



# BSCI Audit Summary Report

**NAME OF THE PRODUCER : LEATHER-N-LEATHER**

**DBID : 349212**

**DATE OF THE AUDIT : 21/05/2015**

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This is an extract of the BSCI Audit Report, which is available in the BSCI Platform.

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### Producer Information

Name of producer : Leather-N-Leather  
 DBID number : 349212  
 Audit ID : 31558  
 Address : 82 C , Matheswartalla Road,Kolkata  
 Province : Bengal Country : India  
 Management Representative : MD.Sajid  
 Contact person: MD Dawood  
 Sector : Non-Food Industry Type : Textiles, clothing, leather  
 Product group : handbags, belts and shoes Product Type : Wallet & hand bags

### Audit Details

Type of audit :  Full Audit  Re-Audit  
 Sub type of audit :  Combined audit  Special investigation- RUC  Special investigation- Other  Unannounced/ Semiannounced  
 Audit date : 21/05/2015 Audit Duration : 1.500  
 Audit methodology :  Industrial  Primary Production  
 Auditing Company : TUEV Rheinland  
 Auditing Company Branch : TUV Rheinland (India) Pvt. Ltd.  
 Auditing company address : Office No.:10, 5th Floor Steller I.T Park, Tower 2, Plot No. 25, Sector 62,,,  
 Lead Auditor Name(SA8000 Certificate Number) : Ganga C Sharma (A8130)  
 Team Member Name(SA8000 Certificate Number) :

### Audit Results for Part B tier I

Total Score Part B tier I:  Good  Improvements Needed  Non-Compliant  
 Total Number of deviations in crucial questions : 0 / 35  
 Agreed date for closing the Corrective Action Plan ( If applicable ) : 31/10/2015  
 Contingencies to be reported :  Aborted  Partially Conducted  Combined With Other Systems  
 Desktop Review  Others

### Audit Results for Part B tier II (Only relevant if Primary Production Methodology is used)

Please refer to section "Sampled Units Tier II" and "Audit Sample CAP B"

| Score Interpretation  |   |  |                      |
|---|---|--|----------------------|
| Good  | Improvements Needed   | Non-Compliant  | Under "Grace Period" |
| Minor deviations are identified in no more than 2 questions per chapter, these questions are not marked as crucial. | Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial. | Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant. | Not Available        |

## Audit Master Data Part A

For more details of the company, see complete Master Data in the on-line Audit Report

| General information on the Producer |   |                     |     |
|-------------------------------------|---|---------------------|-----|
| Name of producer :                  | Leather-N-Leather   |                     |     |
| Address :                           | 82 C , Matheswartalla Road,Kolkata                                  |                     |     |
| Year of foundation :                | 1999  |                     |     |
| Legal status :                      | Partnership   |                     |     |
| Turnover (in euros) :               | 194030.000  |                     |     |
| Main contact person :               | MD Dawood   |                     |     |
| Language spoken :                   | Bengali   |                     |     |
| Valid GlobalG.A.P Certificate :     | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |                     |     |
| Other Social audit :                | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No | Social audit name : | N/A |

## Auditors' notes

### Producer's background

Leather-N-Leather is a partnership firm started in 1999. The company is in to manufacturing of Leathers Bags, Wallets & Accessories . The company is located at Kolkata in modern y building with proper ventilation and good lighting. The main processes in the company are cutting, skiving , pasting, stitching, edge colouring , assembly & checking . Company has taken utmost care towards environment and operator safety and comfort in selection and establishment of plant . The organization has provided Medical Assistance facilities for all Staff & workers.

