Sedex Members Ethical Trade Audit Report

Version 7

Sedex, 18 St Swithin's Lane, London, EC4N 8AD, United Kingdom

Contents

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

Sedex site reference	ZS1000012508	**Site name**	Al-Rehman Fabrics
Business name	Al-Rehman Fabrics	**Site address**	P-80, Millat Town No. 3, Millat Road, Small Industrial Estate, Faisalabad PK 38000

Audit details

Sedex company reference	ZC5000011606	**Auditor company name**	SGS Pakistan
Audit company address	H-3/3, Sector 5 Korangi Industrial Area, Karachi, PK, 74900		
Date of audit	2025-10-25	**Audit conducted by**	Habib Ur Rehman
Audit pillars	Labour Standards | Health and safety | Environment 4-Pillar | Business ethics		
Time in and out	Day 1 In 09:05 Out 18:10		
Audit type	Full initial		
Was the audit announced?	Semi announced		

← Contents

Findings →

Was the Sedex SAQ available for review?	Yes
Who signed and agreed CAPR?	M.Arqam Shabbir / Director Operations
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	There is no registered union in the company. Factory has elected Joint Work Council and Worker Representative was present in opening meeting.
Reason for absence during the audit	There is no registered union in the company. Factory has elected Joint Work Council and Worker Representative was present during audit activity.
Reason for absence at the closing meeting	There is no registered union in the company. Factory has elected Joint Work Council and Worker Representative was present in closing meeting.

← Contents

Findings →

SMETA declaration

Auditor team

SMETA declaration	I declare that the audit underpinning the following report was conducted in accordance with SMETA Minimum Requirements and the SMETA Auditor Manual. 1. Where appropriate non-compliances/ non-conformances were raised against the Base Code and local law and recorded as non-compliances/ non-conformances on both the audit report, CAPR and on the Sedex Platform. 2. Any non-conformance against customer code alone shall not be uploaded to Sedex, and will be shared directly with the customer in question. This report provides a summary of the findings and other applicable information found/gathered during the social audit conducted on the above date only and does not officially confirm or certify compliance with any legal regulations or industry standards. The social audit process requires that information be gathered and considered from records review, worker interviews, management interviews and visual observation. More information is gathered during the social audit process than is provided here. The audit process is a sampling exercise only and does not guarantee that the audited site prior, during or post–audit, are in full compliance with the Code being audited against. The provisions of this Code constitute minimum and not maximum standards and this Code should not be used to prevent companies from exceeding these standards. Companies applying this Code are expected to comply with national and other applicable laws and where the provisions of law and this Code address the same subject, to apply that provision which affords the greater protection. The ownership of this report remains with the party who has paid for the audit. Release permission must be provided by the owner prior to release to any third parties.
Any exceptions to the SMETA Methodology must be recorded here (e.g. different sample size)	Nil

Lead auditor	Habib Ur Rehman	**APSCA Number**	32200428
Additional auditor	Muhammad Usman	**APSCA Number**	32400771
Date of declaration	2025-10-25		

← Contents

Findings →

Site representation

Declaration	I acknowledge that details from this report can change during the review process and that I will be given the opportunity to dispute the content once the review has been published.
Full name	M.Arqam Shabbir
Title	Director Operations
Date of declaration	2025-10-25

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
2. Freedom of association and right to collective bargaining are respected	2.D Give appropriate time and space for worke...	Base code	NC ZAF601167179
3. Working conditions are safe and hygienic	3.M Ensure all machinery is installed, mainta...	Local law Base code	NC ZAF601167176
8. Regular employment is provided	8.A Provide a written contract or other bindi...	Local law Base code	NC ZAF601167178
10.C. Business ethics	10.C.F Develop and implement a transparent an...	Base code	NC ZAF601167177

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

Sedex company reference	ZC5000011606	
Sedex site reference	ZS1000012508	
Company name	Al-Rehman Fabrics	
Business ownership type	GOODS	
Site name	Al-Rehman Fabrics	
Site name in local language	Al-Rehman Fabrics	
GPS location	**GPS address**	P-80, Millat Town No. 3, Millat Road, Small Industrial Estate, Faisalabad, 38000, PK
	Coordinates	31.4960195,73.0914197
Is the worksite in a remote location, far from habitation?	Yes Factory is located in an industrial area.	
Site contact	**Contact name**	M.Arqam Shabir
	Job title	Director Operations
	Phone number	+92 300 8666019
	Email	ahmed@rehmanfabrics.com

← Management systems

Worker analysis →

Company and site details

Applicable business and other legally required business license numbers and documents	Directorate of Labour Welfare 2022010800472 dated 22-02-2022. SECP # 0296048 dated 27-05-2025. NTN # 3538387-9. Building Stability Certificate issued by Fakhar Associates, ref # 00244/2025 PEC No. Civil 11697. Env. NOC # DD(EIA)/EPA/F-688(EIA)/2024/0678/0690 dated 31-01-2024 which is valid for three years. Fire Fighting Inspection Certificate from District Civil Defence Headquarters Faisalabad, ref.# C-29/CDOF/2025/110 dated 08-Oct-2025 which is valid till 07-Mar-2026. Electrical Installation Certificate ref.# AES/EI/917 dated 28-08-2025 from Govt. of Punjab approved company "AESCO Engineering Services (Pvt) Ltd.

← Management systems

Worker analysis →

Site activities

Site function	Factory Processing/Manufacturer	
Site activities	**Primary**	Manufacture of knitted and crocheted apparel
	Secondary	
	Other	
Product type	Manufacturer and Exporter of Knitted Apparel.	
Process overview	Products: The facility is manufacturing and exporter of knitted apparel included products: Knitted Polo, T Shirt, Hoodie, Cargo Trouser, Jackets & Shorts. Process: Grey and finished fabric mending/checking, Cutting, Stitching, Finishing, Packing & Dispatch. Machine Summary: Singer 50, Overlock 45, Flat lock 25, Eylet 3, Cropping 08, Bartake 4, kaj button 4 Production Capacity: 75,000/- Pcs per month	
What level of mechanization best describes the work at this site?	No mechanisation is carried out	

Site scope

Is the audited site a physically continuous area?	Yes
What is the area of audited site to its boundary?	1505m²

← Site details

Worker analysis →

Site scope

Building 1	**Last construction works on site**	2018
	If building is shared, provide details	N/A
	Number of floors	2
	Description of floor activities	Ground Floor: Time Office, Accessory Store, Fabric Checking/mending, Grey and Finished Fabric Storage Area, Offices & generator area. First Floor: Cutting, Stitching, Finishing, Pressing & Packing.

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 Workers arranged their own commute.

← Site details

Worker analysis →

Work patterns

Approximate workers on site per month (% of peak)	**January**	95-100%	**February**	95-100%
	March	95-100%	**April**	95-100%
	May	95-100%	**June**	95-100%
	July	95-100%	**August**	95-100%
	September	95-100%	**October**	95-100%
	November	95-100%	**December**	95-100%
Is there any night shift work at the site?	No			

Site assessments

Does this site hold any certifications that address labour standards, human rights, corruption or environmental impact?	No
Has the site assessed for negative impacts on the human rights, lands, resources, territories, livelihoods or food security of indigenous peoples or the local community?	No No such negative impacts assessed.
Has there been a Human Rights Impact Assessment (HRIA) conducted within the last three years at this site?	No No Specific HRIA conducted, however facility is following UN human rights regulations.

