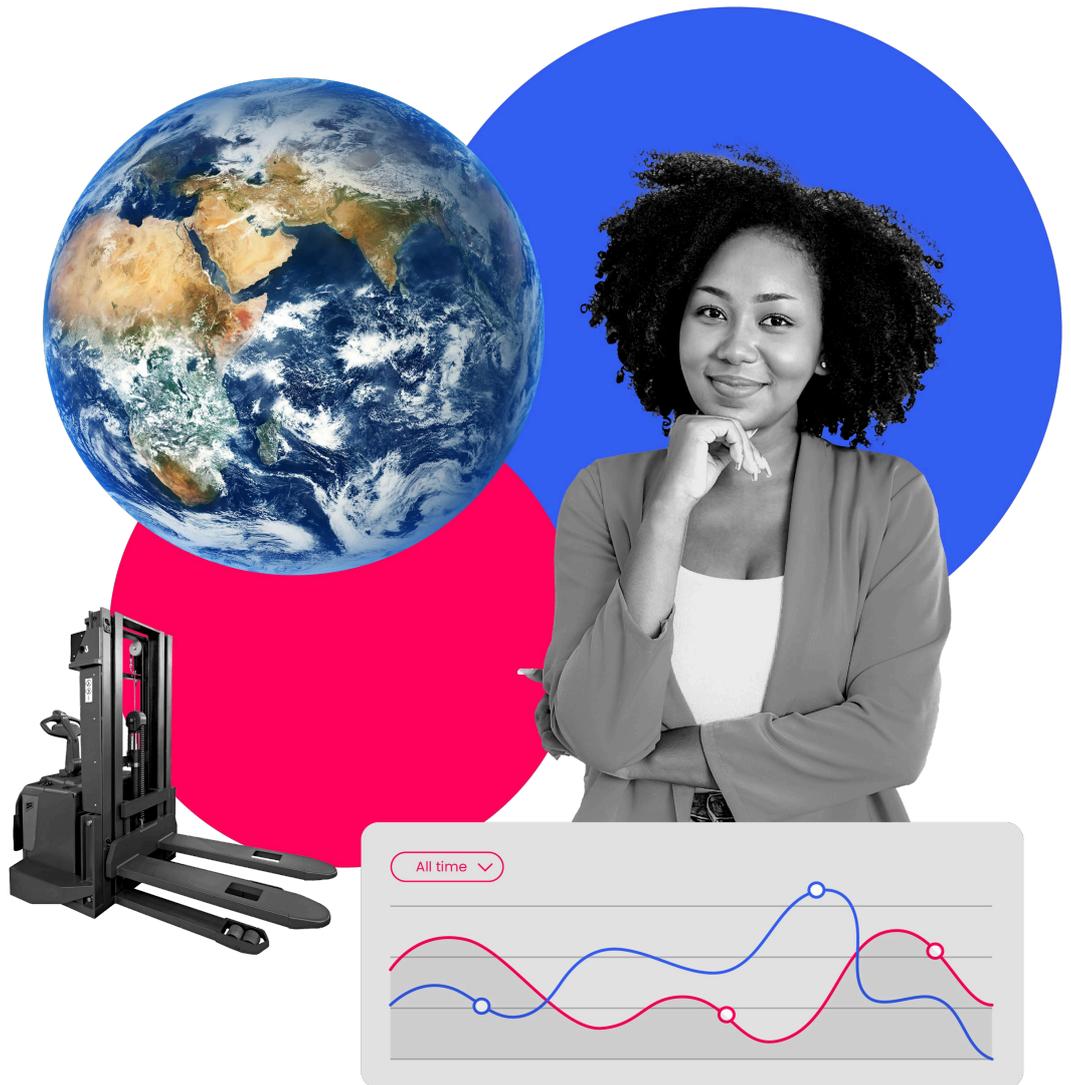


# Sedex Members Ethical Trade Audit Report

Version 7



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# Audit content

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

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

## 2-pillar audits include:

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

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

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

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

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

# Audit details

## Site details

<b>Sedex site reference</b>	ZS1000056525	<b>Site name</b>	Grofresh Agrofoods Private Limited
<b>Business name</b>	Grofresh Agrofoods Private Limited	<b>Site address</b>	SY NO-25/13, NH-4, SIRA ROAD, MARALENAHALLI Tumkur IN 572106

## Audit details

<b>Sedex company reference</b>	ZC5000047984	<b>Auditor company name</b>	URS Certification Limited	
<b>Audit company address</b>	F-3, Sector-6, Noida, IN, 201301			
<b>Date of audit</b>	2025-12-19	<b>Audit conducted by</b>	Nrapendra Kumar	
<b>Audit pillars</b>	Labour Standards   Health and safety   Environment 4-Pillar   Business ethics			
<b>Time in and out</b>	Day 1		Day 2	
	In	09:40	In	09:45
	Out	18:50	Out	16:45
<b>Audit type</b>	Periodic			
<b>Was the audit announced?</b>	Semi announced			

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Was the Sedex SAQ available for review? No

Who signed and agreed CAPR? Mr. Manish Vasu / Quality Manager

Any conflicting information SAQ/Pre-Audit Info No

Is further information available? No

## Audit attendance

	Senior management	Worker representative	Union representative
A: Present at the opening meeting?	Yes	Yes	No
B: Present at the audit?	Yes	Yes	No
C: Present at the closing meeting?	Yes	Yes	No
Reason for absence at the opening meeting	No Union in the facility		
Reason for absence during the audit	No Union in the facility		
Reason for absence at the closing meeting	No Union in the facility		

# SMETA declaration

## Auditor team

### SMETA declaration

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

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

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

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

1. It was a semi announced audit starting from 01/12/2025 to 31/12/2025.

### Lead auditor

Nrapendra Kumar

### APSCA Number

21705216

### Additional auditor

### Date of declaration

2025-12-20

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## Site representation

<b>Declaration</b>	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.
<b>Full name</b>	Mr. Manish Vasu
<b>Title</b>	Quality Manager
<b>Date of declaration</b>	2025-12-20

## Summary of findings

Code area	Workplace requirement	Area of NC	Finding
3. Working conditions are safe and hygienic	3.K Ensure that all premises are safe and hav...	Local law	NC <a href="#">ZAF601248970</a>
	3.L Implement effective processes to manage f...	Local law	NC <a href="#">ZAF601248965</a>
	3.L Implement effective processes to manage f...	Local law	NC <a href="#">ZAF601248966</a>
	3.L Implement effective processes to manage f...	Local law	NC <a href="#">ZAF601248967</a>
	3.L Implement effective processes to manage f...	Local law	NC <a href="#">ZAF601248968</a>
	3.N Ensure that all hazardous substances (e.g...	Local law	NC <a href="#">ZAF601248971</a>
	3.O Implement an appropriate electrical safet...	Local law	NC <a href="#">ZAF601248969</a>

# Management systems

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

Not addressed

Fundamental improvements required

Some improvements recommended

Robust management systems

[← Summary of findings](#)

[Site details →](#)

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

 Not addressed

 Fundamental improvements required

 Some improvements recommended

 Robust management systems

# Site details

## Company and site details

<b>Sedex company reference</b>	ZC5000047984	
<b>Sedex site reference</b>	ZS1000056525	
<b>Company name</b>	Grofresh Agrofoods Private Limited	
<b>Business ownership type</b>	GOODS	
<b>Site name</b>	Grofresh Agrofoods Private Limited	
<b>Site name in local language</b>		
<b>GPS location</b>	<b>GPS address</b>	SY NO-25/13, NH-4, SIRA ROAD, MARALENAHALLI, TUMKUR (KARNATAKA)-572106
	<b>Coordinates</b>	Latitude: 13.38544 Longitude: 77.09445
<b>Is the worksite in a remote location, far from habitation?</b>	No	
<b>Site contact</b>	<b>Contact name</b>	Mr. Sunil Kumar MH
	<b>Job title</b>	Assistant Manager - HR
	<b>Phone number</b>	+91 85533 80772
	<b>Email</b>	srinivasa.naik@grofreshagro.com

[← Management systems](#)

[Worker analysis →](#)

## Company and site details

### Applicable business and other legally required business license numbers and documents

1. Factory License Number- MYT 1227 for 100 Workers with 767 HP power, valid up to 31/12/2026
2. Fire NOC/Recommendation No- 811/FSR/CFO/BWZ/2025 Issued on 14/08/2025 VALID up to 13/08/2026 (One Year).
3. IEC-AAICG3528L
3. GSTN: 29AAICG3528L1Z6
4. DG Installation Certificate No: EI000110609524 Dated 29/11/2023
5. FSSAI License No: 11222327000329 valid till 09/06/2027
6. Pollution Consent for Operate (Air and Water): AW-121863 Dated: 03/05/2023 valid till 31/04/2033.
7. Boiler License DDB-1/BLR/CFN-97/2025-26 Type: HMT BOILER MADE BY V R AND BROTHERS, Dated: 20/06/2025 To 19/04/2026.

