SMETA
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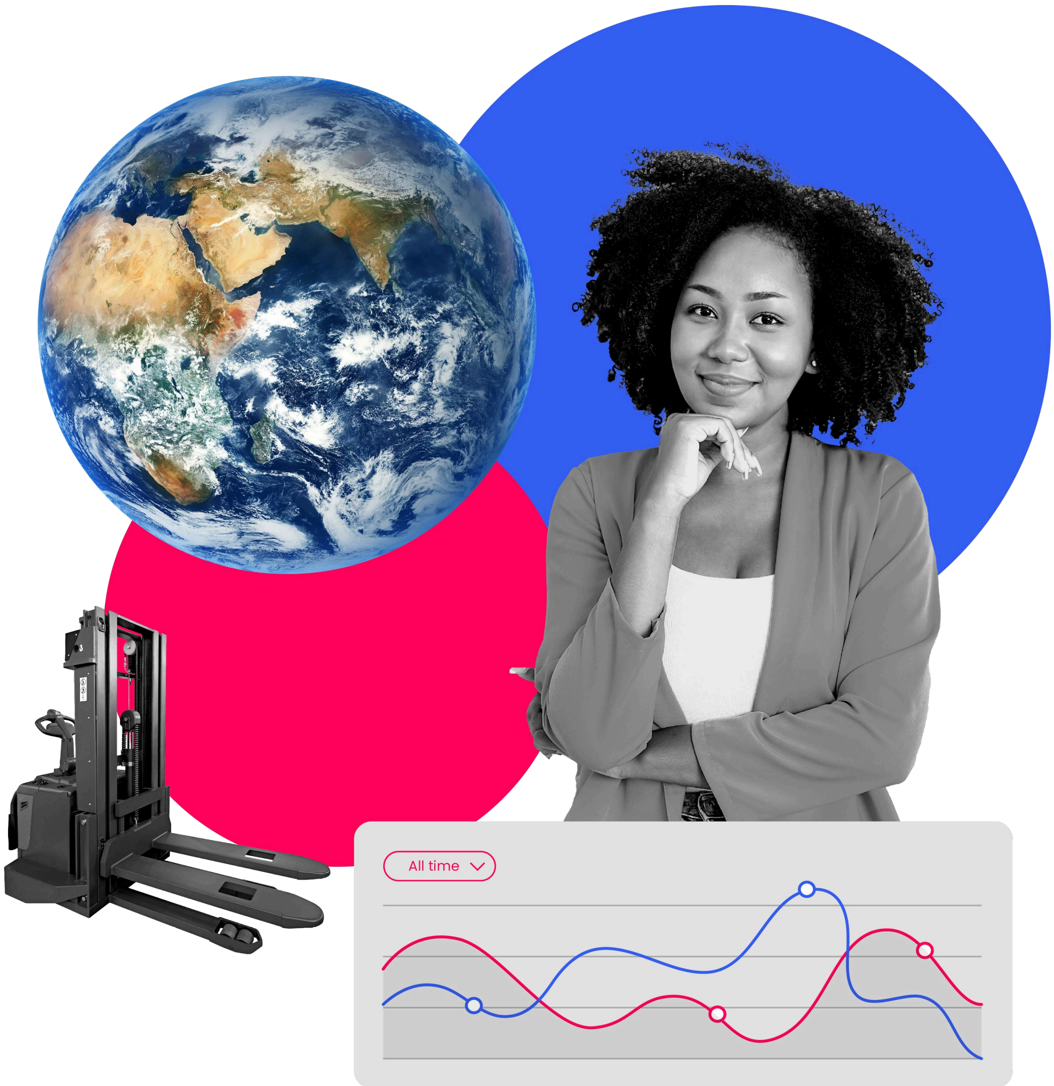
Sedex Members Ethical Trade Audit Report

Version 7



Sedex, 18 St Swithin's Lane, London, EC4N 8AD, United Kingdom

Contents

Audit content

(1) A SMETA audit was conducted which included some or all of labour standards, health and safety, environment and business ethics. The SMETA minimum requirements were applied and the SMETA auditor manual was followed. The scope of workers included all types at the site e.g. direct employees, agency workers, workers employed by service providers and workers provided by other contractors. Any deviations from the SMETA methodology are stated (with reasons for deviation) in the SMETA declaration.

The audit scope includes an assessment of the Workplace Requirements and the Management Systems Assessment against the code areas below.

2-pillar audits include:

- Labour standards:
  - 0. Enabling accurate assessment
  - 1. Employment is freely chosen
  - 1.A. Responsible recruitment and entitlement to work
  - 2. Freedom of association and right to collective bargaining are respected
  - 4. Child labour shall not be used
  - 5. Legal wages are paid
  - 5.A. Living wages are paid
  - 6. Working hours are not excessive
  - 7. No discrimination is practiced
  - 8. Regular employment is provided
  - 8.A. Sub-contracting and homeworkers are used responsibly
  - 9. No harsh or inhumane treatment is allowed
- Health and safety:
  - 3. Working conditions are safe and hygienic
- Environment:
  - 10.A. Environment 2-pillar

4-pillar audits include, in addition to the above:

- Environment:
  - 10.B. Environment 4-pillar
- Business ethics:
  - 10.C. Business ethics

(2) Where appropriate, non-compliances or non-conformances were raised where either local law or the base code were not met, and recorded as non-compliances on both the audit report, CAPR and on the Sedex Platform.

(3) Any non-conformance against customer code shall not be uploaded to Sedex, but sent directly to the customer in question.

Audit details

Site details

Sedex site reference	ZS293047499	**Site name**	RAJSHREE POLYPACK LIMITED UNIT 2
Business name	Rajshree Polypack Limited	**Site address**	Plot No.370/2(2) & 370/2(3), Near PSL Vapi Road, Kachigam Daman DAMAN IN 396210

Audit details

Sedex company reference	ZC1045116	**Auditor company name**	Intertek India
Audit company address	Intertek India Pvt Ltd., No. 501, Opp.to LRG College, Palladam Road,, Tirupur, IN, 641604		
Date of audit	2026-03-11	**Audit conducted by**	Yuvraj Kalikate
Audit pillars	Labour Standards | Health and safety | Environment 4-Pillar | Business ethics		
Time in and out	Day 1 In 10:00 Out 18:00		
Audit type	Full initial		
Was the audit announced?	Semi announced		

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Findings →

Was the Sedex SAQ available for review?	Yes
Who signed and agreed CAPR?	Mr. Sandeep Kumar / Asst Manager HR & Admin
Any conflicting information SAQ/Pre-Audit Info	No
Is further information available?	No

Audit attendance

	Senior management	Worker representative	Union representative
A: Present at the opening meeting?	Yes	Yes	No
B: Present at the audit?	Yes	Yes	No
C: Present at the closing meeting?	Yes	Yes	No
Reason for absence at the opening meeting	No union present in the facility & it is not required by law.		
Reason for absence during the audit	No union present in the facility & it is not required by law.		
Reason for absence at the closing meeting	No union present in the facility & it is not required by law. The Semi-announced window for this audit is from 10-3-2026 to 9-4-2026		

← Contents Findings →

SMETA declaration

Auditor team

SMETA declaration	I declare that the audit underpinning the following report was conducted in accordance with SMETA Minimum Requirements and the SMETA Auditor Manual. 1. Where appropriate non-compliances/ non-conformances were raised against the Base Code and local law and recorded as non-compliances/ non-conformances on both the audit report, CAPR and on the Sedex Platform. 2. Any non-conformance against customer code alone shall not be uploaded to Sedex, and will be shared directly with the customer in question. This report provides a summary of the findings and other applicable information found/gathered during the social audit conducted on the above date only and does not officially confirm or certify compliance with any legal regulations or industry standards. The social audit process requires that information be gathered and considered from records review, worker interviews, management interviews and visual observation. More information is gathered during the social audit process than is provided here. The audit process is a sampling exercise only and does not guarantee that the audited site prior, during or post–audit, are in full compliance with the Code being audited against. The provisions of this Code constitute minimum and not maximum standards and this Code should not be used to prevent companies from exceeding these standards. Companies applying this Code are expected to comply with national and other applicable laws and where the provisions of law and this Code address the same subject, to apply that provision which affords the greater protection. The ownership of this report remains with the party who has paid for the audit. Release permission must be provided by the owner prior to release to any third parties.		
Any exceptions to the SMETA Methodology must be recorded here (e.g. different sample size)	None		
Lead auditor	Yuvraj Kalikate	**APSCA Number**	21702363
Additional auditor	Vivek Mokal	**APSCA Number**	32400137
	Suraj Chougule	**APSCA Number**	32400108

← Contents

Findings →

Auditor team

Date of declaration	2026-03-11

Site representation

Declaration	I acknowledge that details from this report can change during the review process and that I will be given the opportunity to dispute the content once the review has been published.
Full name	Mr. Sandeep Kumar
Title	Asst Manager HR & Admin
Date of declaration	2026-03-11

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
2. Freedom of association and right to collective bargaining are respected	2.B Not prohibit, discourage or interfere wit...	Local law	NC ZAF601364369
3. Working conditions are safe and hygienic	3.N Ensure that all hazardous substances (e.g...	Local law	NC ZAF601364367
9. No harsh or inhumane treatment is allowed	9.I Comply with all other applicable laws tha...	Local law Base code	NC ZAF601364368

Management systems

	Policies and procedures	Resources	Communication and training	Monitoring
1. Employment is freely chosen	✓	✓	✓	✓
1.A. Responsible recruitment and entitlement to work	✓	✓	✓	✓
2. Freedom of association and right to collective bargaining are respected	✓	✓	ⓘ	ⓘ
3. Working conditions are safe and hygienic	✓	✓	ⓘ	ⓘ
4. Child labour shall not be used	✓	✓	✓	✓
5. Legal wages are paid	✓	✓	✓	✓
6. Working hours are not excessive	✓	✓	✓	✓
7. No discrimination is practiced	✓	✓	✓	✓
8. Regular employment is provided	✓	✓	✓	✓

✗ Not addressed

⚠ Fundamental improvements required

ⓘ Some improvements recommended

✓ Robust management systems

	Policies and procedures	Resources	Communication and training	Monitoring
8.A. Sub-contracting and homeworkers are used responsibly	Robust management systems	Robust management systems	Robust management systems	Robust management systems
9. No harsh or inhumane treatment is allowed	Robust management systems	Robust management systems	Some improvements recommended	Some improvements recommended
10.A. Environment 2-Pillar	Robust management systems	Robust management systems	Robust management systems	Robust management systems
10.C. Business ethics	Robust management systems	Robust management systems	Robust management systems	Robust management systems

