

Monitoring result for IR EXPORTS PRIVATE LIMITED on site IR EXPORTS PRIVATE LIMITED

Monitoring

Monitored Party : IR EXPORTS PRIVATE LIMITED
amfori ID : 356-000528-000
Site : IR EXPORTS PRIVATE LIMITED
Site amfori ID : 356-000528-002
Address : 154 LM & N, Phase II, Sector 7, IMT Manesar
: Gurgaon
: Haryana
: India
Monitoring Activity : amfori Social Audit - Manufacturing
Monitoring Type : Full Monitoring
Submission Date : 08/08/2022
Expiration Date : 08/08/2024

This is an extract of the online monitoring result, generated on 09/08/2022, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available [here](#) - The English version is the legally binding one.



amfori does not assume any liability with regard to the compliance of this extract, or any versions of this extract, with the Regulation (EU) 2016/679 (General Data Protection Regulation).

*All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent.
© amfori, 2021*

Overall rating



Section rating

PA1: Social Management System	C
PA 2: Workers Involvement and Protection	A
PA 3: The Rights of Freedom of Association and Collective Bargaining	A
PA 4: No Discrimination	A
PA 5: Fair Remuneration	A
PA 6: Decent Working Hours	A
PA 7: Occupational Health and Safety	A
PA 8: No Child Labour	A
PA 9: Special Protection for Young Workers	A

PA 10: No Precarious Employment	A
PA 11: No Bonded Labour	A
PA 12: Protection of the Environment	A
PA 13: Ethical Business Behaviour	A

General description

It was full audit in I R Exports Private Limited on 25-26 July 2022. The facility name changed from I R Apparels and Accessories Private Limited to I R Exports Private Limited in December 2021 legally, however, facility business, facility structure and employees service terms and conditions remained the same.

Auditors: Lead Auditor: Angshuman Dey- RA 21701713 - Intertek India Pvt. Ltd – July 25-26, 2022

Team Auditor: Parul Jaglan – RA 21700536 Intertek India Pvt. Ltd – July 25-26, 2022.

It was 4.5-manday audit- 4 mandays onsite and 0.5 mandays offsite for report writing. 02 auditors completed 02 mandays on each of 25 and 26 July 2022.

Facility is located in industrial city Manesar. It is about 30 KM away from Delhi International airport. Facility was established in July 2010 in this location. It is a private limited company. It manufactures and exports readymade woven garments and accessories (e.g. cotton bags). Total land area is about 3036 square meters. Covered area is about 7900 square meters. There are 03 buildings in the premises. Buildings are made of brick-mortar and concrete.

Building L: Basement: Cutting. Ground Floor: Finishing, Packing, creche (entrance from outside building). First Floor: Sewing, Second Floor: Sewing, kaaj-button. Third Floor: Finishing (Lace Filling), Old machine stock, open terrace.

Building M: Basement: Fabric Store, Trim Store, Laboratory. Ground Floor: Office, First Floor: Sampling, R&D. Second floor: Washing, packing, Finishing Sewing, Chemical store, Third Floor: Boiler (non-IBR, 100 Kg/Hr x1, 60 Kg/Hr x1), R.O Plant, Washing machines (Not connected, not operational).

Building N: Basement: Cutting, CAD, Ground Floor: Sewing, Table work (pasting, coloring) for accessories (e.g. bags) manufacturing, First Floor: Packing, Finishing, extended part of floor for empty carton storage. Second Floor: Sewing. Third Floor: Lunch Area, Air Compressor, open terrace. The second floors of Building L, M and N are connected with each other. Basements of Buildings M and N are connected with each other. Periphery Area: Electric voltage stabilizer, security cabin, emergency assembly area, diesel generators (125 KVAx2, 400 KVAx1), effluent treatment plant, waste storage, medical room, boiler (non-IBR, 60 Kg/Hr x1), pet cage (secured). No dormitory is provided and not legally required. No transportation is provided and not legally required. Production processes are follow: Garments: fabric and trims store, fabric cutting, sewing, washing, finishing, packing. Accessories (e.g. bags): Fabric/trim store, cutting, assembly (coloring, pasting, sewing), finishing, packing.