### Chapter summary

| Chapter  | Chapter Summary  |
|--|--|
| B.1. Management Practice                                   | Management communication, site tour and records review, no subcontractors were used.   |
| B.10. Health and Social Facilities                         | First aid kit was provided for each workshop with sufficient supplies. Drinking water was provided clean and free of charge.   |
| B.11. Occupational Health and Safety (OHS)                 | Completed construction safety inspection reports and construction fire fighting inspection reports for all buildings were presented for review. Risk assessment report for safe, healthy and hygienic working conditions was presented for review. Fire early warning system was installed and inspected monthly. Sufficient fire extinguishers were installed and inspected monthly. Exit signs were marked and posted clearly. Emergency lights were installed properly and inspected monthly. Health and safety training program was provided to all employees regularly. |
| B.13. Environment  | Hazardous waste was disposed by qualified agent per the provided collecting contract.Company has taken approval from Pollution department  |
| B.2. Documentation   | No evidence to show that the provided documents were fake or in conflict with other sources of information.  |
| B.3. Working Hours   | Electronic data processing system was used for recording employees' attendance. The time records were provided for review. As per the provided time records, normal working hour is 48 hours per week . Normally 1 day off after 6 days consecutive working days was given to all employees . During the worker interview, workers confirmed that they worked overtime voluntarily.  |
| B.4. Compensation  | Wage was paid on or before 7th of each month after the previous wage calculation cycle. As shown in the payroll and verified through worker interviews, wage was calculated at monthly rate, which was equal to the local legal minimum wage standard . Overtime work was compensated legally. But no overtime happened in the record verified.Retirement, Welfare and medical insurances for provided to all employees .  |
| B.5.1. Child Labour  | It was verified through documents review and plant visit that no child was working in plant .  |
| B.5.2. Young Workers                                       | It was verified through documents review , plant visit & worker interviews that company has employed some young employees , but no hazardous work is given to them & company is maintaining all record related to age and education  |
| B.6. Forced Labour / Disciplinary Measures / Prison Labour | It was verified through worker interviews that there was no prison labour or forced labour. During the factory tour, it was observed that workers were working without pressure. Disciplinary measures were all reasonable like  |

| Score Interpretation  |   |  |                      |
|---|---|--|----------------------|
| Good  | Improvements Needed   | Non-Compliant  | Under "Grace Period" |
| Minor deviations are identified in no more than 2 questions per chapter, these questions are not marked as crucial. | Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial. | Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant. | Not Available        |

|   |   |
|---|---|
|   | Verbal warning , but no warning letter and termination was done.  |
| B.7. Freedom of Association and Collective Bargaining | Right of association or collective bargaining was not restricted. Worker representative was elected.  |
| B.8. Discrimination, Harassment and Abuse             | Workers came from different provinces. During worker interviews, it was found that there was no unequal, abuse, unusual disciplinary practices, and there were no preference on the religion, origin, political affiliation or age. |
| B.9. Working Conditions                               | Buildings were maintained in good situation. Adequate ventilation equipments and lightings were equipped.   |

| Score Interpretation  |   |  |                      |
|---|---|--|----------------------|
| Good  | Improvements Needed   | Non-Compliant  | Under "Grace Period" |
| Minor deviations are identified in no more than 2 questions per chapter, these questions are not marked as crucial. | Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial. | Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant. | Not Available        |