- Not addressed
- Fundamental improvements required
- Some improvements recommended
- Robust management systems

← Summary of findings

Site details →

Site details

Company and site details

Sedex company reference	ZC1045116	
Sedex site reference	ZS293047499	
Company name	Rajshree Polypack Limited	
Business ownership type	GOODS	
Site name	RAJSHREE POLYPACK LIMITED UNIT 2	
Site name in local language	Hindi	
GPS location	**GPS address**	Plot No.370/2(2) & 370/2(3),, Near PSL Vapi Road, Kachigam Daman
	Coordinates	Latitude :- N 20°22'49.6056" ; Longitude :- E 72°53'13.776"
Is the worksite in a remote location, far from habitation?	No	
Site contact	**Contact name**	Mr. Purav Shah
	Job title	Operation Head
	Phone number	+917045114243
	Email	ramswaroop@rajshreepolypack.com

Company and site details

Applicable business and other legally required business license numbers and documents	1)Factory license No. 3400 valid till 31.12.2027 for 300 workers & 2450 hp power. 2)Approved factory building layout plan no. Plan No. – 15/PDA/DMN/CD/KACH/307/2(2)/207/2018, Dated – 13.07.2020 3)Building stability certificate -Ref No. – SRA/RPPL/DMN/2024, Dated – 29.02.2024 4)GST (taxation) certificate no. 26AAFCR5189M1ZP, Dated – 24.03.2025 5)Maharashtra Pollution Control Board Consent Order - PCC/DDD/G-5507/1789330, Dated – 09.10.2024, Valid upto – 28.02.2027. 6)Fire No Objection Certificate No. - No.DFES/DMN/AREN-NOC/1262/ADFO/2025, Dated – 15.07.2025, Valid for one year 7)Contractor License details- *CISS Services Limited : License No. – PSA/L/37/DNHDD/2024/JUL/3/121, Dated – 23.07.2023, Valid upto – 22.07.2028 *Crest Property Solutions Private Limited : Registration No. 820425745, Dated – 03.08.2022 8)Diesel Generator Installation - Diesel Generator – 910 KVA-1, WRIO/DNH/Daman/Rajshree/A-5709/SE/2019/004605-06, Dated – 14.10.2019 9)Ground Water Extraction - 21-4/768/DD/IND/2024, issue Dated – 20.02.2024

Site activities

Site function	Factory Processing/Manufacturer	
Site activities	**Primary**	Manufacture of plastics products
	Secondary	
	Other	
Product type	Manufacturing of plastic rigid sheets and Thermoformed products.	
Process overview	Manufacturing of plastic rigid sheets and Thermoformed products. Products: Plastic rigid sheets, compostable, Thermoformed & Injection Moulded plastic articles of various shapes and sizes (plain & decorated) Compostable thermoformed and Injection moulded plastic articles of various shapes and sizes (plain & decorated. All the products thickness is above 75 microns only. 4 production Lines. Main equipment used are: 3 Extrusion Machines, 6 Thermoforming machines, 4 printing machines and 1 Sleeving machine.	
What level of mechanization best describes the work at this site?	Fair mechanisation / manual Labour	

Site scope

Is the audited site a physically continuous area?	Yes
What is the area of audited site to its boundary?	10390m²

← Site details

Worker analysis →

Site scope

Building 1	**Last construction works on site**	2013
	If building is shared, provide details	Not Shared
	Number of floors	4
	Description of floor activities	Building Details as below - Ground Floor:- Extrusion, Thermoforming and Dispatch. Mezzanine Floor :- HR Office, Conference Room and QC. First Floor:- Printing, Sleeving and Grinding. Second Floor:- Engineering Store, Finished Goods Storage.
Building 2	**Last construction works on site**	2021
	If building is shared, provide details	Not Shared
	Number of floors	3
	Description of floor activities	Ground Floor:- Extrusion, Thermoforming and Dispatch. Mezzanine Floor :- HR Office, Conference Room and QC. First Floor:- RM and FG Store.

Is there any difference between the site scope of the audit and the Sedex site profile?	No
Does the scope of the audit subdivide any building or is limited to particular processes, products or businesses within the physical site?	No
Is any activity conducted onsite not included within the scope of the audit?	No

← Site details

Worker analysis →

Worker accommodation and transport

Are there any site-provided worker accommodation buildings?	No
Does the site organise worker transport to the worksite?	Not applicable Not Applicable

Work patterns

Approximate workers on site per month (% of peak)	**January**	80-90%	**February**	80-90%
	March	80-90%	**April**	80-90%
	May	80-90%	**June**	80-90%
	July	80-90%	**August**	80-90%
	September	80-90%	**October**	80-90%
	November	80-90%	**December**	80-90%
Is there any night shift work at the site?	No			

Site assessments

Does this site hold any certifications that address labour standards, human rights, corruption or environmental impact?	No

← Site details

Worker analysis →

Site assessments

Has the site assessed for negative impacts on the human rights, lands, resources, territories, livelihoods or food security of indigenous peoples or the local community?	Yes Site has conducted negative impacts on the human rights, lands, resources, territories, livelihoods or food security of indigenous peoples or the local community.
Has there been a Human Rights Impact Assessment (HRIA) conducted within the last three years at this site?	Yes Site has conducted Human Rights Impact Assessment (HRIA)

← Site details

Worker analysis →

Worker analysis

Gender disaggregated data available	Men and women

Worker totals

	Men		Women		Other		Total	
Number of workers	118	(98.3%)	2	(1.7%)	-	-	120	(100%)

Workers by type

	Men		Women		Other		Total	
Permanent workers (employees)	100	(99%)	1	(1%)	-	-	101	(84.2%)
Temporary or fixed term employees	0	-	0	-	-	-	0	(0%)
Agency or subcontracted workers	18	(94.7%)	1	(5.3%)	-	-	19	(15.8%)
Seasonal workers	0	-	0	-	-	-	0	(0%)
Self-employed workers	0	-	0	-	-	-	0	(0%)
Informal workers including home workers	0	-	0	-	-	-	0	(0%)
Apprentices, trainees or interns	0	-	0	-	-	-	0	(0%)

* % of total workforce

← Site details

Worker interviews →

Migrant workers

	Men	Women	Other	Total
Domestic migrant workers	0 -	0 -	- -	0 (0%)
International migrant workers	0 -	0 -	- -	0 (0%)
Total migrant workers	0 -	0 -	- -	0 (0%)

* % of total workforce

Where workers have migrated internally, list the most common internal states workers have moved from Not applicable

Workers by age

	Men	Women	Other	Total
18 - 24 years old	12 (100%)	0 (0%)	- -	12 (10%)
15 - 17 years old	0 -	0 -	- -	0 (0%)
Under 15 years old	0 -	0 -	- -	0 (0%)

* % of total workforce

Is the worker analysis data relevant for peak season and current to the audit?	No
Describe how this may vary during peak periods	Not Applicable
Please list the nationalities of all workers, with the three most common nationalities listed first	Indian

Most common nationalities as approximate % of workforce

	Men	Women	Other	Total
Indian	98%	2%	-	100%

Workers by remuneration type

	Men		Women		Other		Total	
Workers paid per unit (piece rate)	0	-	0	-	-	-	0	(0%)
Workers paid based on a mix of 'piece work' and hourly rate	0	-	0	-	-	-	0	(0%)
Workers paid hourly / daily rate	0	-	0	-	-	-	0	(0%)
Salaried workers	118	(98.3%)	2	(1.7%)	-	-	120	(100%)

* % of total workforce

← Worker analysis

Worker interviews →

Workers by payment cycle

	Men		Women		Other		Total	
Paid daily	0	-	0	-	-	-	0	*(0%)*
Paid weekly	0	-	0	-	-	-	0	*(0%)*
Paid monthly	118	*(98.3%)*	2	*(1.7%)*	-	-	120	*(100%)*
Other	0	-	0	-	-	-	0	*(0%)*

* % of total workforce

If other payment cycle entered, please provide details	No other payment cycle

People in managerial, supervisorial and administrative roles

	Men		Women		Other		Total
Employees in management positions	3	*(100%)*	0	*(0%)*	-	-	3
Supervisors or team leaders	92	*(96.8%)*	3	*(3.2%)*	-	-	95
Administrative staff	4	*(100%)*	0	*(0%)*	-	-	4

← Worker analysis

Worker interviews →

Worker interview summary

Gender disaggregated data available	Men and women
Which methods of worker engagement were used?	Individual interviews Group interviews

Digital worker survey participants

	Men	Women	Other	Total
Number of workers	-	-	-	-

Were any of the audit findings attributable to the survey?	
Was the interview sample representative of all types of nationality and employment types of workers?	Yes
Was the interview sample representative of the gender composition of the workforce?	Yes
Number and size of group interviews	4 group of 5 employees
Did workers understand the purpose of the audit?	Yes
Were interviews conducted in circumstances to ensure privacy, with the confidentiality of the interview process communicated to the workers?	Yes

← Worker analysis

Measuring workplace impact →

Was there any indication that workers had been 'coached' in how they should respond to questions?	No
What was the general attitude of the workers towards their workplace?	Favorable

Attitude of workers

In which areas did workers raise significant concerns or complaints?	Other (provide details) Workers did not raise any significant concerns
What did the workers like the most about working at this site?	Equal opportunities Job security Pay
Additional comments	26 workers (01 Female and 25 Male) were selected for interview, they were interviewed as 04 group of 05 employees and balance 06 employees were interviewed individually. additionally, employees were selected (01 management & 01 Worker) for covering scope of 4 pillar. The workers were assured of confidentiality, and they spoke freely of their views of the factory. All workers said they were satisfied with their employment at the factory and that they were satisfied with the current wages which in their view were in line with wages in the locality. They felt free to leave this employer and understood the notice period required. They had good relationships with their supervisors who treated them with respect. They were able to make suggestions to their supervisors and team leaders and sometimes they had seen these suggestions used. They felt able to complain directly to their supervisors but also felt free to give their general concerns to their grievance representative who would take it to the management.
Attitude of workers' committee/union representatives	Works Committee exists in the facility. Based on the interaction with grievance committee members, it was noted that representatives are not discriminated, and their grievances stated by the workers were effectively solved by the facility management. Further no negative comments were received. Further, same representatives confirmed they had good relationships with the management.

← Worker analysis
Measuring workplace impact →

Attitude of workers

Attitude of managers	The facility management showed a positive attitude to this audit during the whole process. Facility team was very proactive & showed active participation in the audit. All documentation requested for review was provided timely. At the end of the audit, all the non-compliances were accepted by the facility.

