



FAZAL INDUSTRIES

# COMPANY PROFILE

MANUFACTURING KNITTED  
GARMENTS SINCE 1987



# ABOUT US

Fazal Industries has been manufacturing and exporting knitted garments since 1987. The company has achieved phenomenal growth in recent years due to its quality product, in-time delivery and customer support. Recently it has acquired purpose built building adhering to the global requirements i.e., health and safety.

The company strongly believes that the success is the result of "Customer Satisfaction". Therefore, the same spirit is reflected when it created its quality policy.







# VISION & MISSION

To achieve our mission we strictly adhere to our core values i.e., honesty, challenge and success.

**Quality is our forte and we do all we can to stick to our stringent quality parameters.**

We conduct quality checks at every stage of garment manufacturing and ensure to manufacture a product with zero defects. We conduct various tests on the finished products.



The total area of existing facility is 36,000 square feet equipped with all necessary machinery and Fire Hydrant for Safety of Employees and facility. Total monthly production capacity is 300,000 units. Polo Shirts 10,000 dozens, ladies wearing apparel 8,000 dozens and children / men wear – 7,000 dozens.



# PRODUCTS RANGE



## MENS WEAR

T Shirts, Polo Shirts, Hoodies, Nightwear etc.



## WOMENS WEAR

T Shirts, Leggings, Tops, Nightwear etc.



## CHILDRENS WEAR

T Shirts, Polo Shirts, Hoodies, Nightwear etc.



## UNDER GARMENTS

Under garments, Men & Women

We are well appreciated for offering a wide range of under garments that are as per the requirements of the emerging demands of the markets. Some of the salient attributes of our wide assortment of garments are Color fastness, Shrinkage resistance, Durable, Variety of styles & sizes and tear resistance. Our Product Ranges include men's polo shirt, men's t-shirt, men's hoodies, women's t-shirts, women's nightwear, kids garments and undergarments.



# MEN'S WEAR APPAREL

Offering a wide variety of stylish Men's T-shirts, neckwear, under garments, trousers, uppers, polos, and more.





# Men's Underwear



Style#:  
13282/13289  
100%Cotton  
1X1 RIB  
140-150 gsm



Style#:  
27676/27677  
92%Polyester  
8%Spandex Jersey  
170-180gsm



# Men's Underwear



Style#: 76201  
100%Cotton  
Jersey 140-150gsm



# Men's Underwear

Style#: 53447

60%Cotton

40%Polyester

Thermal

230 gsm



# Men's Underwear

Style#: 53526

60%Cotton

40%Polyester

Thermal

230 gsm





# Men's Underwear



Style#: 27665  
92%Polyester  
8%Spandex Jersey  
170-180gsm

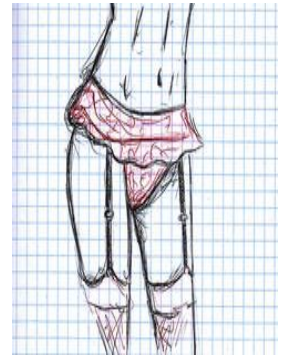


# WOMENS WEAR





# PANTIES



Style#: HJ613  
100%Cotton  
Jersey 130-140gsm  
Crotch elastic leg openings  
cotton panel  
(pack of 10)





Style#: LX368  
95%Cotton 5%Spandex  
Jersey 160-170gsm  
Lace elastic leg openings  
cotton panel  
with Small Bow  
(pack of 04)



Style#: HJ797

100%Cotton

Jersey 130-140gsm

Plush elastic leg openings & Waist  
cotton panel  
(pack of 10)











**1- Style# 33116512**

Thong

95% Cotton 5 %Spandex, Jersey 170 Gsm.



**1- Style# 33130518**

Pack of 5 Full Briefs

95% Cotton 5 %Spandex, Jersey 170 Gsm



**1- Style# 331305187**  
Pack of 5 Full Briefs

95% Cotton 5 %Spandex, Jersey 170 Gsm





**1- Style# 3312051**

Pack of 4 Short

95% Cotton 5 % Spandex, Jersey 170 Gsm





Style#: 03857  
95%Cotton 5%Spandex  
Jersey  
170-180gsm

Style#: 56041  
60%Cotton  
40%Polyester  
Thermal  
140-150 gsm





# Camisole

Style#: Camisole  
95%Cotton  
5%Spandex Jersey  
175-180gsm



# CHILDREN APPAREL

We have been creating relaxed, comfortable fashion for everyone and every day  
for more than 30 years







Style#: 34649

100%Cotton

Jersey

160-170gsm

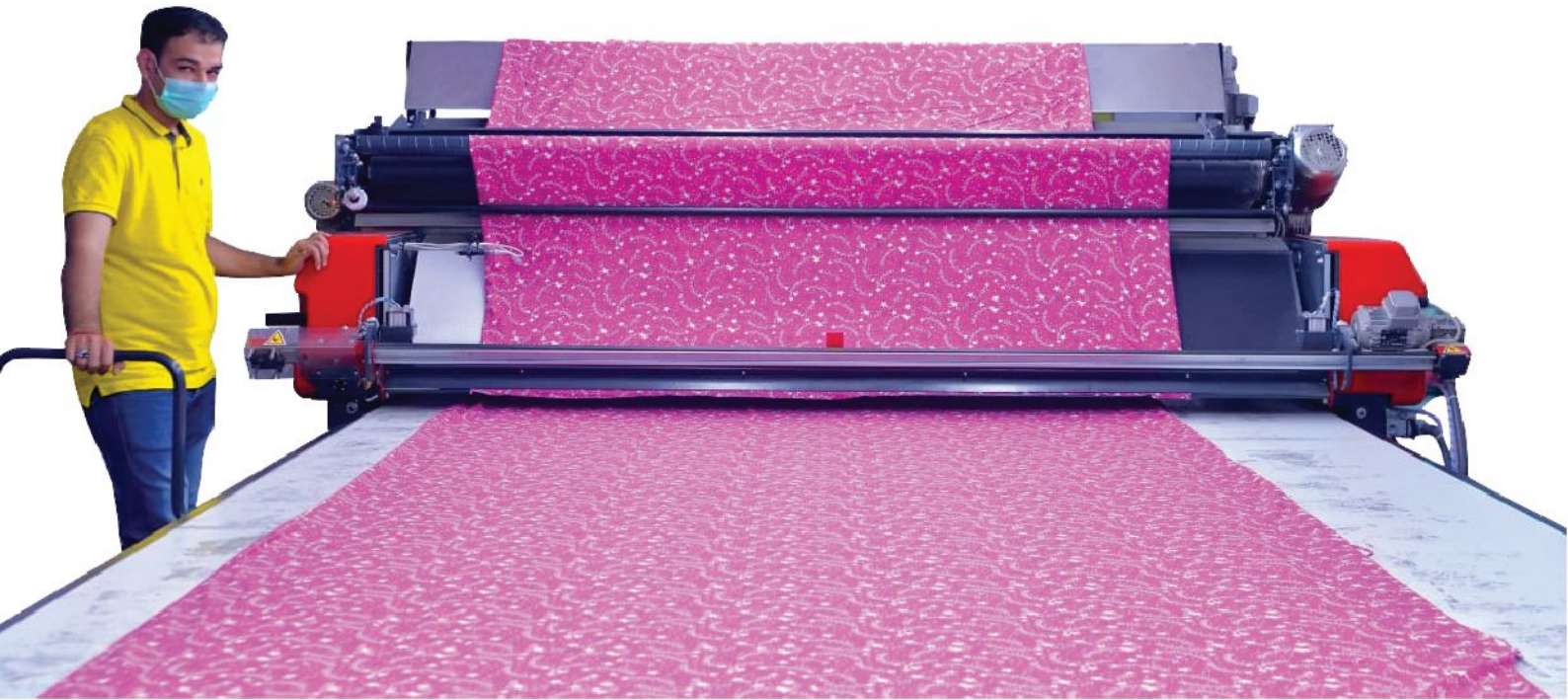
# Kid's Underwear



Style#: 7000357  
95%Cotton 5%Spandex  
Jersey  
170-180gsm



# MACHINERY



**Our infrastructural facility is our strength and the key to our success.**

Our key equipment includes high-speed sewing machines that offer impeccable stitching quality and durability. We have an in-house material testing lab which is equipped with the necessary quality control machines and tools to test the knit fabric and garments before bulk production. We also have top-notch spreading machines that meet the international standards.





