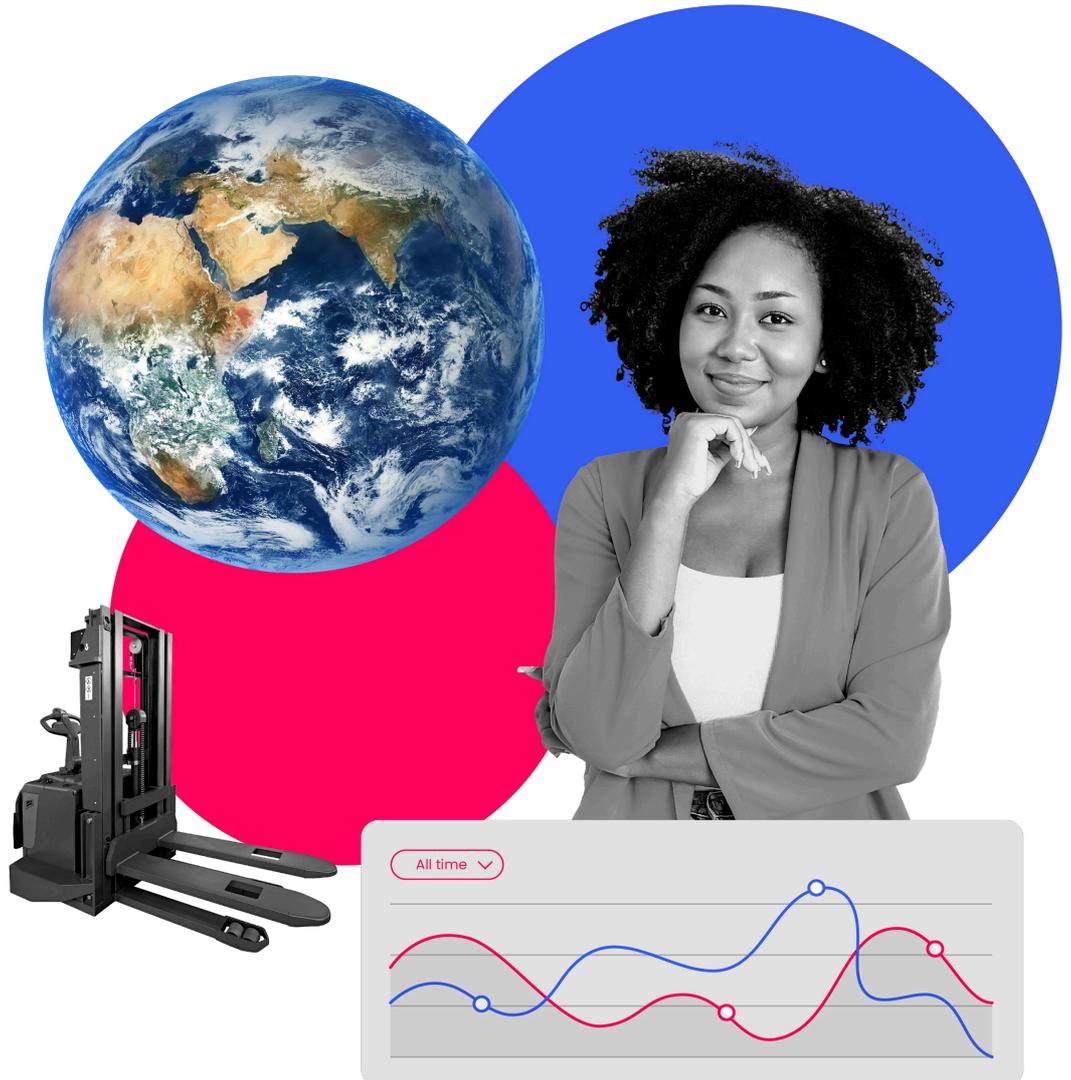


# Sedex Members Ethical Trade Audit Report

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

<b>Sedex site reference</b>	ZS1000040996	<b>Site name</b>	IDEAL (PVT) LTD
<b>Business name</b>	IDEAL (PVT) LTD	<b>Site address</b>	75350 Ideal Center, A-18, 19 Block 7 & 8 K.C.H.S.U, KARACHI, PK

## Audit details

<b>Sedex company reference</b>	ZC5000035025	<b>Auditor company name</b>	Intertek Pakistan
<b>Date of audit</b>	2025-07-11	<b>Audit conducted by</b>	Ammar Ali
<b>Audit pillars</b>	Labour Standards   Health and safety   Environment 4-Pillar   Business ethics		
<b>Time in and out</b>	Day 1		
	In	09:30	
	Out	17:00	
<b>Audit type</b>	Periodic		
<b>Was the audit announced?</b>	Semi announced		
<b>Was the Sedex SAQ available for review?</b>	Yes		
<b>Who signed and agreed CAPR?</b>	Mr. Muhammad Essa / Manager HR		
<b>Any conflicting information SAQ/Pre-Audit Info</b>	No		

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Is further information available? No

## Audit attendance

	Senior management	Worker representative	Union representative
<b>A: Present at the opening meeting?</b>	Yes	Yes	No
<b>B: Present at the audit?</b>	Yes	Yes	No
<b>C: Present at the closing meeting?</b>	Yes	Yes	No
<b>Reason for absence at the opening meeting</b>	No union present in the facility.		
<b>Reason for absence during the audit</b>	No union present in the facility.		
<b>Reason for absence at the closing meeting</b>	No union present in the facility.		