Workers interviewed by type

	Total
Permanent workers	24
Temporary or fixed-term employees	0
Agency or subcontracted workers	2
Seasonal workers	0
Other workers	0
Total number of workers interviewed	26

Workers interviewed by group/individual

	Men	Women	Other	Total
Workers interviewed in groups	20	0	-	20
Workers interviewed individually	5	1	-	6

← Worker analysis
Measuring workplace impact →

Migrant workers interviewed

	Men	Women	Other	Total
Domestic migrant workers interviewed	0	0	-	0
International migrant workers interviewed	0	0	-	0
Total migrant workers interviewed	0	0	-	0

← Worker interviews

Measuring workplace impact →

Measuring workplace impact

Gender disaggregated data available	Men and women

Annual worker turnover (%)*

	Men	Women	Other	Total
Last full quarter (90 days)	3.25%	0.0%	-	3.25%
Last full calendar year (2025)	3.0%	0.0%	-	3.0%
Previous full calendar year (2024)	5.0%	0.0%	-	5.0%

* Number of workers leaving in last 12 months as a % of average total number of workers on site over the year.

Rate of absenteeism (%)*

	Men	Women	Other	Total
Last full quarter (90 days)	2.5%	0.0%	-	2.5%
Last full calendar year (2025)	6.0%	0.0%	-	6.0%
Previous full calendar year (2024)	8.0%	0.0%	-	8.0%

Number of days lost through job absence in the year, calculated as: (Number of days lost through job absence in the year) / [(Number of employees on 1st day of the year + Number of employees on the last day of the year) / 2] * (Number of available workdays in the year).

Are accidents recorded?	Yes Facility has maintained accident register and accident investigation report for accidents occurred in the facility.

← Worker interviews

Code area 0 →

Annual number of work related accidents and injuries (per 100 workers)*

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	0.0%	-	0.0%
Last full calendar year (2025)	0.0%	0.0%	-	0.0%
Previous full calendar year (2024)	0.0%	0.0%	-	0.0%

* Calculated as (number of work related accidents and injuries * 100) / number of total workers.

Lost day work cases (per 100 workers)*

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	0.0%	-	0.0%
Last full calendar year (2025)	0.0%	0.0%	-	0.0%
Previous full calendar year (2024)	0.0%	0.0%	-	0.0%

* Calculated as (number of lost days due to work accidents and work related injuries * 100) / number of total workers.

Percentage of workers that work on average more than 48 total hours in a given week

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	0.0%	-	0.0%
Last full calendar year (2025)	0.0%	0.0%	-	0.0%

← Worker interviews
Code area 0 →

Percentage of workers that work on average more than 48 total hours in a given week

Previous full calendar year (2024)	0.0%	0.0%	-	0.0%

Percentage of workers that work on average more than 60 total hours in a given week

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	0.0%	-	0.0%
Last full calendar year (2025)	0.0%	0.0%	-	0.0%
Previous full calendar year (2024)	0.0%	0.0%	-	0.0%

← Measuring workplace impact
Code area 0 →

0. Enabling accurate assessment

Summary of findings

Code area	Workplace requirement	Area of NC	Finding

No findings

← Measuring workplace impact
Code area 1 →

Systems and evidence examined to validate this code section	Current Systems: -The facility has allowed the auditor to conduct and complete the audit without any obstruction to requested documents, interviewees and the facility itself (including all buildings & areas). -Facility has shown authentic & accurate records. Facility has extended complete transparency towards to audit process. -Facility did not engaged in any of the audit integrity issue like bribes or threatening to the auditor, nor in any way induce the auditor to be dishonest. -Facility provided accurate site description and sedex site profile declared prior to or during the audit through SAQ. -Facility has documented human rights policy endorsed by the Proprietor. -Facility has designated Mr. Purav Shah - Operation Head as responsible person for implementing standards on human rights. -No human rights violation was observed in the facility. Same also confirmed from worker interviews. -Facility has identified its stakeholders & their salient issues. Also, facility has evaluated direct, indirect & adverse impact on human rights through its stakeholders & its process. -Facility provides regular trainings to all the employees in batches / groups on ETI base code & social policies covering human rights. -Facility has communicated ETI base code & social policies to its stake holders like suppliers & customers. Evidence Examined: -Policy & procedures on Anti-bribery, Anti-corruption & Human rights. 01.01.2026 -ETI base code / social policies training record dated : 18-01-2026 -ETI base code / social policies communication records to suppliers & contractors 10-02-2026 -Stakeholders direct, indirect & potential impact analysis on human rights dated 01.01.2026 -SAQ. -Management interaction & worker interviews

0. Enabling accurate assessment

Data points

Has the site received an official notice, fine, prosecution, or withhold release order (WRO) for non-compliance with legislation, regulation, consent, or permits within the last three years, relating to Health and Safety, labour rights or the environment?	No
Did any workers selected by the auditor decline to be interviewed?	No
Were any external stakeholders such as consultants, customer representatives, industry experts etc. present during the audit?	No

← Code area 0

Code area 1 →

1. Employment is freely chosen

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	1) Policies & Procedures: Policies & Procedures: Facility has Forced labour policy, Recruitment policy which states about forced labour, human trafficking, debt bondage/ bonded labour which meets all workplace requirements in this code area. Forced labour policy and Recruitment policy which outlines the key mechanisms in place for preventing any forced labour work, equal opportunity for work and engagement of employees. 2) Resources: Mr. Purav Shah - Operation Head assigned as responsible person for ensuring its resourcing, approval and regular review of the implementation of requirements stated in this code. 3) Communication & Training: Facility has carried out regular training at site by HR team for all employees. All the social policies are displayed on notice board and also communicated to all employees through training, available on company portal. 4) Monitoring: HR Team has overall responsibilities for monitoring implementation of requirements stated in Hiring Procedure and same is checked through the internal audits. All the records of activities being monitoring are maintained.

← Code area 0

Code area 1.A →

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
	No findings		

Systems and evidence examined to validate this code section	Current Systems: - Mr. Purav Shah - Operation Head is responsible to ensure that no forced, bonded, involuntary or prison labour is employed at site & its supply chain. -Facility has a policy which prohibits forced labour, and this was available for review. -There was a formalised application procedure & recruitment policy which states that workers must present their identity cards for proof of age but only copies to be kept in the personnel files and the originals were given back to the workers. -The terms and conditions of employment state that the workers are free to leave the workplace outside of their working hours. No bonds signed by any of the sampled workers. -The factory did not require any payment for work tools, PPE, Identity card, trainings, etc. -No loan schemes are functional in the facility. Same confirmed from worker interviews. No wage retention observed from audit process. -Facility has installed CCTV however not or the purpose of controlling or intimidating workers. -There is no evidence of forced, bonded, involuntary or prison labour in the factory. Evidences Examined: -Facility policy on no forced labour & no bonded labour. -Personnel files including application forms & appointment letters for 26 out of 26 sampled employees. -Wage records & bank statements. -Full & Final Settlement & resignation records. -Time records.

← Code area 0

Code area 1.A →

1. Employment is freely chosen

Data points

If required under local law, is there a published 'modern slavery' or similar statement?	Not Applicable
Does the site utilise any workers who are prisoners?	No
Does the site use the labour of persons required to work under any government scheme?	No

1.A. Responsible recruitment and entitlement to work

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	1) Policies & Procedures: Facility has Social Accountability policy which states about responsible recruitment and legal right to work which meets all workplace requirements in this code area. The Hiring procedure which outlines the key mechanisms in place for responsible recruitment and equal opportunity for work meeting legal requirement. 2) Resources: Mr. Purav Shah - Operation Head assigned as responsible person for ensuring its resourcing, approval and regular review of the implementation of requirements stated in this code. 3) Communication & Training: Facility has carried out regular training at site by HR team for all employees. All the social policies are displayed on notice board and also communicated to all employees through training, available on company portal. 4) Monitoring: HR Team has overall responsibilities for monitoring implementation of requirements stated in Hiring Procedure and same is checked through the internal audits. All the records of activities being monitoring are maintained.

← Code area 1

Code area 2 →

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
	No findings		

Systems and evidence examined to validate this code section	Current Systems: -Mr. Purav Shah - Operation Head is responsible to ensure compliance with this code. -Based on the review of employee attendance records and employee's interview, the facility has not employed any national migrant workers, foreign nationals, etc. -Based on the review of employee personal files, all the employees are holding the legal rights to work in country. -Facility has a system to review original identity documents of all the employees prior to recruitment to confirm its nationality. Facility maintains copy of the verified identity document in the employees personal files. -As per facility hiring policy, employees not need to pay any recruitment fees and related costs. Evidence Examined: -Policy & procedure on hiring & recruitment. -26 out of 26 sampled employee's personnel files. -Management interaction & Worker interviews.

← Code area 1

Code area 2 →

1.A. Responsible recruitment and entitlement to work

Data points

Labour hire

Does the site use labour providers and/or formal, temporary, seasonal or guest worker programmes?	Workers are recruited, selected, and hired directly by our company Workers are recruited and hired by licensed labour providers Contractor Details as below - CISS Services Limited - Security Crest Property Solutions Private Limited - Labour Supplier
Provide business names for all labour providers and programmes used	Contractor Details as below - CISS Services Limited - Security Crest Property Solutions Private Limited - Labour Supplier
How do the labour providers recruit and hire workers?	Directly
Where labour providers were used to recruit, what was the highest number of tiers identified in a workers recruitment journey?	1
Are there any subcontracted workers (excluding dispatched labour) on site?	Yes
How many contractors are present and what are the names of the employer(s)?	Contractor Details as below - CISS Services Limited - Security Crest Property Solutions Private Limited - Labour Supplier
Were all non-employee (e.g. agency or subcontracted) workers included within the scope of this audit for the purpose of document review and (if onsite on date of audit) interview?	Yes

← Code area 1.A

Code area 2 →

Were sufficient documents for non-employee (e.g. agency or other subcontracted) workers available for review?	Yes

Migrant workers

Do any workers migrate across international borders to work at this site?	No
Percentage of workers that are migrant	0%
Do any workers migrate from other states, provinces or regions within the country to work at this site?	No

Recruitment fees

Have any workers who started at this site in the last 12 months (new workers) paid any recruitment fees or associated costs, such as visas or travel, which have not been fully repaid?	No - there are no new workers

← Code area 1.A
Code area 2 →

2. Freedom of association and right to collective bargaining are respected

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Some Improvements Recommended
Monitor the effectiveness of procedures to meet policy and workplace requirements	Some Improvements Recommended

