

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 & 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 following Code Areas:

Included in a 2-Pillar audit:

1. Labour Standards Code Areas:
 - 0: Enabling accurate Assessment
 - 1: Employment is Freely Chosen
 - 1.A: Responsible Recruitment & 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
2. Health & Safety Code Area:
 - 3: Working Conditions are Safe and Hygienic
3. Environment Code Area:
 - 10.A: Environment 2-Pillar

Included in a 4-Pillar audit:

1. Labour Standards Code Areas
 - As 2-pillar
2. Health & Safety Code Area
 - As 2-pillar
3. Environment Code Area:
 - 10.A: Environment 2-Pillar
 - 10.B: Environment 4-Pillar
4. Business Ethics Code Area:
 - 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	ZS1028256	Site name	Gloves n Gloves (GnG-BBW)
Business name	GLOVES N GLOVES	Site address	38000 BABUWALA, JHANG ROAD,, FAISALABAD, PK

Audit details

Sedex company reference	ZC1018153	Auditor company name	SGS Pakistan
Date of audit	2025-05-15	Audit conducted by	USMAN WAQAS

Audit pillars	Labour Standards Health and safety Environment 4-Pillar Business ethics		
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Time in and out	Day 1		Day 2	
	In	09:10	In	09:20
Out	17:15	Out	15:10	

Audit type	Periodic
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Was the audit announced?	Semi announced
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Was the Sedex SAQ available for review?	Yes
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Who signed and agreed CAPR?	Mr. Maqsood Mirza / DM HR, Admin & Compliance
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Any conflicting information SAQ/Pre-Audit Info	No
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Is further information available?	No
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Audit attendance

	Senior management	Worker representative	Union representative
A: Present at the opening meeting?	Yes	Yes	No

B: Present at the audit?	Yes	Yes	No
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C: Present at the closing meeting?	Yes	Yes	No
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Reason for absence at the opening meeting	Union is not applicable as there is WMC present in the facility.		
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Reason for absence during the audit	Union is not applicable as there is WMC present in the facility.		
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Reason for absence at the closing meeting	Union is not applicable as there is WMC present in the facility.		
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SMETA declaration

Auditor team

SMETA declaration	<p>I declare that the audit underpinning the following report was conducted in accordance with SMETA Minimum Requirements and the SMETA Auditor Manual.</p> <ol style="list-style-type: none"> 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. Any non-conformance against customer code alone shall not be uploaded to Sedex, and will be shared directly with the customer in question. <p>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.</p>		
Any exceptions to the SMETA Methodology must be recorded here (e.g. different sample size)	None.		
Lead auditor	USMAN WAQAS	APSCA Number	32400243
Additional auditor	Muhammad Aamir Rauf	APSCA Number	21702815
Date of declaration	2025-05-16		






























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. Maqsood Mirza
Title	DM HR, Admin & Compliance
Date of declaration	2025-05-16


Summary of findings


Code area	Workplace requirement	Area of NC	Finding
2. Freedom of association and right to collective bargaining are respected	2.D Give appropriate time and space for worke...	Base code	NC ZAF600928744
3. Working conditions are safe and hygienic	3.A Ensure a safe working environment. Put in...	Local law Base code	NC ZAF600928745
	3.A Ensure a safe working environment. Put in...	Base code	NC ZAF600928746
	3.H Where identified as necessary to reduce r...	Local law Base code	NC ZAF600928748
	3.N Maintain a log of all hazardous substance...	Local law Base code	NC ZAF600928747


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

	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

Sedex company reference	ZC1018153	
Sedex site reference	ZS1028256	
Company name	GLOVES N GLOVES	
Business ownership type	GOODS	
Site name	Gloves n Gloves (GnG-BBW)	
Site name in local language		
GPS location	GPS address	BABUWALA, JHANG ROAD, FAISALABAD
	Coordinates	31.39555693524688, 73.0159695536757
Is the worksite in a remote location, far from habitation?	No	
Site contact	Contact name	Mr. Maqsood Mirza
	Job title	D.M HR Admin & Compliance
	Phone number	00924235894475
	Email	info@gng.com.pk
Applicable business and other legally required business license numbers and documents	<p>NTN: 1324745-0 Labour Registration: DLW/F/FSD/1072 dated 30-08-2010 All above certificate have no expiries. Membership Certificate of Lahore Chamber of Commerce Membership #: 48322-C valid till 31st March, 2026. Certificate of Stability (Form-K), dated 15-January-2025 by Civil Engineer (P.E.C. Civil-13732) by Civil & Urban Engineers. Fire Equipment inspection certificate from Civil Defence Headquarter Faisalabad ref.# C-22/CDOF/2025/765 dated 06-March-2025 which is valid till 31-December-2025. Env. NOC ref.# DD(EIA)/EPA/F-255(IEE)/2024/1032 dated 16-12-2024 which is valid for three years.</p>	

Site activities

Site function	Factory Processing/Manufacturer
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Site activities

Site activities	<p>Primary Manufacture of other textiles n.e.c.</p> <p>Secondary</p> <p>Other</p>
Product type	Manufacturing of Workwear gloves.
Process overview	<p>Products: Working gloves Main operations: Yarn receiving, knitting, stenter, raising, cutting, stitching, Pressing, finishing, Inspection, packing & dispatch Number of production lines: 03</p> <p>Main equipment: Factory has installed following machines, knitting machines 88, calendaring machines 2, raising machines 2, hydraulic dye cutting 5, fabric dot machine 3, stitching machines 156, seamless knitting machines 90, printing machines 2, pressing heat 80, paddle press machine 7, metal detector machines 3, bundle press machines 2, carton strip machines 3, generators 2, small steamers 2, all the machines were found in good working conditions.</p> <p>Production Capacity: 300,000 dozen per month</p>
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?	Yes
What is the area of audited site to its boundary?	18924m ²
Building 1	<p>Last construction works on site 2000</p> <p>If building is shared, provide details NA.</p> <p>Number of floors 3</p> <p>Description of floor activities Ground Floor; Main Store, Raising, Knitting, Calendaring, dye cutting, Quilting. 1st Floor: Management Offices, Manual cutting, stitching, Packing, Dispatch 2nd Floor: Seamless knitting machine hall, packing, Cutting, Pressing, Inspection, Raw material store</p>
Is there any difference between the site scope of the audit and the Sedex site profile?	No

Site scope

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

Does the site organise worker transport to the worksite? Site provided
The factory offers free transportation services to its workers.

