

OFFRE MASQUES EN TISSU // AUDIT SOCIAL ET ENVIRONNEMENTAL

04

**AUDIT SOCIAL ET ENVIRONNEMENTAL
DE HANSA LEATHER GARMENT PVT LTD**



(MGTS CONCEPTION SAS)

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Performance Overview

Audit Details

BV Ref:	10200410355		
Auditor:	USMAN MERAJ		
Audit Date:	MAR 07, 2020 - MAR 07, 2020		
Date of Previous Audit:	October 25, 2019		
Previous Audit #:	10192390922		
Vendor Name:	HANSA LEATHER GARMENTS PVT LTD		
Factory Name:	HANSA LEATHER GARMENTS PVT LTD		
Address:	SADPUR ROAD SIALKOT 51310		
E-Mail Address:	INFO@HANSAMFG.COM		
Tel:	92524266817	Fax:	NIL
Country:	PAKISTAN		
Audit Type:	ENVIRONMENTAL FOLLOW UP AUDIT		
Audit Standard:	BV PAS ENVIRONMENTAL ASSESSMENT SCORECARD _TIER II		
Product Category:	Fabric		

Key Personnel

Name	Job Title	Present at Audit (please tick 'X' below)			
		Opening Meeting	On-site Audit	Documentation Review	Closing Meeting
Mr. Abdul Rauf	Director	X	X	X	X
Mr. Waqqar	Consultant	X	X	X	X
Mr. Hasham	Director	-	-	X	X
Mr. Salman	Director	-	-	X	X
Mr. Waleed bin Sohail	Manager HSE & Compl.	X	X	X	X

Audit Results

Total Compliance Level to Standard	Non Conformance(s)			Risk Level for Supply	Recommended Follow-up Frequency
	Critical(s)	Major(s)	Minor(s)		
94.72 %	0	0	4	YELLOW	6 MONTHS FOLLOW UP

Company Profile

This was first follow up audit. Factory has started its operation from 1989 at Saidpur Road Sialkot, Pakistan, 51310. The total factory area was 10880 Square Feet. The factory specializes in the manufacturing of Motorbike Garments, gloves and Shoes. The company has experience of manufacturing & exporting of high-quality Motor bike Garments, gloves and shoes around the globe and main production processes were Raw material, cutting, tracing, printing, embroidery, stitching, closing, lasting, Checking and packing. The Printing and embroidery processes are subcontracted from the following sources;

Printing

Factory Name: M/s Shahzad Printers
Address: Shahab Pura Road, Sialkot
Contact Person: Mr. Shahzad Zafar
Contact Detail: +92-336-6447722

Embroidery

Factory Name: M/s Khan Label
Address: Defense Road, Paka Ghara, Sialkot
Contact Person: Mr. Faryad Ahmed
Contact Detail: +92-300-9612156

Factory has only 01 building block; the detail is as follows:

Building block has Basement, Ground floor Plus 03 floor,

Basement: Boot Department (Cutting, Closing, Lasting and Packing), Accessories Store

Ground floor: Offices, Raw material store, Finished Goods Store, Dispatch area

First Floor: Offices, Stitching, Leather Cutting

Second Floor: Stitching, Checking and Packing

Third Floor: Cutting and Packing

The factory's major markets were Europe, Canada and South Africa.

There were total 85 employees, which includes 15 non-production employees and 60 production employees. Out of total 85 Production employees, 42 employees were working on piece rate basis and 43 employees were working on monthly salaried basis. There are 78 employees present on the day of audit. All employees were directly hired by the factory, no contractor used by the facility.

There were 83 male employees and 02 female employee's working in the facility.

The age of youngest worker was 19 years old.

As per facility tour, documentation review and employee interview no case of force labor, discrimination and harassment was noted during the audit.

Facility has established "Workers Management Committee" as worker's representation in the facility.

All employee's works in general shift from 09:00 am to 06:00 pm with 01hour lunch break from 1:00pm to 2:00pm.