## Our Clientele

Our industrious and experienced professionals have enabled us to build a huge client base across the globe. Our continuous growth, devotions and positive approach has made us a trust worthy manufacturing partner of world's best brands.



 **Woman Within**



**vertbaudet**

**AmeriMark®**

**ellos**

**La Redoute**



**KINGSIZE®**

**RevolutionRace**  
AWESOME FIT, GREAT QUALITY, RIDICULOUS PRICES!

**JESSICA LONDON**



## Our Certifications

Having been in the garment industry for more than 30 years, we have earned noteworthy certifications and accreditation from reputed boards. Our certifications are a testimony to our quality. All our products comply with industry set standards. Our certifications include the following:





# Certificate of Completion

**Talha Maqsood**

**Has Completed the Course**

**-Vertical Mills: Chain of Custody and the  
Better Cotton Platform (2020)**

BCI Supply Chain Team  
Better Cotton Initiative  
2021-03-26  
5066754550394





GCL INTERNATIONAL LTD  
Level 1, Devonshire House, One Mayfair Place, London, W1 J 8AJ, United Kingdom.

## Scope Certificate

Scope Certificate Number GCL-300670-GOTS-2208

GCL INTERNATIONAL LTD  
certifies that

**Fazal Industries**  
**License Number 300670**  
**Plot No 1-D/2 1-D/3, Sector 16-B, North Karachi Industrial Area,**  
**Karachi, 75850**  
**Sindh, Pakistan**

has been audited and found to be in conformity with the

### GLOBAL ORGANIC TEXTILE STANDARD (GOTS) Version 6.0

Product categories as mentioned below (and further specified in the product appendix) conform with this standard:

**Men's Apparel (PC0001); Women's Apparel (PC0002); Greige fabrics (PC0026)**

Process categories carried out under responsibility of the above mentioned organization for the certified products cover:

**Manufacturing (PR0016); Trading (PR0030); Warehousing, Distribution (PR0031), Knitting (PR0015)\*; Warehousing, Distribution (PR0031)\*;**

\*The processes marked with an asterisk may be carried out by subcontractors.

This Certificate is valid until: **2023-08-15**

Place and Date of Issue  
London, 2022-08-16

Certification Body

Standard Logo



Mahmut Sogukpinar



Certification Body Accredited by: IOAS Inc ; Accreditation Number: 125

This Scope Certificates provides no proof that any goods delivered by its holder are GOTS certified. Proof of GOTS certification of goods delivered is provided by a valid Transaction Certificate (TC) covering them.

The issuing body may withdraw this certificate before it expires if the declared conformity is no longer guaranteed.

For directions on how to authenticate this certificate, please visit GOTS web page Approved Certification Bodies

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**Scope Certificate Number GCL-300670-GOTS-2208 (continued)**  
**Fazal Industries**  
**GOTS Version 6.0**

Under the scope of this certificate, the following products are covered.

**Products Appendix**

Product Category	Product Details	Material Composition*	Lable Grade
Men's Apparel (PC0001)	T shirts, singlets (PD0007)	100% Organic Cotton (RM0104)	Organic
Men's Apparel (PC0001)	T shirts, singlets (PD0007)	98% Organic Cotton (RM0104) + 2% Elastane (Spandex) (RM0160)	Organic
Men's Apparel (PC0001)	T shirts, singlets (PD0007)	95% Organic Cotton (RM0104) + 5% Recycled Pre/Post Consumer Polyester (RM0187)	Organic
Men's Apparel (PC0001)	T shirts, singlets (PD0007)	70% Organic Cotton (RM0104) + 30% Recycled Pre/Post Consumer Polyester (RM0187)	Made with Organic
Men's Apparel (PC0001)	Overcoats, jackets, vests (PD0001)	100% Organic Cotton (RM0104)	Organic
Men's Apparel (PC0001)	Overcoats, jackets, vests (PD0001)	98% Organic Cotton (RM0104) + 2% Elastane (Spandex) (RM0160)	Organic
Men's Apparel (PC0001)	Overcoats, jackets, vests (PD0001)	95% Organic Cotton (RM0104) + 5% Recycled Pre/Post Consumer Polyester (RM0187)	Organic
Men's Apparel (PC0001)	Overcoats, jackets, vests (PD0001)	70% Organic Cotton (RM0104) + 30% Recycled Pre/Post Consumer Polyester (RM0187)	Made with Organic
Men's Apparel (PC0001)	Pants, trousers (PD0003)	100% Organic Cotton (RM0104)	Organic
Men's Apparel (PC0001)	Pants, trousers (PD0003)	98% Organic Cotton (RM0104) + 2% Elastane (Spandex) (RM0160)	Organic
Men's Apparel (PC0001)	Pants, trousers (PD0003)	95% Organic Cotton (RM0104) + 5% Recycled Pre/Post Consumer Polyester (RM0187)	Organic
Men's Apparel (PC0001)	Pants, trousers (PD0003)	70% Organic Cotton (RM0104) + 30% Recycled Pre/Post Consumer Polyester (RM0187)	Made with Organic
Men's Apparel (PC0001)	Undergarment, sleepwear, robes (PD0006)	100% Organic Cotton (RM0104)	Organic
Men's Apparel (PC0001)	Undergarment, sleepwear, robes (PD0006)	98% Organic Cotton (RM0104) + 2% Elastane (Spandex) (RM0160)	Organic

Place and Date of Issue  
London, 2022-08-16

Certification Body

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**Scope Certificate Number GCL-300670-GOTS-2208 (continued)**  
**Fazal Industries**  
**GOTS Version 6.0**

Product Category	Product Details	Material Composition*	Lable Grade
Men's Apparel (PC0001)	Undergarment, sleepwear, robes (PD0006)	95% Organic Cotton (RM0104) + 5% Recycled Pre/Post Consumer Polyester (RM0187)	Organic
Men's Apparel (PC0001)	Undergarment, sleepwear, robes (PD0006)	70% Organic Cotton (RM0104) + 30% Recycled Pre/Post Consumer Polyester (RM0187)	Made with Organic
Women's Apparel (PC0002)	T shirts, singlets (PD0007)	100% Organic Cotton (RM0104)	Organic
Women's Apparel (PC0002)	T shirts, singlets (PD0007)	98% Organic Cotton (RM0104) + 2% Elastane (Spandex) (RM0160)	Organic
Women's Apparel (PC0002)	T shirts, singlets (PD0007)	95% Organic Cotton (RM0104) + 5% Recycled Pre/Post Consumer Polyester (RM0187)	Organic
Women's Apparel (PC0002)	T shirts, singlets (PD0007)	70% Organic Cotton (RM0104) + 30% Recycled Pre/Post Consumer Polyester (RM0187)	Made with Organic
Women's Apparel (PC0002)	Shirts, blouses (PD0005)	100% Organic Cotton (RM0104)	Organic
Women's Apparel (PC0002)	Shirts, blouses (PD0005)	98% Organic Cotton (RM0104) + 2% Elastane (Spandex) (RM0160)	Organic
Women's Apparel (PC0002)	Shirts, blouses (PD0005)	95% Organic Cotton (RM0104) + 5% Recycled Pre/Post Consumer Polyester (RM0187)	Organic
Women's Apparel (PC0002)	Shirts, blouses (PD0005)	70% Organic Cotton (RM0104) + 30% Recycled Pre/Post Consumer Polyester (RM0187)	Made with Organic
Women's Apparel (PC0002)	Overcoats, jackets, vests (PD0001)	100% Organic Cotton (RM0104)	Organic
Women's Apparel (PC0002)	Overcoats, jackets, vests (PD0001)	98% Organic Cotton (RM0104) + 2% Elastane (Spandex) (RM0160)	Organic
Women's Apparel (PC0002)	Overcoats, jackets, vests (PD0001)	95% Organic Cotton (RM0104) + 5% Recycled Pre/Post Consumer Polyester (RM0187)	Organic
Women's Apparel (PC0002)	Overcoats, jackets, vests (PD0001)	70% Organic Cotton (RM0104) + 30% Recycled Pre/Post Consumer Polyester (RM0187)	Made with Organic
Women's Apparel (PC0002)	Pants, trousers (PD0003)	100% Organic Cotton (RM0104)	Organic
Women's Apparel (PC0002)	Pants, trousers (PD0003)	98% Organic Cotton (RM0104) + 2% Elastane (Spandex) (RM0160)	Organic