[← Management systems](#)

[Worker analysis →](#)

## Site activities

<b>Site function</b>	Factory Processing/Manufacturer	
<b>Site activities</b>	<b>Primary</b>	Processing and preserving of fruit and vegetables
	<b>Secondary</b>	
	<b>Other</b>	
<b>Product type</b>	Supplier and exporter of Frozen Fruits and vegetables.	
<b>Process overview</b>	Major process involved: Procurement of fruits and vegetables->Cleaning-> Sorting->Cutting->Blanching-> Chilling->Individual Quick Freezing/Blast freezing->Sieving->Packing->Metal Detection->Cold Storage->Dispatch.	
<b>What level of mechanization best describes the work at this site?</b>	Fair mechanisation / manual Labour	

## Site scope

<b>Is the audited site a physically continuous area?</b>	Yes
<b>What is the area of audited site to its boundary?</b>	6991m <sup>2</sup>

[← Site details](#)

[Worker analysis →](#)

## Site scope

<b>Building 1</b>	<b>Last construction works on site</b>	2023
	<b>If building is shared, provide details</b>	Not a shared building
	<b>Number of floors</b>	2
	<b>Description of floor activities</b>	Ground floor: All production operations at ground floor, Office, Cold storage  First Floor: Management offices.  Periphery: Security, Creche, Lunch Area, Storage/dump Area, ETP, Boiler, Ammonia Plant, DG, Toilets

**Is there any difference between the site scope of the audit and the Sedex site profile?** No

**Does the scope of the audit subdivide any building or is limited to particular processes, products or businesses within the physical site?** No

**Is any activity conducted onsite not included within the scope of the audit?** No

## Worker accommodation and transport

**Are there any site-provided worker accommodation buildings?** No

**Does the site organise worker transport to the worksite?** Not provided  
Not provided / Not a legal requirement.

[← Site details](#)

[Worker analysis →](#)

## Work patterns

Approximate workers on site per month (% of peak)	January	75-90%	February	75-90%
	March	75-90%	April	75-90%
	May	75-90%	June	75-90%
	July	75-90%	August	75-90%
	September	75-90%	October	75-90%
	November	75-90%	December	75-90%

Is there any night shift work at the site? No

## Site assessments

Does this site hold any certifications that address labour standards, human rights, corruption or environmental impact? Other social audit  
BRC, Halal, Kaushar

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  
Not assessed

Has there been a Human Rights Impact Assessment (HRIA) conducted within the last three years at this site? No  
Not assessed

[← Site details](#)

[Worker analysis →](#)

# Worker analysis

Gender disaggregated data available      Men and women

## Worker totals

	Men	Women	Other	Total
Number of workers	19 (50%)	19 (50%)	- -	38 (100%)

## Workers by type

	Men	Women	Other	Total
Permanent workers (employees)	2 (10%)	18 (90%)	- -	20 (52.6%)
Temporary or fixed term employees	0 -	0 -	- -	0 (0%)
Agency or subcontracted workers	17 (94.4%)	1 (5.6%)	- -	18 (47.4%)
Seasonal workers	0 -	0 -	- -	0 (0%)
Self-employed workers	0 -	0 -	- -	0 (0%)
Informal workers including home workers	0 -	0 -	- -	0 (0%)
Apprentices, trainees or interns	0 -	0 -	- -	0 (0%)

\* % of total workforce

[← Site details](#)

[Worker interviews →](#)

## Migrant workers

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

\* % of total workforce

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

No, all workers are from nearby areas of same state.

## Workers by age

	Men	Women	Other	Total
18 - 24 years old	9 (32.1%)	19 (67.9%)	- -	28 (73.7%)
15 - 17 years old	0 -	0 -	- -	0 (0%)
Under 15 years old	0 -	0 -	- -	0 (0%)

\* % of total workforce

[← Worker analysis](#)

[Worker interviews →](#)

Is the worker analysis data relevant for peak season and current to the audit? Yes

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

### Most common nationalities as approximate % of workforce

	Men	Women	Other	Total
Indian	50%	50%	-	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	19 (50%)	19 (50%)	- -	38 (100%)

\* % of total workforce

[← Worker analysis](#)

[Worker interviews →](#)

## Workers by payment cycle

	Men	Women	Other	Total
Paid daily	0 -	0 -	- -	0 (0%)
Paid weekly	0 -	0 -	- -	0 (0%)
Paid monthly	19 (50%)	19 (50%)	- -	38 (100%)
Other	0 -	0 -	- -	0 (0%)

\* % of total workforce

If other payment cycle entered, please provide details

No other payment cycle, all workers are paid on monthly basis.

## People in managerial, supervisory and administrative roles

	Men	Women	Other	Total
Employees in management positions	10 (90.9%)	1 (9.1%)	- -	11
Supervisors or team leaders	3 (100%)	0 (0%)	- -	3
Administrative staff	14 (82.4%)	3 (17.6%)	- -	17

[← Worker analysis](#)

[Worker interviews →](#)

# Worker interview summary

Gender disaggregated data available      Men and women

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

## Digital worker survey participants

	Men	Women	Other	Total
Number of workers	-	-	-	-

Were any of the audit findings attributable to the survey?

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

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

Number and size of group interviews      01 Group of 05 (Females)

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 by worker on any of above areas.

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

Equal opportunities  
 Freedom of movement  
 Grievance mechanisms  
 Hours worked, rest days or breaks  
 Job security  
 Pay  
 Social benefits & insurance (e.g. ability to book annual leave, maternity leave, pensions etc.)  
 Work atmosphere (e.g. treatment by supervisors)  
 Work environment – comfort (e.g. temperature, noise or dust levels)

**Additional comments**

None

**Attitude of workers' committee/union representatives**

No negative comments received from the worker's representative. No Union in the facility, however, all workers were happy to work in the facility.

**Attitude of managers**

Factory representatives were co-operative during the audit. Further, they were receptive to the observations during the audit and showed keen interest to improve the conditions.

## Workers interviewed by type

**Total**

[← Worker analysis](#)

[Measuring workplace impact →](#)

## Workers interviewed by type

Permanent workers	7
Temporary or fixed-term employees	0
Agency or subcontracted workers	3
Seasonal workers	0
Other workers	0
<b>Total number of workers interviewed</b>	<b>10</b>

## Workers interviewed by group/individual

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

## Migrant workers interviewed

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



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

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

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

### Lost day work cases (per 100 workers)\*

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

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

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

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

[← Worker interviews](#)

[Code area 0 →](#)

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

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

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

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

# 0. Enabling accurate assessment

## Summary of findings

Code area	Workplace requirement	Area of NC	Finding
No findings			
<b>Systems and evidence examined to validate this code section</b>	<p>Current Systems:</p> <ol style="list-style-type: none"> <li>1. Quality Manager is responsible for implementing standards concerning Human rights.</li> <li>2. Facility has identified their stakeholders and salient issues.</li> <li>3. Facility has measured direct, in-direct and potential impacts on stack holder's human rights. Hence no remedial action in place.</li> <li>4. Facility has transparent system in place for confidential reporting and dealing with human rights impact without fear of reprisal towards the reporter.</li> <li>5. No discrimination related to human rights observed regardless of gender, nationality, place of residency, sex, ethnicity, religion, color or and other categorization and all are treated equally.</li> <li>6. No Slavery forced labour and human trafficking observed. All employees are of Indian nationality.</li> <li>7. Employees are free to quit if they are not willing to work.</li> <li>8. The facility has policy on "Human Right" which is duly endorsed by Management and management representative is responsible for implementation.</li> </ol> <p>Evidence examined:</p> <ul style="list-style-type: none"> <li>• Documented policy on human rights.</li> <li>• Supplier's social compliance monitoring records.</li> <li>• Interaction with Management and Interview with employee Facility has given full access for audit.</li> </ul>		

0. Enabling accurate assessment

## Data points

Has the site received an official notice, fine, prosecution, or withhold release order (WRO) for non-compliance with legislation, regulation, consent, or permits within the last three years, relating to Health and Safety, labour rights or the environment? No

Did any workers selected by the auditor decline to be interviewed? No

# 1. Employment is freely chosen

## Management systems

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

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

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

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

**Explanation for management systems grades**

1. Policies and procedures are appropriate for the site context and are very likely to lead to sustainable compliance with all of the Workplace Requirements in The Base Code Area now and over time.
2. The Quality Manager is responsible for implementing procedures. Systems are in place to ensure the management structure and responsibilities.
3. Monitoring is documented & is applied in practice.
4. Management reviews the training records frequently and conducts management review meetings to ensure that the policy and procedure are appropriate and meet the workplace requirements.
5. Management reviews the policies annually and makes the changes if required. If there are any changes in the standards, the changes are made at that time without any delay.
6. Training was provided to all the workers. Minutes of the meetings showed that the meeting was conducted between the workers and the facility's management

## Summary of findings

[← Code area 0](#)

[Code area 1.A →](#)

Code area	Workplace requirement	Area of NC	Finding
No findings			
<b>Systems and evidence examined to validate this code section</b>	<p>Current Systems:</p> <ol style="list-style-type: none"> <li>1) The Quality Manager is responsible for overseeing that no forced, bonded, involuntary or prison labour is employed.</li> <li>2) There was no presence of forced/bonded or prison labour at the workplace.</li> <li>3) Employees are not required to lodge any deposits, or identity papers with the facility before or after joining the services.</li> <li>4) All interviewed employees reported that there are no such illegal deposits to be deposited to the facility for recruitment and they are free to resign from the facility after serving a specified notice period of 01 month.</li> <li>5) Employees are free to leave at the end of their shift and there is no compulsion to work overtime.</li> </ol> <p>Evidence examined:</p> <ol style="list-style-type: none"> <li>1) Facility Policy on No Forced, Bonded or Involuntary Prison Labour and Procedures.</li> <li>2) Personal files with the application form and bio data including an employment contract.</li> <li>3) Interact with management and interview employees.</li> </ol>		

1. Employment is freely chosen

## Data points

If required under local law, is there a published 'modern slavery' or similar statement? Yes

Moder slavery is covered under employment policy.