Rest day was given to all employees on Sunday. The total working days were 06 days a week.

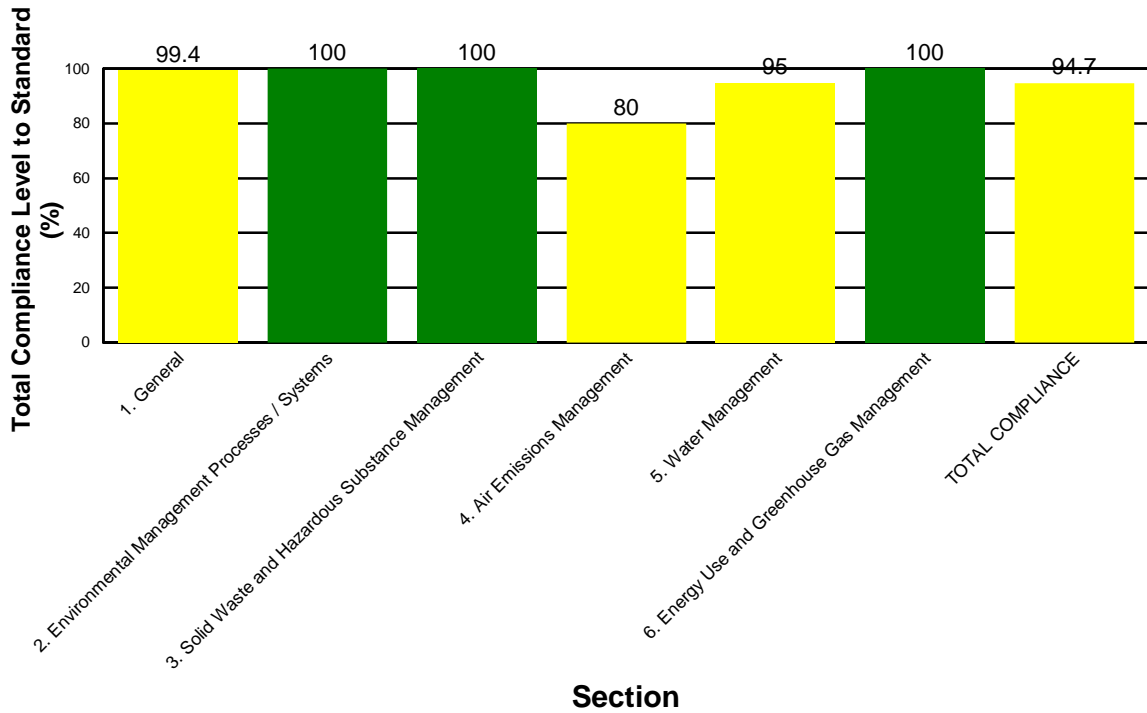
All salaried employees were paid by cash and bank transfer on monthly basis by 7th of following pay period and all piece rate employees were paid on weekly basis. As per the provided payment records facility has provided a minimum wage of Rs.17500 to the un-skilled workers and also paying wages to skilled workers as per the skilled worker gazette published by the Government which is in compliance with the legal requirement. The factory was asked to provide the attendance and payroll records from October 2019 to February 2020 in which auditor checked 05 sampled workers from December 2019 (attendance and payroll) and 05 sampled workers from February 2020 (attendance and payroll) The factory paid all sampled employees at least the minimum wage of Rs. 17500, which is equal the local law, factory had also paid the skilled employees as per minimum wage gazette. All employees were paid overtime 200% of wage for overtime work, which was in compliance with the legal requirement. According to provided attendance records the maximum working hours (Regular+ OT) were 10 hours a day and 56 hours a week. The maximum overtime working hours were 2 hours per day, 8 hours per week, the total working hours were not above 60 hours per week (48 Regular hours and 12 hours' overtime). The longest consecutive work period was 6 days.