Place and Date of Issue  
London, 2022-08-16

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**Scope Certificate Number GCL-300670-GOTS-2208 (continued)**

**Fazal Industries**  
**GOTS Version 6.0**

Product Category	Product Details	Material Composition*	Lable Grade
Women's Apparel (PC0002)	Pants, trousers (PD0003)	95% Organic Cotton (RM0104) + 5% Recycled Pre/Post Consumer Polyester (RM0187)	Organic
Women's Apparel (PC0002)	Pants, trousers (PD0003)	70% Organic Cotton (RM0104) + 30% Recycled Pre/Post Consumer Polyester (RM0187)	Made with Organic
Women's Apparel (PC0002)	Undergarment, sleepwear, robes (PD0006)	100% Organic Cotton (RM0104)	Organic
Women's Apparel (PC0002)	Undergarment, sleepwear, robes (PD0006)	98% Organic Cotton (RM0104) + 2% Elastane (Spandex) (RM0160)	Organic
Women's Apparel (PC0002)	Undergarment, sleepwear, robes (PD0006)	95% Organic Cotton (RM0104) + 5% Recycled Pre/Post Consumer Polyester (RM0187)	Organic
Women's Apparel (PC0002)	Undergarment, sleepwear, robes (PD0006)	70% Organic Cotton (RM0104) + 30% Recycled Pre/Post Consumer Polyester (RM0187)	Made with Organic
Greige fabrics (PC0026)	Knitted Fabrics (PD0058)	100% Organic Cotton (RM0104)	Organic
Greige fabrics (PC0026)	Knitted Fabrics (PD0058)	98% Organic Cotton (RM0104) + 2% Elastane (Spandex) (RM0160)	Organic

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**Scope Certificate Number GCL-300670-GOTS-2208 (continued)**  
**Fazal Industries**  
**GOTS Version 6.0**

Under the scope of this certificate, the following facilities have been audited and found to be in conformity with the Standard.

**Facility Appendix**

Facility Name	Address	Process Categories
Fazal Industries	Plot No 1-D/2 1-D/3, Sector 16-B, North Karachi Industrial Area, Karachi, 75850, Sindh, Pakistan	Manufacturing (PR0016), Trading (PR0030), Warehousing, Distribution (PR0031)

**Non-Certified Subcontractor Appendix**

Subcontractor Name (Facility Name)	Address	Process Categories
Star Fabrics	Plot no. 8/17.st.5.sector 12.c. North Karachi Industrial Area, Karachi, 75850, Sindh, Pakistan	Knitting (PR0015), Warehousing, Distribution (PR0031)

**Independently Certified Subcontractor Appendix**

Subcontractor Name (Facility Name)	Licence Number	Expiry Date	Address	Process Categories
-	-	-	-	-

Place and Date of Issue  
London, 2022-08-16

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## Scope Certificate

### Scope Certificate Number GCL-300670-OCS-2208

GCL INTERNATIONAL LTD  
certifies that

**Fazal Industries**  
**License Number 300670**  
**Plot No 1-D/2 1-D/3, Sector 16-B, North Karachi Industrial Area,**  
**Karachi, 75850**  
**Sindh, Pakistan**

has been audited and found to be in conformity with the

### ORGANIC CONTENT STANDARD (Version3.0)

Product categories mentioned below (and further specified in the product appendix) conform with the standard(s):

**Men's Apparel (PC0001); Women's Apparel (PC0002); Greige fabrics (PC0026)**

Process categories carried out under responsibility of the above mentioned company for the certified products cover:

**Manufacturing (PR0016); Trading (PR0030); Warehousing, Distribution (PR0031), Knitting (PR0015)\*; Warehousing, Distribution (PR0031)\*;**

\*The processes marked with an asterisk may be carried out by subcontractors.

This Certificate is valid until: **2023-08-15**

Audit criteria: Organic Content Standard(V3.0); Content Claim Standard V3.1 ; Textile Exchange Standards Claims Policy V1.2

Place and Date of Issue  
London, 2022-08-16  
Last Updated: 2022-08-16

Certification Body

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Certification Body Licensed by: Textile Exchange ; Licensing Code: CB-GCL  
Certification Body Accredited by: IOAS Inc ; Accreditation Number: 125  
Inspection Body: GCL INTERNATIONAL LTD

This Scope Certificate provides no proof that any goods delivered by its holder are OCS certified. Proof of OCS certification of goods delivered is provided by a valid Transaction Certificate (TC) covering them.

The issuing body may withdraw this certificate before it expires if the declared conformity is no longer guaranteed.  
To authenticate this certificate, please visit [www.TextileExchange.org/Certificates](https://www.TextileExchange.org/Certificates).





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**Scope Certificate Number GCL-300670-OCS-2208 (continued)**  
**Fazal Industries**  
**Organic Content Standard(3.0)**

Under the scope of this certificate, the following products are covered.

**Products Appendix**

Product Category	Product Details	Material Composition*	Standard (Label Grade)	Facility Number
Men's Apparel (PC0001)	T shirts, singlets (PD0007)	100% Organic Cotton (RM0104)	OCS (OCS 100)	6040
Men's Apparel (PC0001)	T shirts, singlets (PD0007)	98% Organic Cotton (RM0104) + 2% Elastane (Spandex) (RM0160)	OCS (OCS 100)	6040
Men's Apparel (PC0001)	Overcoats, jackets, vests (PD0001)	100% Organic Cotton (RM0104)	OCS (OCS 100)	6040
Men's Apparel (PC0001)	Overcoats, jackets, vests (PD0001)	98% Organic Cotton (RM0104) + 2% Elastane (Spandex) (RM0160)	OCS (OCS 100)	6040
Men's Apparel (PC0001)	Pants, trousers (PD0003)	100% Organic Cotton (RM0104)	OCS (OCS 100)	6040
Men's Apparel (PC0001)	Pants, trousers (PD0003)	98% Organic Cotton (RM0104) + 2% Elastane (Spandex) (RM0160)	OCS (OCS 100)	6040
Men's Apparel (PC0001)	Undergarment, sleepwear, robes (PD0006)	100% Organic Cotton (RM0104)	OCS (OCS 100)	6040
Men's Apparel (PC0001)	Undergarment, sleepwear, robes (PD0006)	98% Organic Cotton (RM0104) + 2% Elastane (Spandex) (RM0160)	OCS (OCS 100)	6040
Women's Apparel (PC0002)	T shirts, singlets (PD0007)	100% Organic Cotton (RM0104)	OCS (OCS 100)	6040
Women's Apparel (PC0002)	T shirts, singlets (PD0007)	98% Organic Cotton (RM0104) + 2% Elastane (Spandex) (RM0160)	OCS (OCS 100)	6040
Women's Apparel (PC0002)	Shirts, blouses (PD0005)	100% Organic Cotton (RM0104)	OCS (OCS 100)	6040
Women's Apparel (PC0002)	Shirts, blouses (PD0005)	98% Organic Cotton (RM0104) + 2% Elastane (Spandex) (RM0160)	OCS (OCS 100)	6040
Women's Apparel (PC0002)	Pants, trousers (PD0003)	100% Organic Cotton (RM0104)	OCS (OCS 100)	6040
Women's Apparel (PC0002)	Pants, trousers (PD0003)	98% Organic Cotton (RM0104) + 2% Elastane (Spandex) (RM0160)	OCS (OCS 100)	6040

