

Monitored Party Avacado Fashions Pvt. Ltd.	amfori ID 356-002272-000	Address 64/1/1/180, Regent Garments & Apparel Park, Block – 9, Unit – 102, Ward No. 01, Barasat, PS - Barasat, PO - Barasat H.O., 24 Parganas (North), 700 124 Kolkata, West Bengal, India
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Intertek
Monitoring Start Date 11/06/2024	Closing Meeting Finished Date 11/06/2024	Submission Date 17/06/2024
Expiration Date 17/06/2026	Announcement Type Semi Announced	
Site Avacado Fashions Pvt. Ltd.	Site amfori ID 356-002272-001	

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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, 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: Kushan Banerjee - APSCA membership number: CSCA 21700718

Name of team auditor (if applicable): Not applicable

Name of observers, translators, trainees, advisors/consultants (if applicable): Yes.

1. Mr Akash Tikadar was present in the audit as a consultant, however he was not involved directly in the audit process. He was associated with the facility from last 2 years

2. Trainee auditor – Mr Subhodeep Ghosal was present in the audit as an observer from Intertek India Pvt Ltd

Monitoring partner name: Intertek India Pvt. Ltd.

Audit schedule details: Audit Date: 11/06/2024 as per amfori BSCI minimum audit length is 1.5 Man-Days, further 1.0 man-day applied for 01 audit day (01 auditor in 01 day) and remaining 0.5 man-day utilized for offsite report preparation.

Announcement Type: Semi-announced

Business partner information: The Facility – Business license # 23095 is valid till August 10, 2027 for 50 employees and 50 HP. The audited site name – Avacado Fashions Pvt Ltd and it is located at– 64/1/1/180 Regent Garments & Apparel Park, Block – 9, Unit – 102, Ward No. 1, Barasat Municipality, P.O. Barasat, P.S. Barasat, North 24 Parganas, Pin- 700 124, West Bengal, India

The facility has started their operation from the existing location since 2022.

Scope of the audit period covered from June 2023 to May 2024

The facility is engaged in manufacturing of jute and cotton bags. The production process as follows: Raw Material received – Cutting – Stitching - Finishing - Checking - Packing – Dispatch.

As stated by management facilities there is peak season from February to June & September to November.

Audited location information: The audited site taken one unit in a multi floor shared building with area 4655 square feet.

The facility has taken in rent one unit in first floor in a 5 floor multistoried building (ground to 4th floor) situate in privately developed apparel park. In each floor there are 04 separate units constructed in this building. The audited site taken has taken one unit (no 102) in first floor. The details mentioned below –

Building 1 –

Ground floor: Other facilities – Not in audit scope

First floor – Audited site - Unit No-102: Admin, store, cutting, stitching, finishing, checking, packing, dispatch. In first floor also have other 3 facilities (separate entity – not in audit scope).

Second floor – Other facilities – Not in audit scope

Third floor – Other facilities – Not in audit scope.

Fourth floor – Other facilities – Not in audit scope

The audited site shared the common staircases, power supply, fire safety equipment's like hydrant, hose reels.

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

Factory -

Working Hours: 09:30 AM to 06:30 PM

Lunch Break: 01:00 PM to 01:45 PM

Tea break: 04:00 PM to 04:15 PM

Weekly off: Sunday.

Time recording system: Facility had implemented biometric attendance system for in/Out monitoring of employees for all employees with IN time and Out time.

Salary payment details: All the workers' wages are calculated on monthly basis and employees were paid once in a month before 07th of every following month. All the employees are paid through bank (100%).

Worker number information: A total of 38 employees (male- 32; female- 6) are currently working in the facility. Out of 38

employees, 9 are non-production employees (male – 7; female- 02) and 29 are production employees (male – 25; female- 04).

Out of 38 employees, 01 male are from direct company payroll and 37 employees (male – 32; female -5) are from 1 contractor – Imperialz. There are no migrant, agency, physically disabled workers or any other vulnerable workers working in the facility.