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? Yes
The Knitting and Security departments operate in three shifts:
06:00 AM to 02:00 PM
02:00 PM to 10:00 PM
10:00 PM to 06:00 AM
All other departments operate in a single shift from 08:00 AM to 05:00 PM.

What percentage of the workforce, including temporary and agency workers, work during the night shift? 15%

Work patterns

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?

Yes

Samples were collected from all shifts. The audit process incorporated a comprehensive review of records and worker interviews covering all shifts. Night shift workers were included via scheduled off-hour interviews and documented attendance and payroll records to ensure a representative sample from all shift times.

Site assessments

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

ISO 14001 (Environmental management), Other management system certification, Other certification

Along ISO 14001, factory is also certified on ISO 9001 and CTPAT.

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 negative impacts found.

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

No

No Specific HRIA conducted however facility is following UN human rights regulations.

Worker analysis

Gender disaggregated data available

Men and women

Worker totals

	Men	Women	Other	Total
Number of workers	265 (77.7%)	76 (22.3%)	- -	341 (100%)

Workers by type

	Men	Women	Other	Total
Permanent workers (employees)	264 (77.6%)	76 (22.4%)	- -	340 (99.7%)
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	1 (100%)	0 (0%)	- -	1 (0.3%)

* % of total workforce

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. All workers are local.

Workers by age

	Men	Women	Other	Total
18 - 24 years old	72 (72%)	28 (28%)	- -	100 (29.3%)
15 - 17 years old	0 -	0 -	- -	0 (0%)
Under 15 years old	0 -	0 -	- -	0 (0%)

* % of total workforce

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	77%	23%	-	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	265 (77.7%)	76 (22.3%)	- -	341 (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	265 (77.7%)	76 (22.3%)	- -	341 (100%)
Other	0 -	0 -	- -	0 (0%)

* % of total workforce

If other payment cycle entered, please provide details NA.

People in managerial, supervisory and administrative roles

	Men	Women	Other	Total
Employees in management positions	4 (100%)	0 (0%)	- -	4
Supervisors or team leaders	25 (96.2%)	1 (3.8%)	- -	26
Administrative staff	15 (100%)	0 (0%)	- -	15

Worker interview summary

Gender disaggregated data available	Men and women
Which methods of worker engagement were used?	Group interviews Individual 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) No concern raised during worker interview.
What did the workers like the most about working at this site?	Contracts Hours worked, rest days or breaks Pay Communication (e.g. from management) Equal opportunities Grievance mechanisms Social dialogue (e.g. freedom to associate) Freedom of movement Job security Social benefits & insurance (e.g. ability to book annual leave, maternity leave, pensions etc.) Work atmosphere (e.g. treatment by supervisors) Training and development
Additional comments	NIL.
Attitude of workers' committee/union representatives	From the interview, the general attitude of Worker Management Council was a positive and favorable. No comment or complaint observed from them. They had periodic meetings and minute of meetings displayed on notice board for worker's reference. The workers were freely and comfortable to express their comments to the Worker Management Council. However, few of the interviewed workers were not well aware about WMC members and their functions.
Attitude of managers	The factory management had a system in place to check their current practices against their clients' requirements and the local law, and they took notice of the findings of the internal audit team and had implemented a Health & Safety committee to take care of health and safety concerns. Mr. Maqsood Mirza - DM HR, Admin & Compliance is responsible for implementing legal and code standards and responsible to conduct internal audits. Management of the facility found very co-operative and positive towards audit process and showed commitment to fulfil all pointed out nonconformances on immediate basis

Workers interviewed by type

	Total
Permanent workers	25
Temporary or fixed-term employees	0
Agency or subcontracted workers	0
Seasonal workers	0

Workers interviewed by type

Other workers	1
Total number of workers interviewed	26

Workers interviewed by group/individual

	Men	Women	Other	Total
Workers interviewed in groups	20	0	-	20
Workers interviewed individually	1	4	-	5

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)	0.65%	0.2%	-	0.85%
Last full calendar year (2024)	0.99%	0.17%	-	1.16%
Previous full calendar year (2023)	0.62%	0.18%	-	0.8%

* 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)	2.7%	2.6%	-	5.3%
Last full calendar year (2024)	1.8%	1.9%	-	3.7%
Previous full calendar year (2023)	2.1%	1.7%	-	3.8%

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

Facility is keeping the record of all incident and accident records. Incident/ Accident Register was being maintained by the facility management. Record was reviewed and verified for the last 12 months.