Place and Date of Issue  
London, 2022-08-16  
Last Updated: 2022-08-16

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**Scope Certificate Number GCL-300670-OCS-2208 (continued)**


**Fazal Industries**  
**Organic Content Standard(3.0)**

Product Category	Product Details	Material Composition*	Standard (Label Grade)	Facility Number
Women's Apparel (PC0002)	Undergarment, sleepwear, robes (PD0006)	100% Organic Cotton (RM0104)	OCS (OCS 100)	6040
Women's Apparel (PC0002)	Undergarment, sleepwear, robes (PD0006)	98% Organic Cotton (RM0104) + 2% Elastane (Spandex) (RM0160)	OCS (OCS 100)	6040
Greige fabrics (PC0026)	Knitted Fabrics (PD0058)	100% Organic Cotton (RM0104)	OCS (OCS 100)	6040,6041
Greige fabrics (PC0026)	Knitted Fabrics (PD0058)	98% Organic Cotton (RM0104) + 2% Elastane (Spandex) (RM0160)	OCS (OCS 100)	6040,6041

Place and Date of Issue  
London, 2022-08-16  
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**Scope Certificate Number GCL-300670-OCS-2208 (continued)**  
**Fazal Industries**  
**Organic Content Standard(3.0)**

Under the scope of this certificate, the following facilities have been audited and found to be in conformity.

**Site Appendix**

Facility Name - Number	Address	Process Categories	Standards
Fazal Industries(6040)	Plot No 1-D/2 1-D/3, Sector 16-B, North Karachi Industrial Area, Karachi, 75850, Sindh,Pakistan	Manufacturing (PR0016), Trading (PR0030), Warehousing, Distribution (PR0031)	OCS

**Associated Subcontractor Appendix**

Subcontractor Name (Facility Name - Number)	Address	Process Categories	Standards
Star Fabrics(6041)	Plot no. 8/17.st.5.sector 12.c. North Karachi Industrial Area, Karachi, 75850, Sindh,Pakistan	Knitting (PR0015), Warehousing, Distribution (PR0031)	OCS

**Independently Certified Subcontractor Appendix**

Subcontractor Name-Number (License Number)	Certification Body	Expiry Date	Address	Process Categories	Standards
-	-	-	-	-	-

Place and Date of Issue  
London, 2022-08-16  
Last Updated: 2022-08-16

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Auditee :	<b>FAZAL INDUSTRIES</b>
Audit Date From :	<b>24/06/2021</b>
Audit Date To :	<b>26/06/2021</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the amfori BSCI platform</b>
Auditing Company :	<b>BureauVeritas</b>
Auditor's Name(s) :	<b>Ali Nizami, Muhammad Salman(Lead)</b>
Auditing Branch (if applicable) :	

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This is an extract of the on line Audit Report. The complete report is available in the amfori BSCI Platform.  
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## Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence																																							
<b>A</b> <b>Very Good</b>	<ul style="list-style-type: none"><li>Minimum 7 Performance Areas rated A</li><li>No Performance Areas rated C, D or E</li></ul> These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr></table>	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	B	B	B	A	A	A	A	A	A	A	B	B	B	B	B	B	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
A	A	A	A	A	A	A	A	A	A	A	A	A																													
A	A	A	A	A	A	A	A	A	A	B	B	B																													
A	A	A	A	A	A	A	B	B	B	B	B	B																													
<b>B</b> <b>Good</b>	<ul style="list-style-type: none"><li>Maximum 3 Performance Areas rated C</li><li>No Performance Areas rated D or E</li></ul> These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr><tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td></tr></table>	A	A	A	A	A	A	B	B	B	B	B	B	B	A	A	A	A	A	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	C	C	C	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
A	A	A	A	A	A	B	B	B	B	B	B	B																													
A	A	A	A	A	B	B	B	B	B	B	B	C																													
B	B	B	B	B	B	B	B	B	B	C	C	C																													
<b>C</b> <b>Acceptable</b>	<ul style="list-style-type: none"><li>Maximum 2 Performance Areas rated D</li><li>No Performance Areas rated E</li></ul> These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td></tr><tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr></table>	A	A	A	A	A	A	A	A	A	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	D	C	C	C	C	C	C	C	C	C	C	C	D	D	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
A	A	A	A	A	A	A	A	A	C	C	C	C																													
A	A	A	A	A	B	B	B	B	C	C	C	D																													
C	C	C	C	C	C	C	C	C	C	C	D	D																													
<b>D</b> <b>Insufficient</b>	<ul style="list-style-type: none"><li>Maximum 6 Performance Areas rated E</li></ul> These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td></tr><tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>E</td></tr><tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr></table>	A	A	A	A	A	A	A	A	A	A	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	E	D	D	D	D	D	D	D	D	E	E	E	E	E	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
A	A	A	A	A	A	A	A	A	A	D	D	D																													
A	A	A	B	B	B	C	C	C	D	D	D	E																													
D	D	D	D	D	D	D	D	E	E	E	E	E																													
<b>E</b> <b>Unacceptable</b>	<ul style="list-style-type: none"><li>Minimum 7 Performance Areas rated E</li></ul> These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr><tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr><tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr></table>	A	A	A	A	A	A	E	E	E	E	E	E	E	A	A	B	B	C	D	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
A	A	A	A	A	A	E	E	E	E	E	E	E																													
A	A	B	B	C	D	E	E	E	E	E	E	E																													
E	E	E	E	E	E	E	E	E	E	E	E	E																													
<b>Zero Tolerance</b>	A Zero Tolerance Issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)	Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.																																							

**Main Auditee Information**

Name of producer :	<b>FAZAL INDUSTRIES</b>		
DBID number :	<b>390073</b>		
Audit ID :	<b>211839</b>		
Address :	<b>Plot No 1-D/2 1-D/3, Sector 16-B, North Karachi Industrial Area Karachi</b>		
Province :	<b>Sindh</b>	Country :	<b>Pakistan</b>
Management Representative :	<b>Mr. Muhammad Salman</b>		
Contact person:	<b>Muhammad Muhammad</b>	Sector :	<b>Non-Food</b>
Industry Type :	<b>Textiles, clothing, leather</b>	Product group :	<b>Apparel</b>
Product Type :	<b>Knitted Garments</b>		



**Audit Details**


Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural <input type="checkbox"/> Small Producer
Audit Announcement :	<input type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced <input checked="" type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No	
Audit extent (if applicable) :	none	
Audit interferences or contingencies (if applicable) :	none	
Overall rating :	B	
Need of follow-up :		If YES, by :

**Rating per Performance Area (PA)**

PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
B	A	A	A	A	C	A	A	A	A	A	A	A

**Executive summary of audit report**

Facility Fazal Industries is situated at North Karachi Industrial Area, Karachi at about 1 hour drive from Karachi International airport. Facility comprises of single block of buildings with ground plus 4 floors. Ground floor has fabric storage area, generator area, cutting area, admin offices and time offices. First floor has checking and packing area empty cartons storage area, B-grade storage area and inspection room. Second floor has stitching area, checking and packing area and sampling area. Third floor has stitching area. Fourth floor has stitching area. Roof top has canteen. Facility employee 750 employees. All are permanently hired by the factory. Facility works from Monday to Saturday in single shift from 9:00 am to 6:00 pm. One hour lunch break is provided from 1:00 pm to 2:00 pm. Facility has 35 female employees working in production departments.