Does the site utilise any workers who are prisoners? No

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

# 1.A. Responsible recruitment and entitlement to work

## Management systems

<p><b>Develop and maintain relevant policies and procedures to ensure workplace requirements are met</b></p>	<p>Robust Management Systems</p>
<p><b>Appoint a manager with sufficient seniority who is responsible for implementing procedures</b></p>	<p>Robust Management Systems</p>
<p><b>Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures</b></p>	<p>Robust Management Systems</p>
<p><b>Monitor the effectiveness of procedures to meet policy and workplace requirements</b></p>	<p>Robust Management Systems</p>
<p><b>Explanation for management systems grades</b></p>	<ol style="list-style-type: none"> <li>1. The facility has a policy on Responsible recruitment and entitlement to work and the same was communicated to the employees by training and display on the notice board.</li> <li>2. Policies and procedures are appropriate for the site context and are very likely to lead to sustainable compliance with all of the Workplace Requirements in the Base Code Area now and over time.</li> <li>3. The Quality Manager is responsible for implementing procedures.</li> <li>4. Monitoring is documented &amp; is applied in practice.</li> <li>5. Management reviews the training records frequently.</li> <li>6. Facility conducts management review meetings to ensure that the policy and procedure are appropriate and meet the workplace requirements. The facility maintains a record of the meeting.</li> <li>7. Management reviews the policies annually and makes the changes if required. If there are any changes in the standards, the changes are made at that time without any delay.</li> <li>8. Training was provided to all the workers. Minutes of the meetings showed that the meeting was conducted between the workers and the facility's management</li> </ol>

[← Code area 1](#)

[Code area 2 →](#)

## Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings
<b>Systems and evidence examined to validate this code section</b>	<p>Current System:</p> <ol style="list-style-type: none"> <li>1) The Quality Manager ensures compliance with these code requirements.</li> <li>2) Employment contracts (appointment letters) were available and maintained for the selected employees. Terms and conditions of employment were clearly defined in the appointment letter issued to the employees.</li> <li>3) The facility does not follow and believes in fixed-term employment.</li> <li>4) The facility understands the recruitment process. The facility has not engaged any contractor for recruitment. All recruitment processes are monitored by facility management only.</li> <li>5) The facility does not employ any foreign migrant workers.</li> <li>6) Based on interaction with employees, no recruitment fee is required at any stage of the recruitment.</li> <li>7) A photo identification card is issued to all the employees.</li> <li>8) The facility has maintained personnel files for all sampled employees with photocopies of documentation showing that they have local citizenship and do not need any special permission to work in India.</li> <li>9) Interactions with the workers, it was noted and confirmed that workers were not paid any recruitment fees or any other costs during the recruitment and employment process.</li> <li>10) The facility has a policy that indicates no recruitment fees, or any other costs need to be paid during the recruitment process at any stage and the same is communicated to the employees.</li> </ol> <p>Evidence Examined:</p> <ol style="list-style-type: none"> <li>1) Facility Policy and Procedures on Recruitment.</li> <li>2) Personal data files (10 personnel files were checked for proof of identity documentation) with application form and bio data including employment contracts.</li> <li>3) Interaction with management and Interview employees.</li> </ol>		

## 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?	Directly
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?	Yes
How many contractors are present and what are the names of the employer(s)?	1. Pramod Security Services: Security Service 2. Guard Forge Security and Services Pvt. Ltd. : House Keeping and Manpower supplier
Were all non-employee (e.g. agency or subcontracted) workers included within the scope of this audit for the purpose of document review and (if onsite on date of audit) interview?	Yes
Were sufficient documents for non-employee (e.g. agency or other subcontracted) workers available for review?	Yes

[← Code area 1.A](#)

[Code area 2 →](#)

## Migrant workers

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

Percentage of workers that are migrant 0%

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

## Recruitment fees

Were you able to detect recruitment fees and costs paid by workers during the recruitment and employment process? No  
No recruitment fee noted during worker's the recruitment and employment process.

Were recruitment fees or costs identified during worker interviews? No  
No recruitment fee noted during worker's interview.

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

### Management systems

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

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

1. The facility has a policy on Freedom of association and right to collective bargaining and the same was communicated to the employees by training and display on the notice board.
2. Policies and procedures are appropriate for the site context and are very likely to lead to sustainable compliance with all of the Workplace Requirements in the Base Code Area now and over time.
3. The Quality Manager is responsible for implementing procedures.
4. Monitoring is documented & is applied in practice.
5. Management reviews the training records frequently and conducts management review meetings to ensure that the policy and procedure are appropriate and meet the workplace requirements. The facility maintains a record of the meeting.
6. Management reviews the policies annually and makes the changes if required. If there are any changes in the standards, the changes are made at that time without any delay.
7. Training was provided to all the workers. Minutes of the meetings showed that the meeting was conducted between the workers and the facility's management.

## Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings
<b>Systems and evidence examined to validate this code section</b>	<p>Current System:</p> <ol style="list-style-type: none"> <li>1) The Quality Manager is responsible for ensuring that 'Freedom of Association and Right to Collective Bargaining' is respected by the management.</li> <li>2) The factory recognizes and encourages the right to freedom of association and collective bargaining under the provision of law.</li> <li>3) The facility encourages and respects all employees' rights to join a union freely.</li> <li>4) At present, there is no union/trade union in the facility.</li> <li>5) The facility has formed a grievance committee to resolve workers grievances.</li> <li>6) The facility has provided a suggestion box through which employees can report grievances. Further, employees can also approach management with their grievances, and adequate actions are taken.</li> <li>7) There was no evidence of suppression of employees' rights.</li> </ol> <p>Evidence Examined:</p> <ol style="list-style-type: none"> <li>1) Facility Policy on Freedom of Association and Right to Collective Bargaining and Procedures.</li> <li>2) Interaction with Management and Interviews with employees.</li> <li>3) The last grievance committee meeting record.</li> <li>4) Health &amp; Safety meeting record.</li> </ol>		

## 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?	Not Applicable
Has there been any industrial action (e.g. strikes, unrest, or cases raised to formal tribunals or labour courts) in the past two years?	No

[← Code area 2](#)

[Code area 3 →](#)

### 3. Working conditions are safe and hygienic

#### Management systems

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

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

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

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

## Management systems

### Explanation for management systems grades

1. The facility has a policy on workplace safety and hygiene and the same was communicated to the employees by training and display on the notice board, few deviations were observed for which changes have been suggested to the facility.
2. Policies and procedures are appropriate for the site context and are very likely to lead to sustainable compliance with all of the Workplace Requirements in the Base Code Area now and over time.
3. The Quality Manager is responsible for implementing procedures.
4. Monitoring is documented & is applied in practice. However, 03 workers amongst the sampled employees were not aware of the policy and procedures.
5. Management reviews the training records frequently. However ineffective training and communication was observed while interviewing the workers. Facility conducts management review meetings to ensure that the policy and procedure are appropriate and meet the workplace requirements. The facility maintains a record of the meeting.
6. Management reviews the policies annually and makes the changes if required. If there are any changes in the standards, the changes are made at that time without any delay.
7. The facility provides training (PPE, Health & Safety, Waste Handling, Hygiene) to the employees in the induction program at the time of joining.
8. The facility had a functional health & safety committee, and the records are available for review.
9. Health & safety training was provided to all the workers. Minutes of the meetings showed that the meeting was conducted between the workers and the facility's management, and each point was acted on.
10. The facility conducted a health & safety risk assessment as per the process at the site.

