

Monitoring result for SAFRAN DESIGN on site

SAFRAN DESIGN

Monitoring

Monitored Party : **SAFRAN DESIGN**
amfori ID : **356-001428-000**
Site : **SAFRAN DESIGN**
Site amfori ID : **356-001428-001**
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 : **Follow-up Monitoring**
Submission Date : **08/05/2022**
Expiration Date : **09/02/2024**

This is an extract of the online monitoring result, generated on 08/09/2022, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available [here](#) - The English version is the legally binding one.



amfori does not assume any liability with regard to the compliance of this extract, or any versions of this extract, with the Regulation (EU) 2016/679 (General Data Protection Regulation).

All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent. © amfori, 2021

Overall rating



Section rating

PA1: Social Management System	C
PA 2: Workers Involvement and Protection	C
PA 3: The Rights of Freedom of Association and Collective Bargaining	A
PA 4: No Discrimination	A
PA 5: Fair Remuneration	A
PA 6: Decent Working Hours	A
PA 7: Occupational Health and Safety	D
PA 8: No Child Labour	A
PA 9: Special Protection for Young Workers	A

PA 10: No Precarious Employment	A
PA 11: No Bonded Labour	A
PA 12: Protection of the Environment	A
PA 13: Ethical Business Behaviour	A

General description

Audit Company: Bureau Veritas Consumer Products Service

Audit Company APSCA Number: 11600002

Lead Auditor Name: Anand Reddy

APSCA Auditor Registered Number: RA 21701105

Observer: Pradeep Kungrani

APSCA Auditor Registered Number: RA 21700657

This was a semi announced first follow up audit conducted as per BSCI 2014 guidelines on April 29, 2022. The management granted full access to the all relevant document and in all required areas to the audit team. The management representative duly authenticated BV code of conduct, Terms of Implementation and Code of Conduct 2014. Audit plan was shared with the facility management. During the opening meeting, the auditor explained audit protocol, audit scope and methodology, time plan and updated on BSCI 2014 approach towards the follow up assessment. All relevant personnel participated in the opening meeting. The management representative responsible for introduction, implementation, and monitoring of BSCI was Mr. Raul – Production Manager. The facility was operating from this premise since Feb 2021. The scope of the audit as per the legal license. Most of the activities like maintained payroll, trainings, etc are managed by the consultant. The facility is located in a shared building on the second floor of M block in Tex Center. The building details are as follows: Ground Floor: Ware house (occupied by courier company) First Floor: Godown (occupied by different party) Second Floor: (Occupied by the facility): Pattern Making, Cutting, Sewing, Pressing, Finishing, Checking, Packing cum fabric and trim store, Dispatch, Finished goods store, utilities Mezzanine floor: Storage area Third Floor: (occupied by Pathology Lab) Fourth Floor: Not occupied The auditee has not extended dormitory to its workers and the same is not mandated by local law. Further all workers were locals, residing in neighborhood locations with no migrant workers. The factory specializes in the manufacture of Kid Garments. Production processes includes such as – Pattern Making, Cutting, Sewing, Pressing, Finishing, Checking, Packing and Dispatch. The production capacity of the facility was 42000 pieces per year. As per the facility management client's production was not running on the day of audit. The major clients are Bonpoint – 80% - Italy, Caremel – 5% - US, APC – 2%, - Italy Wild and Gross – 5% - Italy and Pinko – 3% - Italy The minimum age of the worker in the factory was observed as 22 years old. Factory has maintained electronic time recording for all workers. Employees are recruited by the facility directly. The facility does not have any security guards. Working hours of the factory are 9:00 to 18:00 with lunch break of 30 minutes and 2 tea breaks of 15 minutes each through Monday to Saturday and Sunday is declared weekly off. The facility has total 49 (Male: 43; Female: 6) employees out of which 46 (Male: 40; Female: 6) are production employees and 3 (Male: 3; Female: 0) are non-production employees. As per the facility management the peak months are October, November and December and the low season is July and August and rest of the months are at medium production. The sample months considered for review in the follow up audit was March 2022 and February 2022. According to provided attendance records it was noted that the maximum working hour was 48 (48 regular hours + 0 hours overtime) hours noticed in the reviewed sampled months. 7 employees [Males: 6; Females: 1] were randomly selected for private and confidential interview spread across all departments and various age group. During the interview workers expressed to be content with existing working condition and benefits as extended by the management. The facility does not have contractual employees and hence do not have registration certificate and contractor license. Minimum wages as prescribed by the local law are for Unskilled – INR 7400.00, Semi-skilled – INR 7900.00, Skilled – INR 8600.00 with Daily allowance: INR 5858.00. Applicable from Jan 1, 2022 to June 2022 per month.