There are total 936 employees currently working in the facility where 608 employees are on company payroll and 328 employees under total 03 contractors. There are 814 male and 122 female employees. Minimum age of workers was 21 years. Employees work for Monday to Saturday; Sunday is weekly rest day. There were 01 production-cum-general shift (9.00 to 18.00; break: 30-minute lunch staggered between 12:00 and 13:30, tea breaks 11:00 to 11:15 and 16:00 to 16:15). Weekly off is Sunday for all employees except security guards which have staggered weekly rest day. Security personnel work in 03 shifts: 8:00 to 16:00, 16:00 to 24:30, 00:00 to 8:00. Housekeeping employees work shift: 7:30 to 16:00.

Minimum wages paid: INR 10099 per month paid to helper (compliant with legal minimum: Unskilled: INR 10098.88 per month). Average wage paid: INR 11134 per month paid to initial checker. Highest wage: INR 16000 per month paid to tailor of R&D department. Auditee paid arrear wages effective from Jul 2021 and Jan 2022 (government notification dates 01 Sep 2021 and 8 Apr 2022 respectively).

Maximum working hours: June 2022 (most recent paid month): 10 hours per day (8 regular hours and 2 hours overtime). 52 hours per week (48 regular hours and 4 hours overtime). Jan 2022 (random month 1): 10 hours per day (8 regular hours and 2 hours overtime). 52 hours per week (48 regular hours and 4 hours overtime). July 2021 (random month 2): 10 hours per day (8 regular hours and 2 hours overtime). 52 hours per week (48 regular hours and 4 hours overtime). No obvious peak business period was noted; all months witnessed more or less volume of orders.

All employees are Indian. There are no foreign migrant employees. All employees including contractor employees are paid salary on calendar month basis through bank transfer.

Facility management showed a positive attitude during the whole audit process. All the documents requested for review are provided. Access is granted to every part of the facility with ease.

Business license: Factory License Registration Number GGN-ONLINE-GGN-I-21, License Serial Number GGN-ONLINE-GGN-I-20 was verified and found in order. This license is valid till 31 December 2024 for employing maximum 1400 employees.

#COVID19: Auditee has also provided training to all employees on Covid 2019. Hand sanitizers are stations at multiple areas of factory building. Ample supply of soap and water is available. Employees are checked for fever, cold and cough each day. Covid prevention and awareness posters are posted throughout the factory. Factory was operational during second wave of Covid and also thereafter. All employees were provided with face masks to prevent the spread of infection. No Grievances reported. Auditee has an open-door policy for all employees. Auditee displayed suggestion/complaint box where employees can report their problems in addition to the works committee.

Auditee posted labor charts and other general safety instruction and social policies at notice board at main factory entrance.

Worker representatives were available and he was elected by workers without auditee interference.

Auditee did not obtain waiver for applicability of any law.

Auditee did not have collective bargaining agreement with employees.

Site Details

Site : IR EXPORTS PRIVATE LIMITED

Site amfori ID : 356-000528-002

GICS Classification

Sector : Consumer Discretionary

Industry Group : Consumer Durables & Apparel

Industry : Textiles, Apparel & Luxury Goods

Sub Industry : Textiles

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	747 Workers
Legal minimum wage in local currency	10098 Monthly
Lowest wage paid for regular work at the site	10099 Monthly
Calculated living wage in local currency	9900 Monthly
Total sample	32 Workers

Other Metrics

Male workers	685 Workers
Female workers	62 Workers
Permanent workers - Male	814 Workers
Permanent workers - Female	122 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	52 Workers
Management - Female	7 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	260 Workers
Workers on probation - Female	40 Workers
Workers with night shift - Male	16 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	698 Workers
Domestic migrant workers - Female	106 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	539 Workers
Workers hired directly - Female	69 Workers
Workers hired indirectly - Male	275 Workers
Workers hired indirectly - Female	53 Workers
Unionised workers - Male	0 Workers
Unionised workers - Female	0 Workers
Workers under CBA - Male	0 Workers
Workers under CBA - Female	0 Workers
Pregnant workers	0 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	0 Workers
Sample - Male	26 Workers
Sample - Female	6 Workers

Findings

PA1: Social Management System

Noncompliance#1 Local Law: This finding was based on amfori BSCI Code of Conduct principle of Social Management Systems and Cascade Effect. Finding: It was noted through facility tour, employee interview and document review that the auditee has policies, procedures and systems for compliance with amfori BSCI Code of Conduct. The auditee is aware of the requirement. However there is gap in implementation, which led to findings in PA 7. The auditee has policy, procedure and systems for compliance with amfori BSCI Code of Conduct. The auditee is aware of the requirement. However there is gap in implementation, which led to findings. Hence it was partial noncompliance.