## Summary of findings

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

[Code area 4 →](#)

<b>3. Working conditions are safe and hygienic</b>	3.K Ensure that all premises are safe and hav...	Local law	NC	<a href="#">ZAF601248970</a>
	3.L Implement effective processes to manage f...	Local law	NC	<a href="#">ZAF601248965</a>
	3.L Implement effective processes to manage f...	Local law	NC	<a href="#">ZAF601248966</a>
	3.L Implement effective processes to manage f...	Local law	NC	<a href="#">ZAF601248967</a>
	3.L Implement effective processes to manage f...	Local law	NC	<a href="#">ZAF601248968</a>
	3.N Ensure that all hazardous substances (e.g...	Local law	NC	<a href="#">ZAF601248971</a>
	3.O Implement an appropriate electrical safet...	Local law	NC	<a href="#">ZAF601248969</a>

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

Current Systems:

1. General Health and Safety management
  - Quality Manager is responsible for Health & Safety aspects for the site.
  - Potable water was freely available in all areas and test certificates were up to date.
  - Sufficient clean toilets were available all times to workers.
  - Ventilation, temperature and lighting were adequate for the production processes.
2. Fire Safety
  - Factory has obtained Fire NOC from the concerned authority.
  - Firefighting equipment such as 17 fire extinguishers, 04 fire alarm call point, 04 Emergency Lights.
  - Fire drills were organized and recorded every 3 months as per the law. Last fire drill was conducted on Dec 06, 2025. Facility has marked all the exits and emergency exits in a language understood by majority of the employees.
  - 04 persons are trained on use of firefighting equipment.
  - Adequate number of first aid boxes (03) with prescribed contents are kept at all sections of the factory.
3. Machine & Electrical safety
  - All machine and electrical equipment were maintained in good condition.
4. Medical services
  - Facility has provided first aid boxes with basic first aid contents and have appointed a doctor in the facility.

Evidence examined:

- List of first aid box, fire extinguishers and training records of first aid and firefighting operations
- Health and Safety Policy.
- Industrial accident records – Updated till November 2025.
- Health & Safety Committee meeting minutes dated 05/11/2025
- Fire Drill conducted once in 3 months. Last drill was conducted on 06/12/2025,
- Interaction with Management and Interview with employees.

DEVIATION NOTED:

1. It was noted that, one side handrails were not provided to the staircase in Ammonia area.
2. It was noted during tour of the facility that, aisles routes were not marked in Hi-care area.
3. It was noted during tour of the facility that, emergency lights were not provided to emergency exit in hi-risk area.

4. It was noted during facility tour that one fire extinguisher was blocked with chair in ammonia area and one evacuation plan in production hall was open with WIP
  5. It was noted during factory tour that evacuation plan in cold storage area was posted in English language.
  6. It was noted during tour of the facility that, secondary containment was not provided for the containers used for storing chemicals
  7. It was noted from tour of the facility that, factory had not provided rubber mats was not provided to the electric panel in Ammonia area and DG set.
-

# Findings: non-compliances

ZAF601248970

Non-compliance

Due 2026-02-28

## Code area

3 Working conditions are safe and hygienic

## Status

Closed (2026-01-24)\*

## Workplace requirement

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

## Time given to resolve

60 days

## Verification method

Desktop audit

## Issue title

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

## Area of non-compliance/non-conformance

Local law

## Description

It was noted that, one side handrails were not provided to the staircase in Ammonia area.

## Corrective and preventative actions

It is recommended to the factory to provide handrails to the said staircases.

## Local law reference

In accordance with the Factories Act 1948, Section 32 Floors, stairs and means of access. In every factory--(a) all floors, steps, stairs, passages and gangways shall be of sound construction and properly maintained 3\*[and shall be kept free from obstructions and substances likely to cause persons to slip], and where it is necessary to ensure safety, steps, stairs, passages and gangways shall be provided with substantial handrails; (b) there shall, so far as is reasonably practicable, be provided and maintained safe means of access to every place at which any person is at any time required to work.

## Evidence

[← Code area 3](#)

[Code area 4 →](#)



[NC-One side hand rail broken.JPG](#)



\* PDF generated at 12:17 (UTC) on 01 Feb 2026. [View this finding on the Sedex platform](#) for live updates and closure details.

ZAF601248965

**Non-compliance**

Due 2026-01-29

**Code area**

3 Working conditions are safe and hygienic

**Status**

Closed (2026-01-24)\*

**Workplace requirement**

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

**Time given to resolve**

30 days

**Verification method**

Desktop audit

**Issue title**

209 - Not all emergency exits are properly marked and lighted

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

Local law

**Description**

It was noted during tour of the facility that, aisles routes were not marked in Hi-care area.

**Corrective and preventative actions**

It is recommended to the factory to mark aisles with exit direction sign in all the departments.

[← Code area 3](#)

[Code area 4 →](#)

**Local law reference**

In accordance with the Factories Act 1948, Section 38 (1) In every factory, all practicable measures shall be taken to prevent outbreak of fire and its spread, both internally and externally, and to provide and maintain (a) safe means of escape for all persons in the event of a fire, and (b) the necessary equipment and facilities for extinguishing fire. (2) Effective measures shall be taken to ensure that in every factory all the workers are familiar with the means of escape in case of fire and have been adequately trained in the routine to be followed in such cases.

**Evidence**



[NC-aisle not marked in hi-care area.JPG](#)



\* PDF generated at 12:17 (UTC) on 01 Feb 2026. [View this finding on the Sedex platform](#) for live updates and closure details.

**ZAF601248966**

**Non-compliance**

Due 2026-01-29

**Code area**

3 Working conditions are safe and hygienic

**Status**

Closed (2026-01-24)\*

[← Code area 3](#)

[Code area 4 →](#)

**Workplace requirement**

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

**Time given to resolve**

30 days

**Issue title**

209 - Not all emergency exits are properly marked and lighted

**Verification method**

Desktop audit

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

Local law

**Description**

It was noted during tour of the facility that, emergency lights were not provided to emergency exit in hi-risk area.

**Corrective and preventative actions**

It is recommended to the facility to provide emergency lights in all the departments. Emergency lights must be located above exists/emergency exit and stairways.

**Local law reference**

In accordance with the Factories Act 1948, Section 38 (1) In every factory, all practicable measures shall be taken to prevent outbreak of fire and its spread, both internally and externally, and to provide and maintain (a) safe means of escape for all persons in the event of a fire, and (b) the necessary equipment and facilities for extinguishing fire. (2) Effective measures shall be taken to ensure that in every factory all the workers are familiar with the means of escape in case of fire and have been adequately trained in the routine to be followed in such cases.

**Evidence**



[NC-Emergency light not provided to emertgency exit.JPG](#)

\* PDF generated at 12:17 (UTC) on 01 Feb 2026. [View this finding on the Sedex platform](#) for live updates and closure details.

ZAF601248967

Non-compliance

Due 2026-01-29

**Code area**

3 Working conditions are safe and hygienic

**Status**

Closed (2026-01-24)\*

**Workplace requirement**

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

**Time given to resolve**

30 days

**Verification method**

Desktop audit

**Issue title**

187 - Fire extinguishers not inspected/checked regularly/out of date

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

Local law

**Description**

It was noted during facility tour that one fire extinguisher was blocked with chair in ammonia area and one evacuation plan in production hall was open with WIP

**Corrective and preventative actions**

it is recommended to the facility to keep all fire extinguisher/ equipment's free from any obstruction at all times.

**Local law reference**

According to Rule 68 (10 f) of Model Rules of The Factories Act 1948 All first-aid fire fighting equipment shall be placed in a conspicuous position and shall be readily and easily accessible for immediate use. Generally, these equipment shall be placed as near as possible to the exits or stair landing or normal routes of escape.

**Evidence**

[← Code area 3](#)

[Code area 4 →](#)



[NC-fire extinguisher obstructed in Amonia Plant.JPG](#)



[NC-Evacuation Plan obstructed.JPG](#)



\* PDF generated at 12:17 (UTC) on 01 Feb 2026. [View this finding on the Sedex platform](#) for live updates and closure details.

ZAF601248968

**Non-compliance**

Due 2026-01-29

**Code area**

3 Working conditions are safe and hygienic

**Status**

Closed (2026-02-01)\*

**Workplace requirement**

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

**Time given to resolve**

30 days

**Verification method**

Desktop audit

**Issue title**

215 - Evacuation plan not adequately communicated to workers

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

Local law

**Description**

It was noted during factory tour that evacuation plan in cold storage area was posted in English language.

**Corrective and preventative actions**

It is recommended that factory should display proper evacuation plan with location of fire extinguisher, first aid box and you are here marking in local language in all the department.

[← Code area 3](#)

[Code area 4 →](#)

**Local law reference**

In accordance with Factories Act 1948, Section 38 (1) In every factory, all practicable measures shall be taken to prevent outbreak of fire and its spread, both internally and externally, and to provide and maintain (a) safe means of escape for all persons in the event of a fire, and (b) the necessary equipment and facilities for extinguishing fire. (2) Effective measures shall be taken to ensure that in every factory all the workers are familiar with the means of escape in case of fire and have been adequately trained in the routine to be followed in such cases.

**Evidence**



[NC-Evacuaton plan in English language only.JPG](#)



\* PDF generated at 12:17 (UTC) on 01 Feb 2026. [View this finding on the Sedex platform](#) for live updates and closure details.

**ZAF601248971**

**Non-compliance**

Due 2026-01-29

**Code area**

3 Working conditions are safe and hygienic

**Status**

Closed (2026-01-24)\*

**Workplace requirement**

3.N Ensure that all hazardous substances (e.g. chemicals and pesticides) are officially registered where possible, Material Safety Data Sheets are used, and they are managed appropriately at all times in line with registration and 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/unbundled)

**Verification method**

Desktop audit

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

Local law

**Description**

It was noted during tour of the facility that, secondary containment was not provided for the containers used for storing chemicals.