← Code area 1.A

Code area 3 →

Management systems

Explanation for management systems grades	1) Policies & Procedures: Facility has Social Accountability policy which states about freedom of association and their right to collective bargaining which meets all workplace requirements in this code area. The Social policy which outlines the key mechanisms in place to prohibit, discourage or interfere with workers' rights to join a trade union of their own choosing or other form of worker representation. 2) Resources: Mr. Purav Shah - Operation Head assigned as responsible person for ensuring its resourcing, approval and regular review of the implementation of requirements stated in this code. 3) Communication & Training: Facility has carried out regular training at site by HR team for all employees. All the social policies are displayed on notice board and also communicated to all employees through training, available on company portal. However, Election records not maintained 4) Monitoring: HR Team has overall responsibilities for monitoring implementation of requirements stated in social policies and same is checked through the internal audits. All the records of activities being monitoring are maintained. However, Election records not maintained

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
2. Freedom of association and right to collective bargaining are respected	2.B Not prohibit, discourage or interfere wit...	Local law	NC ZAF601364369

← Code area 1.A

Code area 3 →

Systems and evidence examined to validate this code section	Current Systems: -Mr. Purav Shah - Operation Head is responsible to ensure that 'Freedom of Association & Right to Collective Bargaining' is respected by the management. -Facility encourages and respects all employees' rights to join union freely & legally. Facility recognizes and encourages the right to freedom of association and collective bargaining under the law provision. -No labour union exist in the facility as legally not mandatory. Quarterly meetings are conducted by the works committee members. Minutes of meeting are documented. Verified minutes of meeting. Facility displays notice of committee meetings on notice board. -All the committee meetings are conducted during regular work hours. -Facility also has open door policy wherein any employee can directly approach the management & raise his concern. -Facility has installed suggestion boxes at accessible location where employees can share their concerns anonymously. -There was no evidence of suppression of employees' rights. -Facility has displayed list of works committee members at the notice board. -It was noted during document review that facility has not maintained records related to the election of the worker representative. Evidence examined: -Policy & procedures on freedom of association. -Minutes of meeting of works committee record dated 12-02-2026. -Log register of suggestion box & complaint box. -Management interaction & worker interviews.

← Code area 1.A

Code area 3 →

Findings: non-compliances

ZAF601364369

Non-compliance

Due 2026-04-30

Code area

2 Freedom of association and right to collective bargaining are respected

Workplace requirement

2.B Not prohibit, discourage or interfere with workers' rights to join a trade union of their own choosing or other form of worker representation, including worker committees or similar arrangements where the right to freedom of association is restricted under law. This should include the fair and free selection and election of representatives, and their rights to engage in collective bargaining.

Issue title

129 - Worker/union representatives are not freely elected (e.g. they are assigned by management)

Description

It was noted during document review that facility has not maintained records related to the election of the worker representative.

Intended corrective and preventative actions, based on root cause analysis

It is recommended to the facility to maintain records related to the election of the worker representative.

Local law reference

In accordance with Industrial Disputes Act (1947), Section 3, (1) In the case of any industrial establishment in which one hundred or more workmen are employed or have been employed on any day in the preceding twelve months, the appropriate Government may by general or special order require the employer to constitute in the prescribed manner a Works Committee consisting of representatives of employers and workmen engaged in the establishment so however that the number of representatives of workmen on the Committee shall not be less than the number of representatives of the employer. The representatives of the workmen shall be chosen in the prescribed manner from among the workmen engaged in the establishment and in consultation with their trade union, if any, registered under the Indian Trade Unions Act, 1926 (16 of 1926). (2) It shall be the duty of the Works Committee to promote measures for securing and preserving amity and good relations between the employer and workmen and, to that end, to comment upon matters of their common interest or concern and endeavour to compose any material difference of opinion in respect of such matters.

Status

Closed (2026-06-08)*

Time given to resolve

30 days

Verification method

Desktop audit

Area of non-compliance/non-conformance

Local law

← Code area 2

Code area 3 →

* PDF generated at 07:57 (UTC) on 08 Jun 2026. View this finding on the Sedex platform for live updates and closure details.

2. Freedom of association and right to collective bargaining are respected

Data points

Are trade unions allowed by law in the national context?	Yes
Are there any registered trade unions in the workplace?	No
Are they active?	
Does the employer recognise the trade union?	Not Applicable
Are there alternative worker representative bodies in place?	Yes, worker committee
Are the worker representative bodies, trade union or otherwise, accessible to all workers, including more vulnerable workers (such as female, migrant, agency, and seasonal workers)?	Yes
Are the worker representatives freely elected by the workforce as a whole?	Yes
Does union/worker committee membership reflect the gender composition of the workforce?	Yes
Does the membership reflect the nationality composition of the workforce?	Yes

← Code area 2

Code area 3 →

Has there been any industrial action (e.g. strikes, unrest, or cases raised to formal tribunals or labour courts) in the past two years?	No

3. Working conditions are safe and hygienic

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Some Improvements Recommended
Monitor the effectiveness of procedures to meet policy and workplace requirements	Some Improvements Recommended

← Code area 2

Code area 4 →

Management systems

Explanation for management systems grades	1) Policies & Procedures: Facility has Health and Safety policy which states about ensuring a safe working environment and adequate controls to prevent accidents and injury which meets all workplace requirements in this code area. 2) Resources: Mr. Salave Manohar Raman- Safety Officer assigned as responsible person for ensuring its resourcing, approval and regular review of the implementation of requirements stated in this code. However, oversights into the health and safety management structure are observed that facility has posted evacuation map in all areas of the facility, 3) Communication & Training: Facility has carried out regular training at site by Health & Safety team for all employees. Health and Safety policy is displayed on notice board and also communicated to all employees through training, also available on company portal. However, Iron Staircase & Iron Platform found rusted. However, Secondary containment not provided 4) Monitoring: Health & Safety Team has overall responsibilities for monitoring implementation of requirements stated in Health and Safety policy and same is checked through the internal audits and safety audits. All the records of activities being monitoring are maintained. However, Secondary containment not provided

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
3. Working conditions are safe and hygienic	3.N Ensure that all hazardous substances (e.g...	Local law	NC ZAF601364367

← Code area 2

Code area 4 →

Systems and evidence examined to validate this code section	Current Systems: 1)General Health and Safety management -Facility has documented occupational health & safety policy endorsed by Mr. Purav Shah - Operation Head Salave Manohar Raman - Safety Officer is responsible for Health & Safety aspects for the site. -Potable water was freely available in all areas. Water potability test is conducted on regular basis through external laboratories, -Adequate & clean toilets were always available to the workers all the time -Ventilation, temperature, and lighting were adequate for the production processes. -The facility including its workstations, storage areas, utilities were generally neat and clean & found safe. -Facility has documented onsite emergency preparedness / disaster management plan. -Facility also conducts health & safety risk assessment based on their processes carried out in its premises. -Facility has formed health & safety committee wherein meetings are held every quarter to discuss health & safety related matters. -Regular training on general safety & PPE awareness is provided to all the employees in batches. -Facility has provided adequate PPE to all the employees. Further, employees found using the same. Also, employees found using hygiene PPE's like hairnet, mask, etc at workplace. -Facility does regular Pest Control through licensed Pest Control agency M/s. Rentokil PCI, Issued Dated - 22.11.2020, Valid upto – 22.11.2026 -Facility provided to employee's sufficient place for eating area. -Facility has obtained approved building layout plan & found matching to actual current layout. -Facility has also obtained building structural stability certificate as per the latest building approved plan. -No dormitory provided by facility to any of the employee & also not mandatory. -Creche facility provided 2)Fire Safety -Secondary exit was provided at each floor of the building. Further, all the exits found free from obstructions. -All the exit & emergency exit doors were kept unlocked during facility working hours. -Facility has marked all the exits and emergency exits in a language understood by majority of the employees. -Facility has marked aisle / evacuation pathways in all the areas except nonconformity area & all the pathways found free from obstructions. -Evacuation maps were posted in all areas & floors which were matching to the actual

← Code area 2

Code area 4 →

floor layout.
-Adequate firefighting equipment installed such as fire extinguishers: 43, self-battery back-up emergency lights: 07, UPS lights - 00, smoke detectors: 30, fire alarm call points: 19, fire alarm sirens: 12, fire alarm panel: 01, Sprinkler: 00, Hydrants Point: 21, Hose Reel: 19, Fire Bucket: 16, Fire Pump System: 01
-Fire-fighting equipment's were found free from obstructions on the day of audit.
-Monthly inspection of fire-fighting equipment's were done by internal safety In-charge.
-Based on the facility tour it was noted that operating instructions were posted near the fire equipment's.
-Evacuation mock drills are conducted every two months. Records of mock drill & photographs are maintained.
-Firefighting training was provided by external fire agency National Fire Services to all employees.
-Valid Final fire "No Objection Certificate" - No.DFES/DMN/AREN-NOC/1262/ADFO/2025, Dated – 15.07.2025, Valid for one year

3)Machine & Electrical safety
-All machines, electrical equipment's were maintained in good conditions.
-There were competent mechanic & licensed electricians onsite available with the facility to do the maintenance & electrical work.
-Annual electrical inspection was carried out by Internal Electrical licensed Person: 23.01.2025
M/s. Audit company: Intertek India, Audit reference: Start Date: End Date: ZAA600190554, 2026-03-11, 2025-03-11.
-Six monthly inspection of pressure vessel machines i.e., air compressors were carried out by competent person. Legally required hydraulic test for air compressors also conducted on regular basis. Lifting tools / equipment's are tested annually asper the legal requirement.
-All the electrical boards & points were found in safe conditions. No unsafe or electrical hazards identified on the day of audit.
-Emergencies stop buttons were available at all the relevant machines.
-Machines or motors having pulley / belts were found guarded.
-Regular machine preventive maintenance is carried out as per the maintenance schedule.

4.Chemical safety and use of PPE's
-All the chemicals were found kept under secondary containment, identification label and material safety data sheet (MSDS). However, It was noted during site tour that secondary containment was not provided to the diesel storage area and use drums stored in periphery area.

← Code area 2

Code area 4 →

- Adequate Personal Protective Equipment's (PPE's) were used by the employees,
- Use of PPE's and chemical handling training was provided to employees as per requirement.

5)Medical safety
-Facility has provided well equipped with adequate supplies 07 no. of first aid boxes.
-Facility had trained 11 employees from through M/s. Olive Multi specialty Hospital, Dated – 26.11.2025 for 03 years from the date of training.
-As per the accident register no accidents occurred till date. Same confirmed from worker interview & management interaction.
- Facility has medical room onsite & Facility has appointed medical nursing staff available on all shifts.