Living Wage – Based on interaction with management and review of records, it was noted that facility has understanding about the concept of Living Wage. Facility has calculated Living wage which was found INR 14080.00 (considering 1 earner in the family). However, facility management was not able to provide any reference data source/analysis regarding calculation of Living wage. However, Bureau Veritas India has calculated Living wage based on nutrition/calories requirement guidance provided by Indian Counsel of Medical Research (ICMR), food grain cost in the local market, conceptual understanding from Anker Methodology and information related to Social & Economical condition collected from the workers of the locality where facility is operational, which was found INR 12980.00 (considering 1.67 earner in the family).

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	40 Workers
Legal minimum wage in local currency	13258 Monthly
Lowest wage paid for regular work at the site	13258 Monthly
Calculated living wage in local currency	14080 Monthly
Total sample	7 Workers

Other Metrics

Male workers	35 Workers
Female workers	5 Workers
Permanent workers - Male	43 Workers
Permanent workers - Female	6 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	1 Workers
Management - Female	0 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	2 Workers
Workers on probation - Female	1 Workers
Workers with night shift - Male	0 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	0 Workers
Domestic migrant workers - Female	0 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	43 Workers
Workers hired directly - Female	6 Workers
Workers hired indirectly - Male	0 Workers
Workers hired indirectly - Female	0 Workers
Unionised workers - Male	0 Workers
Unionised workers - Female	0 Workers
Workers under CBA - Male	0 Workers
Workers under CBA - Female	0 Workers
Pregnant workers	0 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	0 Workers
Sample - Male	5 Workers
Sample - Female	2 Workers

Findings

PA1: Social Management System

Initial Audit Date: Feb 4, 2022: Initial Finding: a) Based on the satisfactory evidence it was noted from management interaction and audit process that management representative does not understand the content of the BSCI code and terms of implementation to be involved in the BSCI monitoring process. Further, it is noted that the auditee did not show full commitment towards integrating the BSCI Code into business culture, understand the need to develop the internal procedures to integrate the BSCI code into daytoday business practices. This is not in accordance with amfori BSCI code requirement of 1.1. b) Based on the satisfactory evidence it was noted that the auditee has not conducted any internal audit and hence no internal meetings conducted as per the amfori BSCI requirement. This is not in accordance with amfori BSCI code requirement of clause 1.1. c) Based on the satisfactory evidence it was noted that the auditee does not consult with any client or any stake holder regarding their amfori social performance and for continuous improvement. This is not in accordance with amfori Code requirement of clause 1.1 Follow Up Audit Date: April 29, 2022 Status: a) Partially corrected – It was noted during the audit process that the management representative partially understands the content of the Amfori BSCI code and does not show full commitment towards integrating the code into business culture. Still observations noticed in other performance areas. b) Not corrected – It was noted the auditee has not taken corrective action and still not conducted any internal audit and hence no internal meetings conducted as per the amfori BSCI requirement. c) Not corrected – The auditee still does not consult with any client or any stake holder regarding their amfori social performance and for continuous improvement. This is not in accordance with amfori Code requirement of clause 1.1