[← Code area 3](#)

[Code area 4 →](#)

**Corrective and preventative actions**

It is recommended to the factory to provide secondary containment for the containers used for storing chemicals.

**Local law reference**

In accordance with Factories Act 1948, Section 7A.General duties of the occupier. (b) the arrangements in the factory for ensuring safety and absence of risks to health in connection with the use, handling, storage and transport of articles and substances;

**Evidence**



[NC-Secondary container not provided.JPG](#)



\* PDF generated at 12:17 (UTC) on 01 Feb 2026. [View this finding on the Sedex platform](#) for live updates and closure details.

**ZAF601248969**

**Non-compliance**

Due 2026-01-29

**Code area**

3 Working conditions are safe and hygienic

**Status**

Closed (2026-01-24)\*

[← Code area 3](#)

[Code area 4 →](#)

**Workplace requirement**

3.0 Implement an appropriate electrical safety program to ensure that electrical hazards are reduced and controlled by appropriately qualified personnel.

**Time given to resolve**

30 days

**Issue title**

228 - Unsafe handling of electrical equipment e.g. no rubber mats in front of electricity panels

**Verification method**

Desktop audit

**Description**

It was noted from tour of the facility that, factory had not provided rubber mats was not provided to the electric panel in Ammonia area and DG set.

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

Local law

**Corrective and preventative actions**

It is recommended that factory should provide rubber mats in all the electric panels and DG's.

**Local law reference**

In accordance with Factories Act 1948, Section 7A (1) every occupier shall ensure, so far as is reasonably practicable, the health, safety and welfare of all workers while they are at work in the factory. (2) Without prejudice to the generality of the provisions of sub-section (1), the matters to which such duty extends, shall include- (a) the provision and maintenance of plant and systems of work in the factory that are safe and without risks to health, (b) the arrangements in the factory for ensuring safety and absence of risks to health in connection with the use, handling, storage and transport of articles and substances, (c) the provision of such information, instruction, training and supervision as are necessary to ensure the health and safety of all workers at work.

**Evidence**



[NC-No rubber mat to panel in Amonia Plant.JPG](#)



[NC-No rubber mat provided to DG.JPG](#)



\* PDF generated at 12:17 (UTC) on 01 Feb 2026. [View this finding on the Sedex platform](#) for live updates and closure details.

[← Code area 3](#)

[Code area 4 →](#)

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Audit company:  
**URS Certification Limited**

Audit reference:  
**ZAA600173217**

Start Date:  
**2025-12-19**

End Date:  
**2025-12-20**

### 3. Working conditions are safe and hygienic

## Data points

Is someone within the company responsible for health and safety?	Yes, senior manager or business owner
Do workers operate high risk or heavy machinery or vehicles as part of their jobs?	No
Do workers handle or have access to hazardous substances (e.g. chemicals or pesticides)?	No
Who organises accommodation for workers?	Workers independently arrange their own accommodation
Who organises worker transportation between accommodation and worksite?	Workers organise their own transport
Who organises worker transportation while at work?	Workers organise their own transport
Do all structural additions (e.g. added floors) have a valid permit/inspection report as per local law?	Yes Yes, Facility has obtained valid factory license and stability certificate.
Does the visual appearance of the building give you any immediate concerns about the structural integrity of the building?	No
Are there any cracks observed in the walls, floors, ceilings or other areas of the facility, both internally or externally?	No

[← Code area 3](#)

[Code area 4 →](#)

Does the site have a structural engineer evaluation? Yes

[← Code area 3](#)

[Code area 4 →](#)

## 4. Child labour shall not be used

### Management systems

<p><b>Develop and maintain relevant policies and procedures to ensure workplace requirements are met</b></p>	<p>Robust Management Systems</p>
<p><b>Appoint a manager with sufficient seniority who is responsible for implementing procedures</b></p>	<p>Robust Management Systems</p>
<p><b>Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures</b></p>	<p>Robust Management Systems</p>
<p><b>Monitor the effectiveness of procedures to meet policy and workplace requirements</b></p>	<p>Robust Management Systems</p>
<p><b>Explanation for management systems grades</b></p>	<ol style="list-style-type: none"> <li>1. The facility has a policy on No Child labor &amp; Child Labor Remediation Plan and the same was communicated to the employees by training and display on the notice board.</li> <li>2. Policies and procedures are appropriate for the site context and are very likely to lead to sustainable compliance with all of the Workplace Requirements in the Base Code Area.</li> <li>3. The Quality Manager is responsible for implementing procedures.</li> <li>4. Effective training and communication of procedures to relevant workers, including managers and supervisors, which was evident through employee interviews.</li> <li>5. Facility effectively monitors the procedures, and the record maintained to implement the same (Age proof record, Remediation policy etc.,) will be periodically reviewed.</li> <li>6. Management reviews the training records frequently and conducts management review meetings to ensure that the policy and procedure are appropriate and meet the workplace requirements. The facility maintains a record of the meeting.</li> </ol>

## Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings
<b>Systems and evidence examined to validate this code section</b>	<p>Current System:</p> <ol style="list-style-type: none"> <li>1) The Quality Manager is responsible for ensuring that no child is employed at the site.</li> <li>2) There was no evidence of child labour or young labour throughout the facility.</li> <li>3) No juvenile workers (under the age of 18) are employed at the facility.</li> <li>4) Age-proof records were maintained in the form of Aadhar cards and PAN cards. Age proof was maintained for 10 out of 10 sampled employees.</li> <li>5) As per sampled records, the age of the youngest worker was 19 years.</li> <li>6) Based on the employee interviews, review of the facility's Anti Child Labour and hiring Policy, and age-proof documents, the facility has complied with ILO Standards for Child Labor.</li> </ol> <p>Evidence Examined:</p> <ol style="list-style-type: none"> <li>1) Child Labor and Child Labor Remediation Policy.</li> <li>2) Age Proof records of 10 out of 10 selected samples.</li> <li>3) Interaction with management and Interview employees.</li> </ol>		

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

## Data points

Percentage of workers that are age 24 or younger	73%
Enter the legal age of employment	14
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	0.0%
Were there children present on the work floor but not working at the time of audit?	No
Do children live at the accommodation provided to workers?	Not Applicable

[← Code area 4](#)

[Code area 5 →](#)

## 5. Legal wages are paid

### Management systems

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

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

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

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

## Management systems

### Explanation for management systems grades

1. The facility has a policy on wages and benefits and the same was communicated to the employees by training and display on the notice board.
2. Policies and procedures are appropriate for the site context and are very likely to lead to sustainable compliance with all of the Workplace Requirements in the Base Code Area now and over time.
3. The Quality Manager is responsible for implementing procedures.
4. Effective training and communication of procedures to relevant workers and was found to be aware of the wages.
5. Monitoring is documented & is applied in practice
6. Management reviews the training records frequently and conducts management review meetings to ensure that the policy and procedure are appropriate and meet the workplace requirements.
7. Management reviews the policies annually and makes the changes if required. If there are any changes in the standards, the changes are made at that time without any delay.
8. The facility follows the legal minimum wage notification on a notice board, which was issued by the state government and communicated at the time of joining.
9. Interactions with the employees and payroll records review. It was noted that the employees were getting the above legal minimum wage.
10. The verbal training on wages, Overtime payment deductions and benefits is imparted during induction. The workers are aware of the wage calculation.

## Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings

[← Code area 4](#)

[Code area 5.A →](#)

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

## Current System:

- 1) The Quality Manager is responsible for ensuring that all employees are paid legal minimum wages with all legal benefits on time as per law.
- 2) Based on the employee's interview, wages are fixed on a monthly wage and paid once a month through bank transfer by the 7th of every month.
- 3) Based on the employee's interview, it was noted that a pay slip is provided to all employees regularly as per law.
- 4) The facility has extended Leave with Wage benefits to the employees. Leave with wage was calculated accurately during the full and final payment of the left employees.
- 5) Deductions from wages as a disciplinary measure and any other illegal deductions are not permitted as per the facility rules.
- 6) Employees State Insurance is not applicable in the area.

## Evidence Examined:

- 1) Facility Policy & Procedures on Wages and Benefits.
- 2) Wage records, pay slips and Time records for 10 samples for 03 months, i.e. November 2025 (Most Recent paid month), June 2025 (Random month), and December 2024 (Random month).
- 3) Leave with wage records.
- 4) Full and final Settlement paid records.
- 5) List of National and Festival Holidays.
- 6) Interaction with management and Employees.