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

	Men	Women	Other	Total
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Annual number of work related accidents and injuries (per 100 workers)*

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 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)	0.5%	0.0%	-	0.5%
Previous full calendar year (2023)	1.0%	0.5%	-	1.5%

* 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%
Previous full calendar year (2023)	0.0%	0.0%	-	0.0%

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%

Percentage of workers that work on average more than 60 total hours in a given week

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			
Systems and evidence examined to validate this code section	Facility has provided all information and documents related to assessment, overall management behavior found satisfactory and did not cause any obstruction in assessment and interview process. SAQ was filled and provided prior to Audit. No bribe offered by facility and Integrity was maintained by facility. Facility has Human rights policy, training given to all employees on the need to protect human rights, last session as conducted on dated 18-02-2025. Facility has the policy to conduct Internal audit on biannual basis. Last Internal Audit was conducted on 08-01-2025. Facility has conducted MRM on 21-01-2025 in which issues were discussed regarding Legal, Environmental, Health & Safety, Security and Sustainability compliance. Also discussed the new requirements and challenges.		

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
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Did any workers selected by the auditor decline to be interviewed?	No
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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's management system has been assessed as satisfactory, indicating a sufficient understanding and implementation of procedures to ensure that employment is freely chosen without coercion. Additionally, worker training sessions have been conducted, reinforcing awareness and compliance with fair labor practices.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings

Systems and evidence examined to validate this code section

Factory has established, documented, maintained, and effectively communicated forced labour policy and procedure. As per policy company sternly discourages forced labour all company's policies and procedures are very much compatible to the consent and free movement of the employees. Workers are not required to lodge "deposit" any kind of their (educational certificate), identity papers or any other personal belongings with the employer and are free to leave the company after reasonable notice. No prison labour was found working during facility visit.

Policy was communicated to the workers through notices, worker's handbook, orientation and in awareness training sessions; last session was conducted on 18-02-2025.

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.

Facility has assigned qualified person with responsibility for communicating, training, deploying, monitoring, and ensuring the implementation of forced labour policy and procedure. Mr. Maqsood Mirza Deputy Manager Admin, HR & Compliance is responsible person for policy communication, monitoring, training & Implementation. Through workers interview it was confirmed that workers are free to leave factory at the end of their work shift, also workers can resign with one month notice or salary in lieu.

No sign of force labour was found in the factory during worker's interview, documents review, and facility visits.

Factory has also communicated the policy to all its suppliers and contractor's records of acknowledgment reviewed during audit.

Employment contract was found in accordance with local law and in native language which was found maintained at worker's personal files.

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 any repercussions.

Facility is only retaining National identity cards and education certificate copies in employee's personal files 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?	No
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Does the site utilise any workers who are prisoners?	No
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Does the site use the labour of persons required to work under any government scheme?	No
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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's management system has been evaluated and rated as good in its efforts to ensure responsible recruitment practices and verify employees' entitlement to work. It has established key policies and procedures that are well-structured and effectively implemented, contributing to a compliant and ethical workforce management approach.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings
Systems and evidence examined to validate this code section	Recruitment policy and employee contract and terms and condition reviewed and verified during audit, All Employees are national and have right to work.		

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
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? Not Applicable

Were recruitment fees or costs identified during worker interviews? No

No recruitment fees identified during worker 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	Fundamental Improvements Required
Monitor the effectiveness of procedures to meet policy and workplace requirements	Some Improvements Recommended
Explanation for management systems grades	The facility's management system was in place in upholding freedom of association and the right to collective bargaining. It has established relevant policies and actively supports worker committees. However, there is a need for improvement in raising workers' awareness about WMC members and about their roles and responsibilities to ensure more effective participation and engagement.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
2. Freedom of association and right to collective bargaining are respected	2.D Give appropriate time and space for worke...	Base code	NC ZAF600928744
Systems and evidence examined to validate this code section	<p>Factory has defined freedom of association policy and procedure, as per policy company respects the just, legal, ethical, and social rights, facilities and needs of all employees. 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. On parallel means, all employees are free to elect their representatives for their rights protections.</p> <p>There is a Worker Management Council of 06 members, of which, 4 elected worker members including 01 female, are elected independently and 02 nominated Management representatives. Last meeting was conducted on 20-March-2025. WMC election was conducted on 14-Mar-2025. Records of the same were verified. Worker Interviews revealed that 8 out of 26 employees were unaware of their WMC representatives and their functions.</p>		

Findings: non-compliances

ZAF600928744

Non-compliance

Due 2025-07-18

Code area

2 Freedom of association and right to collective bargaining are respected

Status

Closed (2025-06-02)*

Workplace requirement

2.D Give appropriate time and space for worker representatives to operate. Ensure all workers are aware of who their representative is, their activities and how they can engage with them.

Time given to resolve

60 days

Issue title

137 - A committee exists but workers do not know about the worker committee, its function and/or who their representatives are

Verification method

Desktop audit

Description

Worker Interviews revealed that 8 out of 26 employees were unaware of their WMC representatives and their functions in the organization.

Area of non-compliance/non-conformance

Base code

Corrective and preventative actions

The facility must ensure that all workers are informed and they are well aware about their WMC representatives. and their respective roles and responsibilities in the organization.

* PDF generated at 09:09 (UTC) on 02 Jun 2025. [View this finding on the Sedex platform](#) for live updates and closure details.

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

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	Fundamental Improvements Required
Monitor the effectiveness of procedures to meet policy and workplace requirements	Fundamental Improvements Required
Explanation for management systems grades	The facility's management system has been assessed for its effectiveness in ensuring safe and hygienic working conditions. It has implemented comprehensive safety policies and procedures, and the workplace is generally well-maintained. However, some issues have been identified in this area, resulting in the issuance of non-compliances (NCs) that require due corrective action.