A total of 05 employees from different section were interviewed privately. According to the interviews, employees were satisfied with the working conditions in the factory. All employees were hired directly by the company.

At the end of the audit, a closing meeting was held with factory representative and all findings were discussed. Factory accepted the findings, Mr. Abdul Rauf- Director signed on the corrective action report and showed positive attitude to take corrective and preventive actions on highlighted issues.

Analysis of Site Compliance

Audit Score Overview



NB: Total Compliance Color reflects "Risk level for supply"

Degree of compliance Overview (per section)

Section	Green	Yellow	Orange	Red	N/A	
1. General	5 (83.33%)	1 (16.67%)	0 (0.00%)	0 (0.00%)	0 (0.00%)	6
2. Environmental Management Processes / Systems	9 (90.00%)	0 (0.00%)	0 (0.00%)	0 (0.00%)	1 (10.00%)	10
3. Solid Waste and Hazardous Substance Management	18 (94.74%)	0 (0.00%)	0 (0.00%)	0 (0.00%)	1 (5.26%)	19
4. Air Emissions Management	7 (70.00%)	2 (20.00%)	0 (0.00%)	0 (0.00%)	1 (10.00%)	10
5. Water Management	12 (85.71%)	1 (7.14%)	0 (0.00%)	0 (0.00%)	1 (7.14%)	14
6. Energy Use and Greenhouse Gas Management	5 (83.33%)	0 (0.00%)	0 (0.00%)	0 (0.00%)	1 (16.67%)	6
OVERALL	56 (86.15%)	4 (6.15%)	0 (0.00%)	0 (0.00%)	5 (7.69%)	65 (100%)

Audit Findings Summary Critical Non-conformance Section

Clause No.	Clause Requirement	Levels of Non-Conformance	Audit Findings
NIL			

Audit Findings Summary

Clause No.	Clause Requirement	Levels of Non- Conformance	Audit Findings
1	General		
1.6	Other	Minor (YELLOW)	<p>A. Description of Previous Non-Compliance: It was noted during the document Factory has not obtained the NOC (No Objection certificate) issued by EPA (Environment Protection agency)</p> <p>B. Legal Requirement: In accordance PAKISTAN ENVIRONMENTAL PROTECTION AGENCY (REVIEW OF IEE AND EIA) REGULATIONS, 2000, Projects requiring an IEE A proponent of a project falling in any category listed in Schedule I shall file an IEE with the Federal Agency, and the provisions of section 12 shall apply to such project. 4. Projects requiring an EIA A proponent of a project falling in any category listed in Schedule II shall file an EIA with the Federal Agency, and the provisions of section 12 shall apply to such project. Projects not requiring an IEE or EIA (1) A proponent of a project not falling in any category listed in Schedules I and II shall not be required to file an IEE or EIA: Provided that the proponent shall file – (a) an EIA, if the project is likely to cause an adverse environmental effect; (b) for projects not listed in Schedules I and II in respect of which the Federal Agency has issued guidelines for construction and operation, an application for approval accompanied by an undertaking and an affidavit that the aforesaid guidelines shall be fully complied with.</p> <p>C. Recommended Corrective Action: Factory shall obtain the NOC (No Objection certificate) issued by EPA (Environment Protection agency) Supporting Information: Document review</p> <p>D. Appropriate Action Partially Taken: Factory have taken partial corrective action by applying for the permit in the EPD but has not obtained the NOC (No Objection Certificate) issued by EPD (Environment Protection Department).</p>
4	Air Emissions Management		
4.5	Factory does not maintain inventory of Ozone Depleting Substances	Minor (YELLOW)	<p>A. Description of Previous Non-Compliance: Factory has not maintained inventory of Ozone Depleting Substances</p> <p>B .Client's Standard: An inventory of Ozone Depleting Substances shall be maintained</p> <p>C. Recommended Corrective Action: FACTORY SHALL MAINTAIN INVENTORY OF ODSS</p>