← Site details

Worker analysis →

Worker analysis

Gender disaggregated data available	Men and women

Worker totals

	Men		Women		Other		Total	
Number of workers	65	*(86.7%)*	10	*(13.3%)*	-	-	75	*(100%)*

Workers by type

	Men		Women		Other		Total	
Permanent workers (employees)	65	*(86.7%)*	10	*(13.3%)*	-	-	75	*(100%)*
Temporary or fixed term employees	0	-	0	-	-	-	0	*(0%)*
Agency or subcontracted workers	0	-	0	-	-	-	0	*(0%)*
Seasonal workers	0	-	0	-	-	-	0	*(0%)*
Self-employed workers	0	-	0	-	-	-	0	*(0%)*
Informal workers including home workers	0	-	0	-	-	-	0	*(0%)*
Apprentices, trainees or interns	0	-	0	-	-	-	0	*(0%)*

* % of total workforce

← Site details

Worker interviews →

Migrant workers

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

* % of total workforce

Where workers have migrated internally, list the most common internal states workers have moved from	Not Applicable

Workers by age

	Men		Women		Other		Total	
18 - 24 years old	12	(100%)	0	(0%)	-	-	12	(16%)
15 - 17 years old	0	-	0	-	-	-	0	(0%)
Under 15 years old	0	-	0	-	-	-	0	(0%)

* % of total workforce

← Worker analysis

Worker interviews →

Is the worker analysis data relevant for peak season and current to the audit?	Yes
Please list the nationalities of all workers, with the three most common nationalities listed first	Pakistani

Most common nationalities as approximate % of workforce

	Men	Women	Other	Total
Pakistani	87%	13%	-	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	65	*(86.7%)*	10	*(13.3%)*	-	-	75	*(100%)*

* % of total workforce

Workers by payment cycle

	Men		Women		Other		Total	
Paid daily	0	-	0	-	-	-	0	(0%)
Paid weekly	0	-	0	-	-	-	0	(0%)
Paid monthly	65	(86.7%)	10	(13.3%)	-	-	75	(100%)
Other	0	-	0	-	-	-	0	(0%)

* % of total workforce

If other payment cycle entered, please provide details	All Workers are paid monthly.

People in managerial, supervisorial and administrative roles

	Men		Women		Other		Total
Employees in management positions	4	(100%)	0	(0%)	-	-	4
Supervisors or team leaders	2	(100%)	0	(0%)	-	-	2
Administrative staff	2	(100%)	0	(0%)	-	-	2

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	1 Group of 5
Did workers understand the purpose of the audit?	Yes
Were interviews conducted in circumstances to ensure privacy, with the confidentiality of the interview process communicated to the workers?	Yes

← Worker analysis

Measuring workplace impact →

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) Workers did not raise any concern during interviews.
What did the workers like the most about working at this site?	Contracts Equal opportunities Pay Social dialogue (e.g. freedom to associate)
Additional comments	11 employees were randomly selected from different departments. Interviews were conducted in 1 group of 5 and also 6 individual interviews were conducted. Auditors explained the confidentiality of interviews to the workers so that they can speak freely. All workers confirmed that they are satisfied with the facility practices. Also, they are satisfied with the wage structure and working hours of the facility. Also, employees stated that the remunerations paid by the facility is comparative in the market. All employees confirmed that overtime is voluntary, and they can leave the facility anytime in any emergency. Employees also confirmed that there isn't any child labour in the facility. Employees confirmed that they haven't submitted any original documentations, and all original documents are in custody of employees. Employees were aware of Joint Works Council roles and responsibilities and confirmed that they can approach directly to facility management in case of any issue.
Attitude of workers' committee/union representatives	From the interview, the general attitude of Joint Works Council was a positive and favorable. No comment or complaint observed from them. The workers were freely and comfortable to express their comments to the Joint Works Council. The interviewed workers like working environment in the factory. They had quarterly meetings and minute of meetings displayed on notice board for worker's reference.

← Worker analysis

Measuring workplace impact →

Attitude of workers

Attitude of managers	The factory Management was found very co-operative and positive towards audit process and showed commitment to fulfil all pointed out non conformances on immediate basis. The factory management had a system in place to check their current practices against their clients' requirements and the local law, and they took notice of the findings of the internal audit team and had implemented a Health & Safety committee to take care of health and safety concerns. Director Operations is responsible for implementing legal and code standards and responsible to conduct internal audits.

Workers interviewed by type

	Total
Permanent workers	11
Temporary or fixed-term employees	0
Agency or subcontracted workers	0
Seasonal workers	0
Other workers	0
Total number of workers interviewed	11

Workers interviewed by group/individual

	Men	Women	Other	Total
Workers interviewed in groups	5	0	-	5

← Worker analysis

Measuring workplace impact →

Workers interviewed by group/individual

Workers interviewed individually	3	3	-	6

← Worker analysis

Measuring workplace impact →

Migrant workers interviewed

	Men	Women	Other	Total
Domestic migrant workers interviewed	0	0	-	0
International migrant workers interviewed	0	0	-	0
Total migrant workers interviewed	0	0	-	0

← Worker interviews
Measuring workplace impact →

Measuring workplace impact

Gender disaggregated data available	Men and women

Annual worker turnover (%)*

	Men	Women	Other	Total
Last full quarter (90 days)	1.5%	0.0%	-	1.5%
Last full calendar year (2024)	3.0%	0.0%	-	3.0%
Previous full calendar year (2023)	4.0%	0.0%	-	4.0%

* Number of workers leaving in last 12 months as a % of average total number of workers on site over the year.

Rate of absenteeism (%)*

	Men	Women	Other	Total
Last full quarter (90 days)	1.3%	0.0%	-	1.3%
Last full calendar year (2024)	3.5%	0.0%	-	3.5%
Previous full calendar year (2023)	4.0%	0.0%	-	4.0%

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

Are accidents recorded?	Yes Management keeps record of work-related accidents. Record of last 12 months was verified during audit.

← Worker interviews

Code area 0 →

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

	Men	Women	Other	Total
Last full quarter (90 days)	4.0%	0.0%	-	4.0%
Last full calendar year (2024)	13.33%	0.0%	-	13.33%
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%	-	2.0%
Last full calendar year (2024)	0.0%	0.0%	-	1.0%

← 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%	-	3.0%

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%

← Measuring workplace impact

Code area 0 →

0. Enabling accurate assessment

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
	No findings		

Systems and evidence examined to validate this code section	- The facility has provided all information and documents related to assessment, overall management behavior found satisfactory and did not cause any obstruction in assessment and interview process. - No bribe offered by facility and Integrity was maintained by facility. - Facility has Human rights policy, training given to all employees on the need to protect human rights, last session as conducted on dated 01-Oct-2025. - Facility has the policy to conduct Internal audit on annual basis. Last Internal Audit was conducted on 09-Aug-2025. - Facility has conducted MRM on 21-Aug-2025 in which issues were discussed regarding Legal, Environmental, Health & Safety, Security and Sustainability compliance. Also discussed the new requirements and challenges. Evidence Examined: • Social compliance policy and procedure manual • Law updates minimum wage revision. • Job description of Director Operations • Internal audit reports • Company policies • Training record

← Measuring workplace impact

Code area 1 →

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

← Code area 0

Code area 1 →

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

← Code area 0

Code area 1.A →

Management systems

Explanation for management systems grades	- The facility has implemented a robust policy and comprehensive procedures that explicitly prohibit all forms of forced, bonded, or involuntary labor, in line with both national legal requirements and the SMETA 4-Pillar audit standards. The policy ensures that workers are not subjected to coercion, do not pay recruitment fees, and maintain unrestricted access to and control over their personal identification documents at all times. It is formally reviewed on an annual basis and incorporates risk assessments focused on recruitment practices and labor sourcing. - Director Operations has been officially appointed to oversee the implementation and continuous improvement of policies related to freely chosen employment. This person has cross-departmental authority and is responsible for regular monitoring, internal reviews, and direct reporting to senior management on potential risks, policy effectiveness, and any needed system enhancements. - All workers, including supervisors and managerial staff, receive training on the facility's policies regarding freely chosen employment during induction and at periodic intervals. Training materials are made available in the local language(s), and the effectiveness of training is evaluated through post-training assessments and feedback collection. - A structured compliance monitoring framework is in place. This includes scheduled internal audits, random worker interviews, document checks (e.g., employment contracts, recruitment records), and ongoing evaluation of labor sourcing practices. The system also outlines clear procedures for implementing corrective actions and conducting periodic risk reviews in alignment with SMETA 4-Pillar requirements.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
	No findings		