Evidence Examined:
-Health & Safety Policy. 01.01.2026
-Drinking Water Test report dated 04.08.2025.
-Onsite emergency preparedness plan date: 01.01.2026 & health safety risk assessment record dated: 01.01.2026
-Final fire "No Objection Certificate": No.DFES/DMN/AREN-NOC/1262/ADFO/2025, Dated – 15.07.2025, Valid for one year
-Stability Certificate dated 29.02.2024.
-Pest Control Enterprise – M/s. Rentokil PCI, Issued Dated - 22.11.2020, Valid upto – 22.11.2026
-Health & safety committee meeting records dated 18.02.2026.
-List of machines & equipment's last updated on 01.09.2025.
-Fire-fighting equipment's inspection records dated 30.12.2025.
-Fire drill records dated 10.03.2026.
-Fire-fighting training record dated 24.10.2025.
-PPE usage / chemical handling training record dated 15.12.2025
-List of first aid boxes & list of contents with batch expiry details.
-First aid training certificates M/s. Olive Multi specialty Hospital, Dated – 26.11.2025 for 03 years from the date of training
-Industrial accident records – updated till February 2025.
-Electrician's license.
-Management interaction & worker interviews.

Findings: non-compliances

ZAF601364367

Non-compliance

Due 2026-04-30

Code area

3 Working conditions are safe and hygienic

Workplace requirement

3.N Ensure that all hazardous substances (e.g. chemicals and pesticides) are officially registered where possible, Material Safety Data Sheets are used, and they are managed appropriately at all times in line with registration and safety instructions, including storage, use and disposal.

Issue title

240 - No/inadequate safety measures/anti-explosion measures for chemicals (e.g. no anti-leaking system/secondary container/unbunded)

Description

It was noted during site tour that secondary containment was not provided to the diesel storage area and use drums stored in periphery area.

Intended corrective and preventative actions, based on root cause analysis

It is recommended to the facility to provide secondary containment to all the chemicals.

Local law reference

According to Section 7A (2b) of The Factories Act, 1948, Every occupier should have arrangement in the factory for ensuring safety and absence of risk to health in connection with the use, handling, storage and transport of articles and substances.

Evidence

Status

Closed (2026-06-08)*

Time given to resolve

30 days

Verification method

Desktop audit

Area of non-compliance/non-conformance

Local law

← Code area 3

Code area 4 →

[Secondary containment not provided to Diesel & used drums.JPG]

* PDF generated at 07:57 (UTC) on 08 Jun 2026. View this finding on the Sedex platform for live updates and closure details.

3. Working conditions are safe and hygienic

Data points

Is someone within the company responsible for health and safety?	Yes, senior manager or business owner Yes, qualified safety officer
Do workers operate high risk or heavy machinery or vehicles as part of their jobs?	No
Do workers handle or have access to hazardous substances (e.g. chemicals or pesticides)?	Yes Workers used chemicals for printing during production process.
Who organises accommodation for workers?	Workers independently arrange their own accommodation
Who organises worker transportation between accommodation and worksite?	Workers organise their own transport
Who organises worker transportation while at work?	Workers organise their own transport
Do all structural additions (e.g. added floors) have a valid permit/inspection report as per local law?	Yes Facility has obtained approved building layout plan from the concerned authority & same was found matching to the actual layout. Stability certificate also found to be valid on the day of audit.
Does the visual appearance of the building give you any immediate concerns about the structural integrity of the building?	No
Are there any cracks observed in the walls, floors, ceilings or other areas of the facility, both internally or externally?	No

← Code area 3

Code area 4 →

Does the site have a structural engineer evaluation? Yes

4. Child labour shall not be used

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	1) Policies & Procedures: Facility has Social Accountability policy which states about no child labour, child remediation plan which meets all workplace requirements in this code area. The No Child labour policy which outlines the key mechanisms in place for preventing any child labour work and also child remediation plan in case of any child labour observed at site. 2) Resources: Mr. Purav Shah - Operation Head assigned as responsible person for ensuring its resourcing, approval and regular review of the implementation of requirements stated in this code. 3) Communication & Training: Facility has carried out regular training at site by HR team for all employees. All the social policies are displayed on notice board and also communicated to all employees through training, available on company portal. 4) Monitoring: HR Team has overall responsibilities for monitoring implementation of requirements stated in No Child labour policy and same is checked during hiring and through the internal audits. All the records of activities being monitoring are maintained.

← Code area 3

Code area 5 →

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
No findings			

Systems and evidence examined to validate this code section	Current Systems: -Mr. Purav Shah - Operation Head is responsible to ensure that no child / underage workers are employed at site & their supply chain. -Facility has displayed “No Child Labour” board outside the Main Gate. -Based on the physical appearance of employees during walk through and Interviews with employees, there was no evidence of child labour or young labour observed / reported. -Based on review of facility recruitment policy, employee’s ID for age proof such as Pan Card or Aadhar card was checked by hiring team prior to hiring. -Facility has documented No Child Labour policy & as per review of policy, the minimum hiring age of the facility is 18 years old. -The age of youngest worker found in the facility through audit process is 20 years old. -26 out of 26 sampled employee’s personnel files were reviewed to check the copy of age proof documents. Evidence examined: -Policy on no child labour & child labour remediation. -Personal files for verification of age proof records of 26 out of 26 selected samples. -Management interaction & worker interviews.

← Code area 3

Code area 5 →

4. Child labour shall not be used

Data points

Percentage of workers that are age 24 or younger	
Enter the legal age of employment	14
Enter the age of the youngest worker identified	20
Enter the number of workers under local legal minimum age	0
Enter the number of workers under 15 years old	0
Percentage of workers that are apprentices, trainees or interns	
Were there children present on the work floor but not working at the time of audit?	No
Do children live at the accommodation provided to workers?	Not Applicable

← Code area 4

Code area 5 →

5. Legal wages are paid

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	1) Policies & Procedures: Facility has remuneration policy which states about wages and benefits which meets all workplace requirements in this code area. The remuneration policy which outlines the key mechanisms in place to meet legal minimum wage and social benefit requirements as per local law. 2) Resources: Mr. Purav Shah - Operation Head assigned as responsible person for ensuring its resourcing, approval and regular review of the implementation of requirements stated in this code. 3) Communication & Training: Facility has carried out regular training at site by HR team for all employees. All the social policies are displayed on notice board and also communicated to all employees through training, available on company portal. 4) Monitoring: HR Team has overall responsibilities for monitoring implementation of requirements stated in remuneration policy and same is checked through the internal audits. All the records of activities being monitoring are maintained.

← Code area 4

Code area 5.A →

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
	No findings		

Systems and evidence examined to validate this code section	Current Systems: 1) Mr. Purav Shah - Operation Head is responsible to ensure that all employees are paid legal minimum wages with all legal benefits on time as per law. 2) Based on employee’s interview, wages are fixed on monthly wage and paid once in a month. 3) All employees are paid on monthly basis through bank transfer by 7th of every month regularly in all the sampled months. 4) Based on employee’s interview, it was noted that pay slip is provided to all employees regularly as per law. 5) Based on wage record review, all eligible employees are covered under social security benefit of Provident Fund (EPF), Private insurance. Payment receipts for the same were found remitted on time as legally required. 6) Facility has extended Leave with Wage benefits to the employees. Leave with wage were found calculated accurately during full and final payment of left employees. 7) Deductions from wages as a disciplinary measure and any other illegal deductions are not permitted as per the facility rules. Evidence examined: 1) Facility Policy on Wages and Benefits. 2) Wage record, Pay slip and Time records for 26 selected samples for 03 months i.e., February 2026 – Most Recent paid month, August 2025 – Random month and March - 2025 – Random month. 3) Provident Fund (PF) remittance receipts. 4) Private insurance (workmen compensation policy) 5) Leave with wage records (Form No: 15). 6) Full and final Settlement paid records. 7) List of National and Festival Holidays (Form 1A). 8) Interaction with management and Employees

← Code area 4 Code area 5.A →

5. Legal wages are paid

Data points

What is the basic wage paid to workers?	The legal minimum wage
Does the site use digital payment methods (i.e. money paid directly into a bank account) to pay workers?	Only digital payments
How much as a percentage of their pay does a worker receive as 'payment-in-kind' benefits?	None
Where the site has undertaken a Living Wage gap analysis against a credible Benchmark which Benchmark have they used?	Full-Fledged Anker Methodology

Worker renumeration

Which benefits are provided to permanent or full-time workers that are not provided to temporary or part-time workers?	Not applicable

Summary information

Is legal wage/legally recognised CBAs data available for any of these options?	Monthly
Is actual wage data available on site for any of these options?	Monthly

← Code area 5 Code area 5.A →

Maximum legal working hours	**Max hours per day**	8.0
	Max hours per week	48.0
	Max hours per month	Non applicable
Actual required working hours	**Required hours per day**	8.0
	Required hours per week	48.0
	Required hours per month	Non applicable
Maximum legal overtime hours	**Max hours per day**	2.0
	Max hours per week	12.0
	Max hours per month	Non applicable
Actual overtime hours	**Max hours per day**	0.0
	Max hours per week	0.0
	Max hours per month	Non applicable
Minimum legal wage	**Min per hour**	61.18
	Min per day	489.5
	Min per week	2937.0
	Min per month	12727.0
Actual minimum wage	**Actual per hour**	61.18
	Actual per day	489.5
	Actual per week	2937.0
	Actual per month	12727.0

← Code area 5

Code area 5.A →

Minimum legal overtime wage	**Min per hour**	122.36
	Min per day	Non applicable
	Min per week	734.16
	Min per month	Non applicable
Actual minimum overtime wage	**Actual per hour**	0.0
	Actual per day	Non applicable
	Actual per week	0.0
	Actual per month	Non applicable

Wage analysis

Number of workers' records checked	78
Provide the date and details of the records	26 Sample From 1st February to 28th February 2026 26 Sample From 1st August to 31st August 2025 26 Sample From 1st March to 31st March 2025
Are there different legal minimum/ legally recognised CBAs wage grades?	Yes The legal minimum wages applicable in Daman, under Zone-II with effect from 01/04/2025 to 31/09/2025 is as follows – Unskilled Labour: INR 489.50 per day, Semi-Skilled Labour: INR 500.50 per day & Skilled Labour: INR 510.50 per day.
For the lowest paid workers, are wages paid for standard/contracted hours (excluding overtime) below or above the legal minimum/ legally recognised CBAs?	Above legal minimum
Indicate the breakdown of workforce per earnings	100% above the legal wage