The factory had provided attendance/payroll records from June 2020 to May 2021, in which auditor checked 30 sample workers from May 2021 (attendance & payroll), 30 workers from Mar 2021 (attendance & payroll) and 30 workers December 2020 (attendance & payroll). Facility does not have any peak or lean seasons. Factory had provided minimum wage as Pak Rupees 17500 per month to all workers which meet the legal minimum wage of the Province, Factory had provided the overtime wages 200% of the normal wages following legal requirement. According to provided attendance records the maximum working hours (Regular + Overtime) were 10 hours a day and 54 hours a week. Overtime is very rare in the factory. The maximum overtime working hours were 2 hours per day, 6 hours per week and 13 hours per month in the sample month. The total working hours were not above 60 hours per week (48 Regular hours and 12 hours' overtime) and not excess the legal working hour limit of 60 hours per week (48 Regular hours and 12 hours' overtime) hours per week. The longest consecutive work period was 6 days.

Workers interview was conducted individually and group. Total 30 workers (male 28 and female 2) from different section were privately interviewed. According to the interview, workers were satisfied with the working condition in the factory. Facility has developed management system based on SA8000 management system principles but facility is not SA8000 certified.

Mr. Muhammad Salman Manager Compliance was the management representative of the factory throughout the audit process including opening meeting, site tour, documents review and closing meeting etc.

At the end of the audit, a closing meeting was held with factory representatives and other participants and all findings were discussed. Factory accepted the findings and Mr. Talha Maqsood - Director signed on the corrective action report.

Audit Company: Bureau Veritas Consumer Product Services  
Audit Company APSCA Number : 11600002  
APSCA Details of auditors as below:  
Lead Auditor: Muhammad Salman (Reg# RA 21700542)  
Auditor: Ali Nizami (Reg# RA 21701647)

**Ratings Summary**


Auditee's background information			
Auditee's name :	<b>FAZAL INDUSTRIES</b>	Legal status :	<b>Sole Proprioter</b>
Local Name :	<b>Fazal Industries</b>	Year in which the auditee was founded :	<b>2009</b>
Address :	<b>Plot No 1-D/2 1-D/3, Sector 16-B, North Karachi Industrial Area</b>	Contact person (please select) :	<b>Muhammad Muhammad</b>
Province :	<b>Sindh</b>	Contact's Email :	<b>compliance@fazalindustries.com</b>
City :	<b>Karachi</b>	Auditee's official language(s) for written communications :	<b>English</b>
Region :	<b>South Asia</b>	Other relevant languages for the auditee :	<b>Urdu</b>
Country :	<b>Pakistan</b>	Website of auditee (if applicable) :	<b>www.fazalindustries.com</b>
GPS coordinates :	<b>24.977242, 67.089325</b>	Total turnover (in Euros) :	<b>1040000.00</b>
Sector :	<b>Non-Food</b>	Of which exports % :	<b>100.00</b>
Industry :	<b>Textiles, clothing, leather</b>	Of which domestic market % :	<b>0.00</b>
If other, please specify :		Production volume :	<b>350000 Pieces per month</b>
Product Group :	<b>Apparel</b>	Production cost calculation :	<b>Yes</b>
If other, please specify :		Lost time injury calculation cost :	<b>No</b>
Product Type :	<b>Knitted Garments</b>		

Auditee's employment structure at the time of the audit		
Total number of workers :	<b>750</b>	Total number of workers in the production unit to be monitored (if applicable) :
	MALE WORKERS	FEMALE WORKERS
Permanent workers	<b>715</b>	<b>35</b>
Temporary workers	<b>0</b>	<b>0</b>
In management positions	<b>15</b>	<b>0</b>
Apprentices	<b>0</b>	<b>0</b>
On probation	<b>18</b>	<b>2</b>
With disabilities	<b>0</b>	<b>0</b>
Migrants (national citizens)	<b>0</b>	<b>0</b>
Migrants (foreign citizens)	<b>0</b>	<b>0</b>
Workers on the permanent payroll	<b>715</b>	<b>35</b>
Production based workers	<b>677</b>	<b>35</b>
With shifts at night	<b>6</b>	<b>0</b>
Unionised	<b>0</b>	<b>0</b>
Pregnant	<b>-</b>	<b>0</b>
On maternity leave	<b>-</b>	<b>0</b>



## Finding Report



### Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 211839] Audit Date: 24/06/2021 PA Score: B

Deadline date:26/08/2021

#### GOOD PRACTICES:

None Observed

#### AREAS OF IMPROVEMENT:

Based on satisfactory evidence, the main auditee partially respects this principle because: The overall observation shows that the auditee partially fulfils the requirements of the performance area. The auditee has ensured workers involvement via procedures and training on worker representation and grievance mechanism. Satisfactory evidence shown that facility has worker's representative also records of election of workers representative was provided. Workers representative meets the management on monthly bases. Factory has developed grievance policy also records of some grievances are provided: the mechanism consists of using suggestion boxes, worker representation, and an open door policy for workers. All processes are documented under procedures and integrated into worker trainings; however, gaps have been identified in implementation.

- 1.4 - Based on satisfactory evidence, it was noted that facility conduct production planning also records of production planning are available also management is aware about production planning. Production planning also includes planning of required workforce but facility has not provided any records to show how facility calculated the required workforce. In accordance with Performance Area 1. Social Management System and Cascade Effect 1.4

اطمینان بخش ثبوت کے مطابق، اس بات کا ذکر کیا گیا تھا کہ سہولت سازی کی پیداوار کی منصوبہ بندی بھی پیداوار کی منصوبہ بندی کے ریکارڈ بھی دستیاب ہے، مینجمنٹ پیداوار کی منصوبہ بندی کے بارے میں بھی خوفناک ہے۔ پیداوار کی منصوبہ بندی میں بھی ضروری کارروائی کی منصوبہ بندی میں شامل ہے لیکن اس سہولت میں کوئی سہولیات فراہم نہیں کی گئی ہے کہ کس طرح اس سہولیات کو مطلوبہ کارروائی کی پیمائش کی جائے۔ کارکردگی ایریا کے مطابق 1. سماجی مینجمنٹ سسٹم اور جہازوں اثر 1.4

#### Remarks from Auditee:

Nil

### Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 211839] Audit Date: 24/06/2021 PA Score: A

Deadline date:26/07/2021

#### GOOD PRACTICES:

None Observed

#### AREAS OF IMPROVEMENT:

Based on satisfactory evidence, the main auditee partially respects this principle because: The overall observation shows that the auditee fulfils the requirements of the performance area. Factory provide trainings to every new workers. Furthermore, the auditee has ensured workers involvement via detailed procedures and training on worker representation and grievance mechanism. Factory has provided training records of workers in right & responsibilities. Factory had a Manager Compliance who ensure that trainings fulfils the desired expectation. However, gaps were identified in implementation.