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...	Local law Base code	NC ZAF600928745
	3.A Ensure a safe working environment. Put in...	Base code	NC ZAF600928746
	3.H Where identified as necessary to reduce r...	Local law Base code	NC ZAF600928748
	3.N Maintain a log of all hazardous substance...	Local law Base code	NC ZAF600928747

Systems and evidence examined to validate this code section

Factory has defined Health and Safety policy and procedure in its social compliance manual as per policy "Company's core priority is to provide employees with neat and clean, safe and healthy environment. Company's facilities include availability of edible items including potable water, separated toilets, tidy and unpolluted air, noise safety, adequate lighting, installation of firefighting, first aid and other emergency equipment and related drills / trainings".

Facility has appointed Mr. Maqsood Mirza Deputy Manager Admin, HR & Compliances is responsible to ensure proper implementation, monitoring and training of H&S requirements.

Facility has established Occupational Health, and safety committee with 5 members elected. Facility has set the frequency of meeting on Quarterly basis. Occupational Health, and safety committee meets and discusses health and safety issue and provides their recommendation to management for rectification last meeting held on 20-March-2025.

Fire Equipment inspection certificate from Civil Defence Headquarter Faisalabad ref.# C-22/CDOF/2025/765 dated 06-March-2025 which is valid till 31-December-2025, and according to this certificate factory has installed sufficient firefighting equipment in accordance with local law.

The factory has building Certificate of Stability (Form-K), dated 15-January-2025 by Civil Engineer (P.E.C. Civil-13732) by Civil & Urban Engineers. In this certificate above firm certified that they have carried out a detailed survey of the building and material which was found satisfactory and is in accordance with the recognized standards required by the Architects and Builders Association and further that the coercion has been carried out in such a way as to give the building reasonable stability and to provide the maximum safety in working the machines housed in the building.

Facility has obtained electric installation inspection according to this certificate electric installation at facility were properly protected and secured as per local law. Last inspection was conducted by M/S Ali Electronics which is Govt. approved firm. Inspection was conducted on 14-01-2025 and certificate of defect removal was issued on 24-01-2025.

The factory conducted recent Evacuation drills for day and night shift workers separately on dated 13-01-2025 in which total 289 and 65 workers including management were evacuated respectively. Total Evacuation time 02 minute and 03 seconds and 01 min 34 seconds.

Last EHS Risk assessment was conducted on 10-April-2025.

Facility has conducted Internal Trainings which includes Firefighting training conducted on 13-Feb-2025, First Aid training conducted on 19-02-2025, PPEs training was conducted on 25-02-2025 and Machine Safety was conducted on 20-March-2025. Chemical handling was conducted on 21-March-2025

Facility has installed sufficient fire equipment, and all firefighting equipment found well maintained. Total Fire Extinguishers: 76, Smoke Detectors: 32, Fire Hose reels: 06, Fire Alarms: 12, Emergency Exit lights: 16.

There are total 12 First Aid box in the facility. Facility has maintained injury log / accident log. Record was verified of last 12 months. only 02 Injuries were noted in the record.

Toilets were found clean and sufficient. There are total 28 toilets in which 19 are for male and 09 for female. Housekeeping was found satisfactory. However, soap and towel was missing at one location which is highlighted as Non-Compliance.

Factory has drinking water testing from Solution Environmental & Analytical Lab Ref# SEAL/LAB/2025/DW/297 dated 15-05-2025.

The general EHS conditions such as housekeeping, hygiene, lighting and ventilation etc. were all acceptable.

Few deviations were observed and highlighted as NCs.

Findings: non-compliances

ZAF600928745

Non-compliance

Due 2025-06-18

Code area

3 Working conditions are safe and hygienic

Status

Closed (2025-06-02)*

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

30 days

Issue title

397 - Childcare facilities are not provided in alignment with legal requirements

Verification method

Desktop audit

Description

During the site visit, it was found that factory has not designated childcare room in the facility.

Area of non-compliance/non-conformance

Local law
Base code

Corrective and preventative actions

it is recommended to provide childcare facilities as per the legal requirement.

Local law reference

Factories act 1934 (Factories amendment 2022 of act 1934) Section 33-Q: 2) Rooms for children: (a) requiring that in any specified factory, wherein workers are employed, a suitable room shall be reserved for the use of children under the age of six years belonging to such women.

* PDF generated at 09:09 (UTC) on 02 Jun 2025. [View this finding on the Sedex platform](#) for live updates and closure details.

ZAF600928746

Non-compliance

Due 2025-07-18

Code area

3 Working conditions are safe and hygienic

Status

Closed (2025-06-02)*

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

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

Verification method

Desktop audit

Description

During the site visit, it was observed that the seats provided to bundle press and stitching workers lacked backrests. Additionally, glove press workers, who are engaged in prolonged standing tasks, were not provided with anti-fatigue mats.

Area of non-compliance/non-conformance

Base code

Corrective and preventative actions

The factory should provide appropriate ergonomic support to the identified workers.

Evidence



[Backrest missing for stitching workers .jpg](#)

[Anti fatigue mats missing in Gloves press section .jpg](#)

[Backrest missing for Bundle Press workers .jpg](#)

* PDF generated at 09:09 (UTC) on 02 Jun 2025. [View this finding on the Sedex platform](#) for live updates and closure details.

ZAF600928748

Non-compliance

Due 2025-06-18

Code area

3 Working conditions are safe and hygienic

Status

Closed (2025-06-02)*

Workplace requirement

3.H Where identified as necessary to reduce residual risk, provide (without charge to workers) and ensure the use of appropriate personal protective equipment (PPE).

Time given to resolve

30 days

Issue title

278 - Personal Protective Equipment (PPE) provided but incidents of workers not using PPE where appropriate

Verification method

Desktop audit

Description

Two workers in the rope DOT section were observed handling chemicals without wearing the required safety gloves.

