

Monitoring result for SWISSPRO MANUFACTURING CO on site SWISS PRO MFG COMPANY

Monitoring

Monitored Party : SWISSPRO MANUFACTURING CO
amfori ID : 586-000150-000
Site : SWISS PRO MFG COMPANY
Site amfori ID : 586-000150-003
Address : 17 Km GT Road, Bagh Wali Pulli Near Bata Pur
: 53400, LAHORE
: Punjab
: Pakistan
Monitoring Activity : amfori Social Audit - Manufacturing
Monitoring Type : Full Monitoring
Submission Date : 31/05/2022
Expiration Date : 31/05/2024

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Overall rating



Section rating

PA1: Social Management System	B
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	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 Labour	A
PA 12: Protection of the Environment	A
PA 13: Ethical Business Behaviour	A

General description

This amfori BSCI COC audit was conducted on 20th may 2022, by ALGI Pakistan auditors Mr. Muhammad Adeel khan (lead auditor) - APSCA registration RA21700904 and Mr. Sajjad khan (team auditor) - APSCA Registration RA21704423. Swiss pro MFG company is located at 17 Km GT Road, Bagh Wali Pulli Near Bata Pur, 53400, Lahore - Pakistan. The factory was established in 2010. Total land area occupied by this facility is about 65050 square feet and the total production area is about 72506 square feet.

Audit Process:

The auditors conducted the opening meeting, facility tour, worker/worker representative/ management interviews, document review and the closing meeting. Through all the audit stages the admin/ compliance department was vigilant in risk assessment and aided in reducing risk at every turn.

Opening Meeting:

The Opening Meeting Conducted At 09:05 am with Mr. Salik Rafique (HOD Compliance), Mr. Muhammad Abubakar (HR Manager), Mr. Zulfiqar Ali (Worker's representative) and Mr. Mansoor Ahmed Aziz (H&S manager) present, commenced the audit process. The entire audit process, standards and scope were explained to the people present. The amfori BSCI code of conduct and the amfori BSCI COC holistic approach were both explained in detail. The management understood all that was explained and cleared their doubts.

The auditors also explained and presented ALGI's gifts and gratuity letter to the facility management. Mr. Salik Rafique (HOD compliance) agreed and signed the document.

They gave assurance that they're at the auditor's disposal and proved so by providing all the necessary documents in time along with a separate room to conduct employee interviews.

Overall, at the time of the facility visit, the attitude of the facility management was good.

Health and Safety Tour: Site tour of the entire premises was taken by the auditors and the following areas were visited: cutting, stitching, pressing, finishing, checking and packing.

Due to covid-19 safety protocols a disinfectant spray was present near the main entrance alongside designated security personnel who checked the temperature of workers before they entered in the factory. Covid-19 safety instructions were posted on the main gate and at all the needed places in production departments so they were aware of required practices. The management also provided training to all their employees and department in-charges so they can effectively maintain social distancing in the factory as per posted covid-19 instructions and Government sops.

The factory consists of 2 buildings and section wise facility layout was as follows:

Building 1:

Ground floor is occupied by security room, time keeping room and HR office.

Building 2:

Ground floor is occupied by reception, gloves stitching hall #1, gloves stitching hall #2, cut part store, prayer area, sampling room, gloves final checking & packing hall, leather store, gloves press cutting hall, gloves stitching hall #3, denim garments stitching hall, waste store, workers washrooms and generator area.

First floor is occupied by conference hall, management and IT server room, sampling hall, garment stitching hall #1, garment stitching hall #2, GGT plotter room, garments finishing area, garment checking & packing hall and workers washrooms.

Second floor is occupied by accessories store, fabric store and fabric cutting hall.

Interview and attitude of workers:

15 workers were randomly selected, from different production sections, for an interview. It was noted that they were all content with working in the factory. Their relationship with the management appeared to be cordial. Workers informed the auditors, that the factory does not discriminate between workers in any manner, be it in terms of pay, promotion or training. The management treats all of them equally with respect and dignity. No evidence of corporal punishment, threats of violence or other forms of physical, mental, sexual, verbal harassment and abuse was found. They were also content with the housekeeping in the production area. It was noted that the factory management is very co-operative in solving workplace related issues on time. Wages are paid on time and overtime is voluntary and overtime opportunities are provided fairly. Workers stated that there are several channels of communication with management in this factory. No negative comment was received.