- 2.2 - Based on satisfactory evidence it was noted that factory has defined long terms goals but only 2 goals are related to social compliance. 1. To provide competent and trained professional for HSE and second to provide cooked food and dining area. Both goals have already been achieved now there is not any goal related to BSCI requirements. Also there is no proof that worker representatives are involved in defining goals and objectives. In accordance with Performance Area 2. Workers involvement and protection 2.2

تسلی بخش شواہد کی بنا پر یہ نوٹ کیا گیا تھا کہ فیکٹری نے طویل المیعاد اہداف کی وضاحت کی ہے لیکن صرف 2 اہداف معاشرتی تعمیل سے متعلق ہیں 1. ایچ ایس ای کے لئے قابل اور تربیت یافتہ پیشہ ور فراہم کرنا اور دوسرا پکا ہوا کھانا اور کھانے کی سہولت فراہم کرنا۔ دونوں اہداف پہلے ہی حاصل ہوچکے ہیں اب بی ایس سی ائی کی ضروریات سے متعلق کوئی ہدف نہیں ہے۔ پرفارمنس ایریا 2 کے مطابق۔ ورکرز کی شمولیت اور تحفظ 2.2

#### Remarks from Auditee:

Nil

### Performance Area 3 : The rights of Freedom of Association and Collective Bargaining

Full Audit [Audit Id - 211839] Audit Date: 24/06/2021 PA Score: A

Deadline date:

#### GOOD PRACTICES:

None Observed

#### AREAS OF IMPROVEMENT:

Based on satisfactory evidence, the main auditee respects this principle because: The overall observation shows that the auditee fulfils the requirements of the performance area. Facility has formal policy in place for Freedom of Association and Right to Collective Bargaining. The auditee respect the right of workers to form and to bargain collectively, and the auditee encourage to enforce the communication between worker representative and workers. Satisfactory evidence shown that factory has Workers Council with records of elections conducted in 2021.

#### Remarks from Auditee:

Nil

**Performance Area 4 : No Discrimination**

Full Audit [Audit Id - 211839] Audit Date: 24/06/2021 PA Score: A

Deadline date:

**GOOD PRACTICES:**

None Observed

**AREAS OF IMPROVEMENT:**

Based on satisfactory evidence, the main auditee respect this principle because: The overall observation shows that the auditee fulfils the requirements of the performance area. The factory had established non-discrimination policy and effectively cascade to all employees. All interview employees, told auditor there was no discrimination within the factory and workplace. Factory policy is against discrimination in hiring, compensation, access to training, promotion, etc. on race, origin, age, gender, etc. Facility imposes corresponding disciplinary action based on company policies in case there is violation of this principle. Facility has conducted training to relevant individuals including those responsible for supervising and hiring of workers on the policies and procedures of prohibiting all forms of discrimination. Facility's recruitment and screening procedure is through direct hiring. All employees are interviewed at the facility premises by HR and/or concerned department head. Facility does not conduct pregnancy test of employees during employment or before hiring as confirmed through documents review, employees' and management interview. Pregnancy test is considered highly unethical & unreligious in Pakistan and is prohibited by management and law. Employees' appraisal is solely on the basis of performance. No worker was required to do the examination of the hepatitis B virus and HIV. Both male and female workers are hired and worked in the factory.

**Remarks from Auditee:**

Nil

**Performance Area 5 : Fair Remuneration**

Full Audit [Audit Id - 211839] Audit Date: 24/06/2021 PA Score: A

Deadline date:

**GOOD PRACTICES:**

Facility provides free of cost food in canteen to all employees.

**AREAS OF IMPROVEMENT:**

Based on satisfactory evidence, the main auditee respects this principle because: The overall observation shows that the auditee fulfils the requirements of the performance area. The factory respected the local law requirements, and the wage related regulations were posted and clearly communicated to all employees. All workers were paid as per minimum requirement of the Sindh province law. Workers' wages were calculated by fixed monthly salary. The minimum wage paid by the factory was 17500 Pak Rupees per month according to the wage records. All workers are provided with written and understandable information about their employment conditions in respect to wages before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid. Benefits such as medical facility, annual leave, and maternity leaves, gratuity and other legally mandatory benefits provided to all workers, Payroll is thoroughly checked by accounts and HR department before disbursement of payment to ensure employees are paid wages consistent with local laws and terms of employment. Wage slip is issued to employees to verify if wages paid are consistent with terms of employment. Payrolls and attendance records were checked and were found consistent with legal requirement for payment of wages. Rate of minimum wage, overtime rate, overtime calculation, and wages policy, benefits policies such as leave, annual bonus, group insurance and gratuity policies were posted on main notice board in local (Urdu) language and also employees hand book was provided to the workers. All employees are paid through cash and bank transfer. Record of cash payment and bank transfer were maintained and provided for review. Payments of the overtime hours of normal day 200 %, and at statutory holidays 200% and compensatory leave given to employees as per legal requirement as per policy. The wages office was well organized with a good controlled set of processes which are understood by all employees. Wages have been recorded according to documents checked.

**Remarks from Auditee:**

Nil

**Performance Area 6 : Decent Working Hours**

Full Audit [Audit Id - 211839] Audit Date: 24/06/2021 PA Score: C

Deadline date:26/07/2021

**GOOD PRACTICES:**

None Observed

**AREAS OF IMPROVEMENT:**

Based on satisfactory evidence, the main auditee respects this principle because: The overall observation shows that the auditee partially fulfils the requirements of the performance area. The factory has communicated working hour policy to all employee through employee handbook and through notice board. Interviewed employees confirmed that they could choose to OT or not. Through employees' interview, overtime is voluntary. Awareness training is provided to every employee upon hiring as a part of orientation on company policy on Working Hours and legal limitation with respect to weekly hours, overtime hours and rest day. According to time records and worker interview normal working hours were 8 hours per day and 48 hours per week, employees work overtime when there is any production requirement which is paid at same rate of salary not doubled as required by law.

**6.2 -** Based on satisfactory evidence, it was noted during coherence check with 1.4 facility does not have appropriate workforce planning which is resulting in overtime as observed during review of time records. Although the overtime was found within legal limits. In accordance with BSCI Code of conduct, Performance area 6, Decent working hours 6.2.  
 ثبوت کے مطابق، یہ ذکر کیا گیا تھا کہ 1.4 سہولیات کے ساتھ ہم آہنگی کی جانچ کے دوران کسی دستاویزی کارپوریشن کی منصوبہ بندی نہیں ہے جو باقاعدہ اضافی وقت کے ضابطہ اخلاقی کے مطابق، کارکردگی کے علاقے 6، مہذب کاری کے BSCI نتیجے میں وقت کے ریکارڈ کے جائزہ کے دوران مشاہدہ کیا گیا ہے۔ اگرچہ قانونی حدود کے اندر اضافی وقت گھنٹے۔

**Remarks from Auditee:**

Nil

## Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 211839] Audit Date: 24/06/2021 PA Score: A

Deadline date:26/07/2021

### GOOD PRACTICES:

None Observed

### AREAS OF IMPROVEMENT:

Based on satisfactory evidence, the main auditee partially respects this principle because: The overall observation shows that the auditee partially fulfills the requirements of the performance area. General working condition is safe, and management is continuously working to improve a safer and healthier working environment. Risk assessment had been conducted by the facility but it does not completely covers all types of risk. Pre-job training and ongoing refresher training are provided regularly. Drinking water is provided on each floor. Admin and HR manager checks health and safety issues regularly. There were at least 2 exits from each work area. Firefighting equipments were found sufficient in all areas. Fire drills conducted in workers production areas. All electrical equipment were maintained in good condition such as sockets, plugs, switches and main fuse boards in the production site however loose wiring was observed near hydrant point. Facility use diesel in generator. Also hazardous waste is disposed off through licensed contractor "Gel Pvt Ltd". Facility has ground plus 4 floors of buildings and whole building is covered in building stability certificate. There were adequate first aid kits in production area and they were well stocked. First aid training had been provided. Ventilation, temperature and lighting were adequate for the production processes. However, gaps were identified in implementation with regards to Occupational health and safety. Facility has not provided any dormitory. Also facility has not provided any transportation to employees also it is not required by local law.