## Part B Tier I - Overall Summary

| Chapter  | Full Audit Results<br>(31558 and 21/05/2015) |                                     |                          |                                     |        |
|--|--|-------------------------------------|--------------------------|-------------------------------------|--------|
|  | G  | IN                                  | NC                       | NA                                  | %      |
| B.1. Management Practice                                   | <input type="checkbox"/>                     | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>            | 75.00  |
| B.2. Documentation   | <input type="checkbox"/>                     | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>            | 50.00  |
| B.3. Working Hours   | <input checked="" type="checkbox"/>          | <input type="checkbox"/>            | <input type="checkbox"/> | <input type="checkbox"/>            | 100.00 |
| B.4. Compensation  | <input checked="" type="checkbox"/>          | <input type="checkbox"/>            | <input type="checkbox"/> | <input type="checkbox"/>            | 100.00 |
| B.5.1. Child Labour  | <input checked="" type="checkbox"/>          | <input type="checkbox"/>            | <input type="checkbox"/> | <input type="checkbox"/>            | 100.00 |
| B.5.2. Young Workers                                       | <input type="checkbox"/>                     | <input type="checkbox"/>            | <input type="checkbox"/> | <input checked="" type="checkbox"/> | 100.00 |
| B.6. Forced Labour / Disciplinary Measures / Prison Labour | <input checked="" type="checkbox"/>          | <input type="checkbox"/>            | <input type="checkbox"/> | <input type="checkbox"/>            | 100.00 |
| B.7. Freedom of Association and Collective Bargaining      | <input checked="" type="checkbox"/>          | <input type="checkbox"/>            | <input type="checkbox"/> | <input type="checkbox"/>            | 100.00 |
| B.8. Discrimination, Harassment and Abuse                  | <input checked="" type="checkbox"/>          | <input type="checkbox"/>            | <input type="checkbox"/> | <input type="checkbox"/>            | 100.00 |
| B.9. Working Conditions                                    | <input checked="" type="checkbox"/>          | <input type="checkbox"/>            | <input type="checkbox"/> | <input type="checkbox"/>            | 100.00 |
| B.10. Health and Social Facilities                         | <input checked="" type="checkbox"/>          | <input type="checkbox"/>            | <input type="checkbox"/> | <input type="checkbox"/>            | 75.00  |
| B.11. Occupational Health and Safety (OHS)                 | <input type="checkbox"/>                     | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>            | 89.74  |
| B.12. Dormitories (if not applicable, go to B.13)          | <input type="checkbox"/>                     | <input type="checkbox"/>            | <input type="checkbox"/> | <input checked="" type="checkbox"/> | 100.00 |
| B.13. Environment  | <input checked="" type="checkbox"/>          | <input type="checkbox"/>            | <input type="checkbox"/> | <input type="checkbox"/>            | 100.00 |
| Total  | <input type="checkbox"/>                     | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>            | 89.57  |

| Score Interpretation |  |
|----------------------|--|
| Good                 | Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial.  |
| Improvements Needed  | Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.  |
| Non-compliant        | Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant. |
| Under "Grace Period" | Not Available  |
| Not Applicable       | Requirements do not match to the company structure   |
| Not Rated            | Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR  |

## In House Production Structure

| Department          | Function in production        | Number of Workers | Number of shifts | Shift 1  |         | Shift 2 |    | Shift 3 |    |
|---------------------|-------------------------------|-------------------|------------------|----------|---------|---------|----|---------|----|
|                     |                               |                   |                  | From     | To      | From    | To | From    | To |
| Mgmt/General Admin  | management                    | 2                 | 1                | 10:00 AM | 7:00 PM |         |    |         |    |
| Product Development | Sampling                      | 2                 | 1                | 10:00 AM | 7:00 PM |         |    |         |    |
| Production          | Cutting, stitching, finishing | 55                | 1                | 10:00 AM | 7:00 PM |         |    |         |    |
| Quality Control     | checking                      | 9                 | 1                | 10:00 AM | 7:00 PM |         |    |         |    |
| Warehouse           | Storage                       | 4                 | 1                | 10:00 AM | 7:00 PM |         |    |         |    |
| Packing             | Packing                       | 6                 | 1                | 10:00 AM | 7:00 PM |         |    |         |    |
| Services            | house keeping                 | 1                 | 1                | 10:00 AM | 7:00 PM |         |    |         |    |

## In House employment Structure at the time of the audit

|                                 |    |                                 |    |
|---------------------------------|----|---------------------------------|----|
| Total number of workers :       | 79 |                                 |    |
| Male                            |    | Female                          |    |
| Permanent workers               | 63 | Permanent workers               | 16 |
| In management position          | 14 | In management position          | 3  |
| On probation                    | 0  | On probation                    | 0  |
| National migrants               | 0  | National migrants               | 0  |
| Salaried workers                | 63 | Salaried workers                | 16 |
| Temporary workers (odd jobbers) | 0  | Temporary workers (odd jobbers) | 0  |
| Apprentices                     | 0  | Apprentices                     | 0  |
| With disabilities               | 0  | With disabilities               | 0  |
| Cross-border migrants           | 0  | Cross-border migrants           | 0  |
| Production based workers        | 0  | Production based workers        | 0  |
|                                 |    | Pregnant                        | 0  |
|                                 |    | On maternity leave              | 0  |