← Code area 0

Code area 1.A →

Systems and evidence examined to validate this code section	- The facility has established, documented, maintained, and effectively communicated forced labour policy and procedure. - As per policy company sternly discourages forced labour all company's policies and procedures are very much compatible to the consent and free movement of the employees. Workers are not required to lodge "deposit" any kind of their (educational certificate), identity papers or any other personal belongings with the employer and are free to leave the company after reasonable notice. No prison labour was found working during facility visit. - Policy was communicated to the workers through notices, worker's handbook, and orientation and in awareness training sessions; last session was conducted on 01-Oct-2025. - Facility allows employees to move freely within their designated work areas during work hours, including access to drinking water and toilet facilities. Employees can leave the facility during extended meal periods or after work hours, confirmed during worker interviews. - Facility has assigned qualified person with responsibility for communicating, training, deploying, monitoring, and ensuring the implementation of forced labour policy and procedure. - Director Operations is responsible person for policy communication, monitoring, training & Implementation. - Through workers interview it was confirmed that workers are free to leave factory at the end of their work shift, also workers can resign with one month notice or salary in lieu. No sign of force labour was found in the factory during worker's interview, documents review, and facility visits. - The facility has also communicated the policy to all its suppliers and contractor's records of acknowledgment reviewed during audit. - Employment contract was found in accordance with local law and in native language which was found maintained at worker's personal files. - No such long-term loan scheme is in practice which restricts employees from leaving the facility. Overtime working is on voluntary basis worker can deny overtime working without any repercussions. - The facility is only retaining copies of National identity cards and education certificate in employee's personal files; no original documents are being retained as a condition of employment. Evidence Examined: • Forced labour policy • Facility tour • Worker's interview • Workers personal file • Employment contract terms and condition

← Code area 0 Code area 1.A →

1. Employment is freely chosen

Data points

If required under local law, is there a published 'modern slavery' or similar statement?	Not Applicable
Does the site utilise any workers who are prisoners?	No
Does the site use the labour of persons required to work under any government scheme?	No

← Code area 1

Code area 1.A →

1.A. Responsible recruitment and entitlement to work

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems

← Code area 1

Code area 2 →

Management systems

Explanation for management systems grades	- The site has established comprehensive and well documented recruitment and hiring procedures that fully align with SMETA 4-Pillar Workplace Requirements. These procedures include verification of the legal right to work, a strict prohibition on recruitment fees, and the use of written employment contracts in languages understood by workers. Procedures are reviewed periodically and updated in accordance with changes in legislation or operational needs. - Responsibility for overseeing recruitment and entitlement to work procedures has been formally assigned to the Director Operations. This individual holds sufficient authority and resources to ensure policy implementation across all departments, including the management of agency-supplied and migrant workers. Responsibilities are clearly defined and integrated into the broader HR and compliance framework. - The facility has implemented a structured training program with designated responsibilities for communication and delivery. All workers receive training on their employment contracts, statutory rights, and grievance mechanisms. In parallel, HR personnel and management staff receive targeted training on responsible recruitment practices, right-to-work verification, and legal compliance. The effectiveness of training is evaluated through feedback collection, interviews, and knowledge assessments. - A robust monitoring system is in place to evaluate recruitment and employment practices. This includes regular audits of third-party labor providers, periodic verification of identity and legal work authorization documents, and systematic reviews of employment contracts. Any identified issues are tracked and addressed through corrective action processes. Monitoring results and follow-up actions are documented, and trend analysis is performed to support continuous improvement and informed decision-making by management.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding

No findings

← Code area 1

Code area 2 →

Systems and evidence examined to validate this code section	Recruitment policy and employee contract, terms & condition and wages records were reviewed during audit, All Employees are national and have right to work. Evidence Examined: • Social compliance policy and procedure manual • Procedure for recruitment • Payroll records • Pay slips

1.A. Responsible recruitment and entitlement to work

Data points

Labour hire

Does the site use labour providers and/or formal, temporary, seasonal or guest worker programmes?	Workers are recruited, selected, and hired directly by our company
How do the labour providers recruit and hire workers?	N/A - Recruitment providers not used
Where labour providers were used to recruit, what was the highest number of tiers identified in a workers recruitment journey?	0
Are there any subcontracted workers (excluding dispatched labour) on site?	No
Were all non-employee (e.g. agency or subcontracted) workers included within the scope of this audit for the purpose of document review and (if onsite on date of audit) interview?	Not Applicable
Were sufficient documents for non-employee (e.g. agency or other subcontracted) workers available for review?	Not Applicable

Migrant workers

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

← Code area 1.A Code area 2 →

Percentage of workers that are migrant	0%
Do any workers migrate from other states, provinces or regions within the country to work at this site?	No

Recruitment fees

Were you able to detect recruitment fees and costs paid by workers during the recruitment and employment process?	Not Applicable
Were recruitment fees or costs identified during worker interviews?	No No recruitment fees or costs identified during worker interviews.

← Code area 1.A
Code area 2 →

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

← Code area 1.A

Code area 3 →

Management systems

Explanation for management systems grades	- The facility has developed and implemented a clearly documented policy that affirms workers' rights to freedom of association and collective bargaining in accordance with local laws and SMETA 4-Pillar Workplace requirements. The policy explicitly states that workers are free to join or form trade unions or worker committees of their choosing, without fear of retaliation, discrimination, or interference. These policies and procedures are reviewed at least annually and updated as needed to reflect legal or regulatory changes. - The site has designated the Director Operations to oversee adherence to the freedom of association policy. This role includes responsibility for ensuring all departments are aligned with the policy. - Policies and procedures are integrated into the site's overall human resource management system and are communicated to workers in the local language during induction and ongoing training sessions. Record of training maintained. However, a gap found related to workers awareness. - Monitoring the effectiveness of implementation and facilitating regular dialogue between workers and management. At the time of audit, a functional worker Management Council was in place with elected worker representatives, holding regular, documented meetings with management to raise and discuss workplace concerns. Meeting minutes, agendas, and attendance records were reviewed and found to be in compliance with best practice guidelines. No evidence was found of interference with workers' rights to freely associate. However, the factory training system not effectivity implemented and gap found. The facility needs to provide training and conduct regular monitoring of training to ensure all workers aware about the committee functions.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
2. Freedom of association and right to collective bargaining are respected	2.D Give appropriate time and space for worke...	Base code	NC ZAF601167179

← Code area 1.A

Code area 3 →

Systems and evidence examined to validate this code section	- The facility has defined freedom of association policy and procedure, as per policy company respects the just, legal, ethical, and social rights, facilities and needs of all employees. Purely on non-discriminatory basis, all employees of the company possess freedom and right to associate and collectively bargain by just, ethical, and legal means to protect their rights. - On parallel means, all employees are free to elect their representatives for their rights protections. There is a Joint Works Council which consists of 06 members, of which, 03 elected worker members, out of the worker nominations and 03 nominated Management representatives. - Joint Works Council election was conducted on 18-August-2025 for the period of Two years. - Joint works Council conducts meeting on quarterly basis. Last meetings were conducted on 21-Aug-2025. Council discusses few housekeeping issues. Records of the same were verified. - The facility needs to improve training as a gap found related to committee awareness among workers. Evidence Examined: • Freedom of Association policy and procedure • Joint Works Council election records • Joint Works Council meeting minutes • Interviews and discussion with workers

← Code area 1.A

Code area 3 →

Findings: non-compliances

ZAF601167179

Non-compliance

Due 2026-01-03

Code area

2 Freedom of association and right to collective bargaining are respected

Workplace requirement

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

Issue title

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

Description

During workers interview, it was noted that 05 out of 11 sampled workers were unaware of the functions of Joint Work Council.

Corrective and preventative actions

It is recommended that the facility should arrange a training session for workers regarding the awareness of Joint Work Council along with training outcome evaluation.

Status

Closed (2025-11-10)*

Time given to resolve

60 days

Verification method

Desktop audit

Area of non-compliance/non-conformance

Base code

* PDF generated at 16:35 (UTC) on 10 Nov 2025. View this finding on the Sedex platform for live updates and closure details.