Area of non-compliance/non-conformance

Local law
Base code

Corrective and preventative actions

Factory shall ensure that all workers are in use of respective PPEs while handling chemicals.

Local law reference

The Punjab Occupational Health & Safety Act 2019, Section 03: Duties of Employer (k) provide where necessary to the employees, at his own expense, if hazards cannot otherwise be eliminated or controlled, adequate protective clothing and protective equipment as may be approved by the Government, to prevent every risks of harm and of adverse effects on health.

Evidence



[Safety Gloves not in use in DOT section .jpg](#)

* PDF generated at 09:09 (UTC) on 02 Jun 2025. [View this finding on the Sedex platform](#) for live updates and closure details.

ZAF600928747

Non-compliance

Due 2025-06-18

Code area

3 Working conditions are safe and hygienic

Status

Closed (2025-06-02)*

Workplace requirement

3.N Maintain a log of all hazardous substances (e.g. chemicals and pesticides) on site. Ensure that these are managed appropriately at all times in line with safety instructions, including storage, use and disposal.

Time given to resolve

30 days

Issue title

240 - No/inadequate safety measures/anti-explosion measures for chemicals (e.g. no anti-leaking system/secondary container/unbunded)

Verification method

Desktop audit

Description

Couple of chemical containers in the DOT section were found placed / stored without any secondary containment.

Area of non-compliance/non-conformance

Local law
Base code

Corrective and preventative actions

The factory shall ensure that appropriate secondary containment is provided for the identified chemical containers.

Local law reference

PUNJAB HAZARDOUS SUBSTANCES RULES, 2018, 18. INFORMATION REGARDING HANDLING OF HAZARDOUS SUBSTANCES a) Packing and Labeling: (1) A container of a hazardous substance shall be of such size, material and design as to ensure that - a) It can be stored, transported and used without leakage, and safely; b) The hazardous substance there in does not deteriorate in a manner as to render it more likely to cause, directly or in combination with other substances, an adverse environmental effect.

Evidence



[Secondary containment missing .jpg](#)



* PDF generated at 09:09 (UTC) on 02 Jun 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, 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)?	Yes Workers have access and are handling Chemicals in the DOT process.
Who organises accommodation for workers?	Not applicable
Who organises worker transportation between accommodation and worksite?	Not applicable
Who organises worker transportation while at work?	Other third party contracted by the site
Do all structural additions (e.g. added floors) have a valid permit/inspection report as per local law?	Yes Certificate of Stability (Form-K), dated 15-January-2025 by Civil Engineer (P.E.C. Civil-13732) by Civil & Urban Engineers. In this certificate above firm certified that they have carried out a detailed survey of the building and material which was found satisfactory and is in accordance with the recognized standards required by the Architects and Builders Association and further that the coercion has been carried out in such a way as to give the building reasonable stability and to provide the maximum safety in working the machines housed in the building.
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
Does the site have a structural engineer evaluation?	Yes

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's management system has been rated as good in ensuring that no child labor is employed. It has established robust policies, implemented effective age verification procedures, and demonstrated a strong understanding of child labor regulations, ensuring compliance with legal and ethical labor standards.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings
Systems and evidence examined to validate this code section			<p>Factory has defined child labour policy and procedure in the factory. Factory has communicated the policy through notices & signs at main gate of the factory and also through awareness session. Last awareness session was held on 18-February-2025.</p> <p>No workers below 18 years are employed in the factory.</p> <p>As per hiring procedure prospective workers with authentic age verification documents will be considered.</p> <p>HR department ascertains workers age during appointment through documents and interview, workers age verification documents were kept in their personal files for verification.</p>

4. Child labour shall not be used

Data points

Percentage of workers that are age 24 or younger	29%
Enter the legal age of employment	15
Enter the age of the youngest worker identified	19
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	0.3%
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

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 facility's management system has been assessed as good in ensuring compliance with legal wage requirements. It consistently meets the mandated minimum wage standards and ensures transparency in payroll processes, guaranteeing fair and accurate wage distribution. This was verified through interviews with workers and a thorough review of payroll and timesheet records, confirming the facility's adherence to these standards.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings

Systems and evidence examined to validate this code section

Facility has Compensation & Benefits policy and procedure. As per policy, Company provides compensations and benefits to all the employees as per state law. Employees are paid their salary / wages in form of Cash & Bank transfer along with itemized pay stub. Over time hours are compensated at double rate than that of average pay / wages. Company facilitates all the employees with legal benefits like social security, group insurance, old age benefits, bonus (as per company's annual profit), annual leaves (or encashment) maternity and other leaves. During documents review and workers interview it was noted that factory was paying PKR 37,000 per month and PKR 1423 per day as minimum wage to unskilled workers. Facility pays the salary within 7th day of each month. Mr. Maqsood Mirza Manager Admin , HR & Compliances is responsible person to act on complaint/ objection logged / raised and discuss this matter in WMC meeting and resolve it on priority basis. Facility was keeping record of the workers wage and wage slips were provided to the workers. Facility pays Old age benefit insurance of workers. All employees are covered through Group Life Insurance program. Facility provides Social security benefit to workers. Social security and EOBI contribution payment records were reviewed for the last three months and found maintained. Facility is paying Gratuity to all employees at the time of their resignation or separation from their services. For verification, full and final settlement records were reviewed. Facility has paid the bonus for FY2023-24 on dated 29-June-2024 & 31-December-2024. Remuneration records for 26 sample workers were verified for the month of May 2024, September 2024 and April 2025 were verified.

