

Monitored Party SAFRAN DESIGN	amfori ID 356-001428-000	Address "M" Wing, 2nd Floor, Tex Centre, Chandivali, Off Saki Vihar Road, Andheri East, Mumbai 400072, Maharashtra, India. , 400072 Mumbai, Maharashtra, India
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Intertek
Monitoring Start Date 19/02/2024	Closing Meeting Finished Date 19/02/2024	Submission Date 28/02/2024
Expiration Date 28/02/2026	Announcement Type Semi Announced	
Site SAFRAN DESIGN	Site amfori ID 356-001428-001	

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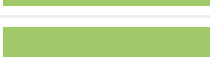
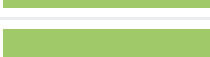
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OVERALL RATING



SECTION RATING

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

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

GENERAL DESCRIPTION

Name of lead auditor: Girish Khade APSCA membership number: CSCA 21700727- Intertek India Pvt Ltd.

Name of team auditor (if applicable):Nitin Mayekar; APSCA membership number: ASCA 21700812-Intertek India Pvt Ltd.

Name of observers, translators, trainees, advisors/consultants (if applicable): None

Monitoring partner name: Intertek India Pvt. Ltd.

Audit schedule details: Audit Date: 17/February 2024 and as per Amfori BSCI minimum audit length is 2.0 Person-Day, further 1.5 person-days applied for audit day (Two in 0.75 day) and remaining 0.5 person-day utilized for offsite report preparation. Audit was not assigned on BSCI platform on 17 February 2024 Due to technical glitch on BSCI platform same was assigned on 19 February 2024. But audit was performed on Scheduled date i.e. 17 February 2024. Word capar was given to facility on the day of audit for acceptance and after assigning audit on planform on 19th February report was generated on BSCI platform and signed capar was sent to facility by courier

Announcement Type: Semi-announced

Business partner information: The Facility – Business license # 10029662 which is valid up to 31/Dec/2028 / Safran Design is located at M Wing, 2nd floor, Tex Centre, Chandivali, Off, Saki Vihar Road, Andheri East Mumbai Maharashtra -400072

The facility has started their operation from the existing location in August 2022

Scope of the audit period covered from February 2023 to January 2024.

The facility is engaged in manufacturing of Kids Garments - The production process as follows: Raw materials – Cutting of fabric –Sewing-Finishing-Packing-Dispatch

As stated by management facilities there is no Peak season and its Uniform throughout the year.

Audited location information: The total constructed/built-up area is about 6300 square feet

Facility is located on 2nd floor of Commercial complex in 01 concreted building having ground plus 4th floor. This office is on the rental basis. First floor having godown and other company, 3rd floor having laboratory and other company and fourth floor is vacant, All these companies are worked under different license, different management, different exit and entry and different workforce and different production and there is no link with audited factory.

Operating shifts and hours: As stated by management and as per shift approval, Employees work 6 days a week in 01 shift and the facility's working hours as follows,

Factory:

General Shift: 09:00 AM to 06:00 PM

02 times Tea Break of 15 minutes each - 11:00 am to 11:15 am and 4:00 pm to 04:15 pm

Lunch Break: 1:00 pm to 01:30 pm)

Weekly off: Sunday

Security: Security is managed by the industrial premises

Time recording system: Facility had implemented Bio-Metric and Face reading time recording system for in/Out monitoring for all employees

Salary payment details: All the workers' wages are calculated on daily basis and paid on monthly basis before 5th to 7th of every following month. All the employees are paid through bank (100%).

Worker number information: A total of 60 employees are currently working in the facility. Out of which 55 are male and 05 are female employees. Out of 60 employees, 02 are non-production employees and 58 are production employees. All are company employees. Facility has not engaged any contract, agency, binary, apprentice, trainee, interstate migrant

Handicapped employees on the day of audit,

Good practices: None

Worker organization details: Grievance committees

Year of election of works committee : No legal requirement on election

Summary of findings: For finding details, please refer to Performance Area – PA 1 and PA 7 Circumstances: There was no special circumstance during the audit and Facility management was found co-operative during the audit and shown keen interest to take corrective actions for the Non-Compliance's raised.

