

Monitoring result for Polani Textiles on site Polani Textile

Monitoring

Monitored Party : **Polani Textiles**
amfori ID : **586-000727-000**
Site : **Polani Textile**
Site amfori ID : **586-000727-002**
Address : **B-24/A, S.I.T.E Area**
: **75700, Karachi**
: **Sindh**
: **Pakistan**
Monitoring Activity : **amfori Social Audit - Manufacturing**
Monitoring Type : **Full Monitoring**
Monitoring Partner : **TÜV NORD CERT GmbH**
Monitoring Start Date : **29/09/2022**
Closing Meeting : **05/10/2022**
Finished Date : **05/10/2022**
Submission Date : **05/10/2022**
Expiration Date : **05/10/2024**

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Overall rating

A	B	C	D	E	None
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Section rating

PA1: Social Management System	C
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

This is BSCI Full and Semi- announced audit. Polani Textiles is a manufacturer & exporter of Terry Towels, Bathrobes and all other Terry Made-ups. The facility started its operations since 2000 at B-24/A SITE Karachi, Pakistan. The total factory area was 44688 square feet and covered area 53852 square feet.

Opening Meeting: The Opening Meeting conducted by Lead Auditor "Nazim Ali", (APSCA No.21703464) Membership Status "Registered Auditor (R.A)" & Hamid Rasheed (APSCA No. 21705433), where Mr. Nehal Ahmed (General Manager), Mr. Anas Kasmani (Finance Manager), Mr. Asad Aqeel (Management Representative), Mr. Umair Ali Khan (H&S Incharge), Mr. Imran Khan (Worker Representative). Lead Auditor described the whole audit process, standards, scope, and also explained the amfori BSCI code of conduct, amfori BSCI holistic approach in detail and local laws to what extent these are related to the audit. Meanwhile management assured the auditor to help throughout the audit. Required documents were provided in time, photocopy of the required documents were also given in time. Facility management provided a separate room for conducting employee's interview. Besides, at the time of facility visit attitude of the facility management was good.

Announced Type: Semi-announced.

Monitoring Type: Full Monitoring.

Monitoring Partner: TÜV NORD CERT GmbH (APSCA Firm Member: 11600051).

Auditor: APSCA Auditor Number: (Nazim Ali "21703464") & (Hamid Rasheed "21705433").

The factory is comprised of one building block. The description of building floor wise layout was as follows:

The ground floor is occupied by Accessories store, Yarn Depart, Weaving, Greigh Fabric, Generator and Compressor.

The Mezzanine floor is occupied by Offices.

The first floor is occupied by Pressing, stitching section, finishing section, sampling, finished goods store, washrooms, and rest area.

No accommodation & transportation facility is provided by the company.

Main operations in the facility: Cutting, Weaving, Sewing, Finishing and Packing.

The factory was working in one general shift for management staff and all cutting, sewing, and finishing, packing employees from 09:00 AM to 06:00 PM with a 1-hour lunch break from 01:00 PM to 02:00 PM. There were 3 shifts in Weaving & Security; details are as 07:00 AM to 03:00 PM, 03:00 PM to 11:00 PM, 11:00 PM to 07:00 AM. The factory was working 6 days a week Monday to Saturday. The rest day was given on Sunday to all employees and security has rest on a rotation basis.

The factory was using a face scan and hand scan system to record the working hours of the workers.

Wages were paid on monthly basis to employees on or before the 7th day of the following month. Employees were paid through bank transfer and by cash.

The factory operates 6 days in a week and Sunday is the rest day for all workers.

Wages paid by cash and bank transfer within 7th of the following month. Minimum wages is 25,000 PKR which is as per law.

Contractor License/ Permit, Agency Labour Contract, Government Waivers, Collective Bargaining Agreements and Canteen was not applicable.

Total 100 workers (95 Male & 05 Female) are working in the factory.

Attendance and payroll record are available and auditors select and verify 15 workers attendance and payroll records April 2022, June 2022 & August 2022.

15 workers (13 male and 2 female) from different sections are selected for individual and group interview without the presence of the management. According to the worker's interview, they are satisfied with the factory management.

Closing Meeting: At the end of all the audit processes, a closing meeting was conducted by the assessment auditor in the presence of Mr. Nehal Ahmed (General Manager), Mr. Anas Kasmani (Finance Manager), Mr. Asad Aqeel (Management Representative), Mr. Umair Ali Khan (H&S Incharge), Mr. Imran Khan (Worker Representative). At the end of the audit, a closing meeting was held with factory representative, worker representative and all findings were discussed. They management accepted the findings signed on the corrective action report.

The facility management was receptive to the observations and assured to take the necessary steps to correct the same at the earliest Mr. Asad Aqeel (Management Representative) and Mr. Imran Khan (President Work Council) agreed and signed the summary of findings.

Site Details

Site : Polani Textile
Site amfori ID : 586-000727-002

GICS Classification

Sector : Consumer Discretionary
Industry Group : Consumer Durables & Apparel

amfori Process Classifications

N.A.

NACE Classification

N.A.

Industry : Textiles, Apparel & Luxury Goods
Sub Industry : Textiles

GS1 Classifications

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	100 Workers
Legal minimum wage in local currency	25000 Monthly
Lowest wage paid for regular work at the site	25000 Monthly
Calculated living wage in local currency	29500 Monthly
Total sample	15 Workers

Other Metrics

Male workers	95 Workers
Female workers	5 Workers
Permanent workers - Male	95 Workers
Permanent workers - Female	5 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	7 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	12 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	95 Workers
Workers hired directly - Female	5 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	13 Workers
Sample - Female	2 Workers

Findings

PA1: Social Management System

Noted from the documents review and management interview that still no effective system in place to ensure BSCI new code of conduct requirement to be implemented. Work instruction, time table, emergency instruction in case of accident for concerns were not defined. Factory is recommended to ensure effective management system to implement BSCI code of conduct requirement.