5. Legal wages are paid

Data points

What is the basic wage paid to workers?	The legal minimum wage Wages are based on job skills and experience
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) Only newly hired workers receive their wages in cash until their bank accounts are set up.
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
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	9.0
	Max hours per month	Non applicable
Minimum legal wage	Min per hour	Non applicable
	Min per day	1423.0
	Min per week	Non applicable
	Min per month	37000.0
Actual minimum wage	Actual per hour	Non applicable
	Actual per day	1423.0
	Actual per week	Non applicable
	Actual per month	37000.0
Minimum legal overtime wage	Min per hour	355.77
	Min per day	711.3
	Min per week	4269.24
	Min per month	Non applicable
Actual minimum overtime wage	Actual per hour	355.77
	Actual per day	711.53
	Actual per week	3201.93
	Actual per month	Non applicable

Wage analysis

Number of workers' records checked	26
Provide the date and details of the records	Remuneration record of 26 workers were reviewed for the months of May 2024, September 2024 and April 2025.

Are there different legal minimum/ legally recognised CBAs wage grades?	Yes As per Punjab Govt. Gazette Sep 2024 following are different legal wage grades: Unskilled: (Labourer): PKR 37,000 per month. Semi-Skilled B: (Helper all types): PKR 38,348 per month. Semi-Skilled A: (Security Guards): PKR 39,088 per month. Skilled A: (Operator): PKR 41,815 per month. High Skilled: (Senior Machines Operator): PKR 42,677 per month.
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	In factory, 100% workers are paid as per Minimum wage defined by the Govt. No employee was found being paid lower than the wage defined in the Punjab Gazette.
Are there any bonus schemes used?	Yes Bonus was being paid for FY2023-24. Record was verified and confirmed during worker interviews. Bonus was being paid on 29th June 2024 & 31st Dec 2024.
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
Systems and evidence examined to validate this code section			Factory has calculated its living wage and implemented it accordingly. Current living wage calculated by the factory which is PKR 37006

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 facility's management system has been rated as good in ensuring that working hours remain within legal limits. It complies with relevant legal requirements, effectively tracks working hours, and ensures that workers receive appropriate rest periods. This was confirmed through interviews with workers and a comprehensive review of timesheets and payroll records, validating the facility's adherence to these standards.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings

Systems and evidence examined to validate this code section

Facility has defined working hour's policy and procedure in its social compliance manual as per policy the management of company is committed to ensure working hours in compliance to legal requirements. Management ensures that regular working hours don't exceed 48 hrs per week and overtime hours don't exceed 12 hours per week. Management ensures that 7th day weekly rest is ensured. However, in case of "Urgent Business Needs" work can be performed on weekly rest provided all legal compliance is ensured.

- Urgent business needs can be considered in following business circumstances:
 - Strike in the city and loss of production.
 - Limited to delays / interruptions in production caused by Natural Calamities or
 - unscheduled power failures.
 - No repetitive production deadlines or unforeseen circumstances which are beyond employer's control".

During audit, it was noted that factory operates in The Knitting and Security departments operate in three shifts:
 06:00 AM to 02:00 PM
 02:00 PM to 10:00 PM
 10:00 PM to 06:00 AM

All other departments operate in a single shift from 08:00 AM to 05:00 PM. Factory has installed Card scan machine for recording working hours in the factory. All workers have at least one day off in a week and generally Sunday is rest day. Working hours in the factory is 8 hours per day and 48 hours per week. Maximum 2 hours a day and 12 hours per week overtime is allowed in the factory, overtime was observed during worker's sample. Working hours records for 26 sample workers were verified for the month of September 2024, May 2024 and April 2025 were verified.

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?	Not applicable as facility makes sure payment of overtime hours worked on rest days and festival holidays on premium rate of 200% & 300% respectively as defined in local law.
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

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	The facility's management system is graded good for ensuring that no discrimination is practiced. The facility complies with anti-discrimination laws, provides training, and ensures equal treatment in wages and benefits. This was confirmed through interviews with workers and a thorough review of procedures and personnel files, including employment letters, which validated the facility's compliance with anti-discrimination standards and its commitment to equal treatment in the workplace.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings

Systems and evidence examined to validate this code section

Factory has defined non-discrimination policy and procedure and as per policy is not engage in or support discrimination in hiring, compensation, access to training, promotion, termination, or retirement based on race, caste, national origin, religion, disability, gender, sexual orientation, union membership, or political affiliation. During audit, through workers interview and documents review, no sign of discrimination was observed in the factory. During audit it was confirmed that facility's environment is free from misbehavior activities, such as gesture, language and physical contact that is sexually coercive, threatening, abusive or exploitative. Anti-discrimination policy is found posted on employee notification boards at production floors. Factory has equal employment opportunity policy. Facility has appointed Mr. Umar Hayat Khan - Manager Support Services for communicating, training, deploying and monitoring and ensuring the implementation of non-discrimination policy and procedure. Last training was conducted on 18-February-2025. Workers are hired, compensated & promoted based on capability and merit without any distinction, different social and ethnic background workers were found working in the factory.

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)?	1%
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)	1%
Three most common nationalities in managerial and supervisory roles	All managerial and supervisory employees are Pakistani.

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	The facility's management system has been rated as very good for providing regular employment. Its exclusive use of permanent workers reflects a strong commitment to ensuring stable and secure employment opportunities, fostering long-term job security for the workforce.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings
Systems and evidence examined to validate this code section			During audit, it was noted that employment in the factory is based on recognized employment relationship established through national labour law & regulations. No casual and seasonal were found hired in the factory during document review, facility visit and worker's interview. Recruitment policy and employment contract and terms and condition reviewed during audit.