← Code area 2

Code area 3 →

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?	Yes
Are the worker representative bodies, trade union or otherwise, accessible to all workers, including more vulnerable workers (such as female, migrant, agency, and seasonal workers)?	Yes
Are the worker representatives freely elected by the workforce as a whole?	Yes
Does union/worker committee membership reflect the gender composition of the workforce?	Yes
Does the membership reflect the nationality composition of the workforce?	Yes
Has there been any industrial action (e.g. strikes, unrest, or cases raised to formal tribunals or labour courts) in the past two years?	No

← Code area 2

Code area 3 →

3. Working conditions are safe and hygienic

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Fundamental Improvements Required
Monitor the effectiveness of procedures to meet policy and workplace requirements	Fundamental Improvements Required
Explanation for management systems grades	- The facility has established comprehensive and up-to-date health and safety policies and procedures that address key operational risks. These policies are integrated with broader site-level risk assessments and are reviewed at least annually. Oversight and final approval are provided by the Director Operations. The policies reflect both national legal requirements and general industry good practices. - Responsibility for health and safety has been formally assigned to the Director Operations, who possesses relevant experience and authority to lead the implementation of H&S protocols. This role is well-documented in the facility's organizational structure and procedures. The Director Operations also chairs the Health & Safety Committee, facilitates resource allocation, and ensures coordination across departments. - Training on health and safety is conducted and recorded, covering essential topics such as the use of PPE, fire safety, and chemical handling. However, gap found related to training regarding implementation of health & safety system. - Health and safety monitoring activities are performed. Factory maintained internal audit and management review meetings. Inspection records are maintained. During audit some gap were identified related to implementation and monitoring. - Factory need to take all necessary corrective action as per non-conformities given in CAP report.

← Code area 2 Code area 4 →

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
3. Working conditions are safe and hygienic	3.M Ensure all machinery is installed, mainta...	Local law Base code	NC ZAF601167176

← Code area 2
Code area 4 →

Systems and evidence examined to validate this code section	The factory has defined Health and Safety policy and procedure in its social compliance manual as per policy "Company's core priority is to provide employees with neat and clean, safe and healthy environment. - Company's facilities include availability of edible items including potable water, separated toilets, tidy and unpolluted air, noise safety, adequate lighting, installation of firefighting, first aid and other emergency equipment and related drills / trainings". Facility has appointed Director Operations to ensure proper implementation, monitoring and training of H&S requirements. Facility has established Environment, Health, and safety committee 07 members respectively from all departments Environment, Health and safety committee meets monthly and discusses health and safety issue and provides their recommendation to management for rectification last meeting held on 26-09-2025. - Factory has obtained Fire Fighting Inspection Certificate from District Civil Defence Headquarters Faisalabad, ref.# C-29/CDOF/2025/110 dated 08-Oct-2025 which is valid till 07-Mar-2026. According to this certificate factory has installed sufficient firefighting equipment in accordance with local law. - The factory has Building Stability Certificate issued by Fakhar Associates, ref # 00244/2025 PEC No. Civil 11697. In this certificate above firm certified that they have carried out a detailed survey of the building and material which was found satisfactory and is in accordance with the recognized standards required by the Architects and Builders Association and further that the coercion has been carried out in such a way as to give the building reasonable stability and to provide the maximum safety in working the machines housed in the building. - Electrical Installation Certificate ref.# AES/EI/917 dated 28-08-2025 from Govt. of Punjab approved company "AESCO Engineering Services (Pvt) Ltd. - The factory conducted recent evacuation drills which were held for General shift on 03-09-2025. - Facility has installed 18 fire extinguishers, 07 fire alarms, 32 Smoke detectors, 06 fire exits, 06 Emergency lights, 08 Fire buckets, Hosereel 02and all firefighting equipment found well maintained. - Facility has maintained injury log / accident log 2024 and 2025 which was reviewed during audit. Minor 14 injuries recorded. - Facility has provided firefighting trainings & First aid trainings on 08-10-2025. Workers were found trained on use of firefighting equipment and first aid techniques. - Factory has mounted 06 first aid kits with sufficient supplies in all department. - HSE trainings like Use of PPEs, Machine Safety & Chemical Safety was conducted on 05-08-2025. These training were provided to all employees on regular basis as part of orientation. - There was total 08 toilets, 6 Male and 02 Female Toilets. Toilets were found clean. Facility is providing free of cost drinking water to all workers, facility has obtained drinking water test report Ref.# WELCOS/2025/DW/1147 from WELCOS dated 16-10-2025.

← Code area 2 Code area 4 →

The general EHS conditions such as hygiene, lighting and ventilation etc. were all acceptable.
- During site visit some gap found related to health and safety and factory need to take corrective action on these issues as given in CAP.

Evidence examined:
• Health and safety policy and procedure.
• Certificate of building stability
• Evacuation drill records.
• Firefighting equipment inspection certificate.
• Health & safety trainings like First aid, firefighting, and use of PPE training records.
• Injury and accident records.
• Health and safety inspection reports.
• Machineries and equipment's inspection reports.
• Fire safety list of equipment's.
• Machine maintenance record.
• Test reports of drinking water.
• Worker's hygiene cards and vaccination reports.

← Code area 2

Code area 4 →

Findings: non-compliances

ZAF601167176

Non-compliance

Due 2025-12-04

Code area

3 Working conditions are safe and hygienic

Status

Closed (2025-11-10)*

Workplace requirement

3.M Ensure all machinery is installed, maintained, and used in a safe manner.

Time given to resolve

30 days

Issue title

264 - Machines lack appropriate safety guards (e.g. eye or needle guards on sewing machines, belt/hand guards on other machines)

Verification method

Desktop audit

Area of non-compliance/non-conformance

Local law

Base code

Description

During site visit, it was noted that safety barriers found missing with small compressor at ground floor and also approx. 20% single machine and overlock machines found with safety shields/needle guards in stitching sections at 1st floor.

Corrective and preventative actions

The facility should install safety barriers around compressor and install safety shields/needle guards on overlock and single needle machines.

Local law reference

In accordance with: Factories Act 1934, Section 26, In every factory the following shall be securely fenced by the safeguards of substantial construction which shall be kept in position while the parts of machinery required to be fenced are in motion or in use.

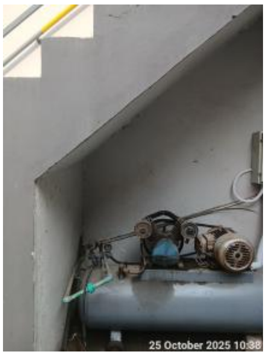
Evidence

← Code area 3

Code area 4 →

[Single needle machine found without needle cover.jpg]

[Overlock machine found without needle cover.jpg]



[Safety barriers not provided with Compressor.jpg]

* PDF generated at 16:35 (UTC) on 10 Nov 2025. View this finding on the Sedex platform for live updates and closure details.

3. Working conditions are safe and hygienic

Data points

Is someone within the company responsible for health and safety?	Yes, senior manager or business owner
Do workers operate high risk or heavy machinery or vehicles as part of their jobs?	Yes
Do workers handle or have access to hazardous substances (e.g. chemicals or pesticides)?	Yes These substances include all Lubricant oils and Diesel. Workers who handle these, are trained in proper handling techniques and use of personal protective equipment (PPE). Compliance of implementation was verified during site tour, worker interviews and document review.
Who organises accommodation for workers?	Not applicable
Who organises worker transportation between accommodation and worksite?	Not applicable
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 The factory has building stability certificate issued by Fakhar Associates, ref # 00244/2025 PEC No. Civil 11697. In this certificate above firm certified that they have carried out a detailed survey of the building and material which was found satisfactory and is in accordance with the recognized standards required by the Architects and Builders Association and further that the coercion has been carried out in such a way as to give the building reasonable stability and to provide the maximum safety in working the machines housed in the building.