Payroll Review:

15 permanent and hired directly employees, were randomly selected from different production section for interview. On sample basis payroll records and time records of the month of April 2022 (current paid month), September 2021 (random paid month) and May 2021 (initial paid month) were reviewed. Moreover, attendance register, production records, product inspection report and broken needle register were reviewed by the auditors.

There are total 100 employees in the facility with 89 male and 11 female employees. Their normal working hour is 09:00 am to 06:00 pm for all section. Security section operates in three shifts. Shift A start from 07:00 am to 03:00 pm, shift B starts from 03:00 pm to 11:00 pm and shift C starts from 11:00 pm to 07:00 am. Employees are allowed for one-hour meal break and 30 minutes prayer break. They maintain attendance records through electronic time record system. Sunday is weekly holiday. However, employees of security section enjoy rest day by rotation.

The factory maintains attendance records through an electronic system. Their employees receive wages on a monthly basis in local currency (PKR). And the factory's minimum wage is PKR 20000 per month which meets the legal minimum wage of the province.

Overtime is compensated at 200% of the normal wages, in accordance with legal requirements.

Closing Meeting:

At the end of all the audit processes, a closing meeting was conducted by the auditors at 05:40 pm in the presence of Mr. Salik Rafique (HOD Compliance), Mr. Muhammad Abubakar (HR Manager), Mr. Zulfiqar Ali (Worker's representative) and Mr. Mansoor Ahmed Aziz (H&S manager) the auditors thanked the facility management for being cooperative and taking out time from their busy schedules to help in every stage of the audit process. Afterwards the auditors thoroughly explained all the findings during the closing meeting. The facility management was receptive to the observations and assured to take the necessary steps to correct them at the earliest.

Mr. Salik Rafique (HOD Compliance) and Mr. Zulfiqar Ali (Worker's representative) agreed and signed the summary of findings.

Attitude of Factory Management:

As mentioned earlier the factory management was receptive and extended their full support throughout the audit. They showed a positive attitude towards the compliance requirements and were very thorough in providing the document needed for verification. Furthermore, they have agreed with all the non-compliance issues identified during the audit and given a time scale for correction. The factory management is certain that they would be able to correct the issues within the planned time frame mentioned in the corrective action plan report.

Site Details

Site : SWISS PRO MFG COMPANY

Site amfori ID : 586-000150-003

GICS Classification

Sector : Consumer Discretionary

Industry Group : Consumer Durables & Apparel

Industry : Textiles, Apparel & Luxury Goods

Sub Industry : Textiles

amfori Process Classifications

Trimming

GS1 Classifications

Segment : Clothing

Family : Protective Wear

Product Class : Protective Wear

NACE Classification

Manufacture of man-made fibres

Water Stress Situation

This site is not located in a water stressed region

Metrics

Key Metrics

Total workforce	100 Workers
Legal minimum wage in local currency	20000 Monthly
Lowest wage paid for regular work at the site	20000 Monthly
Calculated living wage in local currency	22000 Monthly
Total sample	15 Workers

Other Metrics

Male workers	89 Workers
Female workers	11 Workers
Permanent workers - Male	89 Workers
Permanent workers - Female	11 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	15 Workers
Management - Female	1 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	0 Workers
Workers on probation - Female	0 Workers
Workers with night shift - Male	2 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	89 Workers
Workers hired directly - Female	11 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	11 Workers
Sample - Female	4 Workers

Findings

PA1: Social Management System

During factory visit, workers and management interviews that facility has developed a moderate level of management system in their facility. However, it comes under notice that whistle blowing policy is not developed by the facility management to ensure workers protection in a situation of voice raised by the employee. Also, company does have some violations in other performance area of the amfori BSCI COC like, performance areas PA2, PA5, PA7, PA 10 & PA12.