- 7.6 -** Based on satisfactory evidence it was noted that factory has provided personal protective equipments like face masks, mesh gloves etc but approximately 10% employees working in stitching department are not using face masks. In accordance with THE SINDH FACTORIES ACT, 2015. SINDH ACT NO. XIII OF 2016: Chapter-3 Section 18. (1) In every factory in which, by reason of the manufacturing process carried on, there is given off any dust or fume or other impurity of such a nature and to such an extent as is likely to be injurious or offensive to the workers employed therein, effective measures shall be taken to prevent its accumulation in any work-room and its inhalation by workers and if any exhaust appliance is necessary for this purpose, it shall be applied as near as possible to the point of origin of the dust, fume or other impurity, and such point shall be enclosed so far as possible.
- اطمینان بخش ثبوت کے مطابق اس بات کا ذکر کیا گیا ہے کہ فیکٹری نے چہرے کی ماسک، میٹ گلووز وغیرہ جیسے ذاتی حفاظتی سازوسامان فراہم کیے ہیں لیکن زیادہ تر مشینوں کے ساتھ کام باب 3 - سیکشن 18. (1) بر فیکٹری میں XIII کرنے والے تقریباً 20 فیصد ملازمین چہرے ماسک کا استعمال نہیں کرتے ہیں۔ سندھ فیکٹریز ایکٹ کے مطابق، 2015۔ سند ایکٹ۔ 2016 کے جس پر کئے جانے والی مینوفیکچرنگ کے عمل کی وجہ سے، اس طرح کی ایک فطرت کے دھول یا دھند یا دیگر عدم استحکام کو بند کر دیا جاتا ہے اور اس طرح کی حد تک اس میں ملازمت کارکنوں کے لئے سختی یا جارحانہ ہونے کا امکان ہے، کسی بھی کام کے کمرے میں اس کے جمع کرنے اور کارکنوں کی طرف سے اس کی سانس لینے کی روک تھام کے لئے مؤثر اقدامات کئے جائیں گے اور اگر اس مقصد کے لئے کسی راستہ کا سامان لازمی ہے، تو اسے ممکن حد تک قریب کے طور پر لاگو کیا جائے گا۔ دھول کی ابتدائی نقطہ نظر، دھند یا دیگر عدم تحفظ اور اس طرح کے نقطہ ممنوع کو اب تک ممکن رکھا جاسکتا ہے۔
- 7.7 -** Based on satisfactory evidence it was noted that facility has not provided secondary containment to oil drums stored in generator area and near main store on ground floor. Also MSDS has not been provided to spot cleaning chemicals In accordance with Performance Area 7. Occupational health and Safety 7.7
- تسلی بخش شواہد کی بنا پر یہ نوٹ کیا گیا کہ جنریٹر ایریا میں اور گرائونڈ فلور پر مین اسٹور کے قریب موجود تیل ڈرums کو سہولیات نے ثانوی رعایت فراہم نہیں کی ہے۔ نیز ایم ایس ڈی ایس کو صفائی کرنے والے کیمیائی مادے فراہم نہیں کیے گئے ہیں پرفارمنس ایریا کے مطابق 7. پیشہ ورانہ صحت اور حفاظت 7.7
- 7.10 -** Based on satisfactory evidence it was noted that factory maintains accident and injury records but it does not includes root cause analysis to take corrective and preventive actions. In accordance with Performance Area 7. Occupational health and Safety 7.10
- تسلی بخش شواہد کی بنا پر یہ نوٹ کیا گیا تھا کہ فیکٹری حادثے اور چوٹ کے ریکارڈ کو برقرار رکھتی ہے لیکن اس میں اصلاحی اور احتیاطی اقدامات کرنے کے لئے بنیادی وجہ تجزیہ شامل نہیں ہے۔ پرفارمنس ایریا کے مطابق 7. پیشہ ورانہ صحت اور حفاظت 7.10
- 7.13 -** Based on satisfactory evidence it was noted that loose wiring was observed in one of the electric panel near hydrant point. In accordance with Factories Act 1934 Chapter-03 Health and Safety section 19. Lighting: (1) In every part of a factory where workers are working or passing, there shall be provided and maintained -(b) Emergency lighting of special points in work-room and passages to function automatically in case of a failure of the ordinary electric system.
- تسلی بخش شواہد کی بنا پر یہ نوٹ کیا گیا تھا کہ ہائیڈرنٹ پوائنٹ کے قریب برقی پنل میں سے ایک میں ڈھیلا تاروں کا مشاہدہ کیا گیا تھا۔ فیکٹریز ایکٹ 1934 باب 03- صحت اور حفاظت کے سیکشن 19 کے مطابق، لاٹنگ: (1) فیکٹری کے ہر حصے میں جہاں مزدور کام کر رہے ہیں یا گزر رہے ہیں، وہاں ان کی فراہمی اور دیکھ بھال کی جائے گی۔
- 7.17 -** Based on satisfactory evidence it was noted that approximately 40% single needle machines were found without eye glass, 100% snap button punching machines were found without finger protection guards. 10% safety machines were found without eye glass other safety machines are provided with eye glass but approximately 30% employees were not using eye glass. In accordance with Sindh Factories Act 2015, Chapter 3, Health and Safety, Section 30 Fencing of machinery. 30. (1) In every factory the following shall be securely fenced by the safeguards of substantial construction which shall be kept in position while the parts of machinery required to be fenced are in motion or in use, namely - (a) every moving part of a prime mover, and every fly wheel connected to a prime mover;
- سنگل سوئی مشینیں انکھوں کے شیشے کے بغیر پائی گئیں، 100٪ اسنیپ بٹن چھپنے والی مشینیں بغیر انگلیوں کے محافظوں single تسلی بخش شواہد کی بنا پر یہ نوٹ کیا گیا کہ تقریباً 40٪ سیفٹی مشینیں ملی نہیں دیگر حفاظتی مشینیں انکھوں کے شیشے کے ساتھ فراہم کی گئیں ہیں لیکن تقریباً 30 فیصد ملازمین انکھ کا شیشہ safety کے ملی نہیں۔ انکھوں کے شیشے کے بغیر 10 استعمال نہیں کر رہے تھے۔ سندھ فیکٹریز ایکٹ 2015، باب 3، صحت اور حفاظت کے مطابق، مشینری کی دفعہ 30 ہاڑ لگانا۔ 30. (1) ہر فیکٹری میں مندرجہ ذیل کو باضابطہ طور پر کافی حد تک تعمیر کے محافظوں کے ذریعہ ہاڑ لگانی جانی چاہئے جو اس پوزیشن میں رکھے جائیں گے جبکہ ہاڑ لگانے کی ضرورت والی مشینری کے حصے حرکت یا استعمال میں ہیں، یعنی - ہ پرائم موٹر سے منسلک ہوتا ہے wheel (الف) ہر چلنے والے حصے پرائم موٹر کا، اور ہر مکھی کا پہی
- 7.22 -** Based on satisfactory evidence it was noted that facility has provided washing points near toilets but washing point provided on second floor near stitching department was found untidy. In accordance with Performance Area 7. Occupational health and Safety 7.22
- تسلی بخش شواہد کی بنا پر یہ نوٹ کیا گیا کہ سہولت نے بیت الخلاء کے قریب واشنگ پوائنٹس مہیا کیے ہیں لیکن سلائی ڈیپارٹمنٹ کے قریب دوسری منزل پر فراہم کردہ واشنگ پوائنٹ اچھ پایا گیا تھا۔ پرفارمنس ایریا کے مطابق 7. پیشہ ورانہ صحت اور حفاظت 7.22
- 7.23 -** Facility has not provided any transportation also it is not required by local law.