# 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)

Nil

### Lead auditor

Ammar Ali

### APSCA Number

32200491

### Additional auditor

Haris Safder

### APSCA Number

32200457

Azhar Iqbal

### APSCA Number

32400435

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## Auditor team

**Date of declaration** 2025-07-11

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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** Mr. Muhammad Essa

**Title** Manager HR

**Date of declaration** 2025-07-11

## Summary of findings

Code area	Workplace requirement	Area of NC	Finding
3. Working conditions are safe and hygienic	3.A Ensure a safe working environment. Put in...	Base code	NC <a href="#">ZAF601017093</a>
	3.G Provide sufficient first-aid supplies ons...	Local law	NC <a href="#">ZAF601017096</a>
	3.K Ensure that all premises are safe and hav...	Local law	NC <a href="#">ZAF601017095</a>
	3.M Ensure all machinery is installed, mainta...	Local law	NC <a href="#">ZAF601017097</a>
	3.S Ensure that any accommodation which the s...	Local law	NC <a href="#">ZAF601017094</a>

## 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

[← Summary of findings](#)

[Site details →](#)

	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

# Site details

## Company and site details

<b>Sedex company reference</b>	ZC5000035025	
<b>Sedex site reference</b>	ZS1000040996	
<b>Company name</b>	IDEAL (PVT) LTD	
<b>Business ownership type</b>	GOODS	
<b>Site name</b>	IDEAL (PVT) LTD	
<b>Site name in local language</b>	()	
<b>GPS location</b>	<b>GPS address</b>	A-18, 19 Block 7 & 8 K.C.H.S.U, Karachi, 75350, Pakistan
	<b>Coordinates</b>	24.867985856876242, 67.08089804022912
<b>Is the worksite in a remote location, far from habitation?</b>	No	
<b>Site contact</b>	<b>Contact name</b>	Muhammad Essa Ismail
	<b>Job title</b>	HR MANAGER
	<b>Phone number</b>	03151217285
	<b>Email</b>	m.essa@idealleather_.com
<b>Applicable business and other legally required business license numbers and documents</b>	Karachi Chamber of Commerce Valid till 31 March 2026, NTN (0804020), Labor Certificate (No. JD(C)/FI/2024/, No expiry))	

[← Management systems](#)

[Worker analysis →](#)

## Site activities

<b>Site function</b>	Factory Processing/Manufacturer	
<b>Site activities</b>	<b>Primary</b>	Manufacture of machinery for textile, apparel and leather production
	<b>Secondary</b>	
	<b>Other</b>	
<b>Product type</b>	Cut to pack facility of leather jackets and pants.	
<b>Process overview</b>	<p>Facility Ideal Pvt. Limited is situated at A-19, Block 7-8, K.C.H. S.U Ltd Karachi. Facility is ground plus six story building in a commercial marker. Ground floor has Office, reception and show room. First floor has pattern making and cutting, Second floor has accessory store, fusing, pattern office and lining cutting along with sample department. Third floor has Finishing, spray and packing. Fourth floor has stitching section. Fifth floor has Bag section. Sixth floor has dinning area and rest area. Facility is cut to pack unit of leather jackets, pants and bags. There is no wet processing is carried out in this facility. Facility purchases the finished leather. Factory has covered area of 4137 m2.</p>	
<b>What level of mechanization best describes the work at this site?</b>	Fair mechanisation / manual Labour	

## Site scope

<b>Is the audited site a physically continuous area?</b>	Yes
<b>What is the area of audited site to its boundary?</b>	4137m <sup>2</sup>

[← Site details](#)

[Worker analysis →](#)

## Site scope

Building 1	Last construction works on site	1994
	If building is shared, provide details	Nil
	Number of floors	7
	Description of floor activities	GroundOffice, reception and show room First pattern making and cutting, second floor has accessory store, fusing, pattern office and lining cutting along with sample department. Secondhas accessory store, fusing, pattern office and lining cutting along with sample department. Third Finishing, spray and packing Fourth Stitching section Fifth Bag section Sixth dinning area and rest area Seventh Roof top

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? No

[← Site details](#)

[Worker analysis →](#)

## Worker accommodation and transport

**Does the site organise worker transport to the worksite?** Not provided  
Workers have their own transport arrangement.

## 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%

**Is there any night shift work at the site?** No

## Site assessments

**Does this site hold any certifications that address labour standards, human rights, corruption or environmental impact?** No

**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?** Yes  
The facility was inspected by Labour Inspector from local labour Department Mr. Zubair Haroon (Director General Labour -Chief inspector of factories ) on 02/01/2025 as per his remarks on Form 'C' register working condition in the factory is satisfactory.

## Site assessments

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**Has there been a Human Rights Impact Assessment (HRIA) conducted within the last three years at this site?**      No  
No Human Rights Impact Assessment conducted in last three months.

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[← Site details](#)

[Worker analysis →](#)

# Worker analysis

Gender disaggregated data available      Men and women

## Worker totals

	Men	Women	Other	Total
Number of workers	130 (96.3%)	5 (3.7%)	- -	135 (100%)

## Workers by type

	Men	Women	Other	Total
Permanent workers (employees)	130 (96.3%)	5 (3.7%)	- -	135 (100%)
Temporary or fixed term employees	0 -	0 -	- -	0 (0%)
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  
Not applicable

## Workers by age

	Men	Women	Other	Total
18 - 24 years old	- -	- -	- -	0 (0%)
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? Yes

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

### Most common nationalities as approximate % of workforce

	Men	Women	Other	Total
Pakistani	96%	4%	-	100%

### Workers by remuneration type

	Men	Women	Other	Total
Workers paid per unit (piece rate)	0 -	0 -	- -	0 (0%)
Workers paid based on a mix of 'piece work' and hourly rate	0 -	0 -	- -	0 (0%)
Workers paid hourly / daily rate	0 -	0 -	- -	0 (0%)
Salaried workers	130 (96.3%)	5 (3.7%)	- -	135 (100%)

\* % of total workforce

## Workers by payment cycle

	Men	Women	Other	Total
Paid daily	0 -	0 -	- -	0 (0%)
Paid weekly	0 -	0 -	- -	0 (0%)
Paid monthly	130 (96.3%)	5 (3.7%)	- -	135 (100%)
Other	0 -	0 -	- -	0 (0%)

\* % of total workforce

If other payment cycle entered, please provide details N/A

## People in managerial, supervisory and administrative roles

	Men	Women	Other	Total
Employees in management positions	5 (100%)	0 (0%)	- -	5
Supervisors or team leaders	4 (100%)	0 (0%)	- -	4
Administrative staff	6 (100%)	0 (0%)	- -	6

[← 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      4 groups of 5

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)

Nil

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

Overtime  
Pay

Additional comments

Nil

Attitude of workers' committee/union representatives

They confirmed that they are free to conduct meeting with members and workers. They confirmed that no discrimination is practiced with them in facility. they were satisfied with the working environment. Regular meetings are held and the grievances are taken care of by the management.