8. Regular employment is provided

Data points

Percentage of workers that are permanently or temporarily employed	99.71%
--	--------

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	0.29%
--	-------

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	The facility's management system has been rated as satisfactory in managing subcontracting and homeworke practices. Although these practices are not applicable, the facility has established policies and systems to effectively prevent unauthorized subcontracting, ensuring control and compliance in its operations.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings
Systems and evidence examined to validate this code section			Production Record, In/Out Gate passes, Subcontracting agreement, Supplier Selection, Supplier Acknowledgment and Supplier Evaluation were reviewed. Facility is subcontracting Bleaching & Dyeing from Al Makka Plant which is located at 241 RB, Satwan Meel Jhang Road Near Choudhery Industry Faisalabad. It was verified during document review that facility is not using homeworkers.

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

Factory conducts supplier assessments on regular basis. It was evident through record review that none of the suppliers of the factory use homeworkers.

Sub-contracting

Are there any concerns about unrecorded work or undeclared sub-contracting on site, giving considerations to the workers' capacity?

Yes

Facility is subcontracting Bleaching & Dyeing from Al Makka Plant, which is located at 241 RB, Satwan Meel Jhang Road Near Choudhery Industry Faisalabad.

Are any sub-contractors used?

Yes

Sub-contractor 1	Processes subcontracted	Bleaching & Dyeing
	Name of factory	Al Makka Plant
	Address	241 RB, Satwan Meel Jhang Road Near Choudhery Industry Faisalabad.
	Dates used	Last Fabric sent on dated 06-05-2025, Total Fabric sent: 360.6 Kgs Last Fabric received on dated 08-05-2025, Total Fabric received: 360.6 Kgs

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	The facility's management system has been rated as satisfactory in ensuring that no harsh or inhumane treatment is permitted. The facility has implemented policies and practices that promote a respectful and safe working environment, preventing any form of mistreatment.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings
Systems and evidence examined to validate this code section			According to the documentation, the factory management had established a disciplinary procedure for workers' misbehavior which included oral warning, written warning and finally termination and the site had developed a training program for all employees on the procedure. Worker interview confirmed that workers were aware of the disciplinary procedure. As per management interview, document review and workers interview, there was a policy on harsh treatment which was communicated to all workers through awareness sessions and display at notice boards. Last training was conducted on 18-February-2025.

9. No harsh or inhumane treatment is allowed

Data points

<p>Is there a formal process for workers to report concerns, complaints, or problems ('grievance mechanism')?</p>	<p>Yes, there is a formal grievance process The grievance process is available to all workers The grievance process is available to members of the local community</p>
<p>What type of grievance mechanism(s) are available?</p>	<p>There are multiple platforms to deal with the complaints as defined in the factory's Grievances Handling Procedure documented. It includes Complaint Boxes at designated locations and Whistle Blowing procedure. In addition to that, one can lodge a complaint via company's website .</p>
<p>Number of grievances raised in the last 12 months</p>	<p>11</p>
<p>Number of grievances resolved in the last 12 months</p>	<p>11</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
Explanation for management systems grades	The facility's management system has been rated as good in its commitment to environmental stewardship. It has a clear environmental policy in place, complies with relevant regulations, and demonstrates effective waste management practices. Additionally, efforts to improve resource efficiency have been verified and found satisfactory, highlighting the facility's dedication to sustainability.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings

Systems and evidence examined to validate this code section

Facility has defined environmental policy committed to apply all environmental laws and regulation and constantly improve the outlook. Facility has maintained documents related Environmental Management System verified during documents review. Facility has also appointed Mr. Maqsood Mirza (DM HR, Admin & Compliance) to address environmental issues.
Env. NOC ref.# DD(EIA)/EPA/F-255(IEE)/2024/1032 dated 16-12-2024 which is valid for three years
During review of documents and interviews with concerned persons it was noted that facility was aware of the significant environmental impacts of their site and its processes.
Facility has conducted Ambient Air Quality Monitoring from Solution Environmental & Analytical Lab ref.# SEAL/LAB/2025/AA/001 on dated 10-05-2025.
Facility has conducted Noise Level Monitoring from Solution Environmental & Analytical Lab ref.# SEAL/LAB/2025/NM/002 on dated 10-05-2025.
Facility has conducted Illumination Level Monitoring from Solution Environmental & Analytical Lab ref.# SEAL/LAB/2025/LL/001 on dated 10-05-2025.
Facility has conducted Stack Emission Monitoring from Solution Environmental & Analytical Lab ref.# SEAL/LAB/2025/SE/001 on dated 10-05-2025.
Wastewater testing was conducted from Solution Environmental & Analytical Lab ref.# SEAL/LAB/2025/WW/298 on dated 10-05-2025.

10.A. Environment 2-Pillar

Data points

<p>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)?</p>	<p>No</p>
<p>Does the site have any valid environmental or energy management certificates?</p>	<p>Facility is certified on ISO 14001:2015 which is valid till 29-10-2027.</p>
<p>Are there any other sustainability certifications present (e.g. Forest Stewardship Council (FSC), Marine Stewardship Council (MSC)?</p>	<p>No</p>
<p>Has the site implemented or made plans to implement any adaptive measures to protect workers from the impact of climate change?</p>	<p>Yes Facility has assessed the Heat Stress while conducting Risk Assessment and is providing training to all workers on subjected matter. Last training was conducting on 07-03-2025.</p>

