

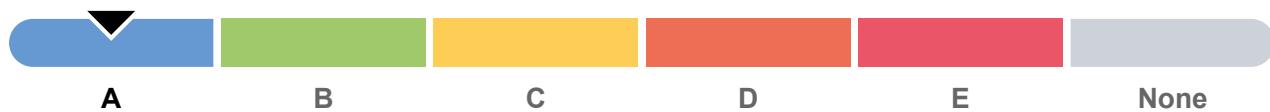
| | | |
|---|--|---|
| Monitored Party AJVICK EXPORTS PVT LTD | amfori ID 356-000132-000 | Address GALA NO 110/111/112/113/114 ARIHANT INDUSTRIAL ESTATE SAKI VIHAR ROAD OPP SHETTY CHEMICALS ANDHERI EAST SAKI NAKA , 400072 MUMBAI, Maharashtra, India |
| Monitoring Activity amfori Social Audit - Manufacturing | Monitoring Type Full Monitoring | Monitoring Partner Intertek |
| Monitoring Start Date 28/04/2023 | Closing Meeting Finished Date 28/04/2023 | Submission Date 17/05/2023 |
| Expiration Date 17/05/2025 | Announcement Type Fully Announced | |
| Site Site 1 | Site amfori ID 356-000132-001 | |

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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 | 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

Nitin Mayekar - RA 21700812, Intertek India Pvt Ltd. - 28 April 2023

Ajvick Exports Pvt.Ltd. is located at Gala No. 110 to 114 Arihant Industrial Estate, Saki Vihar Road, Opposite Shetty Compound, Kranti Nagar, Kurla, Mumbai -400072, Maharashtra

The facility has started its operation in the existing location since November 2009. The facility is engaged in manufacturing of Ladies Clothing and Ready made garments

Scope of the audit was from April 2022 to March 2023

The total built up area occupied by the facility is 346 square meters

The Full audit conducted onsite by 01 person in 1.0 and 0.5 days offsite on random sampling basis.

Note on living wages- Facility has calculated living wages by establishing the cost for the basic but decent life in a specific region, inclusive of food, housing, education, healthcare, transportation, clothing and other essential needs for a family including unexpected events. The exact costs reflect local items and prices. The calculated living wage found INR 10898 per month. Living wage calculated as per worker survey during audit. Facility has selected all types of worker during living wage survey such as male, female local employees and domestic migrant. Further auditor also calculated the living wages and it is updated in the report.

Auditor selected 10 employees (Male -08 and 02 Female) for the interview process onsite on the day of audit and also wage and time records for verification and verified for the month of March 2023 (Current month), December 2022 (Random month) and August 2022 (Random month)

In view of the facility, the facility is operating at first floor 1 cement concrete building having ground plus two floors under multiple factories which works under different Management, different licenses, different exit, entry, different workers and different products.

Gala No. 110 and 111 - Cutting and Finishing section

Gala No. 112 - Checking section

Gala No. 113- Checking section

Gala No.114 - Stitching section

Mezzanine floor- Office, storage, Cad Cam and Pantry

The main production processes are listed as follows

Raw Material-Cutting--Stitching-Buttoning-Checking-Pressing-Packing-Dispatch

A total of 46 employees were currently working in the facility. Out of 46 employees are male and 03 female are directly hired on company payroll. Out of 46 employees, 38 employees are production, 2 are Manager and 6 employees are staff. There are 42 employees working on the day of audit.

The facility does not employed any foreign nationals and no physically disabled employees were present at the facility. Female employees are not engaged by the facility, as no female employee approached for the job. Facility has No discriminations policy is in place based on Gender, colours, eugenics and origins. Employees work for 6 days in a week and in 01 shift and the facility's working hours as follows.

General Shift : 10:00 am to 07:00 pm

Lunch : 01:00 pm to 01.30 pm

Tea : 11:00 am to 11:15 am and 04:00 pm to 04:15 pm.

Weekly off : Sunday for all employees

Wages are paid via Bank transfer to all employees..

Minimum age of the Young employee is 22 years

Highest wages - INR 28000 per month

Average wages - INR 20000 per month

Worker representative elected through election process

Note: Transportation facility is not provided by the facility, hence, question no. 7.23 is not applicable. Accommodations facility is not provided by the facility. Canteen facility is not provided since no legal requirement,

The following documents were not uploaded:-

No overtime Waiver is obtained by the facility

No inconsistency noted between documents.

No agreement, as agreement with Union is under negotiation.

No contract registration, license and agreement since facility has not engaged contract employees.

Facility has not used special equipment such diesel generator and compressor so permit not applicable

#Covid19

Facility has placed sanitizer stand at main gate for the employees and visitors. #Covid19 safety awareness posters are posted at various places in the facility. Masks is made mandatory for employees and visitors. Facility has paid 100% wages to all the employees during lockdown period. During second wave in the state, facility found to be operational. Vaccination with 2 doses is done for all employees.