Living wage calculation: #Living Wage: The auditor has calculated the living wage, manually survey conducted by gathering the information about the monthly expenses, savings. calculation of food basket done for the facility. BNW calculated by auditor is INR 13350 per month. Lowest wages paid by the facility is INR 15435 per month . Scope of the audit covered is 12 months from February 2023 to January 2024

Auditor selected 08 employees (Male -05 Female -03) All are Company employees for the interview process onsite on the day of audit and also wage and time records for verification and verified for the month of January 2024 (Recent month),

October 2023 (Random month) and April 2023 (Random month) In view of the facility,. No Peak month experienced by facility as the production is consistent throughout the year.

Total workforce engaged by the facility is 60 and total employees present on the day of audit is 55. There was difference between the total workforce and workforce on the day of audit was ,5 workers found absent due to personal reasons.

Utility- Electrical panels

There is no inconsistencies between time and production records. No Dormitory facility provided as per interaction with employees and management workers make their own arrangements for residence. No boiler and generator used by the facility hence permit is not applicable No Government Waiver. No contract employees engaged so contractor license, registration of contractor and agreement is not applicable

Note- 7.23 is not applicable since no transport facility provided to workers

SITE DETAILS

Site

SAFRAN DESIGN

Site amfori ID

356-001428-001

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Textiles, Apparel & Luxury Goods

Sub Industry

Apparel, Accessories & Luxury Goods

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	55	Workers
Legal minimum wage in local currency	15,435	Monthly
Lowest wage paid for regular work at the site	14,649	Monthly
Calculated living wage in local currency	13,350	Monthly
Total sample	8	Workers

Other Metrics

Male workers	52	Workers
Female workers	3	Workers
Non-binary workers	0	Workers
Permanent workers - Male	55	Workers
Permanent workers - Female	5	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	1	Workers
Management - Female	0	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	0	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	0	Workers
Domestic migrant workers - Female	0	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	55	Workers
Workers hired directly - Female	5	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	0	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	5	Workers
Sample - Female	3	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: SAFRAN DESIGN | Site amfori ID: 356-001428-001

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

ENGLISH	LOCAL LANGUAGE
Finding	
Non Conformance # 1 Local Law: Not Applicable. In accordance with amfori BSCI code of conduct requirement". Finding: The management system was not effective and there were findings noted in the Audit under other Performance Areas. For finding details, please refer to Performance Area # 7, Due to the fact that the in other PA's, no non conformance are noted, hence this question is rated as partial.	Not applicable



PA 7: Occupational Health and Safety

Site: SAFRAN DESIGN | Site amfori ID: 356-001428-001

Question: 7.13 Is there satisfactory evidence that the auditee makes sure a competent person periodically checks the electrical installations and equipment?

ENGLISH	LOCAL LANGUAGE
Finding	
Non-Compliance # 1 Loal Law- In accordance with Factories Act 1948, Section 7A (1) every occupier shall ensure, so far as is reasonably practicable, the health, safety and welfare of all workers while they are at work in the factory. (2) Without prejudice to the generality of the provisions of sub-section (1), the matters to which such duty extends, shall include- (a) the provision and maintenance of plant and systems of work in the factory that are safe and without risks to health, (b) the arrangements in the factory for ensuring safety and absence of risks to health in connection with the use, handing, storage and transport of articles and substances, (c) the provision of such information, instruction, training and supervision as are necessary to ensure the health and safety of all workers at work. Finding: Based on facility tour noted following	Not applicable

Finding

- i) An electrical socket panel found in open condition and made of wooden frame located at entrance of the facility. The panel belongs to Society Building and located in Society's area. However open panel may lead to electrical hazard.
- ii) Further, electrical panel cabinet is covered with wooden fame which is located inside the premises at entrance area.
- iii) Further noted mezzanine flooring is made with wooden structure above packing section
Further, there is no electrical loose wires observed and facility is conducting electrical inspections on regular basis, the finding has been cited as Partial.