Attitude of managers

The facility management was very receptive and showed a positive attitude towards the audit. All documents were provided on timely manner. At the end of the audit, all the non-compliances were accepted by the facility. The management demonstrated a willingness to improve all issues found during the audit. Factory provided full access.

## Workers interviewed by type

	Total
Permanent workers	27
Temporary or fixed-term employees	0

[← Worker analysis](#)

[Measuring workplace impact →](#)

## Workers interviewed by type

Agency or subcontracted workers	0
Seasonal workers	0
Other workers	0
<b>Total number of workers interviewed</b>	<b>27</b>

## Workers interviewed by group/individual

	Men	Women	Other	Total
Workers interviewed in groups	20	0	-	20
Workers interviewed individually	7	0	-	7

## Migrant workers interviewed

	Men	Women	Other	Total
Domestic migrant workers interviewed	0	0	-	0
International migrant workers interviewed	0	0	-	0
<b>Total migrant workers interviewed</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>0</b>

# Measuring workplace impact

Gender disaggregated data available      Men and women

## Annual worker turnover (%)\*

	Men	Women	Other	Total
Last full quarter (90 days)	2.0%	0.0%	-	2.0%
Last full calendar year (2024)	4.0%	1.0%	-	5.0%
Previous full calendar year (2023)	5.0%	1.0%	-	6.0%

\* 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)	5.0%	2.0%	-	7.0%
Last full calendar year (2024)	6.0%	1.0%	-	7.0%
Previous full calendar year (2023)	5.0%	2.0%	-	7.0%

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

Are accidents recorded?      Yes

Factory in maintaining accident injury record.

[← Worker interviews](#)

[Code area 0 →](#)

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

	Men	Women	Other	Total
Last full quarter (90 days)	2.0%	0.0%	-	2.0%
Last full calendar year (2024)	4.0%	0.0%	-	4.0%
Previous full calendar year (2023)	4.0%	0.0%	-	4.0%

\* 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)	0.0%	0.0%	-	0.0%
Last full calendar year (2024)	0.0%	0.0%	-	0.0%
Previous full calendar year (2023)	0.0%	0.0%	-	0.0%

\* 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)	0.0%	0.0%	-	0.0%
Last full calendar year (2024)	0.0%	0.0%	-	0.0%

[← Worker interviews](#)

[Code area 0 →](#)

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

Previous full calendar year (2023)	0.0%	0.0%	-	0.0%
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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)	0.0%	0.0%	-	0.0%
Last full calendar year (2024)	0.0%	0.0%	-	0.0%
Previous full calendar year (2023)	0.0%	0.0%	-	0.0%

# 0. Enabling accurate assessment

## Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings
<b>Systems and evidence examined to validate this code section</b>	<p>During the audit, it was verified that the facility took steps to enable an accurate and transparent assessment. Management demonstrated integrity throughout the process, ensuring that no bribes, gifts, or undue favours were offered to the auditor, maintaining ethical standards. All requested documents were provided promptly and without delay, facilitating a smooth and efficient audit process. Additionally, the facility selected the correct site type for the self-assessment, ensuring alignment with audit requirements. Furthermore, the facility has a documented human rights policy statement in place, reflecting its commitment to ethical practices and compliance with industry standards. This overall approach fostered a transparent and accurate audit environment.</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? No

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** 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

**Explanation for management systems grades** The facility has maintained documentation pertaining to Workplace Requirements such that all relevant requirements are individually addressed in respective procedures. The facility has designated Mr. Essa (HR Manager) as responsible person for implementation of such procedures at the respective sites of operation. Employees are trained and made aware of such policies and procedures in the formal training sessions held at the workplace from time to time, for which respective records are maintained and verified during the audit. Internal audits are carried out every six months to verify the working conditions at the premises.

## Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings

[← Code area 0](#)

[Code area 1.A →](#)

**Systems and evidence examined to validate this code section**

The facility recruits all its employees directly without the use of any agency/ subcontractor. The company has developed a corporate policy that includes prevention of 'Modern Slavery and Human Trafficking' as addressed subject. Facility has assigned qualified person with responsibility for communicating, training, deploying, and monitoring and ensuring the implementation of forced labour policy and procedure. Mr. Siraj Ahmed, Compliance & HR Manager, is responsible person for policy communication, monitoring, training & implementation. Policy was communicated to the workers through notices, workers' handbooks and orientation in awareness/ training sessions regularly conducted by the facility management and compliance team.

During worker interviews, it was reported and confirmed by the workers that there is no case of threats, coercion, use of physical force, violence, harsh or inhumane treatment from the management. Facility allows employees to move freely within their designated work areas during work hours, including access to drinking water and toilet facilities. Employees can leave the facility during extended meal periods or after work hours confirmed during worker interviews. It was confirmed in the worker interviews that they are free to resign from their job with a reasonable prior notice in accordance with Local Law. It was verified from the workers that they there is no payment withheld as deposit or bond.

It was verified during site visit of the facility and accommodation that there is no excessive surveillance/ monitoring activity that could hinder freedom of the workers or intimidate them.

Employment contract was found in accordance with local law and in native language which was found maintained at worker's personal files. Compensation of workers is ensured at the end of each month including regular wage and overtime premiums (if any). No such long-term loan scheme is in practice which restricts employees from leaving the facility. Overtime working is on voluntary basis, worker can deny overtime working without facing any repercussions. No original documents are being retained as a condition of employment.

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	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
Explanation for management systems grades	The facility has maintained documentation pertaining to Recruitment Practices and such SOP are available with the HR who are responsible for all kinds of recruitments directly. The facility has designated Mr. Essa (HR Manager) as responsible person for implementation of such procedures at the respective sites of operation. Employees are trained and made aware of such policies and procedures in the formal training sessions held at the workplace from time to time, for which respective records are maintained and verified during the audit. Internal audits are carried out every six months to verify the working conditions at the premises.

## Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings

[← Code area 1](#)

[Code area 2 →](#)

**Systems and evidence examined to validate this code section**

The facility verifies the identity of workers by reviewing the national identity documents but does not retain any part of the original documentation in their custody. Employment contracts are formally documented and contain information about the legal right of work pertaining to all employees. All employment contracts include information related to all terms and conditions of employment, wages, benefits, and other details. No children or young workers are employed for any position in the facility. No recruitment fee or cost is borne by the candidate at the time of recruitment, as has been confirmed by the contractual documents.

---

[← 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? Workers are recruited, selected, and hired directly by our company

How do the labour providers recruit and hire workers? N/A - Recruitment providers not used

Where labour providers were used to recruit, what was the highest number of tiers identified in a workers recruitment journey? 0

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? Not Applicable

Were sufficient documents for non-employee (e.g. agency or other subcontracted) workers available for review? Not Applicable

#### Migrant workers

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

[← Code area 1.A](#)

[Code area 2 →](#)

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Percentage of workers that are migrant 0%

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

## Recruitment fees

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Were you able to detect recruitment fees and costs paid by workers during the recruitment and employment process? Not Applicable

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Were recruitment fees or costs identified during worker interviews? No

No recruitment fees identified during interviews.

## 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** 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

**Explanation for management systems grades** The facility respects the rights of employees to freedom of association and collective bargaining and respective documented policies and procedures are available to comply as required by national law. There is a Joint Work Council that assumes the role of a workers' representative committee and protocols are developed for facilitation of their interaction and communication with the workers to discuss their rights and responsibilities. The facility monitors the minutes of meetings to remediate any complaints and grievances reported in such meetings to address workers' concerns.

### Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings

[← Code area 1.A](#)

[Code area 3 →](#)

**Systems and evidence examined to validate this code section**

The facility respects the just, legal, ethical, and social rights, facilities and needs of all employees as was verified in the worker and management interviews. Purely on non-discriminatory basis, all employees of the company possess freedom and right to associate and collectively bargain by just, ethical, and legal means to protect their rights. Currently, there is no worker union registered with the local labour office; however, there is a freely elected Joint Work Council who reported that he has direct access to the management in case of any issues.

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## 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?	No
Are they active?	
Does the employer recognise the trade union?	Not Applicable
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. strikes, unrest, or cases raised to formal tribunals or labour courts) in the past two years?	No

[← Code area 2](#)

[Code area 3 →](#)

### 3. Working conditions are safe and hygienic

#### 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	Some Improvements Recommended
Explanation for management systems grades	The facility's management system for ensuring safe and hygienic working conditions is generally effective, with policies and procedures in place to maintain a safe work environment. Regular safety inspections are conducted, and personal protective equipment (PPE) is provided where necessary. However, there were some gaps in onsite implementation, such as incomplete adherence to safety protocols in certain areas and the need for improved monitoring of Fencing on fans, open electrical panel, handrail and first aid box supplies. While the overall system is sound, addressing these implementation issues would further enhance workplace safety and hygiene.

#### Summary of findings

Code area	Workplace requirement	Area of NC	Finding
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[← Code area 2](#)

[Code area 4 →](#)

<b>3. Working conditions are safe and hygienic</b>	3.A Ensure a safe working environment. Put in...	Base code	NC <a href="#">ZAF601017093</a>
	3.G Provide sufficient first-aid supplies ons...	Local law	NC <a href="#">ZAF601017096</a>
	3.K Ensure that all premises are safe and hav...	Local law	NC <a href="#">ZAF601017095</a>
	3.M Ensure all machinery is installed, mainta...	Local law	NC <a href="#">ZAF601017097</a>
	3.S Ensure that any accommodation which the S...	Local law	NC <a href="#">ZAF601017094</a>

**Systems and evidence examined to validate this code section**

The company has maintained a system to address OHS issues in the organization that includes maintaining all occupational health and safety legal approvals mandatory for its operations. The company has appointed Compliance & HR Manager who is responsible for OHS management system and provision of safe and healthy environment for all the personnel and is also responsible to ensure that all personnel receive regular OHS training, against which records were verified as maintained. A documented risk assessment is maintained which includes participation and consultation with its workers on possible hazards of their work areas. Actions plans are defined and implemented against those occupational health and safety risks. The facility provides and enforces the use of relevant PPE as part of operational controls against hazards in the operational areas including facemasks, safety helmets, shoes, goggles, etc. Company has installed enough fire safety equipment throughout the facility, including fire extinguishers, fire call points, smoke detectors, and emergency lights.

Following documents / records were also verified during the audit:  
 Accident procedures and records of insurance of workers, OHS training record including fire safety, first aid, use of PPE, correct work methods, etc. evacuation drill reports, inventory record of first aid boxes, maintenance record of fire safety equipment, PPE distribution record, risk assessment, emergency preparedness and response procedure, etc., drinking water test report, chemical safety procedures and SDS, machine maintenance records, etc.

# Findings: non-compliances

ZAF601017093

Non-compliance

Due 2025-09-15

## Code area

3 Working conditions are safe and hygienic

## Status

Closed (2025-07-25)\*

## Workplace requirement

3.A Ensure a safe working environment. Put in place adequate controls to prevent accidents and injury (including long-term injury) to health arising out of, associated with, or occurring in the course of work.

## Time given to resolve

60 days

## Verification method

Desktop audit

## Issue title

320 - Ergonomic support not given to employees adequate to their job including mats for standing, back rest for seats, other materials to support

## Area of non-compliance/non-conformance

Base code

## Description

During the factory visit, it was noted that anti-fatigue mats were not provided to 10% of workers in the checking section. The absence of these mats may cause discomfort and increase the risk of health issues due to prolonged standing during work hours.

## Corrective and preventative actions

It is recommended to facility provide anti fatigue mats to all workers in the checking section to alleviate discomfort and reduce the risk of health issues associated with prolonged standing.

## Evidence



[Anti fatigue mats mat not provided.jpg](#)



\* PDF generated at 07:12 (UTC) on 25 Jul 2025. [View this finding on the Sedex platform](#) for live updates and closure details.

