

Monitored Party Vishvas International Private Limited	amfori ID 356-000540-000	Address A-46, SECTOR 58, NOIDA, 201301 Noida, Uttar Pradesh, India
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Intertek
Monitoring Start Date 26/10/2024	Closing Meeting Finished Date 26/10/2024	Submission Date 08/11/2024
Expiration Date 08/11/2026	Announcement Type Semi Announced	
Site Vishvas International Private Limited	Site amfori ID 356-000540-002	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	C	
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: Jai Shree (CSCA 21700535).

Name of team auditor: Amar Jeet (ASCA 21701606)

Name of team auditor: Sahil Kukreja (CSCA 21703822).

Note - Team member Mr. Sahil Kukreja's name is not added on amfori portal as he needs to complete minimum qualification criteria. Although he has successfully completed BSCI five-day training course.

Name of observers, translators, trainees, advisors/consultants: Yes-Facility hired Cmand Hr & Compliance consultancy (represented by Mr. Parvinder Singh) as advisor for all social compliance. He has been associated with audit sites for more than 1 year. Although he was present during the audit but all the direct communication regarding audit was done with management only.

Monitoring partner name: Intertek India Private Limited.

Audit schedule details: Audit planned for 3.00 Audit days (2.50 Audit Day onsite and 0.5 Audit Day for report writing). Audit day was October 26, 2024. 03 auditors (Jai Shree, Sahil & Amar Jeet) were assigned for October 26, 2024.

Announcement Type: Semi-announced. Auditor was affiliated to carry out audit in India.

Business partner information: Facility was located 40 Km away from New Delhi International Airport.

It started production in 2017. Facility manufactures readymade garments. The business license (factory license) number is UPFA10002831 it is valid till 31-Dec-2025. The address in accordance with factory license A-46, Sector-58, Noida-201301, Uttar Pradesh, India.

Production process: Receipt of Fabric Store – Cutting – Sewing – Washing – Finishing – Checking – Packing – Dispatch.

Main machinery: Cutting machine, Stitching machine, washing machine, tumbler and generator.

Audited location information: The facility is located at A-46, Sector-58, Noida-201301, Uttar Pradesh, India. Total plot area: 1800 square meters. Total covered area including all floors: 9500 sq. meter.

It has 01 owned building and details are as below: -

Basement: Office, Fabric Store, Accessories Store, Cutting, Lab, Maintenance Room.

Ground Floor: Office, Embroidery Room, Medical Room, Crèche, Electric Panel, Store, Inspection Room, Old Stock Room.

First floor: Packing, Warehouse.

Second floor: Stitching, Finishing Section.

Third floor: Stitching, Finishing Section, Drinking Water. Floor was currently not in use.

Fourth floor: Stitching, Finishing Section, Drinking Water. Floor was currently not in use.

Fifth floor: Office, Showroom, Sampling, CAD.

Terrace: Washing, Boiler's, Compressor, RO Plant, Old Material Store.

Periphery: Security, Hazard Waste Room, Effluent Treatment Plant, Chemical Room, Dining Area, Non-hazard Waste Room, DG (125 kva & 250 kva), Sewage Treatment Plant. Transformer.

Operating shifts and hours: Facility works in general shift: 09:00 hours to 17:30 hours, lunch breaks: 13.00 hours to 13.30 hours. Weekly Off – Sunday

Security guards were found working in three shifts: 0600 hours to 1400 hours, 1400 hours to 2200 hours & 2200 hours to 0600 hours.

Time recording system: Biometric (Face Scanning).

Wage payment details: Payday 7th of following month.

No Peak season.

Wages paid via respective employee's bank accounts. Wage review period scope: October 2023 to September 2024. Minimum wages paid: INR 10648.00 per month (compliant with legal minimum: Unskilled: INR 10648.00 per month applicable from January 2024). Highest wage: INR 15100.00 per month. Average wage paid: INR 12412.00 per month. Overtime work performed. Statutory social benefits EPF and ESI contribution were remitted for all months in time.

Worker number information: Total worker number (production and management workers): 245 (198 male & 47 female). Production worker number: 210 (163 male & 37 female). Non-production workers number: 45 (35 male & 10 female). 175 (145 male & 30 female) are domestic migrant employees. No other vulnerable workers.

Good practices: None.