## Outsourced structure

| Unit                               | Function in the chain | Contact person | Business relation -ship since | Location/ Address          |         |        |         | Distance to the company in km | Main product  | Certificates and social audits (if applicable) | Number of workers | Part of the ISMS (if applicable) | Part of the audit sample |
|------------------------------------|-----------------------|----------------|-------------------------------|----------------------------|---------|--------|---------|-------------------------------|---------------|--|-------------------|----------------------------------|--------------------------|
|                                    |                       |                |                               | Address                    | City    | State  | Country |                               |               |  |                   |                                  |                          |
| SIP Shing tannery                  | subsupplier           | Mr. Lee        | 2010                          | 51/3c, Matheswari Road     | Kolkata | Bengal | India   | 1                             | Leather       | N/A  | 52                | No                               | No                       |
| Wanson Leather Industries Pvt. Ltd | subsupplier           | Mr. Joseph     | 2010                          | 119/2, Matheswari Road     | Kolkata | Bengal | India   | 1                             | Leather       | N/A  | 48                | No                               | No                       |
| S.R Textile                        | subsupplier           | mr. Ritesh     | 2014                          | 46 B Raf Ahmed Kidwai road | Kolkata | Bengal | India   | 8                             | Linning       | N/A  | 33                | No                               | No                       |
| MM International                   | subsupplier           | Mr. Varun      | 2010                          | 2, Tarak Dutta Road        | Kolkata | Bengal | India   | 12                            | Metal Fitting | N/A  | 6                 | No                               | No                       |
| H Z Industrial Corp.               | subsupplier           | Mr. haider     | 2010                          | 12A N.S.Road               | Kolkata | Bengal | India   | 15                            | Adhesive      | N/A  | 27                | No                               | No                       |

## Dormitories (if applicable)

No Data Available for Dormitories



## Corrective Action Plan (CAP) B Tier I

| Chapters and Subchapters                  | Crucial | Score  | CAP   | Responsible Person | Deadline date |
|---|---------|--|---|--------------------|---------------|
| B.1. Management Practice                  |         |  |   |                    |               |
| B.1.1. Management Pactice                 | No      | ( - )<br>[Minus]   | It was noted through document review that company had not done the capacity planning for workforce for matching delivery schedule.<br>Recommendation: Company should do capacity planning for workforce   | MD Sajid           | 31/10/2015    |
| B.1.4. Management Pactice                 | No      | ( - )<br>[Minus]   | As per BSCI guild lines management should effectively improve the corrective measures however during documents review & management discussion, it was found that the company has not developed a system to identify the weakness & continue improve the internal system on legal regulations & social policy .<br>Recommendation: Company should develop a internal system to regularly monitor & improve the internal system on legal regulations & social policy. | MD Sajid           | 31/10/2015    |
| B.1.6. Management Pactice                 | No      | ( - )<br>[Minus]   | During document review it was found that no awareness training on Legal regulations are provided to management, staff & employees.<br>Recommendation: Company should provide awareness training on legal regulations to all staff & employees.  | MD Sajid           | 31/10/2015    |
| Chapter Score                             |         | <input type="checkbox"/> Good <input checked="" type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant |   |                    |               |
| Number of deviations in crucial questions |         | 0 of 3   |   |                    |               |
| Fulfillment Percentage                    |         | 75.00%   |   |                    |               |
| B.2. Documentation                        |         |  |   |                    |               |
| B.2.1. Documentation                      | No      | ( - )<br>[Minus]   | During document review, it was found that company has not received the Fire NOC of the factory as required by Section 7.2of Fire Protection & Fire safety Requirement . Although they had applied for the same on 15 May 2015.<br>Recommendation: company should get the approval from Fire Department .  | MD Sajid           | 31/07/2015    |
| B.2.2. Documentation                      | No      | ( - )<br>[Minus]   | During document review , it was found that copy of Nomination form, declaration form & permanent appointment letter was missing in 3 out of 10 cases verified as required by Contract Labour (Regulation & Abolition) Act 1970.<br>Recommendation: company should keep copy of all required documents in personal files .   | M D Sajid          | 31/07/2015    |
| B.2.3. Documentation                      | No      | ( - )<br>[Minus]   | During document review, it was found that detail related to statutory deduction & probation period were not included in appoitment leeter given to company employees in 3 out of 10 cases .<br>Recommendation: Company should include detail related to statutory deductions & probation period in appoitment letters.  | MD Sajid           | 31/07/2015    |
| Chapter Score                             |         | <input type="checkbox"/> Good <input checked="" type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant |   |                    |               |
| Number of deviations in crucial questions |         | 0 of 1   |   |                    |               |
| Fulfillment Percentage                    |         | 50.00%   |   |                    |               |
| B.10. Health and Social Facilities        |         |  |   |                    |               |
| B.10.1.3. First aid                       | No      | ( - )<br>[Minus]   | Company has developed the emergency procedure no LNL/SA/EPP/001 dated 12.02.2015 , but it does not covered the patient care up to medical facility in case of trauma or series illness. Recommendation: Company should include patient care up to medical facility in case of Series illness in emergency plan  | M D Sajid          | 31/07/2015    |
| B.10.2.2. Social Facilities               | No      | ( - )<br>[Minus]   | During plant visit, it was found that floor area near the drinking water cooler was not hygiene.<br>Recommendation: Company should provide hygiene area near the drinking water coller.   | M D Sajid          | 31/07/2015    |
| Chapter Score                             |         | <input checked="" type="checkbox"/> Good <input type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant |   |                    |               |