← Code area 3

Code area 4 →

Does the visual appearance of the building give you any immediate concerns about the structural integrity of the building?	No
Are there any cracks observed in the walls, floors, ceilings or other areas of the facility, both internally or externally?	No
Does the site have a structural engineer evaluation?	Yes

← Code area 3

Code area 4 →

4. Child labour shall not be used

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems

← Code area 3
Code area 5 →

Management systems

Explanation for management systems grades	- The facility has established and implemented a comprehensive child labour policy that strictly prohibits the employment of workers below the minimum legal age, in accordance with national labour laws and SMETA 4-Pillar requirements. The policy also includes safeguards against the engagement of young workers in hazardous work and outlines procedures for age verification, monitoring, and remediation. Formal recruitment procedures include thorough documentation and verification of age using valid government-issued identification. This is supported by cross-checks during recruitment and periodic internal reviews. No evidence of child labour or young workers engaged in hazardous tasks was found during the audit. - Director Operations is formally responsible for enforcing the child labour policy. Responsibilities include oversight of recruitment records, coordination with supervisors, and maintaining continuous compliance with applicable laws and SMETA standards. All staff involved in hiring, including HR and line managers, are trained on the child labour policy and legal age verification requirements. Training records confirmed that awareness sessions are held during induction and reinforced periodically. Workers interviewed demonstrated understanding of the policy and indicated that management communicates clearly regarding age-related employment restrictions. A structured monitoring system is in place, which includes internal audits of recruitment records, employee file checks, and periodic validation of workforce age data. Although no instances of child labour were identified, the facility has a written remediation policy outlining steps to be taken in case a case of underage employment is discovered, including coordination with child welfare authorities and support for education. Overall, the facility has a strong system in place to prevent child labour and demonstrates commitment through documented procedures, staff training, and proactive monitoring.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
	No findings		

← Code area 3

Code area 5 →

Systems and evidence examined to validate this code section	- The facility has defined child labour policy and procedure. -The facility has communicated the policy through notices & signs at main gate of the factory and also through awareness session. Last awareness session was held on 01-Oct-2025. - No workers below 18 years are employed in the factory. As per hiring procedure prospective workers with authentic age verification documents will be considered. - HR department ascertains workers age during appointment through documents and interview; workers age verification documents were kept in their personal files for verification. Evidence Examined: • Child labour policy and procedure. • Personal file for age proof document (CNIC) • Facility visits, interview with suspected workers.

← Code area 3

Code area 5 →

4. Child labour shall not be used

Data points

Percentage of workers that are age 24 or younger	16%
Enter the legal age of employment	15
Enter the age of the youngest worker identified	19
Enter the number of workers under local legal minimum age	0
Enter the number of workers under 15 years old	0
Percentage of workers that are apprentices, trainees or interns	0.0%
Were there children present on the work floor but not working at the time of audit?	No
Do children live at the accommodation provided to workers?	Not Applicable

← Code area 4

Code area 5 →

5. Legal wages are paid

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	- The facility has a clearly defined and up-to-date wage policy that aligns with all applicable legal requirements and relevant client expectations. The policy outlines comprehensive procedures for wage calculation, overtime, bonuses, statutory benefits, and deductions. It is regularly reviewed and updated in accordance with changes in legislation, with version control maintained for transparency and traceability. - Director Operations is responsible for overseeing the implementation and compliance of the wage policy. This role is well-documented and includes ensuring timely policy updates, reviewing payroll accuracy, and reporting wage compliance status to senior management. - Training provided to workers on compensation & benefits, and they are aware about these policies. Workers are informed of their wage structures, pay cycles, and deductions through onboarding sessions and regular training. - A structured payroll audit system is established, incorporating periodic internal reviews and external audits.

← Code area 4

Code area 5.A →

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
	No findings		

← Code area 4

Code area 5.A →

Systems and evidence examined to validate this code section	- The facility has Compensation & Benefits policy and procedure. As per policy, Company provides compensations and benefits to all the employees as per state law. - Employees are paid their salary / wages in form of cash along with itemized pay stub. Over time hours are compensated at double rate than that of average pay / wages. - Company facilitates all the employees with legal benefits like social security, group insurance, old age benefits, bonus (as per company's annual profit), annual leaves (or encashment) maternity and other leaves. - During documents review and workers interview it was noted that factory was paying PKR 40,000 per month and PKR 1538 per day as minimum wage to workers. - Facility pays the salary before the end of 7th day of each month. - Director Operations is responsible person to act on complaint/ objection logged / raised and discuss this matter in Joint Works Council meeting and resolve it on priority basis. - Factory was keeping record of the workers wage and wage slips were provided to the workers. - All employees are covered through Group Life Insurance program. - Factory provides Social security benefit to workers. Social security and EOBI contribution payment records were reviewed for last 03 months and found maintained. - Facility is paying Gratuity to all employees at the time of their resignation or separation from their services. For verification, full and final settlement records were reviewed. - Remuneration records for 11 sample workers were verified for the month of September 2025, April 2025 and October 2024 were verified. - Bonus was paid in the form of 1 gross salary for the Year 2024-25 on 18-August-2025. Evidence Examined: • Remuneration record of 11 workers record check for the month of September 2025, April 2025 and October 2024. • Production records for the month of September 2025, April 2025 and October 2024. • Wage slips of the workers • Record of Social Security and EOBI contribution slips (Last 3 months) • Record of group insurance • Leave Record of the workers • Worker Interviews

← Code area 4 Code area 5.A →

5. Legal wages are paid

Data points

What is the basic wage paid to workers?	Wages are based on job skills and experience The legal minimum wage
Does the site use digital payment methods (i.e. money paid directly into a bank account) to pay workers?	Does not use digital payments (give details) All employees are cash paid.
How much as a percentage of their pay does a worker receive as 'payment-in-kind' benefits?	None

Worker renumeration

Which benefits are provided to permanent or full-time workers that are not provided to temporary or part-time workers?	Not applicable

Summary information

Is legal wage/legally recognised CBAs data available for any of these options?	Monthly	
Is actual wage data available on site for any of these options?	Monthly	
Maximum legal working hours	**Max hours per day**	8.0
	Max hours per week	48.0
	Max hours per month	208.0

← Code area 5 Code area 5.A →

Actual required working hours	**Required hours per day**	8.0
	Required hours per week	48.0
	Required hours per month	208.0
Maximum legal overtime hours	**Max hours per day**	2.0
	Max hours per week	12.0
	Max hours per month	48.0
Actual overtime hours	**Max hours per day**	0.0
	Max hours per week	0.0
	Max hours per month	0.0
Minimum legal wage	**Min per hour**	Non applicable
	Min per day	1538.46
	Min per week	Non applicable
	Min per month	40000.0
Actual minimum wage	**Actual per hour**	Non applicable
	Actual per day	1538.46
	Actual per week	Non applicable
	Actual per month	40000.0
Minimum legal overtime wage	**Min per hour**	384.61
	Min per day	Non applicable
	Min per week	4615.38
	Min per month	Non applicable

← Code area 5 Code area 5.A →

Actual minimum overtime wage	**Actual per hour**	0.0
	Actual per day	0.0
	Actual per week	0.0
	Actual per month	0.0

Wage analysis

Number of workers' records checked	11
Provide the date and details of the records	Remuneration record of 11 workers was reviewed for the months of September 2025, April 2025 and October 2024.
Are there different legal minimum/ legally recognised CBAs wage grades?	No
For the lowest paid workers, are wages paid for standard/contracted hours (excluding overtime) below or above the legal minimum/ legally recognised CBAs?	Meets legal minimum
Indicate the breakdown of workforce per earnings	In factory, 100% workers are paid as per Minimum wage defined by the factory. 75% of workers are getting minimum wage and 25% of workers are getting above minimum wage. No employee was found being paid lower than the wage defined in the Punjab Gazette.
Are there any bonus schemes used?	Yes Bonus was paid in the form of 1 gross salary for the Year 2024-25 on 18-August-2025.
Were accurate records shown at the first request?	Yes
Were any inconsistencies found?	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			

Systems and evidence examined to validate this code section	- The facility has internal procedure on how to conduct Living wage. SAAS based formula has been used while calculating the Living wage that includes region-specific and considers family size & basic needs. - Director Operations is responsible to make sure the calculation has been implemented as per SAAS benchmark and make sure that Living wage is updated annually or local wage revision or as per need. - The facility has calculated its living wage and implemented it accordingly. Current living wage calculated by the factory which is PKR 44,664. Evidence Examined: • Living wage procedure • Living wage calculation • Pay slips • Payroll record • Worker interview

6. Working hours are not excessive

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	- The facility has established comprehensive and well-documented procedures governing working hours and overtime, which are regularly reviewed and aligned with both local legal requirements and international labor standards. These procedures apply to all categories of workers, including special considerations for vulnerable groups such as young workers or pregnant employees. The procedures are embedded into operational practices and made accessible to relevant staff. - Director Operations, who holds adequate decision-making authority, is formally assigned to oversee the implementation and monitoring of working hour policies. This responsibility is clearly outlined in organizational documents, and delegation protocols are in place to ensure continuity during periods of absence or staff transition. - All employees, supervisors, and relevant management personnel receive regular training on working hour regulations, including limits on daily and weekly hours, overtime provisions, and mandatory rest periods. Training is documented and available in local languages. - The facility has an active monitoring framework in place, which includes regular analysis of time and attendance records, internal audits, and key performance indicator (KPI) tracking. Management reviews monitoring outcomes, implements corrective actions are well implemented.