← Code area 5 Code area 5.A →

Are there any bonus schemes used?	Yes Bonus paid to the all the eligible employees 8.33 % of gross salary as per legal requirement
Were accurate records shown at the first request?	Yes
Were any inconsistencies found?	No

← Code area 5
Code area 5.A →

5.A. Living wages are paid

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
No findings			

Systems and evidence examined to validate this code section	Current Systems: - The facility has calculated the living wages and the payment which the facility is paying is higher than the living wages and also which meets the minimum wages of the areas. - Facility has calculated living wage index by selecting random of 99 employees workers and survey was conducted to understand their needs and through interview of the employee working at the factory. This study was conducted on 10/02/2025. through Full Fledge Anker Methodology is maintained by the facility. - It was noted through facility wage documents; facility is revising the wages every six months once as per the legal requirement and before that they are calculating the living wages and plans the review of wages accordingly. - Living wages calculated by the facility is INR 9981 / month and all the employees are earning above living wages. Evidence examined - Living wage evaluation report for 10/02/2025. - Policy on wages and benefits - Salary register of 26 out of 26 sampled employees for the 3 sampled months. - Employee interview - Management Interaction

← Code area 5

Code area 6 →

6. Working hours are not excessive

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	1) Policies & Procedures: Facility has Working hour policy which states about regular working hours and overtime hours which meets all workplace requirements in this code area. The working hours policy which outlines the standard and overtime hours requirements for preventing any excessive work beyond the limit of local law. 2) Resources: Mr. Purav Shah - Operation Head assigned as responsible person for ensuring its resourcing, approval and regular review of the implementation of requirements stated in this code. 3) Communication & Training: Facility has carried out regular training at site by HR team for all employees. All the social policies are displayed on notice board and also communicated to all employees through training, available on company portal. 4) Monitoring: HR Team has overall responsibilities for monitoring implementation of requirements stated in working hours policy and same is checked through the internal audits. All the records of activities being monitoring are maintained

← Code area 5.A

Code area 7 →

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
	No findings		

Systems and evidence examined to validate this code section

Current Systems :
1) Mr. Purav Shah - Operation Head is responsible for ensuring compliance with regular and overtime hours as per law.
2) The facility has implemented system and maintained Electronic (Biometric system) IN/OUT time recording for all the company and contractor employees.
3) 26 sampled attendance records for February 2026 (most recent paid month) corresponding to payroll records, 26 sampled attendance records for august 2025 (random month) & 26 sampled attendance records for March 2025 (random month) corresponding to payroll records were reviewed.
4) As per audit process and review of IN/OUT time records, weekly rest after 6 days of working was provided to the employees in all sampled months.
5) Facility works 06 days a week in four shifts & contracted workers in three shift, time detail is as below:
Workers - General : 09:30am to 06:00 Pm, 1 Tea Break of 30 Min and 2 tea breaks of 15 minutes, weekly off – Sunday,
Security Guard Staggered weekly off and Shift timings are from
Shift: Shift Details as below -
1st Shift: Morning : 06:00Am to 02:30PM
2nd Shift: Second : 02:00Pm To 10:30 Pm
3rd ShiftThird: 10:00Pm to 06:00am

Evidence Examined
- Working hours and overtime hours policy.
- In/Out time records for 26 selected samples for 03 months i. e. February 2026 – Most recent paid month, August - 2025 – random month 1 and March 2025 - random month 2.
- Production and quality inspection records
- List of holidays
- Interview with management and employees

← Code area 5.A

Code area 7 →

6. Working hours are not excessive

Data points

Is the sample size the same as in the wages section?	Yes
Normal day overtime premium as a percentage of standard wages	200%
If the site pays an overtime premium of less than 125% and this is allowed under local law, are there other considerations?	Not Applicable, Facility paid double overtime
Excluding overtime, what are the regular working hours per week for workers at this site?	48.0
Including overtime, what is the average number of working hours per week for full-time workers at this site?	48.0
In the sample, what was the maximum number of hours worked in a single week, including overtime, for any worker at this site?	48.0
Maximum number of days worked without a day off in sample	6

← Code area 6
Code area 7 →

7. No discrimination is practiced

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	1) Policies & Procedures: Facility has non-discrimination policy which states about equity approach in recruitment, training, development and promotion processes which meets all workplace requirements in this code area. The non-discrimination policy which outlines the key mechanisms in place to give equal opportunity at work. 2) Resources: Mr. Purav Shah - Operation Head assigned as responsible person for ensuring its resourcing, approval and regular review of the implementation of requirements stated in this code. 3) Communication & Training: Facility has carried out regular training at site by HR team for all employees. All the social policies are displayed on notice board and also communicated to all employees through training, available on company portal. 4) Monitoring: HR Team has overall responsibilities for monitoring implementation of requirements stated in non-discrimination policy and same is checked through the internal audits. All the records of activities being monitoring are maintained.

← Code area 6

Code area 8 →

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
	No findings		

Systems and evidence examined to validate this code section	Current Systems: -Facility has documented policy on anti-discrimination. -Based on review of wage records and employee's interview, no discrimination was noted in hiring, compensation, access to training, promotion, termination or retirement. -Mr. Purav Shah - Operation Head, is responsible for the investigation and disposal of discrimination case. -Based on wage records review, the facility provides the same pay for employees doing same work of similar nature. -Facility avoids unfair practices during recruitment / hiring stage like conducting medical of female employees, discriminatory practices, political affiliation, etc . -Based on interaction with employees, no recruitment fees are required at any stage of the recruitment. -Facility has effective grievance mechanisms accessible to all workers, regardless of race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership and political affiliation. -Facility has dedicated equity approach in recruitment, training, development and promotion processes. Evidence examined: -Facility anti-discrimination Policy. -Appointment letter with terms and conditions for 26 out of 26 selected samples. -Salary and other benefit records. -Grievance committee records & redressal mechanism. -Interaction with management and Employees

← Code area 6

Code area 8 →

7. No discrimination is practiced

Data points

Percentage of women workers in skilled or technical roles (e.g. where specific qualifications are needed, such as engineer/laboratory analyst)?	0%
Representation of women in managerial roles (ratio of women workers to women managers)	0%
Representation of women in supervisory roles (ratio of women workers to women supervisors)	150%
Three most common nationalities in managerial and supervisory roles	Indian

8. Regular employment is provided

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	1) Policies & Procedures: Facility has Hiring policy which states about hiring procedure which meets all workplace requirements in this code area. The Hiring procedure which outlines the key mechanisms in place which specifies the terms and conditions of employment and meet legal conditions for the use of apprenticeships, temporary, irregular, sub-contracted or non-employment models of labour. 2) Resources: Mr. Purav Shah - Operation Head assigned as responsible person for ensuring its resourcing, approval and regular review of the implementation of requirements stated in this code. 3) Communication & Training: Facility has carried out regular training at site by HR team for all employees. All the social policies are displayed on notice board and also communicated to all employees through training, available on company portal. 4) Monitoring: HR Team has overall responsibilities for monitoring implementation of requirements stated in Hiring Procedure and same is checked through the internal audits. All the records of activities being monitoring are maintained.

← Code area 7

Code area 8.A →

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
No findings			

Systems and evidence examined to validate this code section	Current Systems: -Mr. Purav Shah - Operation Head is responsible to ensure compliance with these code requirements. -Based on record review and worker interviews appointment letters were issued to all 26 out of 26 sampled employees. Employment terms & conditions in the appointment letters found to be as per the legal requirement. -Based on interaction with the facility management, it was noted all the employees are hired directly and indirectly in line with legal requirement; No temporary workers, part time workers, seasonal workers, casual workers were engaged. Facility has not employed any foreign migrant workers. -Based on interaction with employees, no recruitment fees are required at any stage of the recruitment. -Facility is paying benefits to the employees which they are legally entitled to. -Based on interaction with management & review of records, it was noted that facility follows Approved industrial employment standing order & employment conditions found meeting the same. -Facility has hired Permanent & Contractual employees employees. Evidence examined: -Facility hiring policy. - Certified Standing order -Appointment letters with terms and conditions for 26 out of 26 selected samples. -Salary and other benefit records. -Interaction with management and Employees.

← Code area 7

Code area 8.A →

8. Regular employment is provided

Data points

Percentage of workers that are permanently or temporarily employed	84.17%
Percentage of workers that have been engaged via irregular, sub-contracted or non-employment models of labour, rather than permanent or temporary contracts of employment	15.83%
Percentage of workers employed as apprentices, trainees or interns	0.0%

← Code area 8

Code area 8.A →

8.A. Sub-contracting and homeworkers are used responsibly

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	1) Policies & Procedures: Facility has Social policy which states about sub-contracting work which meets all workplace requirements in this code area. These policies outlines the key mechanisms in place for preventing any unauthorized sub-contracting and homeworking. 2) Resources: Mr. Purav Shah - Operation Head assigned as responsible person for ensuring its resourcing, approval and regular review of the implementation of requirements stated in this code. 3) Communication & Training: Facility has carried out regular training at site by HR team for all employees. All the social policies are displayed on notice board and also communicated to all employees through training, available on company portal. 4) Monitoring: HR Team has overall responsibilities for monitoring implementation of requirements stated in social policy and same is checked through the internal audits. All the records of activities being monitoring are maintained.

← Code area 8

Code area 9 →

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
	No findings		

Systems and evidence examined to validate this code section	Current system: 1. At present, facility does not utilize subcontractors and homeworkers for any of the production process. Evidence examined: 1) Facility Policy on Sub–Contracting and Homeworking. 2) Inward and outward material register and challan. 3) Production records. 4) Interaction with management and workers.