Facility has obtained factory license. Details are as follows

Facility Name- Ajvick Exports Pvt.Ltd

Address- : Gala No. 110 to 114 Arihant Industrial Estate, Saki Vihar Road, Opposite Shetty Compound, Kranti Nagar, Kurla, Mumbai -400072, Maharashtra

Factory license No. - 17479

Date - 01/05/2022

Total employees- 50

Power- 100 HP

Validity - 31/12/2026

Overall Findings:

There were non-compliance observed in the area of PA1, PA5 and PA7, For details, please refer to "Finding Report" section

SITE DETAILS

Site Site amfori ID
Site 1 **356-000132-001**

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.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

| | | |
|---|-------|---------|
| Total workforce | 42 | Workers |
| Legal minimum wage in local currency | 13983 | Monthly |
| Lowest wage paid for regular work at the site | 14722 | Monthly |
| Calculated living wage in local currency | 10898 | Monthly |
| Total sample | 10 | Workers |

Other Metrics

| | | |
|------------------------------------|----|---------|
| Male workers | 39 | Workers |
| Female workers | 3 | Workers |
| Permanent workers - Male | 43 | Workers |
| Permanent workers - Female | 3 | Workers |
| Temporary workers - Male | 0 | Workers |
| Temporary workers - Female | 0 | Workers |
| Seasonal workers - Male | 0 | Workers |
| Seasonal workers - Female | 0 | Workers |
| Management - Male | 8 | Workers |
| Management - Female | 0 | 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 | 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 | 3 | 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 | 8 Workers |
| Sample - Female | 2 Workers |

FINDINGS



PA1: Social Management System

Site: Site 1 | Site amfori ID: 356-000132-001

| ENGLISH | LOCAL LANGUAGE |
|--|----------------|
| Finding(s) | |
| <p>Non-Compliance # 1</p> <p>In accordance with Amfori BSCI COC requirement It was noted from review of the record facility has communicated BSCI code of conduct and terms of implementation to 09 major suppliers. Further noted facility has not conducted supplier monitoring for 03 out of 09 supplier, how it is monitoring is done for other suppliers. Due to the fact that facility has monitored its suppliers on other audit standard requirement, this question is rated as partial.</p> | None observed |
| <p>Non-Compliance # 2</p> <p>In accordance with Amfori BSCI COC requirement Finding: The management system was not effective and there were findings noted in the other audit under Performance Areas. For finding details, please refer to Performance Area PA 1 PA 5 and PA 7. Due to the fact the no findings were noted in other performance areas, hence, this question is rated as 'partial'.</p> | |



PA 5: Fair Remuneration

Site: Site 1 | Site amfori ID: 356-000132-001

| ENGLISH | LOCAL LANGUAGE |
|--|----------------|
| Finding(s) | |
| <p>Non-Compliance # 1</p> <p>In accordance with Payment of Wages Act 1936, Section 13A (1),</p> <p>It was noted from review of the record facility has extended INR 22 to INR 5520 per month to 10 out 10 sampled employees in the sampled month of March 2023, INR 21 to INR 25012 per month to 09 out 10 sampled employees in the sampled month of December 2022, and INR 66 to INR 7615 per month to 09 out 10 sampled employees in the sampled month of August 2022, Further facility has maintained back end calculation rate and total number of pieces produced. However facility has</p> | Not applicable |

Finding(s)

maintained individual daily employee wise production sheet for employees output sheet and Due to the fact that facility has provided other wages benefits like bonus and leave, this question is rated as partial.

PA 7: Occupational Health and Safety

Site: Site 1 | Site amfori ID: 356-000132-001

ENGLISH**LOCAL LANGUAGE****Finding(s)**

Non-Compliance # 1
In accordance with Maharashtra Fire Prevention and life safety measures Act 2006, Section 4. It was noted from review of the records that facility has one time fire noc dated 3/3/2016 from competent authority, Further facility has obtained form B for period 1/7/2022 to 31/12/ 2022 dated 31/12/2022, however this form B is acknowledged from the fire authority, Due to facility has obtained one time fire noc and all fire equipment are maintained and inspected regularly from competent authority, this question is rated as partial.

Not applicable

Non-Compliance # 2

In accordance with Maharashtra Fire Prevention and life safety measures Act 2006, Section 4. It was noted from review of the records that that facility has obtained approved plan layout of the floor dated 24/12/2010. Further noted that approved plan of the gala 13 and 10 is not matched existing layout as existing location there is checking table only where it is show stitching machines in the approved layout of plan in gala no. 13. Similarly gala no 10 no stitching machines is installed which shown in approved plan layout. Due to facility has obtained stability certificate of the structured, this question is rated as partial.

Non-Compliance # 3

In accordance with Factories Act 1948, Section 26 (1)
It was noted from facility tour that facility has not fenced baby boiler used for pressing purpose as it is located near the hand wash facility of the employees. Further facility has restricted the

No applicable

Finding(s)

movement of the employee by fastening chain to exit point on the day of audit where baby boiler is located, due the facility restrict employee movement on the day of audit, this question is rated as partial.