[← Code area 3](#)

[Code area 4 →](#)

ZAF601017096

Non-compliance

Due 2025-09-15

**Code area**

3 Working conditions are safe and hygienic

**Status**

Closed (2025-07-24)\*

**Workplace requirement**

3.G Provide sufficient first-aid supplies onsite, and ensure that adequately trained personnel are available during all shifts.

**Time given to resolve**

60 days

**Issue title**

289 - First aid box available but contents are missing, out of date or otherwise inadequate

**Verification method**

Desktop audit

**Description**

During the factory visit, it was noted that 1 out of 2 first aid boxes on the sixth floor had insufficient first aid supplies.

**Area of non-compliance/non-conformance**

Local law

**Corrective and preventative actions**

Facility should ensure that all first aid boxes are stocked with supplies in accordance with as per list.

**Local law reference**

Sindh Factories Rule 1975 section 94(1); in every factory there shall be maintained in good working condition First aid appliances as specified in Appendix I. The First aid Appliances shall be placed under the charges of responsible person, who knows to use them. and shall be kept in readily accessible place within the factory. The work First Aid shall be clearly painted on the box.

**Evidence**



[insufficient first aid supplies.jpg](#)

[← Code area 3](#)

[Code area 4 →](#)

\* PDF generated at 07:12 (UTC) on 25 Jul 2025. [View this finding on the Sedex platform](#) for live updates and closure details.

ZAF601017095

Non-compliance

Due 2025-09-15

**Code area**

3 Working conditions are safe and hygienic

**Status**

Closed (2025-07-24)\*

**Workplace requirement**

3.K Ensure that all premises are safe and have valid safety certifications for their current layout and use. If it is currently not possible for a required license or certificate to be obtained, implement inspections by appropriate third parties to ensure building safety.

**Time given to resolve**

60 days

**Verification method**

Desktop audit

**Issue title**

261 - Premises require minor repairs that may affect personal safety (e.g. missing handrails)

**Area of non-compliance/non-conformance**

Local law

**Description**

During the factory visit, it was noted that handrails were missing on the fifth-floor emergency exit stairs.

**Corrective and preventative actions**

Facility should provide handrails on the emergency exit stairs.

**Local law reference**

Section 41, Factories Act 2015 In every factory -  
(a) all floors, stairs, passages and gangways shall be of sound construction and properly maintained and where it is necessary to ensure safety, steps, stairs, ladders, passages and gangways shall be provided with substantial handrails

**Evidence**

[← Code area 3](#)

[Code area 4 →](#)



[Handrail required.jpg](#)



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ZAF601017097

**Non-compliance**

Due 2025-08-16

**Code area**

3 Working conditions are safe and hygienic

**Status**

Closed (2025-07-24)\*

**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

**Description**

During the factory visit, it was noted that 2% of the industrial exhaust fans in the spray section on the fourth floor were found without proper fencing.

**Area of non-compliance/non-conformance**

Local law

**Corrective and preventative actions**

Facility should provide fencing in all industrial exhaust fan

**Local law reference**

Rule 55 of The Sind Factories Rules, 1975: The following parts of transmission machinery shall be securely fenced if in motion and within reach of workers:-

- (i) All shafts, couplings, collers, clutches, toothed wheels, pulley driving straps, chains and ropes, except such as are in the opinion of the Inspector by construction or position equally safe to every person employed in the factory as they should be if securely fenced or guarded.

**Evidence**

[← Code area 3](#)

[Code area 4 →](#)



[Fencing required.jpg](#)



\* PDF generated at 07:12 (UTC) on 25 Jul 2025. [View this finding on the Sedex platform](#) for live updates and closure details.

**ZAF601017094**

**Non-compliance**

Due 2025-08-16

**Code area**

3 Working conditions are safe and hygienic

**Status**

Closed (2025-07-25)\*

**Workplace requirement**

3.S Ensure that any accommodation which the site provides poses no risk to worker health and safety, and is assessed to ensure it meets local housing and safety requirements by someone suitably qualified. This includes accommodation provided by a contracted third party or any labour agencies engaged by the site.

**Time given to resolve**

30 days

**Verification method**

Desktop audit

**Issue title**

360 - Unsafe electrical wiring and other electrical equipment

**Area of non-compliance/non-conformance**

Local law

**Description**

During the factory visit, it was noted that 1 out of 4 electrical panels was found without an inner sheet/ebonite sheet on the ground floor.

**Corrective and preventative actions**

The facility should provide ebonite sheets/inner sheets on all electrical panels on the ground floor.

[← Code area 3](#)

[Code area 4 →](#)

### Local law reference

Rule 62(1) of The Sind Factories Rules, 1975: 62. (1) In every factory, all electrical circuits or part of such circuits or any object electrically connected with them whether commonly or occasionally in an electrified condition, which by reason of their position could cause injury to any person, shall be protected adequately, either by non--metallic fencing or insulation or by both, in such manner as to remove danger of injury.

### Evidence



[Eobnite sheet missing.jpg](#)



\* PDF generated at 07:12 (UTC) on 25 Jul 2025. [View this finding on the Sedex platform](#) for live updates and closure details.

[← Code area 3](#)

[Code area 4 →](#)

### 3. Working conditions are safe and hygienic

## Data points

Is someone within the company responsible for health and safety?	Yes, senior manager or business owner
Do workers operate high risk or heavy machinery or vehicles as part of their jobs?	No
Do workers handle or have access to hazardous substances (e.g. chemicals or pesticides)?	No
Who organises accommodation for workers?	Workers independently arrange their own accommodation
Who organises worker transportation between accommodation and worksite?	Workers organise their own transport
Who organises worker transportation while at work?	Workers organise their own transport
Do all structural additions (e.g. added floors) have a valid permit/inspection report as per local law?	Not Applicable  No structural addition to original construction however the site had a valid building stability certificate.
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
Explanation for management systems grades	The facility has maintained documentation pertaining to banishing the recruitment child labour, and such SOP are available with the HR who are responsible for maintaining the evidence of compliance to such requirements. Child remediation policy, however, was not found formally documented in case of accidental recruitment/ engagement of a child/ young worker. The facility has designated Mr. Essa (HR Manager) as responsible person for implementation of such procedures at the respective sites of operation. Employees are trained and made aware of such policies and procedures in the formal training sessions held at the workplace from time to time, for which respective records are maintained and verified during the audit. Internal audits are carried out every six months to verify the working conditions at the premises.