PA 2: Workers Involvement and Protection

Noted during workers interviews and documents reviews that factory has provided training to their workers, related to legal rights and benefits on regularly basis. However, noted during workers interviews that 05 out of 15 sample workers found unaware of their leaves PESSI, EOBI, Bonus and gratuity.

Noted during documents reviews and factory visit that factory has developed grievance / complaint procedure / policy for their factory employees, however facility management has not posted grievance procedure / policy with complaint boxes for registering complaints / grievance.

PA 5: Fair Remuneration

Noted during documents reviews and management interviews that factory is paying 20000 PAK minimum wage as per law. However, there is no evidence found in order to calculate living wages in the facility to ensure the decent living standards of their workers. According auditor's calculation using Anker's methodology all sampled employees are found to be paid below the BLW (basic living wage).

PA 7: Occupational Health and Safety

It was noted during factory visit, documents review and interviews that, that the auditee partially maintain a good Health and safety system in the workplace. However, the implementation found is not fully in compliance with requirements of the local law as there are some gaps identified in occupational health and safety awareness i.e., Chemicals, Electricity, machine safety and Workplace and Social Facilities. There is observed that the facility management did not have full monitoring of the management system on-site, aiming to minimize the risk of non-compliance with the local H&S regulations. There is not found to have sufficient cooperation between management and workers, when developing and implementing systems towards ensuring OHS (Occupational Health and Safety).

Noted during factory visits that the diesel / oil storage drum was without secondary containment on the ground floor near the generator area. Local law reference: ref local law hazardous substances rules 2003, rule 12. safety precautions for workers and ppeca-

Noted during factory visits that electrical panels were found without rubber mats beneath under all electrical panels at stitching on 1st floor and generator area. Local Law reference: In accordance to electricity rules 1937, 49. Construction, insulation and earthing of apparatus. (1) All apparatus shall be sufficient in power and size and of sufficient mechanical strength for the work it may be required to do, and so far, as is practicable, shall be so constructed, installed, protected, worked and maintained as to prevent danger.

Noted during factory visit that 10 out of 30 sewing machines were found without belt cover and needle glass in sewing section on 1st floor. Local Law Reference: In accordance with Factories Act, 1934, Chapter III Health & Safety Section 26. Fencing of machinery. In every factory parts of the machinery required to be fenced shall be securely fenced by the safeguards of substantial construction which shall be kept in position while part is in motion or in use. Provided that in the case of dangerous parts of the machinery that cannot be securely fenced by reason of the nature of operation, such fencing may be substituted by other adequate measures, such as (i) devices automatically preventing the operation from coming into contact with the dangerous parts and (ii) automatic stopping devices.

Noted during factory visit that washrooms were found uncleaned and unhygienic condition and also no tissues and soap facility was provided at workers washrooms as per legal requirement on 1st floor washroom. Local law reference: Punjab factory rules 1978 Section PROVISIONS FOR WASHING ACCOMMODATION 42. Except in factories provided with water-flushed latrines connected with a waterborne sewerage system, all latrines shall be provided with receptacles on the dry earth system which shall be cleaned as these are soiled and kept in a strictly sanitary condition. The receptacles shall be turned inside and outside at least once a year.

PA 10: No Precarious Employment

Noted through factory visit, workers and management interviews that the factory has not to issue company cards to their 07 out of 15 workers at the time of hiring into the company. Local law Reference: Industrial and Commercial ordinance 1968 Section

PA 10: No Precarious Employment

2 Sub Section 2 2. Tickets. – (1) Every workman employed in any industrial establishment shall be given a permanent ticket unless he is a probationer, a badli, a temporary workman or an apprentice.

PA 12: Protection of the Environment

Noted through documents reviews that factory has not obtained environmental permits from government agency PEPA by conducting EIA (environmental impact assessment) for their company. Local law ref: Punjab environmental protection agency regulations 2012 section 4. Projects requiring an EIA a proponent of a project falling in any category listed in schedule-ii shall file an EIA with the agency, and the provisions of section 17 shall apply to such projects.