N/A, the auditee is comfortable in English

Initial Audit Date: Feb 4, 2022: Initial Finding: Based on the satisfactory evidence it was noted that the auditee does not have selection procedures for suppliers. Further, monitoring records found to be incomplete and does not reflect the date of monitoring and the person evaluated. In addition, the auditee has not shared the amfori TOI with their suppliers. This is not in accordance with the amfori BSCI code requirement of clause 1.3 Follow Up Audit Date: April 29, 2022 Status: Not corrected – It was still noted that the auditee has not developed selection procedures for suppliers and has not evaluated any suppliers post initial audit and not yet shared the amfori TOI. This is not in accordance with the amfori BSCI code requirement of clause 1.3

N/A, the auditee is comfortable in English

PA 2: Workers Involvement and Protection

Initial Audit Date: Feb 4, 2022: Initial Finding: Based on the satisfactory evidence it was noticed that the auditee has not defined long term goals for protecting workers in line with the aspirations of the BSCI Code of Conduct. This is not in accordance with the BSCI Code requirement of the clause 2.2 Follow Up Audit Date: April 29, 2022 Status: Not corrected – It was noted that the auditee has still not defined long term goals for protecting workers in line with the aspirations of the BSCI Code of Conduct. This is not in accordance with the BSCI Code requirement of the clause 2.2

N/A, the auditee is comfortable in English

Initial Audit Date: Feb 4, 2022: Initial Finding: Based on the satisfactory evidence it was noted that the auditee has not posted amfori BSCI Code poster for workers reference and not conducted any training on the amfori BSCI Code. In addition, the managers and decision makers are not aware about the content of the Amfori Code. Further, the auditee does not have any mandatory training to its new wokers on BSCI Code. This is not in accordance with the amfori BSCI Code requirement of the clause 2.4 Follow Up Audit Date: April 29, 2022 Status: Partially corrected – It was noted during the audit process that the auditee has conducted the training on amfori Code, however has still not posted the amfori code poster for the workers reference and still does not have any mandatory training for new workers. This is not in accordance with the amfori BSCI Code requirement of the clause 2.4

N/A, the auditee is comfortable in English

Initial Audit Date: Feb 4, 2022: Initial Finding: Based on the satisfactory evidence it was noted the auditee did not have the communication process to ensure that workers and community members have access to grievance mechanism, record system of grievance lodged including how they will be investigated and addressed and a regular survey on the grievance procedures. The grievance redressal committee does not reflect any issues and workers are found not aware of the committee. Hence the effectiveness could not be fully verified. This is not in accordance with Industrial Disputes Act (1947), Amendment (2010), Sec. 9C(1-4) amfori BSCI Code requirements of clause 2.5 Follow Up Audit Date: April 29, 2022 Status: Partially corrected – It was noted during the audit process that the auditee has reformed the grievance redressal committee and regular meetings are conducted and also posted the list of members of the committee, however the grievance redressal committee consists of total 4 workers and 1 management against the requirement of equal representation. This is not in accordance with Industrial Disputes Act (1947), Amendment (2010), Sec. 9C(1-4) amfori BSCI Code requirements of clause 2.5

N/A, the auditee is comfortable in English

PA 7: Occupational Health and Safety

Initial Audit Date: Feb 4, 2022: Initial Finding: It was noted that the auditee does not work in line with the regulations on occupational health and safety relevant for its activities. The auditee has not provide any insurance for the ESI exempted workers, committee awareness, risk assessment and training, involvement of worker and worker representative in evaluating the

PA 7: Occupational Health and Safety

risk, Exit doors found opening inward, pressure vessel inspection and No emergency procedures, no fire NOC in place etc. This is not in accordance with the amfori BSCI Code requirement of clause 7.1 Follow Up Audit Date: April 29, 2022 Status: Partially corrected – It was noted that the auditee has taken partial corrective actions and still issues related to emergency light, sliding door, risk assessment, pressure vessel inspection, emergency procedures and fire NOC etc. This is not in accordance with the amfori BSCI Code requirement of clause 7.1