			<p>D.Supporting Information: Document review</p> <p>E.Appropriate Action Not Taken: It was noted that factory still has not maintained the inventory of ozone depleting substances.</p>
4.7	Factory does not have a system to regularly test air emissions as per applicable local legal and permit requirements	Minor (YELLOW)	<p>A.Description of Previous Non-Compliance: Factory has not conducted tests to check ambient and stack emissions quality</p> <p>B.Legal Requirement: In accordance with the Environmental Protection act 1997 S.R.O. 528(1)/2001 Category "A" Industrial units: (1) All industrial units in category "A" shall submit Environmental Monitoring Report on monthly basis.</p> <p>In accordance with the Sindh Environmental Protection Act 2014, Sindh Act No VIII Of 2014, (1) Subject to the provisions of this Act and the rules and regulations, no person shall discharge or emit or allow the discharge or emission of any effluent, waste, pollutant, noise or any other matter that may cause or likely to cause pollution or adverse environmental effects, as defined in section 2 of this Act, in an amount, concentration or level which is in excess to that specified in Sindh Environmental Quality Standards; or, where applicable, the standards established under Section 6(1)(g)(i); or direction issued under Section 17, 19, 20 and 21 of this Act; or any other direction issued, in general or particular, by the Agency.</p> <p>C.Recommended Corrective Action: FACTORY SHALL MAINTAIN AIR EMISSION RECORDS AS PER THE LOCAL LEGAL REQUIREMENTS</p> <p>D.Supporting Information: Document review</p> <p>E.Appropriate Action Not Taken: It was noted during the document review that factory have represented the same reports which was conducted on NEQS (National Environmental quality standards) Parameters instead of PEQS (Punjab Environmental quality standards) , Which was not as per local/ legal law requirements.</p>
5	Water Management		
5.8	Lack of regular wastewater quality testing to ensure compliance with legal/permit limits	Minor (YELLOW)	<p>A.Description of Previous Non-Compliance: Factory has not tested wastewater quality by an authorized testing lab to ensure compliance with legal/permit limits</p> <p>B.Legal Requirement: In accordance with the Environmental Protection act 1997 S.R.O. 528(1)/2001 Category "A" Industrial units: (1) All industrial units in category "A" shall submit Environmental Monitoring Report on monthly basis.</p> <p>In accordance with the Sindh</p>

			<p>Environmental Quality Standards (Self-Monitoring and Reporting by Industry) Rules, 2014,</p> <p>Classification of industrial units. On the basis of the pollution level of an industrial unit, the Director General shall classify the unit into category "A", "B" or "C" for liquid effluents, and category "A" or "B" for gaseous emissions: Provided that till such time as the pollution level of an industrial unit is determined, it shall be classified according to the type of industry to which it belongs, as shown in Schedule-I, for liquid effluents and in Schedule-II, for gaseous emissions. 5.</p> <p>Category "A" industrial units. (1) An industrial unit in category "A" shall submit environmental monitoring reports on monthly basis - (a) in respect of liquid effluents, for priority parameters listed in column 3 of Table "A" of Schedule-III: Provided that during start-up or upset conditions, priority parameters mentioned in column 4 of Table "A" of Schedule-III shall be recorded on hourly basis; (b) in respect of gaseous emissions, for priority parameters listed in Table "B" of Schedule-III. (2) An industrial unit in category "A" shall maintain a record of the times during which start-up and upset conditions occur, and shall mention the total time elapsed in such conditions in its monthly environmental monitoring report. 6.</p> <p>Category "B" industrial units.- An industrial unit in category "B" shall submit environmental monitoring reports on quarterly basis - (a) in respect of liquid effluents, for priority parameters listed in Table "A" of Schedule-IV; (b) in respect of gaseous emissions, for priority parameters listed in Table "B" of Schedule-IV. 7.</p> <p>C.Recommended Corrective Action: FACTORY SHALL TEST WASTEWATER QUALITY BY AN AUTHORIZED TESTING LAB TO ENSURE COMPLIANCE WITH LEGAL/PERMIT LIMITS</p> <p>D.Supporting Information: Document review</p> <p>E.Appropriate Action Not Taken: It was noted during the document review that factory have represented the same reports which was not EPA Approved/Authorized Lab. to ensure compliance.</p>