Not applicable

Noncompliance#2 Local Law: This finding was based on amfori BSCI Code of Conduct principle of Social Management Systems and Cascade Effect. Finding: It was noted through document review that the auditee did not conduct internal audit for 04 out of 13 business partners (suppliers and subcontractors). They did not maintain any other documentary evidence of social performance of these 04 business partners. The auditee has policy, procedure and systems for compliance with amfori BSCI Code of Conduct. The auditee is aware of the requirement. They maintained full documents for most of the business partners. However there is gap in implementation, which led to findings. Hence it was partial noncompliance.

Not applicable

PA 7: Occupational Health and Safety

Noncompliance#1 Local Law: Factories Act 1948, Sec 87: Where the State Government is of opinion that any manufacturing process or operation carried on is a factory exposes any persons employed in it to a serious risk of bodily injury, poisoning or disease, it may make rules applicable to any factory or class or description of factories in which the manufacturing process or operation is carried on (f) requiring the provision of additional welfare amenities and sanitary facilities and the supply of protective equipment and clothing, and laying down the standards thereof, having regard to the dangerous nature of the manufacturing process or operation. Notification No. 40-3/2020-DM-I(A) dated 29 Aug 2020, Annexure I of Ministry of Home Affairs of Government of India under The Disaster Management Act 2005, Face Coverings: Wearing of face cover is compulsory in public places, in work places and in transport. Finding: It was noted through facility tour that employees were not wearing PPEs which were provided to them by the auditee. #COVID19(a)About 80 percent employees (in general) in all departments on all floors in all buildings were not wearing the provided face masks in view of Covid-19. (b)07 out of 10 Overlock operators were not using provided dust masks while operating the machines. (c)01 out of 01 sample cutting worker was not using the provided steel mesh glove which cutting fabric layer on basement floor of Building L. (d)01 out of 04 sample kaaj-button machine operator were not using provided goggle on second floor of Building L. The facility has policy, procedure and systems for compliance with amfori BSCI Code of Conduct. The auditee is aware of the requirement. The auditee provided PPEs. They provided training. They displayed instruction for using PPEs. However, some of the employees were wearing PPEs. Hence, there is gap in implementation of auditee's systems, which led to findings. Hence it was partial noncompliance.

Not applicable

Noncompliance#2 Local Law: Section 21 of The Factories Act, 1948, Every moving part of a prime mover and every flywheel connected to a prime mover, whether the prime mover or fly wheel is in the engine house or not shall be securely fenced by safeguards of substantial construction which shall be constantly maintained and kept in position while the part of machinery they are fencing are in motion or in use. Finding: It was noted through facility tour that (a) 06 out of 10 sewing machines in sampling section on first floor of Building M were not provided with needle guard. (b)Operators in 02 out of 10 sampled overlock machines were not using the eye shields in overlock machines although eye shields were provided in all overlock machines. The facility has policy, procedure and systems for compliance with amfori BSCI Code of Conduct. The auditee is aware of the requirement. However there is gap in implementation, which led to findings. All production sewing machines except mentioned machines were provided with machine guards and they are monitored. It was an isolated case. Hence it was partial noncompliance.

Not applicable

Noncompliance#3 Local Law: Punjab Factories Rules 1952 as applicable in Haryana, Rule 44. PRIVACY OF LATRINES. Every latrine shall be under cover and so partitioned off as to secure privacy and shall have a proper door and fastenings and of the design approved by the Chief Inspector. Finding: It was noted through facility tour that partitions were broken and not complete between urinals in the following areas. Hence, privacy of users was not assured. (a)03 out of 03 urinals on second floor (sewing section) of Building N. (b)02 out of 03 urinals on ground floor (finishing and packing section) of Building L. (c) 02 out of 03 urinals on second floor (stitching) of Building L. The facility has policy, procedure and systems for compliance with amfori BSCI Code of Conduct. The auditee is aware of the requirement. Sanitary compliance was sufficient otherwise. This was due to gap in implementation, which led to findings. Hence it was partial noncompliance.

Not applicable

No transport was provided

Not applicable