← Code area 5.A

Code area 7 →

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
	No findings		

Systems and evidence examined to validate this code section	- The facility has defined working hour's policy and procedure in its social compliance manual as per policy the management of company is committed to ensure working hours in compliance to legal requirements. - Management ensures that regular working hours don't exceed 48 hrs per week and facility has overtime policy which included hours don't exceed 12 hours per week. Management ensures that 7th day weekly rest is ensured. However, in case of "Urgent Business Needs" work can be performed on weekly rest provided all legal compliance is ensured. • Urgent business needs can be considered in following business circumstances: Strike in the city and loss of production. • Limited to delays / interruptions in production caused by Natural Calamities or • unscheduled power failures. • No repetitive production deadlines or unforeseen circumstances which are beyond employer's control". - During audit, it was noted that factory operates in General Shift: 0900 To 1800. - Factory has installed card scan machine for recording working hours in the factory. - All workers have at least one day off in a week and generally Friday is rest day. - Working hours in the factory is 8 hours per day and 48 hours per week. Maximum 2 hours a day and 12 hours per week overtime is allowed in the factory, however, no overtime was observed in sample months. - Working hours records for 11 sample workers were verified for the month of September 2025, April 2025 & September 2024. Evidence Examined: • Factory policy and procedure for working hours in the factory • 11 workers record check for the month of September 2025, April 2025 and October 2024. • Production Records for the month of September 2025, April 2025 and October 2024. • Worker Interviews

← Code area 5.A

Code area 7 →

6. Working hours are not excessive

Data points

Is the sample size the same as in the wages section?	Yes
Normal day overtime premium as a percentage of standard wages	200%
If the site pays an overtime premium of less than 125% and this is allowed under local law, are there other considerations?	Not applicable as facility has overtime payment policy of working hours on rest days and festival holidays on premium rate of 200% & 300% respectively as defined in local law. However, no overtime performed 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	- A comprehensive anti-discrimination and equal opportunity policy is in place, covering all legally protected attributes and including examples of prohibited behaviors. It is supported by detailed procedures for prevention, reporting, investigation, and remediation of incidents. The policy is reviewed annually and integrated into broader HR and ethics frameworks. - Director Operations is formally assigned to oversee anti-discrimination systems and reporting mechanisms. Their responsibilities are clearly defined and backed by senior management. The role includes overseeing investigations, leading corrective actions, and reporting trends to executive leadership. - A structured and recurring training program is in place, covering discrimination awareness, inclusive behaviors, unconscious bias, and grievance procedures. The training is tailored for different audiences (workers, supervisors, HR), delivered in relevant languages, and includes effectiveness assessments. Training records are well maintained. - The site regularly tracks and analyzes all incidents or complaints related to discrimination. Trends are reviewed by senior management and the responsible officer to identify systemic issues. Anonymous surveys, exit interviews, and grievance data are used to evaluate the effectiveness of training and policies. Results lead to documented corrective actions and improvement plans.

← Code area 6   Code area 8 →

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
	No findings		

Systems and evidence examined to validate this code section	- The facility has defined non-discrimination & equity policy and procedure and as per policy is not engage in or support discrimination in hiring, compensation, access to training, promotion, termination, or retirement based on race, caste, national origin, religion, disability, gender, sexual orientation, union membership, or political affiliation. - During audit, through workers interview and documents review, no sign of discrimination was observed in the factory. - During audit it was confirmed that facility's environment is free from misbehaviour activities, such as gesture, language and physical contact that is sexually coercive, threatening, abusive or exploitative. - Anti-discrimination policy is found posted on employee notification boards at production floors. Factory has equal employment opportunity policy. Facility has appointed Manager Compliance for communicating, training, deploying and monitoring and ensuring the implementation of non-discrimination policy and procedure. Last training was conducted on 01-10-2025. - Workers are hired, compensated & promoted based on capability and merit without any distinction, different social and ethnic background workers were found working in the factory. Evidence Examined: • Policy and procedure for non-discrimination • Wage records of male and female workers • Maternity benefit policy and procedure for female workers • Terms and condition of employment

← Code area 6

Code area 8 →

7. No discrimination is practiced

Data points

Percentage of women workers in skilled or technical roles (e.g. where specific qualifications are needed, such as engineer/laboratory analyst)?	0%
Representation of women in managerial roles (ratio of women workers to women managers)	0%
Representation of women in supervisory roles (ratio of women workers to women supervisors)	0%
Three most common nationalities in managerial and supervisory roles	All the Management and Supervisory staff members are Pakistani.

← Code area 7

Code area 8 →

8. Regular employment is provided

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	- The facility has established well-defined and detailed policies and procedures that support the principle of regular employment. These policies are aligned with national legal requirements and SMETA Workplace Standards and cover all types of employment relationships, including permanent, contractual, and probationary staff. The policies include mechanisms for periodic review and are updated regularly to reflect legal or operational changes. - Director Operations is formally responsible for the implementation and oversight of employment practices. This responsibility is clearly documented within the facility’s organizational framework. The role is supported by a broader HR team, with succession planning in place to ensure continuity in case of role changes or staff absences. - Comprehensive and role-specific training on employment policies is provided to HR personnel, line managers, and workers. The training content is periodically updated to remain current with evolving labor regulations. However, a gap found and factory need to improve training system. - The facility conducts regular and systematic monitoring of employment documentation and worker records to verify compliance with internal policies and applicable labor laws. However,, a gap found and factory need to take corrective action.

← Code area 7 Code area 8.A →

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
8. Regular employment is provided	8.A Provide a written contract or other bindi...	Local law Base code	NC ZAF601167178

Systems and evidence examined to validate this code section	- During audit, it was noted that employment in the factory is based on recognized employment relationship established through national labour law & regulations. No casual and seasonal were found hired in the factory during document review, facility visit and worker's interview. - Recruitment policy and employment contract and terms and condition reviewed during audit. Evidence Examined: • Employment policy and procedure • Terms and condition of Employments • Personal files of the workers

← Code area 7

Code area 8.A →

Findings: non-compliances

ZAF601167178

Non-compliance

Due 2025-12-04

Code area

8 Regular employment is provided

Workplace requirement

8.A Provide a written contract or other binding agreement that specifies the terms and conditions of employment, that meet all legal requirements, in a language workers can understand.

Issue title

920 - Isolated occurrence of workers not being given a copy of their contracts or letter of appointment (including digital copy)

Description

During worker interview, it was noted that appointment letter not issued to 4 out 11 sample workers.

Status

Closed (2025-11-10)*

Time given to resolve

30 days

Verification method

Desktop audit

Area of non-compliance/non-conformance

Local law

Base code

Corrective and preventative actions

The facility should issue appointment letters to all workers.

Local law reference

Local law Reference. Industrial and Commercial ordinance 1968 Section 2 Sub Section 2-A Terms and conditions of service to be given in writing.– Every workman at the time of his appointment, transfer or promotion shall be provided with an order in writing, showing the terms and conditions of his service.

* PDF generated at 16:35 (UTC) on 10 Nov 2025. View this finding on the Sedex platform for live updates and closure details.