## 5. Legal wages are paid

### Data points

What is the basic wage paid to workers?	The legal minimum wage
Does the site use digital payment methods (i.e. money paid directly into a bank account) to pay workers?	Only digital payments
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?	<ul style="list-style-type: none"> <li>Life insurance</li> <li>Health care</li> <li>Disability and invalidity coverage</li> <li>Retirement provision</li> </ul>
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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	Non applicable

<b>Actual required working hours</b>	<b>Required hours per day</b>	8.0
	<b>Required hours per week</b>	48.0
	<b>Required hours per month</b>	Non applicable
<b>Maximum legal overtime hours</b>	<b>Max hours per day</b>	2.0
	<b>Max hours per week</b>	12.0
	<b>Max hours per month</b>	Non applicable
<b>Actual overtime hours</b>	<b>Max hours per day</b>	0.0
	<b>Max hours per week</b>	0.0
	<b>Max hours per month</b>	Non applicable
<b>Minimum legal wage</b>	<b>Min per hour</b>	Non applicable
	<b>Min per day</b>	Non applicable
	<b>Min per week</b>	Non applicable
	<b>Min per month</b>	17184.55
<b>Actual minimum wage</b>	<b>Actual per hour</b>	Non applicable
	<b>Actual per day</b>	Non applicable
	<b>Actual per week</b>	Non applicable
	<b>Actual per month</b>	18750.0
<b>Minimum legal overtime wage</b>	<b>Min per hour</b>	165.23
	<b>Min per day</b>	Non applicable
	<b>Min per week</b>	Non applicable
	<b>Min per month</b>	Non applicable

[← Code area 5](#)

[Code area 5.A →](#)

<b>Actual minimum overtime wage</b>	<b>Actual per hour</b>	Non applicable
	<b>Actual per day</b>	Non applicable
	<b>Actual per week</b>	Non applicable
	<b>Actual per month</b>	Non applicable

## Wage analysis

<b>Number of workers' records checked</b>	30
<b>Provide the date and details of the records</b>	10 Records from November 2025 (Most Recent Month) 10 Records from June 2025 (Peak Month) 10 Records from December 2024 (Random Month)
<b>Are there different legal minimum/legally recognised CBAs wage grades?</b>	Yes  Un-Skilled: INR 17184.55 Per Month Semi-Skilled: INR 17703.64 Per Month Skilled: INR 18049.70 Per Month Highly Skilled: INR 18568.79 Per Month
<b>For the lowest paid workers, are wages paid for standard/contracted hours (excluding overtime) below or above the legal minimum/ legally recognised CBAs?</b>	Above legal minimum
<b>Indicate the breakdown of workforce per earnings</b>	As per records and interview all workers are getting more than minimum wages.
<b>Are there any bonus schemes used?</b>	No
<b>Were accurate records shown at the first request?</b>	Yes
<b>Were any inconsistencies found?</b>	No

[← Code area 5](#)

[Code area 5.A →](#)

## 5.A. Living wages are paid

### Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings
<b>Systems and evidence examined to validate this code section</b>	<p>Current Systems:</p> <ol style="list-style-type: none"> <li>1) The Quality Manager is responsible for ensuring that living wages are calculated and revised from time to time and preparing a time frame by which the facility can pay living wages to all workers.</li> <li>2) The facility has calculated living wages, and a gap analysis has been conducted for the same against the minimum wages which are paid as per legal requirement.</li> <li>3) The government-issued minimum wage is issued considering the living wage.</li> <li>4) Facility has using Anker methodology for calculating living wages.</li> </ol> <p>Evidence examined:</p> <ol style="list-style-type: none"> <li>1) Records for Living wage calculation &amp; Gap analysis.</li> </ol>		

## 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	<ol style="list-style-type: none"> <li>1. The facility has a policy on Working hours and Overtime and the same was communicated to the employees by training and display on the notice board.</li> <li>2. Policies and procedures are appropriate for the site context and are very likely to lead to sustainable compliance with all of the Workplace Requirements in the Base Code Area now and over time.</li> <li>3. The Quality Manager is responsible for implementing procedures.</li> <li>4. Effective training and communication of procedures to relevant workers.</li> <li>5. Monitoring is documented &amp; is applied in practice.</li> <li>6. Management reviews the training records frequently and conducts management review meetings to ensure that the policy and procedure are appropriate and meet the workplace requirements.</li> <li>7. Management reviews the policies annually and makes the changes if required. If there are any changes in the standards, the changes are made at that time without any delay.</li> <li>8. There is induction training on the working hours, overtime, and leaves given to the employees. The workers are aware of the working hours and the weekly off.</li> </ol>

## Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings
<b>Systems and evidence examined to validate this code section</b>	<p>Current System:</p> <ol style="list-style-type: none"> <li>1) The Quality Manager is responsible for ensuring compliance with regular overtime hours as per law.</li> <li>2) The facility has implemented biometric attendance recording system to record the IN/OUT time of all employees.</li> <li>3) "IN/OUT" time record was maintained for all 10 of 10 selected employees.</li> <li>4) During the audit process and review of records, working hours, overtime hours, and weekly rest were found to be in compliance with the legal requirements.</li> <li>5) The facility has no compulsion for overtime work. It is purely voluntary.</li> <li>6) Based on a review of time records, the working hours could be summarized as follows: <ul style="list-style-type: none"> <li>•For November 2025 (a recent month)</li> <li>•For June 2025 (random month)</li> <li>•For December 2024 (random month)</li> </ul> </li> </ol> <p>Evidence Examined:</p> <ol style="list-style-type: none"> <li>1) Facility Policy on regular and overtime hours.</li> <li>2) In/Out time records for 10 selected samples for 03 months i.e. November 2025 – Most recent paid month, June 2025 – Random month and December 2024 – Random month.</li> <li>3) Production records (from work floors to check for discrepancies).</li> </ol>		

## 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?	As per policy facility will pay overtime at 200 % of the normal wages, however no overtime noted in sample months.
Excluding overtime, what are the regular working hours per week for workers at this site?	48.0
Including overtime, what is the average number of working hours per week for full-time workers at this site?	48.0
In the sample, what was the maximum number of hours worked in a single week, including overtime, for any worker at this site?	48.0
Maximum number of days worked without a day off in sample	6

[← Code area 6](#)

[Code area 7 →](#)

## 7. No discrimination is practiced

### Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	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	<ol style="list-style-type: none"> <li>1. The facility has a policy of Anti-discrimination Disciplinary Action &amp; Termination and the same was communicated to the employees by training and display on the notice board.</li> <li>2. Policies and procedures are appropriate for the site context and are very likely to lead to sustainable compliance with all of the Workplace Requirements in the Base Code Area now and over time.</li> <li>3. The Quality Manager is responsible for implementing procedures.</li> <li>4. Monitoring is documented &amp; is applied in practice.</li> <li>5. Management reviews the training records frequently and conducts management review meetings to ensure that the policy and procedure are appropriate and meet the workplace requirements. The facility maintains a record of the meeting.</li> <li>6. Management reviews the policies annually and makes the changes if required. If there are any changes in the standards, the changes are made at that time without any delay.</li> <li>7. Based on a review of the wage records and employee interviews, no discrimination was noted in hiring, compensation, access to training, promotion, termination or retirement.</li> <li>8. Training was provided to all the workers. Minutes of the meetings showed that the meeting was conducted between the workers and the facility's management.</li> </ol>

[← Code area 6](#)

[Code area 8 →](#)

## Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings
<b>Systems and evidence examined to validate this code section</b>	<p>Current System:</p> <ol style="list-style-type: none"> <li>1) The Quality Manager is responsible for checking discrimination issues in the facility.</li> <li>2) No discrimination was reported/observed in hiring, compensation, promotion, and termination based on race, caste, national origin, religion, age, disability, gender, marital status, or sexual orientation.</li> <li>3) All employees have fairly equal opportunities for training in their respective departments.</li> <li>4) During interactions with management and employees, a dedicated equity approach was observed regarding recruitment, training, development, and promotion processes.</li> <li>5) Based on a review of wage records, the facility provided the same pay for employees doing work of the same or similar nature.</li> </ol> <p>Evidence Examined:</p> <ol style="list-style-type: none"> <li>1) Facility Policy on No Discrimination.</li> <li>2) Appointment letter with terms and conditions of employment for 10 out of 10 sampled employees.</li> <li>3) Salary and other benefit records.</li> <li>4) Interaction with management and employees.</li> <li>5) Termination Records</li> <li>6) Leave Application Forms</li> <li>7) Medical Records</li> <li>8) Training Records</li> </ol>		

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)? 5%

Representation of women in managerial roles (ratio of women workers to women managers) 5%

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

Three most common nationalities in managerial and supervisory roles Indian

## 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

## Management systems

### Explanation for management systems grades

1. The facility has a policy on Regular Employment and the same was communicated to the employees by training.
2. Policies and procedures are appropriate for the site context and are very likely to lead to sustainable compliance with all of the Workplace Requirements in the Base Code Area.
3. The Quality Manager is responsible for implementing procedures. Systems are in place to ensure the management structure.
4. Monitoring is documented & is applied in practice.
5. Management reviews the training records frequently and conducts management review meetings to ensure that the policy and procedure are appropriate and meet the workplace requirements. The facility maintains a record of the meeting.
6. Management reviews the policies annually and makes the changes if required. If there are any changes in the standards, the changes are made at that time without any delay.
7. Individual agreements are included in every personnel file, also a copy of the contract is delivered to all the employees.
8. Based on interactions with the employees, no recruitment fees were required at any stage in the recruitment process.
9. The sampled workers confirmed that they were issued appointment letters and also explained the terms & conditions of the employment during induction training.
10. Social Security benefits are provided as per law, according to individual agreements and payroll records reviewed. No illegal deductions and fees were found during the documental review and employee interactions.
11. Training was provided to all the workers. Minutes of the meetings showed that the meeting was conducted between the workers and the facility's management.

## Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings

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

Current System:

- 1) The Quality Manager ensures compliance with these code requirements.
- 2) Employment contracts (appointment letters) were available and maintained for 10 out of 10 employees. Terms and conditions of employment were clearly defined in the appointment letter issued to the employees.
- 3) The facility does not follow and believes in fixed-term employment.
- 4) The facility understands the recruitment process. The facility has not engaged any contractor for recruitment. All recruitment processes are monitored by facility management only.
- 5) The facility does not employ any foreign migrant workers.
- 6) Based on interaction with employees, no recruitment fee is required at any stage of the recruitment.

Evidence Examined:

- 1) Facility Policy & Procedure on Regular Employment.
- 2) Appointment letter with terms and conditions for 10 out of 10 selected samples.
- 3) Salary and other benefit records.
- 4) Interaction with management and Employees.

## 8. Regular employment is provided

### Data points

Percentage of workers that are permanently or temporarily employed	52.63%
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	47.37%
Percentage of workers employed as apprentices, trainees or interns	0.0%

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

### Management systems

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

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

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

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

### Explanation for management systems grades

1. The facility has a policy on Subcontracting and home workers and the same was communicated to the employees by training and display on the notice board.
2. Policies and procedures are appropriate for the site context and are very likely to lead to sustainable compliance with all of the Workplace Requirements in the Base Code Area.
3. The Quality Manager is responsible for implementing procedures.
5. Monitoring is documented & is applied in practice.
6. Management reviews the training records frequently and conducts management review meetings to ensure that the policy and procedure are appropriate and meet the workplace requirements. The facility maintains a record of the meeting.
7. Management reviews the policies annually and makes the changes if required. If there are any changes in the standards, the changes are made at that time without any delay.
8. During the facility tour, employees and management interviewed it was noted that the site does not use any subcontractor.
9. Training was provided to all the workers. Minutes of the meetings showed that the meeting was conducted between the workers and the facility's management.

## Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings
<b>Systems and evidence examined to validate this code section</b>	<p>Current System:</p> <ol style="list-style-type: none"> <li>1) The facility does not use any subcontractors for the process at the site.</li> <li>2) The facility has a policy on Subcontracting &amp; home working and there is no homeworking used.</li> <li>3) The Quality Manager is responsible for ensuring compliance with these code requirements.</li> <li>4) All material movement in &amp; out of the factory is recorded in the inward and outward registers respectively.</li> <li>5) Production records are maintained.</li> </ol> <p>Evidence Examined:</p> <ol style="list-style-type: none"> <li>1) Production records.</li> <li>2) Inward and outward material record.</li> <li>3) Management Interaction.</li> <li>4) Facility Policies &amp; Procedures on Sub-Sub-Contracting and Homeworking</li> </ol>		

## 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  
As per interaction

#### Sub-contracting

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

[← Code area 8.A](#)

[Code area 9 →](#)

Are any sub-contractors used?

No

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[← Code area 8.A](#)

[Code area 9 →](#)

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Audit company:  
**URS Certification Limited**

Audit reference:  
**ZAA600173217**

Start Date:  
**2025-12-19**

End Date:  
**2025-12-20**

## 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

## Management systems

### Explanation for management systems grades

1. The facility has a policy of No harsh or inhumane treatment, Anti-Sexual Harassment Policy Workplace Violence prevention & Zero Abuses and the same was communicated to the employees by training and display on the notice board.
2. Policies and procedures are appropriate for the site context and are very likely to lead to sustainable compliance with all of the Workplace Requirements in the Base Code Area.
3. The Quality Manager is responsible for implementing procedures.
4. Monitoring is documented & is applied in practice.
5. Management reviews the training records frequently and conducts management review meetings to ensure that the policy and procedure are appropriate and meet the workplace requirements. The facility maintains a record of the meeting.
7. Management reviews the policies annually and makes the changes if required. If there are any changes in the standards, the changes are made at that time without any delay.
8. The facility has formed a grievance Committee, which was found to be applied effectively.
9. Contact numbers of the top management contacts are displayed in the factory to raise grievances to them directly.
10. Training was provided to all the workers. Minutes of the meetings showed that the meeting was conducted between the workers and the facility's management.

## Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings

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

Current System:

- 1) The Quality Manager is responsible for ensuring no harsh or inhumane treatment is practiced in the facility.
- 2) There is no evidence of harsh or inhumane treatment of employees.
- 3) All employees are treated with respect and dignity.
- 4) The facility's disciplinary policies are explained to all employees and all are well aware of their rights.
- 5) No evidence of physical abuse, sexual or any other harassment / verbal abuse is observed/reported.
- 6) The facility has a written disciplinary procedure that is displayed on the notice board of the facility.

Evidence Examined:

- 1) Facility Policy on No Harsh or Inhumane Treatment.
- 2) Interaction with management and Employees.
- 3) Training Records.

9. No harsh or inhumane treatment is allowed

## Data points

**Is there a formal process for workers to report concerns, complaints, or problems ('grievance mechanism')?** Yes, there is a formal grievance process

**What type of grievance mechanism(s) are available?** The facility has grievance committee and suggestion box at site.

**Number of grievances raised in the last 12 months** 0

**Number of grievances resolved in the last 12 months** 0

## 10.A. Environment 2-Pillar

### Management systems

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	<ol style="list-style-type: none"> <li>1. The facility has an environmental policy and the same was communicated to the employees by training and display on the notice board.</li> <li>2. Policies and procedures are appropriate for the site context and are very likely to lead to sustainable compliance with all of the Workplace Requirements in the Base Code Area.</li> <li>3. The Quality Manager is responsible for implementing procedures.</li> <li>5. Monitoring is documented &amp; is applied in practice.</li> <li>6. Management reviews the training records frequently and conducts management review meetings to ensure that the policy and procedure are appropriate and meet the workplace requirements.</li> <li>7. Management reviews the policies annually and makes the changes if required. If there are any changes in the standards, the changes are made at that time without any delay.</li> <li>8. Training was provided to all the workers. Minutes of the meetings showed that the meeting was conducted between the workers and the facility's management.</li> </ol>

## Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings
<b>Systems and evidence examined to validate this code section</b>	<p>Current System:</p> <ol style="list-style-type: none"> <li>1) The Quality Manager is responsible for ensuring compliance with these code requirements.</li> <li>2) The facility has drafted an environmental policy.</li> <li>3) Environmental policy and procedures available concerning environmental issues.</li> <li>4) The facility has a system to provide environmental awareness through notice board posts to relevant employees.</li> <li>6) The facility has conducted necessary noise tests and ambient air quality tests.</li> <li>8) No official complaints or legal recommendations found since the facility started its operation.</li> </ol> <p>Evidence Examined:</p> <ol style="list-style-type: none"> <li>1) Facility Policies (Environmental Policy / Waste Management).</li> <li>2) Relevant environmental test reports.</li> <li>3) Training records</li> <li>4) Agreements for waste disposal.</li> <li>5) Interaction with management and Employees.</li> </ol>		

10.A. Environment 2–Pillar

## Data points

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

No

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

None

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

No

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

No

## 10.B. Environment 4-Pillar

### Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings
<b>Systems and evidence examined to validate this code section</b>	<p>Current systems:</p> <ol style="list-style-type: none"> <li>1) The Quality Manager is responsible for all environmental issues.</li> <li>2) Facility has valid certificate</li> <li>3) Facility has conducted Drinking water quality test.</li> </ol> <p>Evidence examined</p> <ul style="list-style-type: none"> <li>•Facility Policy.</li> <li>•Management interaction</li> </ul>		

## 10.B. Environment 4-Pillar

### Data points

<p>Has the site conducted a risk assessment on the environmental impact of the site, including implementation of controls to reduce identified risks?</p>	<p>Yes</p>
<p>What additional specific environmental policies does the site capture?</p>	<p>Packaging optimization Responsible use and management of water Prioritising local suppliers Sustainable material sourcing</p>
<p>Is there a system for managing client's requirements and legislation in the destination countries regarding environmental and chemical issues?</p>	<p>Yes  Store Manager is responsible for managing client's requirements and legislation in the destination countries regarding environmental and chemical issue.</p>
<p>Does the site have reduction targets in place to manage climate related risks?</p>	<p>None</p>
<p>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 &amp; 3))?</p>	<p>No</p>
<p>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?</p>	<p>Not Applicable</p>

### Usage/discharge analysis

[← Code area 10.B](#)

[Code area 10.C →](#)

	Last full calendar year (2024)	Previous full calendar year (2023)
Total electricity consumption from non-renewable sources (kWh)	1,700,000	1,400,000
Total electricity consumption from renewable sources (kWh)	0	0
Sources of renewable energy used	None	None
Types of renewable energy used	Other (provide details) None	Other (provide details) None
Total natural gas consumption (kWh)	0	0
Usage of other purchased fuels	HSD 19608 Ltr	HSD 16000Ltr
Has the site completed any carbon footprint analysis?	No	No
Water sources	Water supplier	Water supplier
Does the site use mercury or mercury compounds?	No	No
Water volume used (m3)	2,500	2,000
Water discharged	Irrigation	Irrigation
Water volume discharged (m3)	2,100	1,600
Water volume recycled (m3)	0	0
Total waste produced (mt)	30	27