### Summary of findings

Code area	Workplace requirement	Area of NC	Finding
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[← Code area 3](#)

[Code area 5 →](#)

No findings

**Systems and evidence examined to validate this code section**

The company adheres to the requirements pertaining to the issue of child and young labour. Persons under the age of 18 are not allowed to work in the organisation. The applicants are asked to show a proof of their age at the time of their recruitment. The proof of age is any national individual identification document issued by the respective Government or a birth certificate or educational credentials as a proof of age e.g., passports. No person under 18 years of age was observed during the site tour in the facility. During the review of personal files, all employees found complying the minimum age requirement of the law.

No documented evidence of a child remediation policy in line with the ILO guidance could be verified.

A child remediation policy will be documented

---

#### 4. Child labour shall not be used

## Data points

Percentage of workers that are age 24 or younger	0%
Enter the legal age of employment	15
Enter the age of the youngest worker identified	21
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?	Not Applicable

[← 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	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
Explanation for management systems grades	The company has defined a system of providing effective remuneration to the workers. The facility has designated Mr. Essa (HR Manager) as responsible person for implementation of such procedures at the respective sites of operation. Employees are trained and made aware of such policies and procedures in the formal training sessions held at the workplace from time to time, for which respective records are maintained and verified during the audit. Internal audits are carried out every six months to verify the working conditions at the premises. Company provide minimum wage of 37000 PKR as per the notification SO(L-II)13-3/2016-I effective from July 2024.

### Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings

[← Code area 4](#)

[Code area 5.A →](#)

**Systems and evidence examined to validate this code section**

The company has defined a system of providing effective remuneration to the workers. The company has arranged insurance coverage up to the maximum legal coverage for all employees are also paid for which records were evident and found satisfactory during information obtained in worker interviews. At the time of the payment, each employee receives a salary slip showing the detail of his/her salary and other benefits in the common language, verified through observation for understanding of workers. Salary is provided before 7th of each month as verified in the worker interviews as well. Company also offers following incentive to employees: advance salary payment, loan, medical insurance facility, end of Service benefits, etc. in accordance with the law and contract. Wages records verified for workers who were sampled from the interviews and records were verified for sampled months. Company provide minimum wage of 37000 PKR as per the notification SO(L-II)13-3/2016-I effective from July 2024.

[← Code area 4](#)[Code area 5.A →](#)

## 5. Legal wages are paid

### Data points

What is the basic wage paid to workers?	Wages are based on job skills and experience 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) 90% Bank Transfer 10% cash payment
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
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### Summary information

Is legal wage/legally recognised CBAs data available for any of these options?	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	Non applicable
Actual overtime hours	Max hours per day	2.0
	Max hours per week	12.0
	Max hours per month	Non applicable
Minimum legal wage	Min per hour	178.0
	Min per day	1423.0
	Min per week	8538.0
	Min per month	37000.0
Actual minimum wage	Actual per hour	178.0
	Actual per day	1423.0
	Actual per week	8523.0
	Actual per month	37000.0
Minimum legal overtime wage	Min per hour	356.0
	Min per day	712.0
	Min per week	4272.0
	Min per month	Non applicable

[← Code area 5](#)

[Code area 5.A →](#)

Actual minimum overtime wage	Actual per hour	356.0
	Actual per day	712.0
	Actual per week	4272.0
	Actual per month	Non applicable

## Wage analysis

Number of workers' records checked 78

Provide the date and details of the records  
 26 workers sample from 1st June to 30th June 2025 (Current)  
 26 Workers sample from 1st December to 30th December 2025 (Random)  
 26 Workers sample from 1st July to 30th July 2024 (Random).

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? Meets legal minimum

Indicate the breakdown of workforce per earnings  
 10.0% of workforce earning minimum wage  
 90.0% of workforce earning above minimum wage

Are there any bonus schemes used? Yes  
 Bonus Scheme found: Factory pay yearly bonus to its workers on gross salary.

Were accurate records shown at the first request? Yes

Were any inconsistencies found? No

## 5.A. Living wages are paid

### Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings
<b>Systems and evidence examined to validate this code section</b>	Lowest minimum wage was found to be PKR 37000, and the facility was found to be compensating the employees further by providing in-kind benefits e.g. Ramadan Support Package, medical camps, etc.		

## 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** Robust Management Systems

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

**Explanation for management systems grades** The company has defined a system of maintaining effective working hours in compliance with legal requirement to the workers. The facility has designated Mr. Essa (HR Manager) as responsible person for implementation of such procedures at the respective sites of operation. Employees are trained and made aware of such policies and procedures in the formal training sessions held at the workplace from time to time, for which respective records are maintained and verified during the audit. Internal audits are carried out every six months to verify the working conditions at the premises. Company has face scan attendance machine for attendance.

### Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings

[← Code area 5.A](#)

[Code area 7 →](#)

**Systems and evidence examined to validate this code section**

The company have defined a weekly limit of 48 working hours in a week for all departments. The workers are also given a 1-hour break in the middle of the day along with other breaks as and when required. The workers are also given a day off at the end of each working week (after every six days). The workers are also entitled to have public holidays as announced by the government. Workers are also entitled for annual leaves as well as per local labour law. The company discourages the use of overtime hours but if needed, they are compensated at a premium of the 200% of the regular wage. Working hours records verified for workers who were sampled from the interviews and records were verified for sampled months. It is further verified that the collective working hours as described before in the legal limit is 48 hours a week of regular work time with a maximum allowed limit of working hours including overtime not exceeding 60 hours per week for regular instances. Company has face scan attendance machine for attendance.