N/A, the auditee is comfortable in English

Initial Finding: Based on the satisfactory evidence it was noted that the auditee has conducted the risk assessment pertaining to occupational health and safety, however the risk assessment does not involve building safety and fire safety. Further, the risk assessment does not include risk pertaining to vulnerable workers like new mothers and migrant workers. This is not in accordance with amfori BSCI Code requirement of the clause 7.3 Follow Up Audit Date: April 29, 2022 Status: Partially corrected – It was still noted during the audit process that the auditee has conducted the risk assessment, however it does not reflect any fire safety. Further, the risk related to vulnerable workers is not evaluated as per the process and does not include the migrant workers. This is not in accordance with amfori BSCI Code requirement of the clause 7.3

N/A, the auditee is comfortable in English

Initial Audit Date: Feb 4, 2022: Initial Finding: a) It was noted that though the auditee has conducted the occupational risk assessment and the risk assessment conducted reflects the presence of workers and worker representative, however the management and the workers involved in the risk assessment are found to be not aware of the risks identified. In addition, the auditee has not conducted any training to its workers on risk assessment. This is not in accordance with Amfori BSCI COC clause no. 7.4 Follow Up Audit Date: April 29, 2022 Status: Partially corrected – It was noted during the audit process that though the auditee has included the names of the worker representatives in the risk assessment, however the worker representative interviewed is found to be not aware of his involvement in the risk assessment. In addition no trainings are conducted. This is not in accordance with Amfori BSCI COC clause no. 7.4

N/A, the auditee is comfortable in English

Initial Audit Date: Feb 4, 2022: Initial Finding: It was noted during the review of the training records that the auditee maintained does not reflect the time, venue, trainer name and duration of the training. All trainings are conducted on the same date. Further, the interviewed employees are found to be not aware of the trainings, however the facility maintains the attendance records. This is not in accordance with amfori code requirement of clause 7.5 Follow Up Audit Date: April 29, 2022 Status: Partially corrected - It was still noted during the review of the training records that the auditee maintained, does not reflect the time, venue, trainer name and duration of the training. All trainings are conducted on the same date. Further, no evaluation was conducted. This is not in accordance with amfori code requirement of clause 7.5

N/A, the auditee is comfortable in English

Initial Audit Date: Feb 4, 2022: Initial Finding: a) It was noted during the review of the document review that the facility does not have a valid Fire NOC from the fire department. The auditee has applied for the same on January 6, 2022 and the grant is awaited. This is not in accordance with Maharashtra Fire Prevention and Life safety measures Act 2006 Sec.3 (1) and amfori code requirement of clause 7.11 - Follow Up Audit Date: April 29, 2022 Status: Partially Corrected – It was noted during the document review that the auditee has obtained the Fire NOC from the Fire department on Feb 8, 2022, however the facility has not obtained the compliance certificate from the CFO department as per the Fire NOC requirement. This is not in accordance with Maharashtra Fire Prevention and Life safety measures Act 2006 Sec.3 (1) and amfori code requirement of clause 7.11

Initial Audit Date: Feb 4, 2022: Initial Finding: b) It was noted during the review of the pressure vessel inspection records that the auditee is not conducting the pressure vessel inspection once in every 6 months. The last two pressure vessel inspections are conducted on Apr 9, 2021 and Jan 4, 2022. This is not in accordance with Maharashtra Factories Rules (1963), Rule 65(4) and amfori code requirement of clause 7.11 Follow Up Audit Date: April 29, 2022 Status: Not corrected - It was noted during the review of the pressure vessel inspection records that the auditee is not conducting the pressure vessel inspection once in every 6 months. The last two pressure vessel inspections are conducted on Apr 9, 2021 and Jan 4, 2022. This is not in accordance with Maharashtra Factories Rules (1963), Rule 65(4) and amfori code requirement of clause 7.11

