however environment emergency policies and procedures needs elaboration. Some improvement is required.</p> <p>EHS Manager is responsible for implementing policies and procedures. Adequate resource is provided through allocation in annual budget by the top management (President) to facilitate implementation of policies and procedures. Adequate resource is provided. System is robust.</p> <p>Awareness and sensitisation programme is conducted among employees. But few contracted Workers have been observed inadequately aware of environment policies of the organisation and about protection of environment. Some improvement is required.</p> <p>Environmental performance parameters are well established and are monitored at planned frequency. Review meetings are conducted to verify performance. However long term targets could be broken down to short term targets to effectively monitor performance. Some improvement is recommended.</p>

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings
Systems and evidence examined to validate this code section	Environmental Policies and Procedures. E.g. The written ENV policy dated 01.11.2024 is maintained, displayed and communicated in work area. Monitoring of performance against short term is not adequately done. PCB Consent to Operate: [REDACTED] dated 25.07.2022 valid up to 30.06.2026. Lux Monitoring: [REDACTED] dated 15.05.2025 Noise Level Monitoring: [REDACTED] dated 15.05.2025 Ambient Air Quality Test Report: [REDACTED] dated 24.05.2025. Drinking Water Quality: [REDACTED] dated 23.06.2025. Fugitive Air Emission Test: [REDACTED] dated 19.05.2025. Awareness among few employees during interview found inadequate and awareness is not adequate in procedures for handling of environmental emergency.		

[← Code area 9](#)

[Code area 10.B →](#)

10.A. Environment 2-Pillar

Data points

Has the site received an official notice, fine or prosecution for any non-compliances with environmental legislation, regulation, consent or permits (within the last three years)?

No

Does the site have any valid environmental or energy management certificates?

Yes, ISO 14001 : 2015 certificate with number [REDACTED] valid up to 26.09.2028

Are there any other sustainability certifications present (e.g. Forest Stewardship Council (FSC), Marine Stewardship Council (MSC)?

Yes

ECOVA DIS certification No. EV ID [REDACTED] valid up to 28.02.2026.

Has the site implemented or made plans to implement any adaptive measures to protect workers from the impact of climate change?

No

[← Code area 10.A](#)

[Code area 10.B →](#)

10.B. Environment 4-Pillar

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
10.B. Environment 4-Pillar	10.B.F Have and communicate policies and proc...		NC [REDACTED]
Systems and evidence examined to validate this code section	<p>Environmental Policies and Procedures. E.g. The written Environment policy BJM/[REDACTED] dated 01.11.2024 is maintained, displayed and communicated in work area. Aspect and Impact Analysis has been carried out as Doc. No. [REDACTED] Rev. no.:01 , reviewed on 04.03.2024 . Control plans for each of significant aspect is defined and implemented including ETP plant . Verified Procedures for Operational controls for Generation of waste to ensure effective collection and disposal.</p>		

[← Code area 10.A](#)

[Code area 10.C →](#)

Findings: non-compliances



Non-compliance

Due 2021-05-31

Code area

10.B Environment 4-Pillar

Status

Open*

Workplace requirement

10.B.F Have and communicate policies and processes, endorsed at the highest level, that includes commitments to improve environmental performance and an approach to managing environmental impacts on relevant stakeholders

Time given to resolve

90 days

Issue title

604 - Management lack awareness of the significant environmental impact of their site and its processes

Verification method

Desktop audit

Area of non-compliance/non-conformance

Description

It was observed during the site tour that the filled and used oil drums were stored directly under the sunlight and rainwater. Chemicals spills were observed on the ground and facility has not provided secondary containers to the oil drums.

Description (carried over)

It was observed during the site tour that the filled and used oil drums were stored directly under the sunlight and rainwater. Chemicals spills were observed on the ground and facility has not provided secondary containers to the oil drums.

Corrective and preventative actions

N/A

Corrective and preventative actions (carried over)

N/A

* PDF generated at 04:05 (UTC) on 30 Oct 2025. [View this finding on the Sedex platform](#) for live updates and closure details.