Worker organization details: There were management-employees joint committees namely works committee and grievance redressal committee. Worker representatives were elected in a fair election.

Circumstances: 234 employees (189 male & 45 female) were present on the day of audit. The remaining 11 employees were on authorized leave.

Summary of findings: Noncompliance noted in PA 1, PA 2, PA 5, PA 7 & PA 13. Other PAs have no non-compliance.

#LivingWage: Living Wage: [Basic food basket x (1/% of avg. household expenditure spent on food) x (0.5 x avg. household size) x 1.1]. The BNW is INR 10340.00 per month. (4) Cost of living analysis with the help of local markets including grocery shops. Living wage calculated as per worker survey during audit. Auditor has selected all types of workers during living wage survey such as male, female local employees and domestic migrant. Calculated living wage for the site observed INR 10340.00 per month. The facility has calculated BNW INR 8603.01.

Auditor Note: (1) No government waiver was applicable.

(2) No collective bargaining agreement was made.

(3) Facility was not running under full capacity. It was due to absenteeism among workers.

(4) No transport was provided, nor required under law. Hence clause 7.23 & 7.24 were not applicable.

(5) Wage was calculated at monthly rate.

(6) No casual, temporary, seasonal, part-time or contractor employees were employed.

(7) Maximum working hours: September 2024 (current month): 56 hours per week (48 regular hours, 08 hours overtime). March 2024 (random month 01): 56 hours per week (48 regular hours, 08 hours overtime). October 2023 (random month 02): 56 hours per week (48 regular hours, 08 hours overtime).

(8) Weekly and daily working hours were in compliance with local law. No inconsistency was noted between the time provided in and out records and wages records.

(9) Worker representative was available during closing meeting.

(10) Youngest worker age was 24 years.

(11) Facility has 01 security personnel found working in the night shift. However, they were not covered during the audit as the audit was performed during the day time.

SITE DETAILS

Site	Site amfori ID
Vishvas International Private Limited	356-000540-002

GICS Classification

Sector	Industry Group	Industry
Consumer Discretionary	Consumer Durables & Apparel	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	234	Workers
Legal minimum wage in local currency	10,648	Monthly
Lowest wage paid for regular work at the site	10,648	Monthly
Calculated living wage in local currency	8,603.01	Monthly
Total sample	18	Workers

Other Metrics

Male workers	189	Workers
Female workers	45	Workers
Non-binary workers	0	Workers
Permanent workers - Male	198	Workers
Permanent workers - Female	47	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	35	Workers
Management - Female	10	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	37	Workers
Workers on probation - Female	16	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	1	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	145	Workers
Domestic migrant workers - Female	30	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	194	Workers
Workers hired directly - Female	46	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	4	Workers
Workers hired indirectly - Female	1	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	14	Workers
Sample - Female	4	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Vishvas International Private Limited | Site amfori ID: 356-000540-002

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

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Noncompliance#1 Local Law: Not applicable. PA1: Social Management System. There is their satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct.</p> <p>Finding: a) It was noted that auditee has policy and procedure in line with amfori BSCI Code of Conduct, but noncompliance findings were noted in the performance areas of PA 1, PA 2, PA 5, PA 7 & PA 13.</p> <p>b) It was noted during review of records that the facility has not conducted management review meeting. However, facility has conducted internal audit on 16-July-2024.</p> <p>The facility has policy and procedure in line with amfori BSCI Code of Conduct, but there was insufficient implementation which led to noncompliance finding. Hence it was partial noncompliance.</p>	<p>Not Applicable.</p>

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

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Noncompliance #2 Local Law: Not applicable. In accordance with amfori BSCI Code of Conduct, principle of Social Management Systems. There is there satisfactory evidence that the auditee has identified their significant business partners and their level of alignment with the amfori BSCI Code of Conduct.</p> <p>Finding: It was noted that the auditee did not</p>	<p>Not Applicable.</p>

Finding

maintain social compliance performance evidence (internal audit on amfori COC or other similar social audit) from 02 out of 16 business partners.

