

Monitored Party <b>AHUJASONS SHAWLWALE PVT LTD.</b>	amfori ID <b>356-000848-000</b>	Address <b>Plot No. A-81, Sector-2, Noida, Gautam Buddha Nagar, Uttar Pradesh - 201301 (India)., 201301 Noida, Uttar Pradesh, India</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Full Monitoring</b>	Monitoring Partner <b>TÜV NORD CERT GmbH</b>
Monitoring Start Date <b>01/04/2024</b>	Closing Meeting Finished Date <b>03/04/2024</b>	Submission Date <b>17/04/2024</b>
Expiration Date <b>17/04/2026</b>	Announcement Type <b>Semi Announced</b>	
Site <b>AHUJASONS SHAWLWALE PVT LTD</b>	Site amfori ID <b>356-000848-002</b>	

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## OVERALL RATING



## SECTION RATING

PA1: Social Management System	<b>C</b>	
PA 2: Workers Involvement and Protection	<b>A</b>	
PA 3: The Rights of Freedom of Association and Collective Bargaining	<b>A</b>	
PA 4: No Discrimination, Violence or Harassment	<b>A</b>	
PA 5: Fair Remuneration	<b>A</b>	
PA 6: Decent Working Hours	<b>A</b>	

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PA 7: Occupational Health and Safety	<b>A</b>	
PA 8: No Child Labour	<b>A</b>	
PA 9: Special Protection for Young Workers	<b>A</b>	
PA 10: No Precarious Employment	<b>A</b>	
PA 11: No Bonded, Forced Labour or Human Trafficking	<b>A</b>	
PA 12: Protection of the Environment	<b>A</b>	
PA 13: Ethical Business Behaviour	<b>A</b>	

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## GENERAL DESCRIPTION

Name of lead auditor: Munish Joshi; APSCA membership number: CSCA 21704129

Name of team auditor (if applicable): Not applicable; APSCA membership number: Not applicable

Name of observers, translators, trainees, advisors/consultants (if applicable): Not applicable

Monitoring partner name: TÜV NORD CERT GmbH

Audit schedule details: This audit was planned for 1.5 days on site with one auditor.

Announcement Type: This was semi announced full audit.

Business partner information:

Legal Entity: Private Limited, The main facility was established in 1983 and they have shifted to current location in January 2022.

Office & physical address: Plot No. A-81, Sector-2, Noida, Gautam Buddha Nagar, Uttar Pradesh - 201301

Scope: Manufacture Of Shawls, Scarves, Stoles, Mufflers.

Processes are RAW MATERIAL PROCURMENT, STICHING, LABELLING, PRESSING, PACKING & DISPATCH.

Audited location information:

The total plot area is about 1845 square meter and covered area of the facility is 3858 square meters. The Facility was operating in 01 building with four floors,

Basement, Ground Floor, First floor and second floors,

Detail are as follows :-

Basement – Labelling, checking, storage, sampling and packing

Ground floor – office, lunch area, creche

First floor - Showroom

Second floor – Showroom Terrace – Diesel Generator

Periphery – Security Room, Fire pump and Toilets

There is no dormitory or canteen provided as there is no legal requirement to the same.

Operating shifts and hours: The company works 6 days in a week in single shift with Sunday as weekly off except security guards who work in three shifts.

Working Time: 1000-1900 including meal breaks of an hour and two tea breaks of 15 minutes in each half of shift.

For guards, shifts are 0600-1400, 1400-2200, 2200-0600

Regular hours are 48hrs/week. All employees receive at least one day off in every seven-day period.

Time recording system: The auditee uses biometric attendance recording system.

Salary payment details: Auditee pays as per minimum wages as defined by state government by accounts transfer to all employees on monthly basis by 7th of each month.

Worker number information:

- Total worker number (production and management workers) : 71 (Including Management)
- Production worker number : Female-00, Males-50
- Vulnerable worker number (e.g., domestic and foreign migrant, young, women, pregnant, seasonal, temporary, disabled, home-based workers) : None
- Any other special group workers (interns, apprentices, contractor workers etc.): None

- Good practices: None

Worker organization details:

It was noted that there wasn't union in the factory. Worker committee was established. worker representatives were elected. There are committees formed, workers committee, H&S committee, ICC, grievance committee and meetings are conducted at predefined intervals.