10.B. Environment 4-Pillar

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
No findings			
Systems and evidence examined to validate this code section	<p>Facility has defined environmental policy committed to apply all environmental laws and regulation and constantly improve the outlook. Facility has maintained documents related Environmental Management System verified during documents review. Facility has documented the environmental impact assessment. Facility has defined objective and targets for five years from 2025 to 2030 including to reduce waste, energy usage, greenhouse gases and water usage.</p> <ul style="list-style-type: none"> • 15% reduction in Greenhouse Gasses Emission till 2030 Replacement of non-renewable sources by renewable by adding solar and geothermal energy. • 15 % of sustainable material and product will be produced till 2030. • 10% water reduction by using updated technologies till 2030. <p>Facility has a waste disposal contract with the environmental approved waste disposal company which is Global Waste Management' from 19-03-2025. The facility has arranged environmental awareness trainings like environmental policy & procedures, energy conservation, Waste management & handling were conducted in 19-03-2025.</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 Sustainable material sourcing Responsible use and management of water Biodiversity and eco system impact management
Is there a system for managing client's requirements and legislation in the destination countries regarding environmental and chemical issues?	Yes Facility is complying all the legislative and client's requirements regarding environmental and chemical issues.
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)
Are any of these science-based targets?	No, and we do not intend to set one in the next two years
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 Facility has defined objective and targets for five years from 2025 to 2030 including to reduce waste, energy usage, greenhouse gases and water usage. <ul style="list-style-type: none"> 15% reduction in Greenhouse Gasses Emission till 2030 by replacement of non-renewable sources by renewable by adding solar. 15 % of sustainable material and product will be produced till 2030. 10% water reduction by using updated technologies till 2030.
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?	Yes Facility has due diligence system for sub-contractor & Business partners regarding environmental compliance. Facility has checked that its contractors and business partners are operating legally and complying environmental expectations of the facility.

Usage/discharge analysis

	Last full calendar year (2024)	Previous full calendar year (2023)
Total electricity consumption from non-renewable sources (kWh)	513,933	591,570
Total electricity consumption from renewable sources (kWh)	299,533	306,770

Sources of renewable energy used	Onsite generated	Onsite generated
Types of renewable energy used	Solar	Solar
Total natural gas consumption (kWh)	0	0
Usage of other purchased fuels	9156 LTR (Diesel)	11219 LTR (Diesel)
Has the site completed any carbon footprint analysis?	No	No
Water sources	Ground Water	Ground Water
Does the site use mercury or mercury compounds?	No	No
Water volume used (m3)	29,511	35,302
Water discharged	Govt Drain	Govt Drain
Water volume discharged (m3)	27,432	29,876
Water volume recycled (m3)	9,702	9,888
Total waste produced (mt)	327.2	299.2
Total hazardous waste produced (mt)	0.9	0.7
Waste to recycling (mt)	324.9	297.2
Waste to landfill (mt)	1.4	1.3
Waste to other (mt)	0.9	0.7
Total product produced (mt)	1,814.3	1,548.5

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 facility's management system shows a commitment to upholding business ethics. It has a ethical policy, ensures compliance with legal standards, and enforces anti-corruption measures.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings
Systems and evidence examined to validate this code section			Facility has defined anti-fraud and bribery policy. As per policy facility is committed to the prevention, deterrence and detection of fraud, bribery and all other corrupt business practices. Facility has zero tolerance towards such behaviors of bribery or corruption. Facility has provided trainings to all concerned departments and personnel dated 23-04-2025.

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

Facility has internal anti-bribery management System, however not certified by any third party.

Attachments



[Complaint & Suggestion Box .jpg](#)

[DOT Machine \(1\) .jpg](#)

[Chemical Storage .jpg](#)

[Die Cutting .jpg](#)



[Cutting .jpg](#)

[Dinning Area .jpg](#)

[Cartons Packing .jpg](#)

[Attendance System .jpg](#)

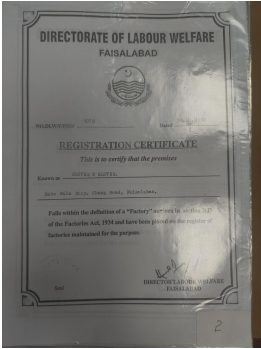


[Bundle Press section .jpg](#)

[Calendering Section .jpg](#)

[Checking section .jpg](#)

[Assembly Area .jpg](#)



[Factory Registration Certificate .jpg](#)



[Yarn Store .jpg](#)



[Turning section .jpg](#)



[Seamless Knitting store .jpg](#)



[Smoke Detector .jpg](#)



[Spill Kit .jpg](#)



[Stitching Section .jpg](#)



[Seamless Knitting .jpg](#)



[Smoking Area .jpg](#)



[RO Plant .jpg](#)



[Pressing section .jpg](#)



[Polythene Packing .jpg](#)





[Manual Cutting .jpg](#)

[Raising section .jpg](#)

[Loading Area .jpg](#)

[LT Room .jpg](#)



[Hydrant Landing Valve .jpg](#)

[Hydrant Pump .jpg](#)

[Generators .jpg](#)

[Gloves store .jpg](#)



[First Aid Box .jpg](#)

[General Store .jpg](#)

[Fire fighting Point .jpg](#)

[Knitting section .jpg](#)



[Fire Hoze reel Box .jpg](#)



[Fire Alarm .jpg](#)



[Finished Goods Store .jpg](#)



[Factory Building .jpg](#)



[Eye Shower .jpg](#)



[Factory Main Gate .jpg](#)



[Fabric Storage .jpg](#)



[ETI & Local Laws on Display .jpg](#)



[Evacuation Map .jpg](#)



[Empty Cartons Storage .jpg](#)



[DOT Machine \(2\).jpg](#)



[Emergency Contact Numbers .jpg](#)



[Emergency Exit .jpg](#)



[CAP signed by Auditor and Factory .pdf](#)



[Metal Detector .jpg](#)