Noncompliance #2

Local Law: In accordance with The Minimum Wages Act, 1948 has been amended in its applicability to the State of Uttar Pradesh by way of the Minimum Wages (Uttar Pradesh Amendment) Act, 2017 ("Principal Act"). The Minimum Wages (Uttar Pradesh Amendment) Act, 2017 is dated 12th January, 2018. Doing away with the practice where minimum wages were required to be paid in cash, the Government of Uttar Pradesh now makes it mandatory for an employer of an industrial or any other establishment to pay wages to its employees only through cheque or N.E.F.T., E.C.S or other banking solutions.

Finding: It was noted during review of records that facility has not maintained wage transfer proof (bank statement) for employees from M/s Four Square Security Pvt Ltd used for security purpose for any of the selected month September-2024, March-2024 & October-2023.

The facility has policy and procedure in line with amfori BSCI Code of Conduct, but there was insufficient implementation found in the area of business partners which led to non-compliance finding as "partial".

PA 2: Workers Involvement and Protection

Site: Vishvas International Private Limited | Site amfori ID: 356-000540-002

Question: 2.4 Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?

ENGLISH

LOCAL LANGUAGE

Finding

Non-compliance #1

Not Applicable.

Local Law requirement - Not Applicable. In accordance with Amfori BSCI Code of Conduct requirement - There is satisfactory evidence that

Finding

the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation.

Finding: It was noted that the facility provided training on amfori BSCI Code of Conduct to all of its employees on a regular basis. However, 05 out of 18 sampled employees did not have sufficient awareness of amfori CoC or any other CoC.

The facility has policy and procedure in line with amfori BSCI Code of Conduct, but there was insufficient implementation which led to noncompliance finding. The facility provided training to all the workers however the training was found not to be fully effective. Hence it was "partial" noncompliance.

PA 5: Fair Remuneration

Site: Vishvas International Private Limited | Site amfori ID: 356-000540-002

Question: 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

ENGLISH

LOCAL LANGUAGE

Finding

Non-compliance #1
Local Law requirement - Not Applicable. In accordance with Amfori BSCI Code of Conduct requirement -There is satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living.

Finding: It was noted that the facility has conducted living wage calculation. However, facility has not conducted living wage calculation survey. Moreover, facility is paying legal minimum wage to all the employees.

Facility has policy and procedure in line with amfori BSCI Code of Conduct, but there was insufficient implementation which led to noncompliance finding. The facility does not have BNW calculation survey. However, the facility is paying legal minimum wages. Hence it was partial noncompliance.

Not Applicable.



PA 7: Occupational Health and Safety

Site: Vishvas International Private Limited | Site amfori ID: 356-000540-002

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Non-Compliance #1 Local Law: In accordance with Section 11A, introduced by the Maternity Act is that any establishment which has 50 or more employees shall have the facility of crèche.</p> <p>Finding: It was noted from the facility tour that the facility does not provide a childcare facility as required by law. The facility does not provide bed and chair in the provided crèche.</p> <p>Non-Compliance #2 Local Law: In accordance with the Factories Act 1948, Chapter 4, Section 32, Floors, stairs and means of access.- In every factory- (a) all floors, steps, stairs, passages and gangways shall be of sound construction and properly maintained 5[and shall be kept free from obstructions and substances likely to cause persons to slip],and where it is necessary to ensure safety, steps, stairs, passages and gangways shall be provided with substantial hand-rails;</p> <p>Finding: It was noted during the facility tour that plaster peel off was found on the sixth floor of production building wall.</p> <p>Auditee has established policy / procedures on health & Safety. Yet, crèche is not provided as per legal requirement to the employees & plaster peel off was found. Hence, it is rated as 'Partial Non-Compliance.</p>	<p>Not Applicable.</p>

Question: 7.2 Is there satisfactory evidence that the auditee seeks to improve workers' protection in case of accident, including through compulsory insurance schemes?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Non-Compliance #3</p>	<p>Not Applicable.</p>

Finding

Local Law: Not Applicable. In accordance amfori BSCI Code of Conduct Requirement-The auditee seeks to improve workers' protection in case of accident, including through compulsory insurance schemes.

Finding: It was noted that facility does not have any protection system (Social Insurance) for approximately 05 production workers (skilled employees) in case of accident and injury. About 05 employees (skilled) were not registered under social insurance as their salaries were above the threshold limit of social insurance registration. These employees were employed between the salary bracket of INR 21100 and INR 27500 per month.

It was 'partial' compliance because facility has provided ESIC benefit to all the eligible employees as per legal requirement. However, approximately 05 production workers not covered under any insurance scheme. It is rated as Partial as facility is following local law.