← Code area 8

Code area 8.A →

8. Regular employment is provided

Data points

Percentage of workers that are permanently or temporarily employed	100.0%
Percentage of workers that have been engaged via irregular, sub-contracted or non-employment models of labour, rather than permanent or temporary contracts of employment	0.0%
Percentage of workers employed as apprentices, trainees or interns	0.0%

← Code area 8

Code area 8.A →

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

← Code area 8

Code area 9 →

Management systems

Explanation for management systems grades	- The facility has established comprehensive policies and procedures related to subcontracting and homeworking that meet the fundamental requirements of applicable Workplace Standards. These procedures address key elements such as due diligence, approval protocols, performance monitoring, and specific provisions for managing homeworker arrangements. Policies are reviewed and updated regularly to reflect changes in operational needs and legal regulations. - Responsibility for the implementation and oversight of these policies has been clearly assigned to the Director Operations. This role includes coordination with relevant departments such as production, procurement, and quality, and involves regular reporting to senior management. Backup arrangements are documented to ensure policy continuity in the event of staff absence. - The site conducts structured training programs on subcontracting and homeworking policies, covering all relevant personnel, including staff from HR, procurement, quality, and production. Attendance records and effectiveness assessments are maintained, and both management and workers interviewed showed a general awareness of the related requirements and procedures. - A proactive monitoring program is in place, which includes internal audits, supplier assessments, and control mechanisms for subcontracting and homeworker risks. However, at the time of the audit, there was no homeworking arrangements being utilized by the facility. While core compliance elements are established, further “above and beyond” improvements could enhance the system’s preparedness for any homeworking scenarios. This includes conducting scenario-based risk simulations, developing contingency protocols, and engaging in periodic refresher training to maintain readiness, even in the absence of current activity in this area.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
	No findings		

← Code area 8 Code area 9 →

Systems and evidence examined to validate this code section	- The facility has written Subcontracting Policy stating whether it is Prohibited or Permitted only with prior approval. Procedures outlining: Steps to request, approve, and monitor subcontracting (if ever needed). Definition and identification of homeworking, Sanctions for unauthorized outsourcing. Policy coverage extended to all departments and vendors. - The facility has the capacity to fulfil orders without needing hidden subcontracting for which following components were being used: Production capacity planning tools or Excel sheets Production planning logs vs. actual output records Methods for handling seasonal surges or large orders (e.g., overtime, shift adjustments). - Facility has also a system which can detect unauthorized subcontracting or homeworking activities via Internal audits or inspections that include checks for subcontracting risks, Process for tracking product flow from raw material to finished goods, Internal or third-party spot-checks and Gate log/Goods dispatch register monitoring unusual movement of semi-finished good. - Last training was conducted for all employees on dated 01-October-2025. Evidence Examined: • Factory policy and procedure • Observation during walk through the facility • Worker's interview and discussion • Production & Planning Control records • Risk Assessment • In/Out Gate passes • Training record

← Code area 8 Code area 9 →

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 homeworker?	
Are full records of homeworkers available at the site?	
Does the supplier buy products or services from suppliers that use homeworkers?	No Factory conducts supplier assessments on regular basis. It was evident through record review that none of the suppliers of the factory use homeworkers.

Sub-contracting

Are there any concerns about unrecorded work or undeclared sub-contracting on site, giving considerations to the workers' capacity?	No No un-recorded or undeclared subcontracting was observed. The compliance was duly validated through the review of Production record, inward & outward gate passes, Personal Files, time sheets & payment records.

← Code area 8.A

Code area 9 →

Are any sub-contractors used?	Yes	
Sub-contractor 1	**Processes subcontracted**	Dyeing
	Name of factory	New Look Apparel (PVT) Ltd
	Address	Chak # 117 GB Dhanola Near Drainage Millat Road Faisalabad
	Dates used	Last fabric dispatch was made on dated: 24-10-2025 of 54.5 Kgs and total fabric received on dated: 25-10-2025 of 53.5 Kgs .

← Code area 8.A
Code area 9 →

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

← Code area 8.A

Code area 10.A →

Management systems

Explanation for management systems grades	- The site maintains a comprehensive policy and supporting procedures that explicitly prohibit all forms of harsh or inhumane treatment, including verbal abuse, corporal punishment, and sexual harassment. These documents are aligned with Workplace Requirements, updated annually, and integrated with grievance and disciplinary systems to ensure enforcement. - Director Operations has formal responsibility for ensuring all antiharassment and no-harsh-treatment policies are implemented and monitored. Their responsibilities are clearly outlined in job descriptions and reinforced through senior management communications. Regular reviews and worker consultations are facilitated under their leadership. - The site provides structured and recurring training to all employees, including line managers, on the policy prohibiting harsh and inhumane treatment. Training materials are regularly updated, records are maintained, and workers interviewed were confident in their understanding and ability to report concerns without fear. Managers are trained to handle sensitive cases professionally. - The site has a robust monitoring system that includes confidential grievance channels, regular worker satisfaction surveys, and management reviews of complaints data. Preventive and corrective actions are documented, and trends are analyzed to identify and mitigate risks. The system is reviewed regularly for continuous improvement. While the site has met all foundational compliance requirements, opportunities exist to enhance the system beyond minimum expectations. These may include introducing specific assessments of workplace culture, expanding awareness campaigns on respectful behavior, and increasing real-time responsiveness through transparent grievance tracking tools. Such efforts would further embed a culture of dignity, safety, and accountability across all levels of the organization.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding

No findings

← Code area 8.A
Code area 10.A →

Systems and evidence examined to validate this code section	- According to the documentation, the factory management had established a disciplinary procedure for workers' misbehavior which included oral warning, written warning and finally termination and the site had developed a training program for all employees on the procedure. - Worker interview confirmed that workers were aware of the disciplinary procedure. As per management interview, document review and workers interview, there was a policy on harsh treatment which was communicated to all workers through awareness sessions and display at notice boards. - Last training was conducted on 01-10-2025. Evidence Examined: • Factory policy and procedure • Observation during walk through the facility • Worker's interview and discussion • Management interview and discussion • Records of factory disciplinary actions

← Code area 8.A

Code area 10.A →

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 The grievance process is available to all workers
What type of grievance mechanism(s) are available?	There are multiple platforms to deal with the complaints as defined in the factory's Grievances Handling Procedure documented. It includes Complaint Boxes at designated locations within the facility.
Number of grievances raised in the last 12 months	3
Number of grievances resolved in the last 12 months	3

← Code area 9

Code area 10.A →

10.A. Environment 2-Pillar

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	- The facility has developed and maintained basic environmental policies and procedures aimed at ensuring compliance with applicable workplace environmental requirements. These documents outline the organization's commitment to managing its environmental impact, covering key areas such as waste management, Chemical handling, energy conservation, and water usage. - Director Operations has been appointed with clear authority and support from senior leadership. This individual coordinates compliance, procedure implementation, and communication with regulatory bodies, and is actively involved in environmental performance reviews and improvements. - The site has a structured training program covering environmental responsibilities and procedures, tailored to specific job roles. Training is mandatory for all employees, including supervisors, and refreshed annually. Communication is reinforced training sessions. - A detailed monitoring system is in place, including regular internal audits, performance reviews, and reporting (e.g., energy consumption, waste reduction, water usage). Findings are reviewed in management meetings and lead to documented corrective and preventive actions. Data is used to drive continuous improvement initiatives. While the site has met core environmental compliance obligations.