Good practices: None

Worker organization details: Workers Committees, grievances committee, health & safety committee; ICC committee

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.

Summary of findings: Noncompliance noted in PA 1, PA 2, PA 5, PA 7 and PA 13. Other PAs have no noncompliance.

Living wage calculation:

#Living Wage:

1. The facility has using manual calculation method for Basic Need wage calculation based on the survey conducted by the facility from their employees staying in and around factory.
2. Data used for living wage calculation is employee interviews and worker survey.
3. By taking into account of food and non-food expenses and arrived by using the below formula 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 9117.10
4. As per auditor the BNW is around INR 9130.

Auditor Note 1: At present there was no instruction/advisory provided for #covid19, accordingly facility has not provided any precautionary measures against #Covid19 such as sanitizing hands, social distancing, Thermal Scanning, Wearing mask, however posters of #COVID19 awareness displayed. Vaccination certificate from all employees has been checked by the site as per advisory issued by the government authority.

Auditor Note 2: Below documents & photos are not applicable for this factory.

1. Collective bargaining agreements is not uploaded as no such agreement was in place.
2. Dormitories (no housing was provided), canteen, dining and transportation was not provided however it is not a legal requirement as per strength of the facility. Accordingly 7.23 and 7.24 are rated as not applicable.
3. High-risk health and safety areas (No such activity was performed)
4. Inconsistencies between time and production records (No such issue was found)
5. Government Waivers is not uploaded as no such waiver/exemption was available.
6. Production planning document and production records, policy and procedure document is not uploaded as facility has not shared copy of the same though it was shared with the auditor for review.

Auditor Note 3: No recruitment fees/related cost is charged to the employees. The facility has policy is in place to minimize, eliminate such recruitment cost. No recruitment agency is engaged in recruitment of the manpower. No reimbursement plan as no recruitment/hiring fee is charged to hired employee.

Auditor Note 4: During the days of audit, 22 employees were found working against total workforce of 38 in general. The facility management stated that around 16 employees are absent due to their personnel reason.

Auditor Note 5: The youngest worker found in sample 24 years

Auditor Note 6: Last fire drill was conducted on dated May 06, 2024

Auditor Note 7: Workers representatives are elected by election

Auditor Note 8: There was no night shift in the facility accordingly all samples taken from general shift.

08 Samples(male- 06; female – 02);08 employees are from 1 contractor as only one management staff is from direct payroll; All workers selected from different departments. Wages and time records were reviewed from last 12 months(from June 2023 to May 2024)current month May 2024, November 2023(peak month) and July 2023(non-peak month).Employees were worked overtime occasionally when required. All workers were provided weekly rest day on Sunday.

Over time hours worked by the employees are found to be within legal limits for selected sampled months. Weekly rest day is provided to all the employees. Normal working hours of the facility does not exceed 08 hours per day and 48 hours per week. The max working hours found 48 hours per week in all sample months

Legal minimum wage for the audited site was found as INR. 9841.00 per month (INR 379 per day). Lowest wage paid by the facility in this site was found as INR. 9850.00 per month. Highest salary paid is INR 17500.00 per month and average paid salary of the facility is INR. 12656.00 per month.

SITE DETAILS

Site
Avacado Fashions Pvt. Ltd.

Site amfori ID
356-002272-001

GICS Classification

Sector Consumer Discretionary	Industry Group Consumer Durables & Apparel	Industry Textiles, Apparel & Luxury Goods
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Sub Industry
Textiles

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	22	Workers
Legal minimum wage in local currency	9,841	Monthly
Lowest wage paid for regular work at the site	9,850	Monthly
Calculated living wage in local currency	9,117.1	Monthly
Total sample	8	Workers

Other Metrics

Male workers	18	Workers
Female workers	4	Workers
Non-binary workers	0	Workers
Permanent workers - Male	32	Workers
Permanent workers - Female	6	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	4	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	1	Workers
Workers hired directly - Female	0	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	31	Workers
Workers hired indirectly - Female	6	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	6	Workers
Sample - Female	2	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Avacado Fashions Pvt. Ltd. | Site amfori ID: 356-002272-001