| Score Interpretation |  |
|----------------------|--|
| Good                 | Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial.  |
| Improvements Needed  | Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.  |
| Non-compliant        | Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant. |
| Under "Grace Period" | Not Available  |
| Not Applicable       | Requirements do not match to the company structure   |
| Not Rated            | Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR  |

|   |  |                  |   |           |            |
|---|--|------------------|---|-----------|------------|
| Number of deviations in crucial questions         |  | 0 of 1           |   |           |            |
| Fulfillment Percentage                            |  | 75.00%           |   |           |            |
| <b>B.11. Occupational Health and Safety (OHS)</b> |  |                  |   |           |            |
| B.11.4.4. Chemicals                               | No   | ( - )<br>[Minus] | During plant visit, it was found that company has not provided secondary container in chemical store to avoid any leakage. Recommendation: Company should provide secondary container for storage of all chemicals.                         | M D Sajid | 31/07/2015 |
| B.11.4.6. Chemicals                               | No   | ( - )<br>[Minus] | During document review, it was found that company is not maintaining the distribution & disposal of chemicals. Recommendation: Company should maintain record of distribution & disposal of chemical.                                       | M D Sajid | 31/07/2015 |
| B.11.5.3. Accident and Emergency Procedures       | No   | ( - )<br>[Minus] | Company has not displayed the emergency procedure in local language for better understanding of employees. Recommendation: Company should display Emergency procedure in Local language in the company                                      | MD Sajid  | 31/07/2015 |
| B.11.09.1. Machine and Vehicle Safety             | No   | ( - )<br>[Minus] | During plant visit, belt guard was found missed on two stitching machines & waste material was kept near the air compressor . Recommendation: Company should provide belt guards on all stitching machines & clear the air compressor area. | MD Sajid  | 31/07/2015 |
| Chapter Score                                     | <input type="checkbox"/> Good <input checked="" type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant |                  |   |           |            |
| Number of deviations in crucial questions         |  | 0 of 6           |   |           |            |
| Fulfillment Percentage                            |  | 89.74%           |   |           |            |
| <b>Total Audit Results for Part B Tier I</b>      |  |                  |   |           |            |
| Total Score                                       | <input type="checkbox"/> Good <input checked="" type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant |                  |   |           |            |
| Total number of deviations in crucial questions   |  | 0 of 35          |   |           |            |
| Overall fulfillment percentage                    |  | 89.57%           |   |           |            |

| Score Interpretation |  |
|----------------------|--|
| Good                 | Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial.  |
| Improvements Needed  | Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.  |
| Non-compliant        | Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant. |
| Under "Grace Period" | Not Available  |
| Not Applicable       | Requirements do not match to the company structure   |
| Not Rated            | Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR  |