← Code area 8

Code area 9 →

8.A. Sub-contracting and homeworkers are used responsibly

Data points

Are homeworkers employed directly or engaged through an agent?	Not applicable
Gender disaggregated data available	

Number of homeworkers used

	Men	Women	Other	Total
Number of workers	-	-	-	-

What processes are carried out by homeworker?	
Are full records of homeworkers available at the site?	
Does the supplier buy products or services from suppliers that use homeworkers?	No Not Applicable

Sub-contracting

Are there any concerns about unrecorded work or undeclared sub-contracting on site, giving considerations to the workers' capacity?	No Not Applicable

← Code area 8.A

Code area 9 →

Are any sub-contractors used?	No

[← Code area 8.A](#) [Code area 9 →](#)

9. No harsh or inhumane treatment is allowed

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Some Improvements Recommended
Monitor the effectiveness of procedures to meet policy and workplace requirements	Some Improvements Recommended

← Code area 8.A

Code area 10.A →

Management systems

Explanation for management systems grades	1) Policies & Procedures: Facility has Disciplinary policy and Anti-harassment policy which states about disciplinary procedure and prevention of harassment at work which meets all workplace requirements in this code area. These policies outlines the key mechanisms in place for disciplinary action and preventing any harassment cases at work. 2) Resources: Mr. Purav Shah - Operation Head assigned as responsible person for ensuring its resourcing, approval and regular review of the implementation of requirements stated in this code. Facility has also formed Grievance committee and Internal complaint committees to handle grievances and complaints raised by employees. 3) Communication & Training: Facility has carried out regular training at site by HR team for all employees. Disciplinary policy and Anti-harassment policy are displayed on notice board and also communicated to all employees through training, available on company portal. However, facility has not submitted annual return of internal complaint committee to the concern authority. 4) Monitoring: Grievance committee and Internal complaint committee have overall responsibilities for monitoring implementation of requirements stated in Disciplinary policy and Anti-harassment policy and same is checked through the internal audits. All the records of activities being monitoring are maintained. However, facility has not submitted annual return of internal complaint committee to the concern authority.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
9. No harsh or inhumane treatment is allowed	9.I Comply with all other applicable laws tha...	Local law Base code	NC ZAF601364368

← Code area 8.A

Code area 10.A →

Systems and evidence examined to validate this code section	Current Systems: -Mr. Purav Shah - Operation Head is responsible to ensure no harsh or inhumane treatment is practiced in facility & its supply chain. -Based on the interaction with the facility management and employee's interview, it is noted that no case of abuse or discipline has happened in the facility and the facility has a written disciplinary procedure that is displayed in the notice board of the facility. -All employees are treated with respect and dignity. -Facility do not have labour union as legally not mandatory however works committee is formed whose members are elected & equal representatives from workmen & staff for reporting any complaints / issues. -Facility has also formed Internal Complaints Committee / POSH committee as required by law. External member Advocate – Lipika Joshi, 01.04.2025, Valid for 1 year. -From all the records of committee minutes of meeting no complaints were raised by the workers till date. Also, verified log register of suggestion & complaint box. -All above committee meetings are conducted every two months. -Facility has a written disciplinary procedure that is displayed on the notice board of the facility. Further, employees were aware of the same. -It was noted from review of records and interaction with management that facility has not submitted annual return of internal complaint committee to the concern authority for the year 2025 till audit day. Evidence Examined: -Facility policy on anti-harassment at workplace. -Minutes of meeting of works committee members record dated 12.02.2026. -Minutes of meeting of grievance committee record : 25.02.2026 -Minutes of meeting of internal complaints committee record dated 10.07.2025. -External member Advocate – Lipika Joshi, 01.04.2025, Valid for 1 year. -Log of suggestion box records. -Management interaction & worker interviews.

← Code area 8.A

Code area 10.A →

Findings: non-compliances

ZAF601364368

Non-compliance

Due 2026-06-29

Code area

9 No harsh or inhumane treatment is allowed

Workplace requirement

9.I Comply with all other applicable laws that impose conditions on Code Area 9.

Issue title

947 - An isolated breach of local law which represents low risk to workers (relating to Code Area 9:Harsh or Inhumane Treatment but which cannot be captured under another Workplace Requirement)

Description

It was noted from review of records and interaction with management that facility has not submitted annual return of internal complaint committee to the concern authority for the year 2025 till audit day.

Intended corrective and preventative actions, based on root cause analysis

It is recommended to facility to ensure that annual return is submitted by internal complaint committee to the concern authority as required by law.

Local law reference

In accordance with The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, Chapter VIII, 21 Committe to submit Annual report - (1)The internal committee or the Local Committee, as the case may be, shall in each calendar year prepare, in such form and at such time as may be prescribed, an annual report and submit the same the employer and the district officer.

Status

Closed (2026-06-08)*

Time given to resolve

90 days

Verification method

Desktop audit

Area of non-compliance/non-conformance

Local law

Base code

* PDF generated at 07:57 (UTC) on 08 Jun 2026. View this finding on the Sedex platform for live updates and closure details.

← Code area 9

Code area 10.A →

9. No harsh or inhumane treatment is allowed

Data points

Is there a formal process for workers to report concerns, complaints, or problems ('grievance mechanism')?	Yes, there is a formal grievance process The grievance process is available to all workers
What type of grievance mechanism(s) are available?	Facility has works committee and Grievance committee. Suggestion box is provided for grievance reporting
Number of grievances raised in the last 12 months	0
Number of grievances resolved in the last 12 months	0

← Code area 9

Code area 10.A →

10.A. Environment 2-Pillar

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems

Management systems

Explanation for management systems grades	1. Policies & Procedures: The position of the company is clearly stated in the environmental management system Policy which meets all Workplace Requirements in this code area. The Policy makes reference to the environmental, which outlines the key mechanisms in place for preventing discrepancies in environmental. The Remediation Procedure outlines processes and responsibilities, including financial, for undertaking remediation. 2. Resources: Mr. Purav Shah - Operation Head is the environmental management system Policy as ultimately responsible for ensuring its resourcing, approval and regular review and is allocated responsibility to implement the environmental procedure in named areas, which includes all areas of the business. Procedures are in place for interim responsibility in the case of position change or absence. 3. Training: Training at site is governed by a training procedure which is the specific responsibility of the HR team. The environmental management system Policy is available and communicated to all employees, and there is general awareness of it amongst worker interviewed. Training on the environmental is mandatory for all Management and workers. A training matrix utilized by HR team ensures that there is a very low chance of gaps regarding this training. 4. Monitoring: Responsibilities for monitoring implementation of environmental management system are defined by the environmental Procedure. The procedure requires that audit of the records kept of this verification is conducted by the HR team. Records are kept of monitoring activities. Any identification of misapplication of procedures, or concerns about application are escalated for action in the monthly HR meeting.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
	No findings		

← Code area 9

Code area 10.B →

Systems and evidence examined to validate this code section	Current Systems: -Mr. Purav Shah - Operation Head is responsible for all environmental related issues. Facility is aware of the legal environmental requirements. -Facility has documented policy on environment & waste management. -Pollution Control board License - Consent & Authorization No. – PCC/DDD/G-5507/1789330, Dated – 09.10.2024, Valid upto – 28.02.2027. -Facility has conducted necessary ambient air quality, workplace air quality, DG stack emission, boiler stack emission & noise level at its premises & results were within limits. -The land on which facility is operating is industrial area & does not have any adverse impact on environment in terms of land acquisition. It is non-agricultural land. -Facility monitors environmental aspect impact based on processes carried out in its premises. -Facility is engaged in Manufacturing of plastic rigid sheets and Thermoformed products. -Facility generate hazardous waste like process waste & used oil from its premises & same is disposed to authorised hazardous waste handler. -Facility has maintained adequate waste disposal records. -From review of records & management interaction, it was noted that facility is not subjected to any fines/prosecutions for non-compliance to environmental regulations. -Facility has completed the appropriate section of the SAQ and was shared with the auditor. Evidence Examined: -Facility policy on environment & waste management. -Pollution Control Board Consent & Authorization No. – PCC/DDD/G-5507/1789330, Dated – 09.10.2024, Valid upto – 28.02.2027. -Ambient air quality, workplace air monitoring, nose level Dated 10.12.2025 -Environmental aspect impact report dated 01.01.2026. -List of chemicals & MSDS. -Process flow chart. -Hazardous waste manifest of Chemical container dated 23.09.2025 -Agreement & membership with authorised hazardous waste handlers Empty chemical containers – 4100009567, Dated – 01.10.2024, Valid upto - 30.09.2029 Printing Waste – – 4100009567, Dated – 01.10.2024, Valid upto - 30.09.2029 -SAQ submitted by facility. -Management interaction & worker interviews.

← Code area 9 Code area 10.B →

10.A. Environment 2-Pillar

Data points

Has the site received an official notice, fine or prosecution for any non-compliances with environmental legislation, regulation, consent or permits (within the last three years)?	No
Does the site have any valid environmental or energy management certificates?	No environmental or energy management certificates
Are there any other sustainability certifications present (e.g. Forest Stewardship Council (FSC), Marine Stewardship Council (MSC)?	No
Has the site implemented or made plans to implement any adaptive measures to protect workers from the impact of climate change?	No

← Code area 10.A

Code area 10.B →

10.B. Environment 4-Pillar

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
	No findings		

Systems and evidence examined to validate this code section	Current System- 1.Facility identify and monitor potential negative environment impacts of operations and supply chain and have in place systems that prevent, mitigate or remedy the impacts of their own operations. 2. Facility has Environment policy and same was endorsed at the highest level, that includes commitments to improve environmental performance and an approach to managing environmental impacts on relevant stakeholders and communicated to all employees. 3.Facility has established resource-use targets and a plan to reach them. 4.Facility record energy use, water use, solid waste, material use, and waste generated. 5. Facility monitor and mitigate the site's impacts on biodiversity. Evidence – • Environment policy, dated 01/01/2026 • Training record dated 18/12/2025 • Ambient Air monitoring report dated 10/12/2025 • Noise level monitoring report dated 10/12/2025 • Site tour • Interaction with management and employees.