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	
<p>1.1 Non-Compliance Issue # 1 Local Law requirement - Not Applicable. In accordance with amfori code of conduct requirement Finding: The management system is partially effective and there were findings noted in the audit under other performance areas. For details, please refer to performance area – PA 1, PA 2, PA 5, PA 7 & PA 13</p> <p>Non-Compliance Issue # 2 Local Law requirement - According to Section 108(1)&(2) of The Factories Act, 1948, (1) In addition to the notices required to be displayed in any factory by or under this Act, there shall be displayed in every factory a notice containing such abstracts of this Act and of the rules made thereunder as may be prescribed and also the name and address of the Inspector and the certifying surgeon. (2) All notices required by or under this Act to be displayed in a factory shall be in English and in a language understood by the majority of the workers in the factory, and shall be displayed at some conspicuous and convenient place at or near the main entrance to the factory, and shall be maintained in a clean and legible condition.</p> <p>Finding: During facility tour it was noted that facility has not displayed the abstract of The Factories Act, 1948 in English and local language.</p> <p>Note: The facility has policy and procedure based on amfori BSCI Code of Conduct but there was insufficient implementation of them. They were in compliance with other requirement of the question, such as they have training system, organization for social compliance, internal monitoring, etc. Hence it was partial noncompliance.</p>	Not applicable

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>1.3 Non-Compliance Issue # 1</p> <p>Local Law requirement - Not Applicable.</p> <p>In accordance with the Amfori BSCI Code of conduct requirement</p> <p>Finding: Below observation is made during the days of audit. The facility has identified 14 key/significant business partners including 01 manpower supplier. The facility has shared Amfori BSCI code of conduct (COC) and Terms of implementation (TOI) documents to all 14 suppliers including manpower supplier and obtained acknowledgment.</p> <p>It was also further noted that the facility have their internal audit report for 12 out of 14 key/significant business partners, and for the remaining 02 suppliers the facility is in the process of conducting internal audits/obtaining social audit and it is planned to complete before December 2024.</p> <p>Note – The facility's overall system of managing supplier's social performance was found adequate since the facility has communicated TOI and COC with all key suppliers and have performed internal audits for more than 80% of the key suppliers, so this question is rated Partial</p>	<p>Not applicable</p>

PA 2: Workers Involvement and Protection

Site: Avacado Fashions Pvt. Ltd. | Site amfori ID: 356-002272-001

Question: 2.2 Is there satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>2.2 Non-Compliance Issue # 1</p> <p>Local Law requirement - Not Applicable. In accordance with Amfori code of conduct</p>	<p>Not applicable</p>

Finding	
requirement.	
<p>Finding: Through review of documents and management interaction, it was noted that the facility has not defined long-term goals for protecting workers in line with the aspirations of the amfori BSCI Code of conduct.</p> <p>Note - since there are no goals, objectives and target process is in place, the rating of this question is marked as "No"</p>	

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
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Finding

2.4 - Non-Compliance # 1	Not applicable
<p>Local Law requirement - Not Applicable.</p> <p>In accordance with Amfori/BSCI Code of conduct requirement.</p> <p>Finding: Based on the audit process, it was noted that the facility has developed adequate system of providing training to all the employees on the amfori code of conduct requirement. The latest training dated January 09, 2024 indicates that 15 employees have been covered in the training. As per training plan (in every 6 months) in July 2024 facility will provide refresher training. It was also further noted that amfori code of conduct was also displayed on notice board placed inside of the production department. Though the facility has a system providing training to their employees, majority of the employees (more than 60% of interviewed employees) were unable to explain clearly about amfori code of conduct requirement.</p> <p>Note - As more than 60% of employees were not aware of amfori code of conduct requirement, this question is rated as "No".</p>	