[← Code area 10.B](#)

[Code area 10.C →](#)

10.B. Environment 4-Pillar

Data points

Has the site conducted a risk assessment on the environmental impact of the site, including implementation of controls to reduce identified risks?	Yes
What additional specific environmental policies does the site capture?	Sustainable material sourcing Switching to renewable energy sources
Is there a system for managing client's requirements and legislation in the destination countries regarding environmental and chemical issues?	Yes Yes. Through enquiry or order review.
Does the site have reduction targets in place to manage climate related risks?	Yes, to reduce scope 1 greenhouse gases (GHGs) Yes, to reduce scope 2 greenhouse gases (GHGs) Yes, to reduce scope 3 greenhouse gases (GHGs)
Are any of these science-based targets?	Yes, approved by the Science Based Targets initiative (SBTi)
Does the site have reduction targets in place for environmental aspects (e.g. water consumption and discharge, waste, energy and green-house gas emissions: (Scope 1, 2 & 3))?	Yes 2025 - 26 GHG (Scope 1) - Reduction by 3 Ton GHG (Scope 2)- Reduction by 2 Ton GHG (Scope 3) - Reduction by 1 Ton Installation of solar Panel by 2026 May replacing 40% to renewable energy Use of Electric Forklift by 2026.
Has the site checked that any sub-contracting agencies or business partners operating on the premises have the appropriate permits and licences and are conducting business in line with environmental expectations of the facility?	Not Applicable

[← Code area 10.B](#)

[Code area 10.C →](#)

Usage/discharge analysis

	Last full calendar year (2024)	Previous full calendar year (2023)
Total electricity consumption from non-renewable sources (kWh)	16,576,202	17,077,474
Total electricity consumption from renewable sources (kWh)	0	0
Sources of renewable energy used	None	None
Types of renewable energy used	Data not available	Data not available
Total natural gas consumption (kWh)	0	0
Usage of other purchased fuels	Data not available	Data not available
Has the site completed any carbon footprint analysis?	No	No
Water sources	River Water is treated and bore well	River Water is treated and bore well
Does the site use mercury or mercury compounds?	No	No
Water volume used (m3)	Data not available	239,640
Water discharged	Panchyat drainage system	Panchyat drainage system
Water volume discharged (m3)	239,640	233,710
Water volume recycled (m3)	0	0

[← Code area 10.B](#)

[Code area 10.C →](#)

Total waste produced (mt)	0.1	0.4
Total hazardous waste produced (mt)	1	1
Waste to recycling (mt)	0	0
Waste to landfill (mt)	Data not available	Data not available
Waste to other (mt)	1,040	1,172
Total product produced (mt)	31.6	34

[← Code area 10.B](#)

[Code area 10.C →](#)

10.C. Business ethics

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met Some Improvements Recommended

Appoint a manager with sufficient seniority who is responsible for implementing procedures Some Improvements Recommended

Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures Some Improvements Recommended

Monitor the effectiveness of procedures to meet policy and workplace requirements Some Improvements Recommended

[← Code area 10.B](#)

Management systems

Explanation for management systems grades

Policies and procedures are established to prohibit bribery, corruption, unethical practices, or any type of fraudulent or unethical business practices. Zero tolerance policy is documented. Reporting confidentiality requirements are documented. However legal risk of not maintaining the requirements in international marketplace could be elaborated. Some improvement is recommended.

Top Management (President) is responsible to sustain the ethical practices. Top Management (President) participates in setting up policies and in review of the process.

However delegation of responsibility to business critical processes are not adequately identified. Some improvement is recommended.

Training and communication carried out through training programmes and meetings with employees. Posters and notifications regarding zero tolerance to corrupt practices, briberies, etc are demonstrated. Observed that employees are well aware of legal consequences of failure . However communication of business ethics policy requirements could be further strengthened through local languages and through digital media. Some improvement is recommended.

Top management (President) receives regular information on ethical business practice performance through internal and external sources. Some improvement is recommended to establish structured monitoring system to track performance of supply chain to follow ethical business practices

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings

[← Code area 10.B](#)

Systems and evidence examined to validate this code section

The company has a defined Business Ethics Policy dtd. 11.08.2025 and documented disciplinary practice in line with (Industrial Disputes Act and the Industrial Employment Standing Orders Act). A certified standing order is available and displayed in notice board. No Case of any Disciplinary Action taken against any worker. The same was verified through the sampled worker interview. No deductions for disciplinary purpose are imposed anytime within the facility. Confirmed through workers interview. The Company treats all its personnel with dignity and respect. The company does not engage in or tolerate the use of corporal punishment. Disciplinary action procedure found documented. Verified Disciplinary procedure, Certified Standing order. Feedback from employees.

[← Code area 10.B](#)

10.C. Business ethics

Data points

Has the site received an official notice, fine or prosecution for any non-compliances with business ethics legislation, regulation, consent or permits (within the last three years)?

No

Provide any certified anti-bribery management systems for the site

No such anti bribery Management system available.

[← Code area 10.C](#)

Attachments



[Photo Form \[redacted\] Jute.pdf](#)



[Signed CAPR.pdf](#)