Is there Worker Statement Report associated with this report ? (YES/NO)



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BUREAU VERITAS (CPS) ENVIRONMENTAL AUDIT SUMMARY OF PREVIOUS NON-COMPLIANCE CLOSED

Company:	Hansa Leather Garments (Pvt) Limited
Address:	Saidpur Gondal Road, Sialkot
BV Reference:	10200410355
Audit Date:	March 07, 2020
Auditor(s):	Muhammad Usman Meraj
Audit Type:	1 st follow up
Date of Pervious Audit:	October 25, 2019
Pervious Audit #:	10192390922

1. General

Nil

2. Environmental Management Processes / Systems

2.3 Description of Previous Non-Compliance: Factory has not assigned a senior designated member to manage environmental policy and environmental compliance

Client's Standard: Senior member of management to manage environmental policy and environmental compliance should be assigned

Recommended Corrective Action: Factory shall assign a senior member of management to manage environmental policy and environmental compliance

Supporting Information:

Appropriate Action Taken: Factory have taken corrective action by hiring the management representative named as "Waleed Bin Sohail- Manager HSE & Compliance" to manage the environmental policy and environmental compliances.

3. Solid Waste and Hazardous Substance Management

3.1 Description of Previous Non-Compliance: It was observed in the site tour that factory has not properly stored hazardous waste that are generated by the factory

Legal requirement: THE PUNJAB OCCUPATIONAL SAFETY AND HEALTH ACT, 2019 3. Duties of employer.– (1) Every employer shall:
(g) make arrangements to control and prevent physical, chemical, biological, radiological, ergonomics and psycho-social or any other hazards to the employees and other persons at the workplace

Recommended Corrective Action: Factory shall store hazardous waste properly

Supporting Information:

Appropriate Action Taken: Factory have taken corrective action by storing hazardous waste properly in the waste storage area.

3.5 Description of Previous Non-Compliance: Factory has not maintained a completed inventory



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BUREAU VERITAS (CPS) ENVIRONMENTAL AUDIT SUMMARY OF PREVIOUS NON-COMPLIANCE CLOSED

of hazardous substances used or stored in the factory

Client's Standard: Factory shall maintain an Inventory of hazardous substances used and/or stored in the facility that is completed and up to date

Recommended Corrective Action: Factory shall maintain a hazardous substances used and stored in the facility

Supporting Information:

Appropriate Action Taken: Factory have taken corrective action by as they maintained inventory of hazardous substances used and stored in the factory.

3.7 Description of Previous Non-Compliance: Factory has not maintained all required Material Safety Data Sheets (MSDS) for chemicals that are used in the factory

Legal requirement: In accordance with THE PUNJAB OCCUPATIONAL SAFETY AND HEALTH ACT, 2019 3. Duties of employer.– (1) Every employer shall: (j) inform the employees in an understandable manner and in accessible written form, before any work commences, the hazards associated with their work, risks involved and the preventative and protective measures that need to be taken;

Recommended Corrective Action: Factory shall maintain all required MSDS s for all the chemicals that are used in the factory

Supporting Information:

Appropriate Action Taken: Factory have taken corrective action by maintaining all required Material safety data sheets (MSDS) for chemicals used by the factory.