PA 5: Fair Remuneration

Site: Avacado Fashions Pvt. Ltd. | Site amfori ID: 356-002272-001

Question: 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted without negative impact on their pay, level of seniority, position, or promotion prospects?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>5.5 - Non Compliance Issue # 1</p> <p>Local Law requirement: Under Regulation 10B, read with Regulation 11 7 12 of the Employee's State Insurance (General) Regulations 1950, the Principal Employer of the factory/establishment covered under the Act, is required to register every new employee with ESIC within stipulated period of 10 days.</p> <p>Finding: During document review and management interaction it was noted that 01 out of 08 sampled employees was not registered in employee state insurance (ESIC). It was noted further that around 02 employees were joining in the month of June 2024 in contractor payroll however 01 of them employed more than 10 days however not registered in ESIC against requirement of registration in ESIC within stipulated period of 10 days.</p> <p>As per management interaction it was in a process to register them and will cover in July 2024 wages.</p> <p>Note - As the facility has provided all social benefits like employees provident funds , employee state insurance, bonus to all employees including production contractor, only 01 employee was not registered in ESIC, so this question is rated as "Partial"</p>	<p>Not applicable</p>

PA 7: Occupational Health and Safety

Site: Avacado Fashions Pvt. Ltd. | Site amfori ID: 356-002272-001

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	
<p>7.13 Non Compliance Issue # 1</p> <p>Local Law requirement – In accordance with Factories Act 1948, Section 7A (1) every occupier shall ensure, so far as is reasonably practicable,</p>	<p>Not applicable</p>

Finding	
<p>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>Finding : During facility tour it was noted that in facility gate and also in production floor facility connected electrical wire without any plug point which may cause of electrical hazards.</p> <p>Note: As the facility has checked regularly the electrical safety with competent person and found adequate in other areas so rated "Partial".</p>	

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>7.17 Non Compliance Issue # 1</p> <p>Local Law requirement - In accordance with Factories Act 1948, Section 26, all machinery driven by power and installed in any factory (a) every set screw, bolt or key on any revolving shaft, spindle, wheel or pinion shall be so sunk, encased or otherwise effectively guarded as to prevent danger</p> <p>Finding: During the facility tour it was noted 01 out of 10 working sewing machines used without using eye guard properly (in overlock machine) which may cause of eye injury.</p> <p>Note: As the facility has provided safety guards for most of the machines and around only 01 machine not installed with eye guard so rated "Partial".</p>	<p>Not applicable</p>

Question: 7.19 Is there satisfactory evidence that the auditee has emergency procedures, in writing, to deal with cases of trauma or serious illness?

ENGLISH	LOCAL LANGUAGE
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Finding	
<p>7.19 - Non Compliance Issue # 1</p> <p>Local Law requirement - Not Applicable. In accordance with Amfori BSCI Code of Conduct requirement.</p> <p>Findings: The facility could not produce any evidence that the facility has developed emergency procedures in writing to deal with the cases of trauma or serious illness.</p> <p>Note - As facility workers aware how to report in case of serious illness, emergency contact number (ambulance etc) displayed so this question has been rated as "Partial"</p>	Not applicable



PA 13: Ethical Business Behaviour

Site: Avacado Fashions Pvt. Ltd. | Site amfori ID: 356-002272-001

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	
<p>13.1 Non compliance issue # 1</p> <p>Local Law requirement - Not Applicable.</p> <p>In accordance with Amfori/BSCI Code of conduct requirement</p> <p>Finding: Based on the audit process, it was noted that the facility has developed adequate system of providing training to all the employees on the facility's policy and procedure related to ethics and integrity. The latest training dated 08 January 2024 indicates that 15 employees are provided with training on ethics policy. As per training plan (in every 6 months) in July 2024 facility will provide refresher training.</p> <p>It was also noted through audit process that majority of the employees (more than 60% of interviewed employees) were unable to explain clearly about policy and procedure related to ethics and integrity.</p> <p>Note - As majority of the employees were not aware of facility's policy and procedure on ethics and integrity, this question is rated as "No".</p>	Not applicable