[← Code area 10.B](#)

[Code area 10.C →](#)

Total hazardous waste produced (mt)	0.6	0.5
Waste to recycling (mt)	0.3	0.2
Waste to landfill (mt)	3,100	2,999
Waste to other (mt)	0.3	0.3
Total product produced (mt)	2,500	1,900

[← Code area 10.B](#)

[Code area 10.C →](#)

## 10.C. Business ethics

### Management systems

<p><b>Develop and maintain relevant policies and procedures to ensure workplace requirements are met</b></p>	<p>Robust Management Systems</p>
<p><b>Appoint a manager with sufficient seniority who is responsible for implementing procedures</b></p>	<p>Robust Management Systems</p>
<p><b>Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures</b></p>	<p>Robust Management Systems</p>
<p><b>Monitor the effectiveness of procedures to meet policy and workplace requirements</b></p>	<p>Robust Management Systems</p>
<p><b>Explanation for management systems grades</b></p>	<ol style="list-style-type: none"> <li>1. The facility has a policy on Business ethics and the same was communicated to the employees by training and display on the notice board.</li> <li>2. Policies and procedures are appropriate for the site context and are very likely to lead to sustainable compliance with all of the Workplace Requirements in the Base Code Area.</li> <li>3. The Quality Manager is responsible for implementing procedures.</li> <li>4. Effective training and communication of procedures to relevant workers, including managers and supervisors which was evident through employee interviews.</li> <li>5. Monitoring is documented &amp; is applied in practice.</li> <li>6. Management reviews the training records frequently and conducts management review meetings to ensure that the policy and procedure are appropriate and meet the workplace requirements facility maintains a record of the meeting.</li> <li>7. Management reviews the policies annually and makes the changes if required.</li> <li>8. Training was provided to all the workers. Minutes of the meetings showed that the meeting was conducted between the workers and the facility's management.</li> </ol>

[← Code area 10.B](#)

## Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings
<b>Systems and evidence examined to validate this code section</b>	<p>Current System:</p> <ol style="list-style-type: none"> <li>1. The Quality Manager was the designated person responsible for implementing standards concerning Business Ethics, and that site practices were conducted without any corruption and/or bribery.</li> <li>2. The company established a business ethics policy which was communicated to workers through posters and training.</li> <li>3. The site had received and read the Business Ethics policy of the auditor/audit company.</li> </ol> <p>Evidence examined:</p> <ul style="list-style-type: none"> <li>• Policy on Anti – Bribery &amp; Anti-corruption</li> <li>• Anti-corruption training records.</li> </ul>		

[← Code area 10.B](#)

10.C. Business ethics

## Data points

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

No

Provide any certified anti-bribery management systems for the site

The facility has its own business ethics policy.

[← Code area 10.C](#)

# Attachments



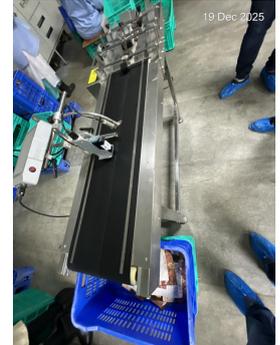
[Cold storage.JPG](#)



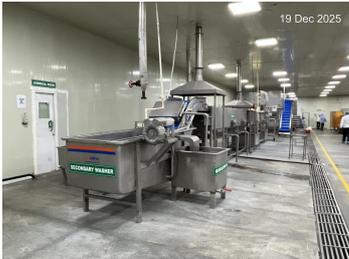
[Crate Wahsing room.JPG](#)



[Blender.JPG](#)



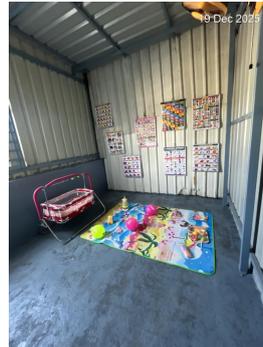
[Bach code printing machine.JPG](#)



[Blanching line.JPG](#)



[Creche.JPG](#)



[Creche..JPG](#)



[Electric Panel.JPG](#)



[Compressor.JPG](#)



[ETP.JPG](#)



[Colling Tower, RO Water.JPG](#)



[Blast Freezer.JPG](#)



[Drinking water.JPG](#)



[DG's.JPG](#)



[Create storage.JPG](#)



[Boiler Area.JPG](#)



[Air compressors.JPG](#)



[Blast trolley.JPG](#)



[Cold storage -2.JPG](#)



[Assembly point.JPG](#)



[Allergen store.JPG](#)



[Dispatch area.JPG](#)



[Boiler.JPG](#)



[Cornn sorting.JPG](#)



[Weighing.JPG](#)

[Weighing scale.JPG](#)

[Two wheeler parking..JPG](#)

[Shifter and vibrator.JPG](#)

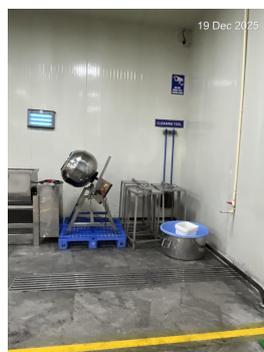


[Security.JPG](#)

[Wood for Boiler.JPG](#)

[Urinals.JPG](#)

[Utility area.JPG](#)



[Suggestion box.JPG](#)

[PPE-coat storage.JPG](#)

[Hygiene Tools.JPG](#)

[Lockaers.JPG](#)

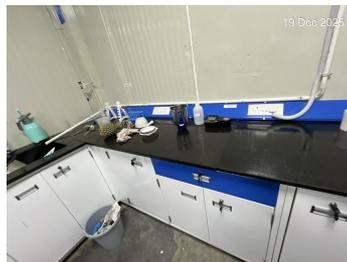




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[Facility name and address.JPG](#)



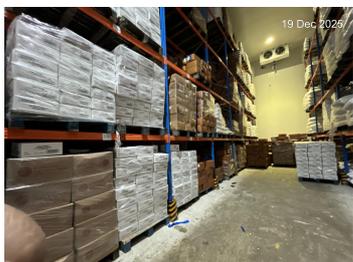
[Packaging material storage.JPG](#)



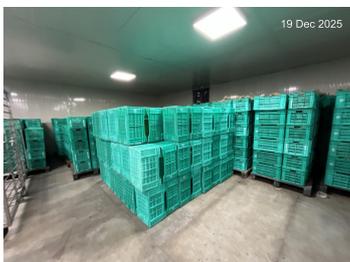
[Lab..JPG](#)



[RM washing-Primary washing area.JPG](#)



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[FG-Freezer Room.JPG](#)



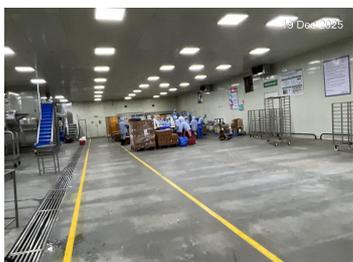
[RM Area.JPG](#)



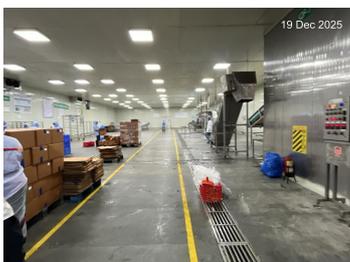
[IQF.JPG](#)



[Main building.JPG](#)



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[Main Processing area.JPG](#)



[Process hall..JPG](#)



[Fire call point.JPG](#)



[Lunch Area.JPG](#)





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[Facility.JPG](#)



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[Eye wash station.JPG](#)



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[Lab.JPG](#)



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[Hand washing station at entrance of plant.JPG](#)



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[IQF Machine.JPG](#)



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[RM Receiving Area.JPG](#)



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[PM transfer window.JPG](#)



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[Not in use machine - outside.JPG](#)



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[Rodent Box.JPG](#)



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[First Aid.JPG](#)



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[RM.JPG](#)



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[Parking.JPG](#)



[Hand wash.JPG](#)



[Female toilet.JPG](#)



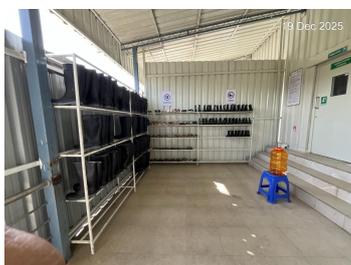
[Reception.JPG](#)



[High care area.JPG](#)



[Freezer -1.JPG](#)



[Gum Boots.JPG](#)



[Male Toilet.JPG](#)



[Notice board.JPG](#)



[Perephery.JPG](#)



[Packaging area.JPG](#)



[Legal Abstracts.JPG](#)



[PPE's in boiler Room.JPG](#)



[Packing area...JPG](#)

[Signed CAPR.pdf](#)