4. Air Emissions Management

Nil

5. Water Management

5.12 Description of Previous Non-Compliance: Factory has not recorded the usage volume of water consumed by the factory

Client's Standard: Inventory of water use and consumption will be monitored and documented

Recommended Corrective Action: Factory shall record the usage volume of water consumed by the factory

Supporting Information:

Appropriate Action Taken: Factory have taken corrective action by maintain the record for the volume of water consumption



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6. Energy Use and Greenhouse Gas Management

Nil



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BUREAU VERITAS (CPS-IAAS) STANDARD SOCIAL AUDIT

SUMMARY OF PREVIOUS NON-COMPLIANCE CLOSED

Facility Name:	HANSA LEATHER GARMENTS PVT LTD
Facility Address:	SADPUR ROAD SIALKOT 51310
BV Report #:	10200410353
Audit Date:	March 7,2020
Auditor(s):	Khalid Masood
Audit Type:	Follow up Audit
Date of Pervious Audit:	October 25, 2019
Pervious BV Report #:	10192390904

1. LAWS AND REGULATIONS

Nothing to report

2. CHILD LABOR

2.6 Description of Non-Compliance: It is was noted that the factory have 2 young workers aged 17 Years and 4 months and 17 Years and 3 months. Both of these workers has same working shift and contract as adult workers

Legal Requirement: The Punjab Restriction On Employment Of Children Act 2016 (Act L of 2016) 5. Duration of work, etc- (1) Subject to subsection (2) and subsection (3),the occupier shall fix the period of work not exceeding three hours in a day; and, if the adolescent is required to work for more than three hours in a day, the occupier shall, after the initial period of three hours, provide a mandatory interval of at least one hour to the adolescent. (2) The total period of work of an adolescent in a day, including the mandatory interval for rest, shall, in no case, exceed seven hours. (3) The occupier shall: (a) Arrange the hours of work of an adolescent in such manner that the working hours are not in conflict with the timings of the educational or vocational institution where the adolescent is enrolled; (b) Not require or permit an adolescent to work between 7.00 pm and 8.00 am.

Recommended Corrective Action: It is recommended that the factory should ensure that young workers working hours are as per the law.

Supporting Information: It was noted during the site tour and document review. The factory does not have management system to maintain documents of young workers as per the young workers legal requirements. Mr.Sohail Masood - Director is stated that due to work load the appointment letter of these young workers are made as per the regular worker, we will take corrective action against it. Since there is no management system so this issue is rated as "Non-Compliance"

Appropriate Action Taken: During the follow-up audit, it was noted that factory had taken the corrective action by maintaining age proof documentations of all workers further no young worker found during follow up audit.

3. FORCED LABOR

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BUREAU VERITAS (CPS-IAAS) STANDARD SOCIAL AUDIT SUMMARY OF PREVIOUS NON-COMPLIANCE CLOSED

Nothing to report

4. HARASSMENT

Nothing to report

5. WAGES AND BENEFITS

5.1 Description of Non-Compliance: It was noted that the wages and work hours couldn't be verified. Due to the following reason.

1. No time records were provided for piece rated workers.
2. 2 out of 20 selected samples in the month of March 2019 and May 2019 had workers on March 23rd, 2019 gazette holiday as per the leather issuance sheet, but these workers were found absent on these dates..
3. During the auditor process it was observed that piece rated workers were not marking attendance. Based on the information attained by the auditor during the audit process the, auditor cannot draw solid conclusion on wage and working hours of the factory.

Legal Requirement: In accordance with West Pakistan Minimum Wages Rules, 1962 Section 20.

Recommended Corrective Action: It is recommended that the factory should ensure that the entire document should be properly maintained for compliance verification.

Supporting Information: Based on document review, management and workers interview it was noted that factory did not have management system to provide time and payment records of all of its employees, as the piece rated workers were not marking attendance and their production record and provided time and payment record were not consistent, due to this reason, auditor couldn't draw solid conclusion about wage and working hours of workers hence the issue has been graded as "Non-Compliance"

Appropriate Action Taken: During the follow-up audit, it was noted that factory had taken the corrective action by maintaining wages and hours of all workers properly. No inconsistency were noted during the follow up audit.