## Part C: Audit Findings

| Chapter  |
|--|
| C.1. Policy  |
| C.2. Planning and Implementation                           |
| C.3. Management Review                                     |
| C.4. Control of Subcontractors / Suppliers / Sub-suppliers |
| C.5. Control of Homeworkers                                |
| C.6. Compensation  |
| C.7. Child Labour  |
| C.8. Outside Communication                                 |
| Total  |

| Score Interpretation |   |
|----------------------|---|
| Good                 | Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial.                               |
| Improvements Needed  | Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial. |
| Not Applicable       | Requirements do not match to the company structure  |
| Not Rated            | Only applicable for re-audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR           |

## Workers Interview Sheet

| Workers Interview Sheet             |                     |                       |                          |
|-------------------------------------|---------------------|-----------------------|--------------------------|
| Workers                             | Male workers number | Female workers number | % of the total workforce |
| Total                               | 8                   | 2                     | 12.66                    |
| Workers aged < 18 years interviewed | 0                   | 0                     | 0.00                     |
| Apprentices interviewed             | 0                   | 0                     | 0.00                     |
| Disabled persons interviewed        | 0                   | 0                     | 0.00                     |
| Full time workers interviewed       | 8                   | 2                     | 12.66                    |
| Part time workers interviewed       | 0                   | 0                     | 0.00                     |
| Seasonal workers interviewed        | 0                   | 0                     | 0.00                     |
| Migrant workers interviewed         | 0                   | 0                     | 0.00                     |
| Pregnant workers interviewed        |                     | 0                     | 0.00                     |

| Interview methods used                    | number (how many)   |
|---|---|
| Number of Individual interviews conducted | 4   |
| # of people interviewed in Group(s)       | 6   |
| # of Interviews conducted on site         | 5   |
| # of Interviews conducted off site        | 0   |
| Was an interpreter used?                  | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |
| Language(s) used for worker interviews    | Hindi   |

| No. of interview | Essentials (If the number of rows is not enough, please add pages as needed and include with the attachments).   |
|------------------|--|
| 1                | Training for fire extinguisher, on the job training, no forced practices done , Fire drill conducted, No accident was happened in the company .  |
| 2                | Interviewed about recruitment, Wages & deduction , Medical and Sick situation for employees, no child Labour, no harassment, no Over time was found , work environment is good   |
| 3                | Health insurance based covered under ESI, no case of harassment . No deposits are kept by management. Original documents returned. Awareness about BSCI is good  |
| 4                | Health insurance based covered under ESI, no case of harassment . No deposits are kept by management. Original documents returned. Awareness about BSCI is given   |
| 5                | No work is given for home & not to out side peoples , good in comparison with other similar factories in the locality, work environment is good, supervisor behavior is cooperative, All on monthly salaries , increment as per Minimum wages act , comply with Government norms |

| Score Interpretation |   |
|----------------------|---|
| Good                 | Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial.                               |
| Improvements Needed  | Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial. |
| Not Applicable       | Requirements do not match to the company structure  |
| Not Rated            | Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR           |

## Child and Young Workers Record Sheet

| Child and Young Workers Record Sheet  |                      |                   |                                |                            |                              |                            |                                |          |
|---|----------------------|-------------------|--------------------------------|----------------------------|------------------------------|----------------------------|--------------------------------|----------|
| Please only complete this table if you have children (anyone below the national minimum age) or young workers (anyone below the national minimum age but below 18 years of age) in your company |                      |                   |                                |                            |                              |                            |                                |          |
| Name  | Birthday(dd/mm/yyyy) | Attending school? | Working start date(dd/mm/yyyy) | Department he/she works in | working time schedule (From) | working time schedule (To) | Average working hours per week | Comments |
| No Child was found  |                      |                   |                                |                            |                              |                            | 0.000                          |          |

| Score Interpretation |  |
|----------------------|--|
| Good                 | Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial.  |
| Improvements Needed  | Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.  |
| Non-compliant        | Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant. |
| Under "Grace Period" | Not Available  |
| Not Applicable       | Requirements do not match to the company structure   |
| Not Rated            | Only applicable for re-audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR  |

## Overall Producer Pictures

No Photos Available