← Code area 9 Code area 10.B →

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
No findings			

Systems and evidence examined to validate this code section	- The facility has defined environmental policy committed to apply all environmental laws and regulation and constantly improve the outlook. Facility has maintained documents related Environmental Management System verified during documents review. - The facility has also appointed Director Operations to address environmental issues. - The facility has Env. NOC # DD(EIA)/EPA/F-688(EIA)/2024/0678/0690 dated 31-01-2024 which is valid for three years. - During review of documents and interviews with concerned persons it was noted that facility was aware of the significant environmental impacts of their site and its processes. - The facility has conducted Noise Level Monitoring test report Ref.# WELCOS/2025/NM/1150 dated 16-10-2025 from WELCOS. - Facility has conducted Lux Level Monitoring test report Ref.# WELCOS/2025/LM/1149 dated 16-10-2025 from WELCOS. - Ambient Air Quality Monitoring report was conducted test report Ref.# WELCOS/2025/AAQMR/1151 dated 16-10-2025 from WELCOS. Evidence examined: • Environmental policy and procedure • Facility visits and review of the production process • Review of the lab test reports for environmental compliance

← Code area 9 Code area 10.B →

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?	N/A
Are there any other sustainability certifications present (e.g. Forest Stewardship Council (FSC), Marine Stewardship Council (MSC)?	No
Has the site implemented or made plans to implement any adaptive measures to protect workers from the impact of climate change?	No

← Code area 10.A

Code area 10.B →

10.B. Environment 4-Pillar

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
	No findings		

Systems and evidence examined to validate this code section	- The facility has defined environmental policy committed to apply all environmental laws and regulation and constantly improve the outlook. Facility has maintained documents related Environmental Management System verified during documents review. - Facility has documented the environmental impact assessment. Facility has defined objective and targets for 2025, which are as follows: 1. Waste will be reduced the volume -5% till Dec-2025. 2. Energy Consumption will be reduced valium-5% till Dec-2025. 4. Water Consumption will be reduced valium-3% till Dec-2025. - Facility has a waste disposal contract with the environmental approved waste disposal company which is '3R & Incinero Waste Management ' from dated 01-October-2025 to 30-Sep-2026. - The facility has arranged environmental awareness trainings like environmental policy & procedures, energy conservation, Waste management & handling were conducted in 26-Sep-2025. Evidence Examined: • Environmental policy and procedure • Factory's Objective and Targets • Waste Contract records • Training records

← Code area 10.A

Code area 10.C →

10.B. Environment 4-Pillar

Data points

Has the site conducted a risk assessment on the environmental impact of the site, including implementation of controls to reduce identified risks?	Yes
What additional specific environmental policies does the site capture?	Switching to renewable energy sources
Is there a system for managing client's requirements and legislation in the destination countries regarding environmental and chemical issues?	Yes Factory is fulfilling all environment legal requirements and other client's requirements.
Does the site have reduction targets in place to manage climate related risks?	Yes, to reduce scope 1 greenhouse gases (GHGs) Yes, to reduce scope 2 greenhouse gases (GHGs)
Are any of these science-based targets?	No, but we anticipate setting one in the next two years
Does the site have reduction targets in place for environmental aspects (e.g. water consumption and discharge, waste, energy and green-house gas emissions: (Scope 1, 2 & 3))?	Yes 1. Waste will be reduced the volume -5% till Dec-2025. 2. Energy Consumption will be reduced valium-5% till Dec-2025. 4. Water Consumption will be reduced valium-3% till Dec-2025.
Has the site checked that any sub-contracting agencies or business partners operating on the premises have the appropriate permits and licences and are conducting business in line with environmental expectations of the facility?	Not Applicable

Usage/discharge analysis

← 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)	39,070	Data not available
Total electricity consumption from renewable sources (kWh)	9,071	Data not available
Sources of renewable energy used	Utility provider	Data not available
Types of renewable energy used	Solar	Data not available
Total natural gas consumption (kWh)	Data not available	Data not available
Usage of other purchased fuels	Diesel 560 LTR	Data not available
Has the site completed any carbon footprint analysis?	No	No
Water sources	Ground water	Data not available
Does the site use mercury or mercury compounds?	No	No
Water volume used (m3)	21.2	Data not available
Water discharged	Local drain	Data not available
Water volume discharged (m3)	18.2	Data not available
Water volume recycled (m3)	0	Data not available
Total waste produced (mt)	48.1	Data not available

← Code area 10.B

Code area 10.C →

Total hazardous waste produced (mt)	0.1	Data not available
Waste to recycling (mt)	47	Data not available
Waste to landfill (mt)	1	Data not available
Waste to other (mt)	0	Data not available
Total product produced (mt)	396	Data not available

← Code area 10.B

Code area 10.C →

10.C. Business ethics

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Some Improvements Recommended
Monitor the effectiveness of procedures to meet policy and workplace requirements	Some Improvements Recommended
Explanation for management systems grades	- The company has developed and maintains comprehensive and regularly updated policies and procedures on business ethics, which outline responsibilities, expected conduct, and internal controls across key departments, including purchasing and logistics. These policies are reviewed periodically to ensure alignment with legal obligations and SMETA Workplace Requirements. - Director Operations has been formally appointed with sufficient authority to oversee the implementation and enforcement of business ethics policies across all relevant functions. This role ensures that procedures are understood, followed, and effectively embedded in day-to-day operations. - Training on business ethics is provided to relevant staff. However, the facility not effective mechanism in place for the public/stakeholders to raise grievances or provide feedback and factory need to improve system- Monitoring systems exist to oversee compliance with business ethics procedures. However, a gap found and factory need to take corrective action

Summary of findings

← Code area 10.B

Code area	Workplace requirement	Area of NC	Finding
10.C. Business ethics	10.C.F Develop and implement a transparent an...	Base code	NC ZAF601167177

Systems and evidence examined to validate this code section	- The facility has defined anti-fraud and bribery policy. As per policy facility is committed to the prevention, deterrence and detection of fraud, bribery and all other corrupt business practices. - The facility has zero tolerance towards such behaviors of bribery or corruption. Facility has provided trainings on dated 02-10-2025 to all departments. Evidence Examined: • Business ethical policy and procedure • Anti-bribery policy and procedure • Social policy and procedure • Training records

← Code area 10.B

Findings: non-compliances

ZAF601167177

Non-compliance

Due 2025-12-04

Code area

10.C Business ethics

Workplace requirement

10.C.F Develop and implement a transparent and accessible mechanism that effectively allows confidential and anonymous reporting, monitoring and investigation of any fraudulent or unethical business practices without fear of reprisals towards the reporter.

Issue title

957 - No grievance mechanism communicated to relevant external parties (e.g. the local community)

Description

During site visit, it was noted that compliant box not provided outside main gate and also grievances reporting mechanism not displayed for community.

Corrective and preventative actions

The facility should provide apparopriate grievences reporting mechasim to community.

Status

Closed (2025-11-10)*

Time given to resolve

30 days

Verification method

Desktop audit

Area of non-compliance/non-conformance

Base code

* PDF generated at 16:35 (UTC) on 10 Nov 2025. View this finding on the Sedex platform for live updates and closure details.

← Code area 10.C

10.C. Business ethics

Data points

Has the site received an official notice, fine or prosecution for any non-compliances with business ethics legislation, regulation, consent or permits (within the last three years)?	No
Provide any certified anti-bribery management systems for the site	Facility has internal anti-bribery management System, however not certified by any third party.

← Code area 10.C

Attachments

Smoke Detector.jpg

Steamer.jpg

Stitching-2.jpg

Social policies displayed.jpg

Stitching Section.jpg

Pressing Section.jpg

PPE mesh glove used by worker.jpg

Machine Safety guards on machines.jpg

Office Block.jpg

First Aid Box.jpg

Fire Hozreel.jpg

Fire Extinguisher-2.jpg

Fire Extinguisher.jpg

Fire Alarm-2.jpg

Fire Bucket.jpg

Fire Alarm Point.jpg

Factory Name Plate.jpg

Fabric Store.jpg

Factory Main Gate.jpg

Fabric Checking.jpg

Factory building view.jpg

Evacuation Map.jpg

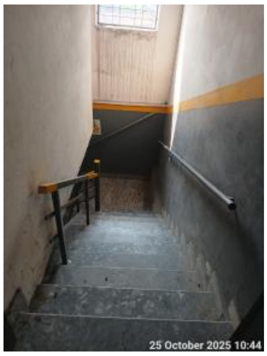
Evacuation Map-2.jpg

Emergency light & Sign.jpg

[Emergency Exit.jpg]

[Emergency exit sign & light-2.jpg]

[Emergency Exit routes.jpg]



[Emegency Exit Stairs.jpg]

[Enterance stair.jpg]

[Drinking Water Point.jpg]

[Complaint Box.jpg]

[Attendance Machine.jpg]

[Accessories store.jpg]

[Cutting.png]

[Checking & Packing.png]