## 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?	NA, Site pays overtime at 200% as per legal requirement
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?	55.0
In the sample, what was the maximum number of hours worked in a single week, including overtime, for any worker at this site?	57.0
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** 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

**Explanation for management systems grades** It was verified during the interviews and review of records that the company not found engaged in any form of discrimination at any level of organisation and not found in support of discriminatory elements in their supply chain. The company has defined a system of maintaining anti-discrimination practices in compliance with legal requirement to the workers. The facility has designated Mr. Essa (HR Manager) as responsible person for implementation of such procedures at the respective sites of operation. Employees are trained and made aware of such policies and procedures in the formal training sessions held at the workplace from time to time, for which respective records are maintained and verified during the audit. Internal audits are carried out every six months to verify the working conditions at the premises.

### Summary of findings

Code area	Workplace requirement	Area of NC	Finding
-----------	-----------------------	------------	---------

No findings

[← Code area 6](#)

[Code area 8 →](#)

**Systems and evidence examined to validate this code section**

It was verified during the interviews and review of records that the company not found engaged in any form of discrimination at any level of organization and not found in support of discriminatory elements in their supply chain in hiring, remuneration, access to training, promotion, termination & retirement based on race, caste, religion, disability, gender, sexual orientation, union membership, political affiliation, or age. All national & religious holidays are displayed, and every worker is free to observe these holidays. No evidence of separate pay structure etc. was observed among the workers based on their affiliation with certain religious or ethnic groups. The company does not subject personnel to pregnancy or virginity tests under any circumstances, also during focus group & individual interview no evidence observed of any behaviour that is threatening, abusive, exploitative, or sexually coercive, including gestures, language, and physical contact, in the workplace.

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 All are Pakistani

[← 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** Robust Management Systems

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

**Explanation for management systems grades** For all the sampled workers, personal files are verified and found to be following national legal requirements. During worker interviews, it was verified that the workers are provided with documented information pertaining to their employment terms and conditions. The company has defined a system of maintaining contractual documents in compliance with legal requirement to the workers. The facility has designated Mr. Essa (HR Manager) as responsible person for implementation of such procedures at the respective sites of operation. Employees are trained and made aware of such policies and procedures in the formal training sessions held at the workplace from time to time, for which respective records are maintained and verified during the audit. Internal audits are carried out every six months to verify the working conditions at the premises.

### Summary of findings

Code area	Workplace requirement	Area of NC	Finding
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[← Code area 7](#)

[Code area 8.A →](#)

No findings

**Systems and evidence examined to validate this code section**

For all the sampled workers, personal files are verified and found to be following national legal requirements. During worker interviews, it was verified that the workers are provided with documented information pertaining to their employment terms and conditions. Workers are aware of the recruitment process, wages and compensation benefits, hours of work, etc. There was no evidence of use of temporary job arrangements to cover for the workloads or any use of such arrangements to avoid paying social security benefits. No casual or seasonal labour is employed at the facility.

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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	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
Explanation for management systems grades	During site visit, document review and workers interviews of all sampled workers, it was verified the organisation is not using any homeworking arrangements or subcontracted work for any of their processes. The facility has, however, documented a policy and subsequent procedure for assessing working conditions at a subcontractor's site should they use any such arrangements in future

### Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings

**Systems and evidence examined to validate this code section**

During site visit, document review and workers interviews of all sampled workers, it was verified the organisation is not using any homeworking arrangements or subcontracted work for any of their processes. The factory has, however, documented a detailed policy and subsequent procedure for assessing working conditions at a subcontractor's site should they use any such arrangements in future.

## 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 homeworkers used.

### Sub-contracting

Are there any concerns about unrecorded work or undeclared sub-contracting on site, giving considerations to the workers' capacity? No  
No unrecorded work or undeclared sub-contracting on site

[← Code area 8.A](#)

[Code area 9 →](#)

Are any sub-contractors used?

No

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[← Code area 8.A](#)

[Code area 9 →](#)

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## 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** Robust Management Systems

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

**Explanation for management systems grades** During site visit, document review and workers interviews of all sampled workers, it was verified the organisation is not involved in the practice of harsh or inhumane treatment towards its workers. There was no incident reported during the interviews for any previous case of gender-based violence or harassment. As per the documentation, the factory management has established a disciplinary procedure for disciplinary actions against misbehaviour which includes verbal warning, written warning and finally termination and the site after an independent inquiry. The facility has developed a training program for all employees on the procedure for which subsequent records were verified during the audit. Worker interview confirmed that workers were aware of the disciplinary procedure. There is also an internal process for grievance handling, where workers can report any grievances (harassment, bullying, discrimination, etc.) to the workers' representative; any received complaint are handled by the worker representative, without any reprisal for the worker in question.

### Summary of findings

[← Code area 8.A](#)

[Code area 10.A →](#)

Code area	Workplace requirement	Area of NC	Finding
<p><b>Systems and evidence examined to validate this code section</b></p>	<p>No findings</p>		
	<p>During site visit, document review and workers interviews of all sampled workers, it was verified the organisation is not involved in the practice of harsh or inhumane treatment towards its workers. There was no incident reported during the interviews for any previous case of gender-based violence or harassment. As per the documentation, the factory management has established a disciplinary procedure for disciplinary actions against misbehaviour which includes verbal warning, written warning and finally termination and the site after an independent inquiry. The facility has developed a training program for all employees on the procedure for which subsequent records were verified during the audit. Worker interview confirmed that workers were aware of the disciplinary procedure. There is also an internal process for grievance handling, where workers can report any grievances (harassment, bullying, discrimination, etc.) to the workers' representative; any received complaint are handled by the worker representative, without any reprisal for the worker in question.</p>		

9. No harsh or inhumane treatment is allowed

## Data points

<b>Is there a formal process for workers to report concerns, complaints, or problems ('grievance mechanism')?</b>	<p>Yes, there is a formal grievance process</p> <p>The grievance process is available to all workers</p> <p>The grievance process is available to members of the local community</p>
<b>What type of grievance mechanism(s) are available?</b>	<p>There are multiple platforms to deal with the complaints as defined in the factory's Grievances Handling Procedure. It includes Complaint Boxes at designated locations, Open Door Policy, Works Council and HR help desk.</p>
<b>Number of grievances raised in the last 12 months</b>	<p>5</p>
<b>Number of grievances resolved in the last 12 months</b>	<p>5</p>

## 10.A. Environment 2-Pillar

### 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 facility management maintained all legally required environmental documents. Environment aspect and impact assessment was found adequately conducted. The facility was following the related environmental regulations. Based on observation on site, wastes were classified and collected on site. Based on worker's interview, they were trained on environmental protection.