دستاویزات کے جائزے اور انتظامی انٹرویو سے نوٹ کیا گیا کہ بی ایس سی آئی کے نئے ضابطہ اخلاق کے نفاذ کو یقینی بنانے کے لیے ابھی تک کوئی موثر نظام موجود نہیں ہے۔ کام کی ہدایات، ٹائم ٹیبل، حادثے کی صورت میں خدشات کے لیے ہنگامی ہدایات کی وضاحت نہیں کی گئی۔ بی ایس سی آئی کے ضابطہ اخلاق کی ضرورت کو لاگو کرنے کے لیے موثر انتظامی نظام کو یقینی بنانے کے لیے فیکٹری کی سفارش کی جاتی ہے۔

Factory has conducted internal audit to their supplier/business partner but they did not shared/signs TOI (Terms of Implementation) and BSCI COC (Code of Conducts) with them.

ضابطہ اخلاق (کا) BSCI COC عمل درآمد کی شرائط اور TOI فیکٹری نے اپنے سپلائر/کاروباری پارٹنر کا اندرونی آڈٹ کرایا ہے لیکن انہوں نے ان کے ساتھ اشتراک/دستخط نہیں کیا۔

PA 2: Workers Involvement and Protection

Workers are not well aware about their representative towards the management. It is recommended that facility should make familiar of the workers representative with general workers.

کارکنوں کو انتظامیہ کی طرف اپنے نمائندے کے بارے میں اچھی طرح معلوم نہیں ہے۔ یہ سفارش کی جاتی ہے کہ سہولت کو عام کارکنوں کے ساتھ کارکنوں کے نمائندے سے واقف کرانا چاہئے۔

PA 5: Fair Remuneration

Noted through documents reviews that facility has calculated their living wages PKR 29500, however it comes under notice during workers benefits and salary records that no implementation found to meet decent living standards for their workers.

حساب لگایا ہے، تاہم یہ کارکنوں کے مراعات اور تنخواہ کے PKR 29500 دستاویزات کے جائزوں کے ذریعے نوٹ کیا گیا کہ سہولت نے ان کی رہائشی اجرت ریکارڈ کے دوران نوٹس میں آتا ہے کہ ان کے کارکنوں کے معیار زندگی پر پورا اترنے کے لیے کوئی عمل درآمد نہیں پایا گیا۔

PA 7: Occupational Health and Safety

During document review it was noted that Risk assessment of transmittable and non-transmittable disease were not conducted. دستاویز کے جائزے کے دوران یہ نوٹ کیا گیا کہ قابل منتقلی اور غیر منتقلی بیماری کے خطرے کی تشخیص نہیں کی گئی۔

During site tour, it was observed that workers were not using face mask in stitching, checking & area. Furthermore workers also not using PPE's in weaving & cutting Legal Reference: Dust and Fume, Section 18 of the Sindh Factories Act 2015.

سائٹ کے دورے کے دوران، یہ دیکھا گیا کہ کارکنان سلائی، چیکنگ اور ایریا میں فیس ماسک کا استعمال نہیں کر رہے تھے۔ مزید برآں کارکنان بھی پی پی ای کا استعمال نہ کرنے اور کاٹنے میں قانونی حوالہ: ڈسٹ اینڈ فیوم، سندھ فیکٹریز ایکٹ 2015 کا سیکشن 18۔

During site tour, it was observed that Unidentified chemical drum was found without secondary container and MSDS near Generator area.

کے بغیر نامعلوم کیمیکل ڈرم ملا۔ MSDS سائٹ کے دورے کے دوران، یہ دیکھا گیا کہ جنریٹر ایریا کے قریب ثانوی کنٹینر اور

Based from site tour, it was noted that electrical installation was not maintained in weaving section e.g. loose electric connections were observed in Production Area. Ref Local Law: Electricity Rules 1937, Rule 49.

سائٹ کے دورے کی بنیاد پر، یہ نوٹ کیا گیا کہ ویونگ سیکشن میں برقی تنصیب کو برقرار نہیں رکھا گیا تھا جیسے کہ پیداواری علاقے میں ڈھیلے الیکٹرک کنکشن دیکھے گئے تھے۔ ریف لوکل لاء: الیکٹرکسٹری رولز 1937، رول 49۔

During site tour, it was observed that needle guard & belt cover were not provided on 4 stitching machine.

سائٹ کے دورے کے دوران، یہ دیکھا گیا کہ 4 سلائی مشین پر سوئی گارڈ اور بیلٹ کور فراہم نہیں کیا گیا تھا۔

During site tour it was observed that flush system not installed in workers toilet. Legal Reference: Rule 42 of the Sindh Factories Rules 1975.

سائٹ کے دورے کے دوران دیکھا گیا کہ ورکرز کے بیت الخلاء میں فلش سسٹم نصب نہیں ہے۔ قانونی حوالہ: سندھ فیکٹریز رولز 1975 کا قاعدہ 42۔

PA 12: Protection of the Environment

Through the facility tour it was noted that waste segregation was not found appropriate at site.

سہولت کے دورے کے ذریعے یہ نوٹ کیا گیا کہ جگہ پر کچرے کو الگ کرنا مناسب نہیں پایا گیا۔