5.4 Description of Non-Compliance: It was noted that 4 out of 20 selected samples in the month of Sep 2019 were not paid overtime payment for the overtime hours worked.

Legal Requirement: THE FACTORIES ACT, 1934 47. Extra pay for overtime. -(1) Where a worker (a) in a non-seasonal factory works for more than nine hours in any day or for more than forty-eight hours in any week, or (b) in a seasonal factory works for more than nine hours in any day or for more than fifty hours in any week, he shall be entitled in respect of the overtime worked to pay at the rate of twice his ordinary rate of pay

Recommended Corrective Action: It is recommended that the factory should pay overtime wages as per the law.

Supporting Information: Based on document review, management and workers interview it was noted that factory did not have management system to maintain time and payment records of all of its employees, as some of the employees were not paid the overtime due this issue. Mr. Sohail Masood –Director ensure that he will take corrective action against this issue, hence the issue has been graded as "Non-Compliance"

Appropriate Action Taken: During the follow-up audit, it was noted that factory had taken the corrective action by making overtime payment as per law to all employees who performs over time.



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BUREAU VERITAS (CPS-IAAS) STANDARD SOCIAL AUDIT SUMMARY OF PREVIOUS NON-COMPLIANCE CLOSED

6. HOURS OF WORK

6.1 Description of Non-Compliance: It was noted that the wages and work hours couldn't be verified. Due to the following reason. 1. No time records were provided for piece rated workers. 2. 2 out of 20 selected samples in the month of May 2019 had workers on May 1st, 2019 gazette holiday as per the leather issuance sheet, but these workers were found absent on these dates. 3. During the auditor process it was observed that piece rated workers were not marking attendance. Based on the information attained by the auditor during the audit process the, auditor cannot draw solid conclusion on wage and working hours of the factory.

Legal Requirement: In accordance with West Pakistan Minimum Wages Rules, 1962 Section 20.

Recommended Corrective Action: It is recommended that the factory should ensure that the entire document should be properly maintained for compliance verification.

Supporting Information: Based on document review, management and workers interview it was noted that factory did not have management system to provide time and payment records of all of its employees, as the piece rated workers were not marking attendance and their production record and provided time and payment record were not consistent, due to this reason, auditor couldn't draw solid conclusion about wage and working hours of workers hence the issue has been graded as "Non-Compliance"

Appropriate Action Taken: During the follow-up audit, it was noted that factory had taken the corrective action by maintaining wages and hours of all workers properly all workers are marking their attendance through computerized attendance system. Further no inconsistency were noted during the follow up audit.

6.7 Description of Non-Compliance: It was noted that 4 out of 5 samples in month of December 2018 has worked up to 13 consecutive days without any rest (December 10th, 2019~December 22nd, 2019)

Legal Requirement: THE FACTORIES ACT, 1934 CHAPTER IV - Restrictions on Working Hours of Adults 35. Weekly holiday. - (1) No adult worker shall be allowed or required to work in a factory on a Sunday unless - (a) He had or will have a holiday for a whole day on one of the three days immediately before or after that Sunday, and (b) The manager of the factory has, before that Sunday or the substituted day, whichever is earlier - (i) Delivered a notice to the office of the Inspector of his intention to require the worker to work on the Sunday and of the day which is to be substituted, and (ii) Displayed a notice to that effect in the factory:

Recommended Corrective Action: It is recommended that the factory give rest to the workers as per the law.

Supporting Information: Based on document review, management and workers interview it was noted that factory did not have management system to provide time and payment records of all of its employees, as the workers are found to be worked for more than 13th consecutive days without having any rest break. Mr. Sohail Masood – Director have ensure that he will take corrective action against these time and payroll issues in future. Hence the issue has been graded as "Non-Compliance"

Appropriate Action Taken: During the follow-up audit, it was noted during review of attendance record that no worker have worked more than 6 days a week which comply with legal requirement.