← Code area 10.A

Code area 10.C →

10.B. Environment 4-Pillar

Data points

Has the site conducted a risk assessment on the environmental impact of the site, including implementation of controls to reduce identified risks?	Yes
What additional specific environmental policies does the site capture?	Sustainable material sourcing
Is there a system for managing client's requirements and legislation in the destination countries regarding environmental and chemical issues?	Yes Facility has system & complies for managing client's requirements and legislation in the destination countries regarding environmental and chemical issues.
Does the site have reduction targets in place to manage climate related risks?	None
Does the site have reduction targets in place for environmental aspects (e.g. water consumption and discharge, waste, energy and green-house gas emissions: (Scope 1, 2 & 3))?	Yes Water consumption reduction by 5% have been set and STP has been installed at site among other practices to reduce the consumption.
Has the site checked that any sub-contracting agencies or business partners operating on the premises have the appropriate permits and licences and are conducting business in line with environmental expectations of the facility?	Not Applicable

Usage/discharge analysis

	Last full calendar year (2025)	Previous full calendar year (2024)

← Code area 10.B

Code area 10.C →

Total electricity consumption from non-renewable sources (kWh)	13,571,513	11,992,878
Total electricity consumption from renewable sources (kWh)	103,017.4	103,255.6
Sources of renewable energy used	None	None
Types of renewable energy used	Other (provide details) 0	Other (provide details) 0
Total natural gas consumption (kWh)	0	0
Usage of other purchased fuels	Diesel - 2200	Diesel - 9160
Has the site completed any carbon footprint analysis?	No	No
Water sources	Ground Water	Ground Water
Does the site use mercury or mercury compounds?	No	No
Water volume used (m3)	5,758.5	7,678
Water discharged	Soak pit	Soak pit
Water volume discharged (m3)	1,727	2,303
Water volume recycled (m3)	0	0
Total waste produced (mt)	0.5	1.7
Total hazardous waste produced (mt)	0.5	1.7

← Code area 10.B
Code area 10.C →

Waste to recycling (mt)	0	0
Waste to landfill (mt)	0	0
Waste to other (mt)	0.5	1.7
Total product produced (mt)	16,529.5	17,175.8

← Code area 10.B

Code area 10.C →

10.C. Business ethics

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	1) Policies & Procedures: Facility has Business ethics policy which states about ethical practices, anti-bribery And anti-corruption which meets all workplace requirements in this code area. The Business ethics policy which outlines the key mechanisms in place for preventing any unethical practice and reporting mechanism for employees. 2) Resources: Mr. Purav Shah - Operation Head assigned as responsible person for ensuring its resourcing, approval and regular review of the implementation of requirements stated in this code. 3) Communication & Training: Facility has carried out regular training at site by HR team for all employees. All the social policies are displayed on notice board and also communicated to all employees through training, available on company portal. 4) Monitoring: HR Team has overall responsibilities for monitoring implementation of requirements stated in Business Ethics policy and same is checked through the internal audits. All the records of activities being monitoring are maintained.

← Code area 10.B

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
	No findings		

Systems and evidence examined to validate this code section	Current Systems: -Facility has policy on Business ethics and anti-corruption / anti-bribery. -The facility follows requirements of local and national laws related to bribery, corruption, or any type of fraudulent business practices. -Mr. Purav Shah - Operation Head is responsible for compliances related business ethics section. -There is no current local legislation. However, it was noted from the interaction with the facility management, the facility has communicated business code of conduct to all employees through trainings. -Facility has effective mechanism of whistle blowing on confidential reporting unethical practices to the management. -Based on committee meeting records no complaints of bribery or unethical practices were noted. -Suppliers & customers are communicated with business ethics policy through email & contract agreements. -Based on audit process and review of records, it was noted that the facility has not been recently subject to any fines/prosecutions for non-compliance to Business Ethics regulations. Hence there is no sustainable corrective actions implementation required. Evidence Examined: -Policy on business ethics, anti-bribery, anti-corruption, etc. 01.01.2026 -ETI base code / social policies training record dated 08.01.2026 -ETI base code / social policies communication records to suppliers & contractors dated 10.02.2026. -Confident reporting policy and procedure. -Log of suggestion / complaint box box. -Minutes of meeting of committees like labour union committee, grievance committee, etc. -Interaction with management and Employees.

← Code area 10.B

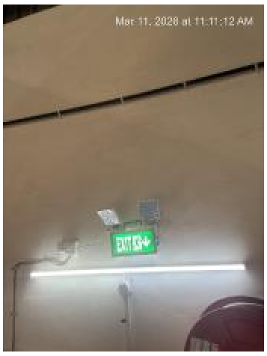
10.C. Business ethics

Data points

Has the site received an official notice, fine or prosecution for any non-compliances with business ethics legislation, regulation, consent or permits (within the last three years)?	No
Provide any certified anti-bribery management systems for the site	Not Applicable

← Code area 10.C

Attachments



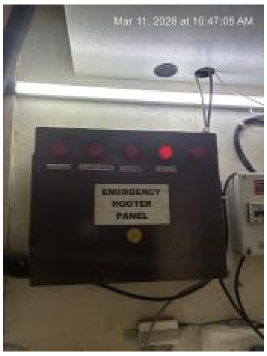
Emergency Light_1.JPG

Fire extinguisher.JPG

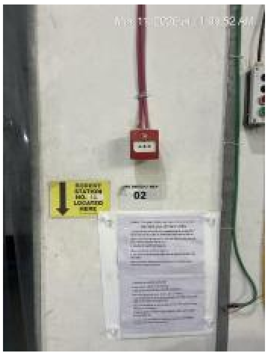
Fire hose reel area.JPG

Eye wash.JPG

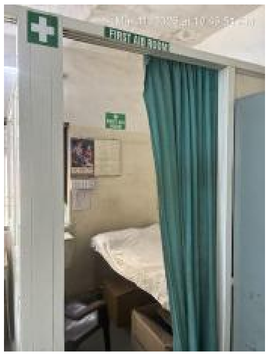
Emergency exit door.JPG



Fire Alarm call panel.JPG



Fire Alarm call point.JPG

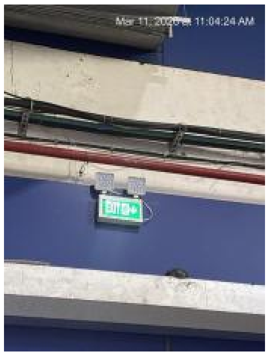


First Aid Room.JPG

Hygiene station.JPG

Chemical store.JPG

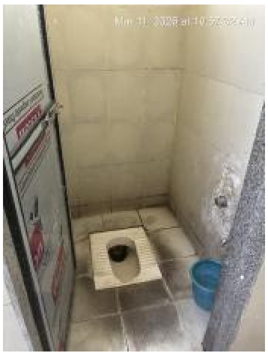
Facility name board.JPG



Emergency Light.JPG

[Main Entrance of the facility.JPG]

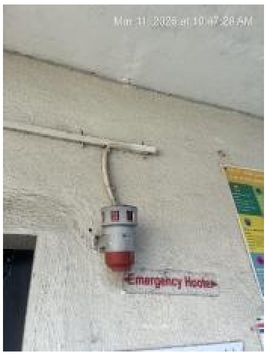
[Fire Pump room.JPG]



[Clean toilets.JPG]

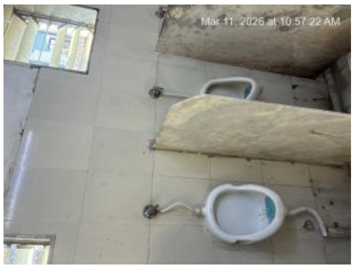
[Compressor area.JPG]

[Raw material area.JPG]



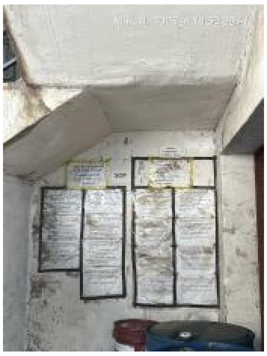
[Fire Alarm hooter.JPG]

[Finished good storage area.JPG]



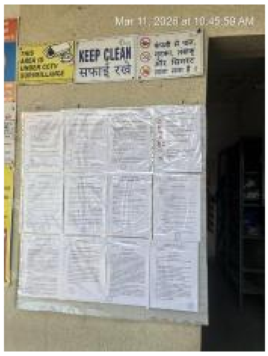
[Clean Urinals.JPG]

[DG Set.JPG]

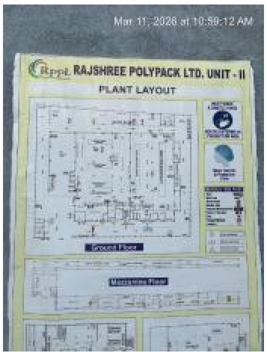


[MSDS displayed at chemical store.JPG]

[MSDS displayed.JPG]



[Notice Board.JPG]



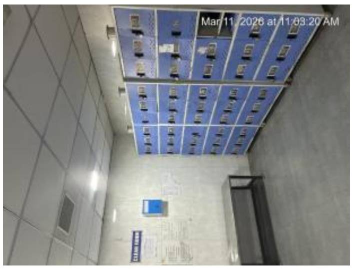
Evacutaion plan.JPG

Chiller area.JPG

Sand buckers.JPG

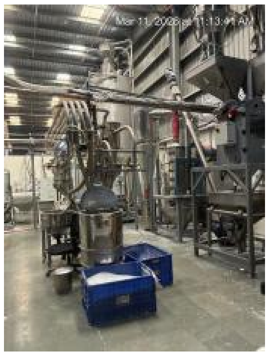
RO Plant.JPG

First Aid box.JPG

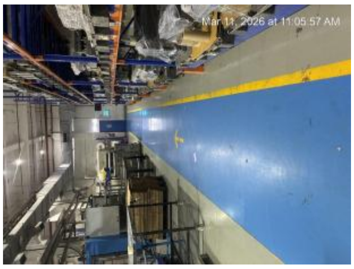


Locker Room.JPG

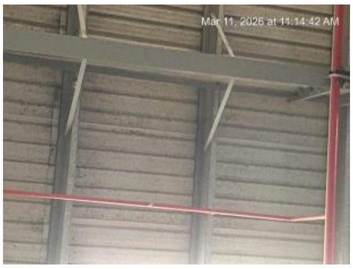
Raw material storage area.JPG



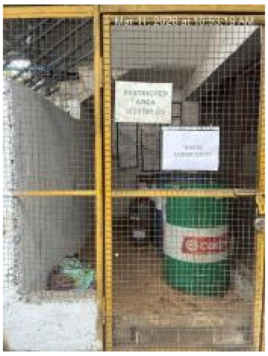
Raw Material feeding area.JPG



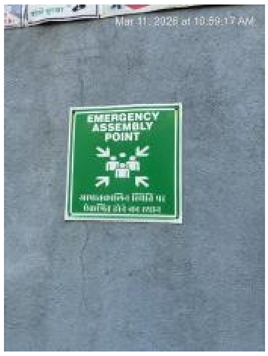
Marked Aisles.JPG



Sprinkler.JPG



Oil storgae rrom.JPG



Marked assembly area.JPG

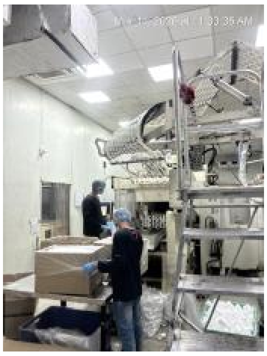
Marked toilet.JPG

Secondary containment not provided to Diesel & used drums.JPG

Thermoforming area.JPG

Transformer area.JPG

Time recording machine.JPG



Thermoforming area_1.JPG

SMETA Signed CAP report.pdf

Suggestion box..JPG

Eletrctrical panel with rubber mat.JPG