Question: 7.4 Is there satisfactory evidence of active cooperation between management and workers (and/or their representatives) when developing and implementing systems towards ensuring OHS?

ENGLISH

LOCAL LANGUAGE

Finding

Non-Compliance #4

Local Law: Not Applicable. In accordance amfori BSCI Code of Conduct Requirement -There is satisfactory evidence of active cooperation between management and workers (and/or their representatives) when developing and implementing systems towards ensuring OHS.

Finding: It was noted that, facility has carried out risk assessment. However, workers and works committee members did not participate in the risk assessment.

It was 'partial' compliance because the facility has risk assessment however worker participation not done in conducted risk assessment.

Not Applicable.

Question: 7.7 Is there satisfactory evidence that the auditee implements engineering and administrative control measures to avoid or minimise the release of hazardous substances into the work environment, keeping the level of exposure below internationally established or recognised limits?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Non-compliance #5</p> <p>Local Law: In accordance with The Manufacture, Storage and Import of hazardous Chemicals Rules (1989), Rule 17(1-4) all chemicals shall be labelled and stored with suitable secondary containment.</p> <p>Finding: It was noted during the facility tour that the facility has not provided secondary containment to chemical drums kept in periphery.</p> <p>Auditee has established policy / procedures on chemical safety, Yet, some gaps were found in the implementation, facility has not provided secondary contentment to the chemical's containers. Hence, it is rated as 'Partial Non-Compliance.</p>	Not Applicable.

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	
<p>Non-compliance #6</p> <p>Local 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-</p> <p>(a) the provision and maintenance of plant and systems of work in the factory that are safe and without risks to health,</p> <p>(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,</p> <p>(c) the provision of such information, instruction, training and supervision as are necessary to ensure the health and safety of all workers at work.</p> <p>Finding: It was noted during the facility tour that the facility has not provided rubber mat near diesel</p>	Not Applicable.

Finding	
generator's (125 kva & 250 kva) located at periphery.	
Auditee has established policy / procedures on electrical Safety, Yet, some gaps were found in the implementation, Therefore, it is rated as 'Partial Non-Compliance.	

Question: 7.17 Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Noncompliance #7</p> <p>Local Law: In accordance with The Factories Act (1948) Section 21(1), In every factory the following, namely-(i) every moving part of a prime-mover and every flywheel connected to a prime-mover, whether the prime-mover or flywheel is in the engine-house or not; (ii) the headrace and tailrace of every water-wheel and water-turbine;(iii) any part of a stock bar which projects beyond the head stock of a lathe; and (iv) unless they are in such position or of such construction as to be safe to every person employed in the factory as they would be if they were securely fenced, the following, namely:- (a) every part of an electric generator, a motor or rotary convertor; (b) every part of transmission machinery; and (c) every dangerous part of any other machinery; shall be securely fenced by safeguards of a substantial construction which shall be constantly maintained and kept in position while the parts of machinery they are fencing, are in motion or in use:</p> <p>Finding: It was noted during facility tour that facility has not provided pulley guard and machine guard to 01 out of 01 embroidery machine kept in sampling section located at fifth floor.</p> <p>Auditee has established policy / procedures on health & Safety. The facility has not provided pulley guard and machine guard on embroidery machine. Hence it was rated as 'partial" non-compliance.</p>	<p>Not Applicable.</p>



PA 13: Ethical Business Behaviour

Site: Vishvas International Private Limited | Site amfori ID: 356-000540-002

Question: 13.1 Is there satisfactory evidence that the auditee actively opposes any act of corruption, extortion or embezzlement, or any form of bribery in its activities as a business enterprise?

ENGLISH

LOCAL LANGUAGE

Finding

Non-compliance #1

Local law: Not applicable. In accordance with amfori BSCI Code of conduct requirement-There is satisfactory evidence that the auditee actively opposes any act of corruption, extortion or embezzlement, or any form of bribery in its activities as a business enterprise.

Findings: It was noted during review of records that the facility has provided specific training on the anti-bribery & anti-corruption policy for their employees however 7 out of 18 interviewed employees found not aware about the same.

It was 'Partial' compliance because the facility has written policy & procedure. Facility has provided training also However, awareness of training on ethical policy was not satisfactory.

Not applicable