7. 1 HEALTH AND SAFETY (General Production and Canteen Areas)

7.1.8 Description of Non-Compliance: It was noted that the fire alarm main panel was not working on the day audit.

Legal Requirement: In accordance with Punjab Factories rules 1978 section 25, Precaution against fire: 53- Fire alarm, In every factory a mechanically/electrically operated lire alarm shall be provided to give alarm in case of fire

Recommended Corrective Action: It is recommended that the factory ensure that fire alarm panel is in working condition at all times of work.

Supporting Information: It was noted during the site tour of the factory. The facility did have a management system policy and procedure in place for the fire safety. Mr. Sohail Masood – Director was responsible for the overall compliance in the factory including health and safety requirements in the facility, upon interaction with the responsible person he stated that they were unaware of the fault in fire alarm control panels, however manual fire alarm system is available and operational, Assessing the risk involved the issue has been rated as "Non-compliance"

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Appropriate Action Taken: During the follow-up audit, it was noted that factory had taken the corrective action during the testing of fire alarm it was found operational and working properly.

7.1.21 Description of Non-Compliance: It was noted that no eye wash was installed in finishing section.

Legal requirement: THE PUNJAB OCCUPATIONAL SAFETY AND HEALTH ACT 2019 (Act IV of 2019) 3. Duties of employer.– (1) Every employer shall: make arrangements to control and prevent physical, chemical, biological, radiological, ergonomics and psycho-social or any other hazards to the employees and other persons at the workplace;

Recommended Corrective Action: It is recommended that the factory install eye wash.

Supporting Information: It was noted during the factory tour and management interview. Mr. Sohail Masood - Director is responsible for the overall compliance in the factory. As per management, they were not aware of the requirement that they should provide the eye wash station in the finishing section. Now they will comply with the requirement in future. Based on the management interview. This finding is raised as "Non-Compliance".

Appropriate Action Taken: During the follow-up audit, it was noted that factory had taken the corrective action during the testing of firefighting equipment water pressure of fire hydrant found sufficient.

7.1.30 -Description of Non-Compliance: It was noted that no emergency light was installed at 2nd floor and 3rd floor.

Legal requirement: The Punjab Factories 'Rules, 1978 Lighting (Sections 19, 33-j) (b) Any artificial light designed to illuminate particularly the areas or part of the area of work of a single operative or small group of operatives working near each other, shall be provided with a suitable shade of opaque material to prevent flare or with other effective mean by which the light source is completely screened from the eyes of every person employed at a normal working place, or shall be so placed that no such person is exposed to glare there from.

Recommended Corrective Action: It is recommended that the factory provide emergency light on all workers

Supporting Information: It was noted during site tour of the factory. The facility has a formulated management system (policy and procedure) in place for health and safety. Mr. Sohail Masood - Director is responsible for the overall compliance in the factory including health and safety requirements. Upon interview with the responsible person, it was confirmed that he ensure to keep a check on health and safety requirements and he was clear on his role. He stated that fire safety personnel missed to install the emergency light in the highlighted section due to negligence. Assessing the risk involved the issue has been rated as "Non-compliance".

Appropriate Action Taken: During the follow-up audit, it was noted that factory had taken the corrective action by providing functional illuminated emergency exit signs on every emergency exit.

7. 2 HEALTH AND SAFETY (Dormitories)

Nothing to report

8. NON-DISCRIMINATION

Nothing to report

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BUREAU VERITAS (CPS-IAAS) STANDARD SOCIAL AUDIT SUMMARY OF PREVIOUS NON-COMPLIANCE CLOSED

9. WOMEN'S RIGHTS
Nothing to report
10. FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING
Nothing to report
11. ENVIRONMENT
Nothing to report
12. SUBCONTRACTING
Nothing to report
13. COMMUNICATION
Nothing to report
14. MONITORING AND COMPLIANCE
Nothing to report

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