The company has documented environmental procedures and was certified on ISO 14001 previously, along with having a formal risk assessment including environmental aspects, significant impacts and operational controls including the mitigation measures was found adequately documented. Furthermore, the company has taken legally required license and approvals from local Environment Protection Ministry. The company provides training to its workers on work-practices that do not lead to any adverse environmental impacts. A detailed site tour was conducted to verify the implementation of controls as required by the EIA and Risk Assessments and was found adequate.

The company has established procedures pertaining to business ethics and compliance with law. Employees in vulnerable departments i.e., procurement, sales, etc. are found aware of company protocols of business ethics. Training is carried out for employees on company's code of ethics as part of their training protocols.

## Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings

### Systems and evidence examined to validate this code section

The facility management maintained all legally required environmental documents. Environment aspect and impact assessment was found adequately conducted. The facility was following the related environmental regulations. Based on observation on site, wastes were classified and collected on site. The company provides training to its workers on work-practices that do not lead to any adverse environmental impacts. A detailed site tour was conducted to verify the implementation of controls as required by the EIA and Risk Assessments and was found adequate.

## 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?

Not have any valid environmental management system

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

No

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
			No findings
<b>Systems and evidence examined to validate this code section</b>	<p>The facility management maintained all legally required environmental documents. Environment aspect and impact assessment was found adequately conducted. The facility was following the related environmental regulations. Based on observation on site, wastes were classified and collected on site. The company provides training to its workers on work-practices that do not lead to any adverse environmental impacts. A detailed site tour was conducted to verify the implementation of controls as required by the EIA and Risk Assessments and was found adequate.</p>		

## 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?	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?	Not Applicable
Does the site have reduction targets in place to manage climate related risks?	None
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))?	No
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

### Usage/discharge analysis

Last full calendar year (2024)

Previous full calendar year (2023)

[← Code area 10.B](#)

[Code area 10.C →](#)

Total electricity consumption from non-renewable sources (kWh)	239,301	250,836
Total electricity consumption from renewable sources (kWh)	0	0
Sources of renewable energy used	None	None
Types of renewable energy used	Other (provide details) NIL	Other (provide details) NIL
Total natural gas consumption (kWh)	11,960	23,120
Usage of other purchased fuels	Diesel (Liters) = 52131	Diesel (Liters) = 61191
Has the site completed any carbon footprint analysis?	No	No
Water sources	Municipal water, ground water, tanker water	Municipal water, ground water, tanker water
Does the site use mercury or mercury compounds?	No	No
Water volume used (m3)	290,825	251,385
Water discharged	Municipal Water Discharge	Municipal Water Discharge
Water volume discharged (m3)	270,225	221,132
Water volume recycled (m3)	0	0
Total waste produced (mt)	320	411

[← Code area 10.B](#)

[Code area 10.C →](#)

Total hazardous waste produced (mt)	4	5
Waste to recycling (mt)	0	0
Waste to landfill (mt)	0	0
Waste to other (mt)	211	240
Total product produced (mt)	33,291	38,960

## 10.C. Business ethics

### 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
Explanation for management systems grades	The organisation has formally documented a code of conduct for all employees that includes all applicable business ethics requirements that are expected to be fulfilled by the organisation's employees. The senior management interviews provided enough information that management is aware of the applicable legislation pertaining to bribery, corruption, and any fraudulent practices. The organisation has assessed this risk in their corporate policies and procedures and have documented the code of conduct in line with results of these assessments. All employees are found to be trained and aware of this code of conduct. All employees' data is stored with the HR department in line with the consent as obtained as part of the contract. All site acquisitions documents and licenses are maintained and UpToDate.

### 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 organisation has formally documented a code of conduct for all employees that includes all applicable business ethics requirements that are expected to be fulfilled by the organisation's employees. The senior management interviews provided enough information that management is aware of the applicable legislation pertaining to bribery, corruption, and any fraudulent practices. The organisation has assessed this risk in their corporate policies and procedures and have documented the code of conduct in line with results of these assessments. All employees are found to be trained and aware of this code of conduct. All employees' data is stored with the HR department in line with the consent as obtained as part of the contract. All site acquisitions documents and licenses are maintained and UpToDate.

[← 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

Factory has not certified any anti-bribery management system but has documented anti bribery management system.

[← Code area 10.C](#)

# Attachments



[Smoke detector.jpg](#)



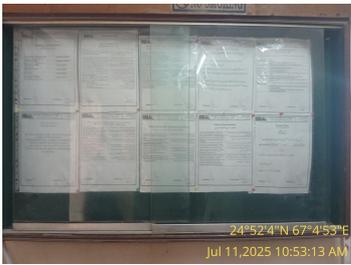
[Fire alarm call point.jpg](#)



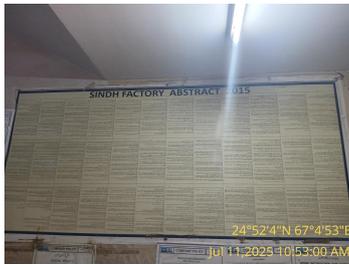
[Stitching section.jpg](#)



[Fire alarm panel.jpg](#)



[Notice board.jpg](#)



[Legal Abstract.jpg](#)



[Fire extinguisher.jpg](#)



[Parking area.jpg](#)



[Fire hose reel.jpg](#)



[First aid box.jpg](#)



[Facility name.jpg](#)



[Facility address.jpg](#)



[Evacuation map.jpg](#)

[Facility Building.jpg](#)

[Emergency contact number.jpg](#)

[Complaint and suggestion box.jpg](#)



[Attendance machine.jpg](#)

[Emergency exit.jpg](#)

[Cutting section.jpg](#)

[Checking section.jpg](#)



[Assembly area.jpg](#)