Circumstances: There was no special circumstance during the audit.

Summary of findings: There were gaps observed in Performance Area 1 Social Management system (1.1, 1.3),

Performance Area 2 Workers' Involvement and Protection (2.1), Performance Area 7 Occupational Health and Safety (7.3, 7.6).

Living wage calculation: #LivingWage Audit team calculated living wage by collecting the data from the workers' and market rates. The methodology used as formula from social accountability international. The calculation is uploaded at platform as well. Total 12 workers' were interviewed to get the information on living wages.

Auditee is not using any confidential information for any purpose other than performing their duties for the company and not disclose it to any third party without the prior consent of the employee.

#### Documentation

Contractor License/permit – As there is no contract worker, it's not applicable.

Agency labour contract - As there is not contract worker, it's not applicable.

Government waivers – Not applicable

Collective Bargaining Agreements – Not applicable

S4C – auditee displayed the poster of S4C and workers' found aware of the same.

## SITE DETAILS

Site  
**AHUJASONS SHAWLWALE PVT LTD**

Site amfori ID  
**356-000848-002**

### GICS Classification

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Sector <b>Consumer Discretionary</b>	Industry Group <b>Consumer Durables &amp; Apparel</b>	Industry <b>Textiles, Apparel &amp; Luxury Goods</b>
Sub Industry <b>Apparel, Accessories &amp; Luxury Goods</b>		

### amfori Process Classifications

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N.A.

### NACE Classification

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N.A.

### GS1 Classifications

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N.A.

### Water Stress Situation

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N.A.

# METRICS

## Key Metrics

Total workforce	61	Workers
Legal minimum wage in local currency	10,275	Monthly
Lowest wage paid for regular work at the site	10,280	Monthly
Calculated living wage in local currency	10,278	Monthly
Total sample	12	Workers

## Other Metrics

Male workers	56	Workers
Female workers	5	Workers
Non-binary workers	0	Workers
Permanent workers - Male	50	Workers
Permanent workers - Female	0	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	14	Workers
Management - Female	7	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	6	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	0	Workers
Domestic migrant workers - Female	0	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	50	Workers
Workers hired directly - Female	0	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	0	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	10	Workers
Sample - Female	2	Workers
Sample - Non-binary	0	Workers

# FINDINGS



## PA1: Social Management System

Site: AHUJASONS SHAWLWALE PVT LTD | Site amfori ID: 356-000848-002

**Question:** 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

### ENGLISH

#### Finding

It was noted during document review and factory round that there were findings in performance areas 1, 2 and 7 of AMFORI BSCI COC which reflect that the management system was not fully effective.

**Question:** 1.3 Is there satisfactory evidence that the auditee has identified their significant business partners and their level of alignment with the amfori BSCI Code of Conduct?

### ENGLISH

#### Finding

It was noted during management interviews and documents review that auditee had developed the audit plan to monitor it's suppliers. Regular audits were conducted, however the auditee missed to plan the monitoring of service providers.



## PA 2: Workers Involvement and Protection

Site: AHUJASONS SHAWLWALE PVT LTD | Site amfori ID: 356-000848-002

**Question:** 2.1 Is there satisfactory evidence that the auditee has good management practices that involve workers and their representatives in sound information exchange on workplace issues?

### ENGLISH

#### Finding

It was noted during management interviews and documents review that regular meeting as regard to workers' committee were happening in the factory, minutes of the meetings were also available. However, the communication system as regard to sharing information with workers' about decisions taken in meetings was not established.



## PA 7: Occupational Health and Safety

Site: AHUJASONS SHAWLWALE PVT LTD | Site amfori ID: 356-000848-002

**Question:** 7.3 Is there satisfactory evidence that the auditee set up an effective management system that ensures they regularly carry out risk assessments for safe, healthy and hygienic working conditions?

### ENGLISH



### Finding

It was noted during management interview and document review that auditee had conducted risk assessment for all of its processes, however auditee missed to evaluate risks associated related to new mothers, pregnant ladies, communicable and non-communicable diseases.

**Question:** 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

### ENGLISH

### Finding

It was noted during management interview and document review that auditee provide all types of required PPEs to all the workers' and same was evidenced during factory round as well, however the record for the issuance of the PPEs to workers' was not updated for last two months.