N/A, the auditee is comfortable in English

Initial Audit Date: Feb 4, 2022: Initial Finding: a) It was noted during the facility tour that 03 out of 05 exit doors provided on the production hall where around 38 employees are found working on the day of audit are found to be not opening outward. In addition 02 of 02 main exit doors are found to be collapsible doors. The auditee has provided latched to the doors opening inwards, however the collapsible doors are not provided with locking mechanism. This is not in accordance with Maharashtra Factories Rules (1963), Rule 70(9)(t) and amfori BSCI Code requirement of clause 7.15. Follow Up Audit Date: April 29, 2022 Status: Partially corrected – It was noted during the facility tour that the auditee has taken partial corrective action and made all inward opening doors to open outward, however the auditee still has collapsible doors on 02 of 02 main exits. The collapsible doors are found to be provided with latches to ensure that they are kept free from obstruction. This is not in accordance with Maharashtra Factories Rules (1963), Rule 70(9)(t) and amfori BSCI Code requirement of clause 7.15. Initial Audit Date: Feb 4, 2022: Initial Finding: b) Based on the satisfactory evidence it was noted that the facility has not installed emergency lights on the production hall, however provided on the exits. Further, the facility has not provided emergency lights on 02 of 02 staircases leading from ground floor to the second floor. This is not in accordance with Factories Act (1948), Sec.17(1) and amfori BSCI Code requirement of clause 7.15 Follow Up Audit Date: April 29, 2022 Status: Partially corrected – It was noted during the facility tour that the auditee has taken partial corrective action and installed emergency lights on the production hall, however has not installed emergency lights on 02 of 02 staircases leading from the ground floor to the second floor. This is not in accordance with Factories Act (1948), Sec.17(1) and amfori BSCI Code requirement of clause 7.15

N/A, the auditee is comfortable in English

PA 7: Occupational Health and Safety

Follow Up Audit Date: April 29, 2022 New Finding: It was noted during the facility tour that 02 sewing machines are found to be missing with needle guard and lower pulley guard. This is not in accordance with Factories Act (1948), Sec.26(1) and amfori code requirement of clause 7.17

N/A, the auditee is comfortable in English

Initial Audit Date: Feb 4, 2022: Initial Finding: It is noted that the auditee does not have emergency procedures in writing to deal with cases of trauma or serious illness. This is not in accordance with the amfori BSCI Code requirement of the clause 7.19

Follow Up Audit Date: April 29, 2022 Status: Not corrected – It was noted during the management interaction that the auditee still does not have written emergency procedures to deal with cases of trauma or serious illness. This is not in accordance with the amfori BSCI Code requirement of the clause 7.19

N/A, the auditee is comfortable in English

PA 12: Protection of the Environment

Initial Audit Date: Feb 4, 2022: Initial Finding: Based on the satisfactory evidence it was noted that the auditee has not conducted the waste handling training to its employees. This is not in accordance with BSCI Code requirement of clause 12.4

Follow Up Audit Date: April 29, 2022 Status: Not corrected – It was noted during the audit process that the auditee has still not conducted the waste handling training to its employees. This is not in accordance with BSCI Code requirement of clause 12.4

N/A, the auditee is comfortable in English

PA 13: Ethical Business Behaviour

Initial Audit Date: Feb 4, 2022: Initial Finding: Based on the satisfactory evidence it was noted that though the auditee has introduced a policy related to anti-corruption and anti-bribery, it has not yet been implemented in their business practice. No potential risk for it has been identified and did not take any preventive measure to protect it from the supply chain. This is not in accordance with the BSCI Code requirement of the clause 13.1 Follow Up Audit Date: April 29, 2022 Status: Partially corrected – It was noted during the audit process that the auditee has conducted training to its employees on anti-bribery and corruption, however the auditee has no potential risk for it has been identified and hence did not take any preventive measures to protect it from the supply chain. This is not in accordance with the BSCI Code requirement of the clause 13.1

N/A, the auditee is comfortable in English