### Remarks from Auditee:

Nil



<b>Performance Area 8 : No Child Labour</b>	
Full Audit [Audit Id - 211839] Audit Date: 24/06/2021 PA Score: A	Deadline date:
<b><u>GOOD PRACTICES:</u></b> None Observed	
<b><u>AREAS OF IMPROVEMENT:</u></b> Based on satisfactory evidence, the main auditee respects this principle because: The overall observation shows that the auditee fulfils the requirements of the performance area. Through management interview, worker representative interview and employees interview, all knew the child labor forbidden policy and confirmed no child labor in the factory. Facility has developed training program with scope of labor laws, prohibition of child labor and company policies related to hiring of new applicant to responsible persons for skill enhancement. No child labour was noted in the factory. There is formal procedure for checking ages of workers at application stage, and age verification proof had maintained in workers personnel file. HR department obtains true copy of age verification document such as national identity card, birth certificate is required from new applicants at the time of hiring and that document after verification is kept with employees application for future proceedings and if obtained document is fake or doesn't meet the criteria of minimum work age that the record is sent to the rejection file. Completed Application Form containing date of birth of applicant is signed by employee and HR personnel and is kept in personnel files. No deviation was found in the age stated by employees in selected samples from records Checks from all workers that the youngest worker present was age above 18 years. Factory also has child remediation plan in case of any child accidentally occur.	
<b><u>Remarks from Auditee:</u></b> Nil	
<b>Performance Area 9 : Special protection for young workers</b>	
Full Audit [Audit Id - 211839] Audit Date: 24/06/2021 PA Score: A	Deadline date:
<b><u>GOOD PRACTICES:</u></b> None Observed	
<b><u>AREAS OF IMPROVEMENT:</u></b> Based on satisfactory evidence, the main auditee respects this principle because: The auditee established its child labor policies and procedure and did not engage in illegal child labour and young workers. The HR and related officers were required to check the original ID, Birth Certificate during the hiring recruitment process that the hired workers were at least 18 years old for the full time employment. Through management interview, worker representative interview and employee interview, they all acknowledged and aware of the child labor policy and confirmed that no child labor hired within the factory.  <b>9.5 -</b> There is no any young worker.	
<b><u>Remarks from Auditee:</u></b> Nil	
<b>Performance Area 10 : No Precarious Employment</b>	
Full Audit [Audit Id - 211839] Audit Date: 24/06/2021 PA Score: A	Deadline date:
<b><u>GOOD PRACTICES:</u></b> None Observed	
<b><u>AREAS OF IMPROVEMENT:</u></b> Based on satisfactory evidence, the main auditee respects this principle because: The overall observation shows that the auditee fulfils the requirements of the performance area. Factory has a recruitment policy and procedure. A contract/ job letter with all legal terms and conditions was provided to workers before joining for their signatures also copy provided to workers. Employment contracts were signed by every employees and management as the condition of employment. One copy of employment contract was kept in personnel file. No Foreign workers hired by the factory.	
<b><u>Remarks from Auditee:</u></b> Nil	

Performance Area 11 : No Bonded Labour
Full Audit [Audit Id - 211839] Audit Date: 24/06/2021 PA Score: A <span style="float: right;">Deadline date:</span>
<b><u>GOOD PRACTICES:</u></b> None Observed
<b><u>AREAS OF IMPROVEMENT:</u></b> Based on satisfactory evidence, the main auditee respects this principle because: The overall observation shows that the auditee fulfils the requirements of the performance area. Factory policy forbids forced labour; there was no forced, bonded or involuntary labor. No worker is required to lodge deposits or ID cards in the factory. There are no deposits of money, ID card, original personal legal documents on commencement of employment. Facility allows employees to go out of the working areas and even outside the company premises outside of their respective working hours. In case, an employee who needs to leave the work area during working hours for justifiable cause may do so with the appropriate permission from the authorized officers/supervisors of the Department. No sign of fear or exaggerated obedience displayed by employees during site visit. Facility limits the duties and responsibilities of the security guards assigned to the facility shall be limited to normal security matters such as the protection of the company property and personnel security. Facility employees' salary and benefits are paid directly to them and no portion of salary is withheld as a form of guarantee.
<b><u>Remarks from Auditee:</u></b> Nil
Performance Area 12 : Protection of the Environment
Full Audit [Audit Id - 211839] Audit Date: 24/06/2021 PA Score: A <span style="float: right;">Deadline date:</span>
<b><u>GOOD PRACTICES:</u></b> None Observed
<b><u>AREAS OF IMPROVEMENT:</u></b> Based on satisfactory evidence, the main auditee respects this principle because: Auditee had established documented management system to deal with the environmental management. Facility has designated Manager Compliance to monitor and control issues regarding waste and environment management. Wastes were properly stored but not in restricted area also licensed third party contractor is used for disposal of hazardous waste as required by law. Facility has performed aspect/impact assessment.
<b><u>Remarks from Auditee:</u></b> Nil
Performance Area 13 : Ethical Business Behaviour
Full Audit [Audit Id - 211839] Audit Date: 24/06/2021 PA Score: A <span style="float: right;">Deadline date:</span>
<b><u>GOOD PRACTICES:</u></b> None Observed
<b><u>AREAS OF IMPROVEMENT:</u></b> Based on satisfactory evidence, the main auditee partially respects this principle because: The overall observation shows that the auditee fulfils the requirements of the performance area. The company established a business ethics policy. All documents maintained by the factory related to the business activities. The HR and Admin managers were the designated person responsible for implementing standards concerning Business Ethics, and that site practices were conducted without any corruption and/or bribery. Factory had a written detailed procedure to ensure the confidential information. However, gaps had identified in implementation.
<b><u>Remarks from Auditee:</u></b> Nil

**Summary**

Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	24/06/2021	211839	B	A	A	A	A	C	A	A	A	A	A	A	A	B



**Producer Photos**



External photo(s) of the production unit(s)  
**Amfori BSCI COC Displayed.JPG**



External photo(s) of the production unit(s)  
**Checking area.JPG**



External photo(s) of the production unit(s)  
**Cutting area- 2.JPG**



External photo(s) of the production unit(s)  
**Cutting area.JPG**



External photo(s) of the production unit(s)  
**Emergency light functioning.JPG**



External photo(s) of the production unit(s)  
**Employee attendance system.JPG**



External photo(s) of the production unit(s)  
**Employee using PPEs -Mesh gloves.JPG**



External photo(s) of the production unit(s)  
**Environmental approval.JPG**



External photo(s) of the production unit(s)  
**Evacuation maps displayed.JPG**



External photo(s) of the production unit(s)  
**Facility building inside view.JPG**



External photo(s) of the production unit(s)  
**Facility building.JPG**



External photo(s) of the production unit(s)  
**Facility gate.JPG**



External photo(s) of the production unit(s)  
**Facility name.JPG**



External photo(s) of the production unit(s)  
**Finger guard.JPG**



External photo(s) of the production unit(s)  
**Finished goods storage area 2.JPG**



External photo(s) of the production unit(s)  
Finished goods storage area.JPG



External photo(s) of the production unit(s)  
Fire alarm call points provided.JPG



External photo(s) of the production unit(s)  
Fire alarm system.JPG



External photo(s) of the production unit(s)  
Fire drill record.JPG



External photo(s) of the production unit(s)  
Fire extinguishers provided.JPG



External photo(s) of the production unit(s)  
Fire fighting committee displayed.JPG



External photo(s) of the production unit(s)  
Fire hydrant functioning.JPG



External photo(s) of the production unit(s)  
Fire hydrant system.JPG



External photo(s) of the production unit(s)  
Fire hydrant system.JPG



External photo(s) of the production unit(s)  
Fire inspection certificate.JPG



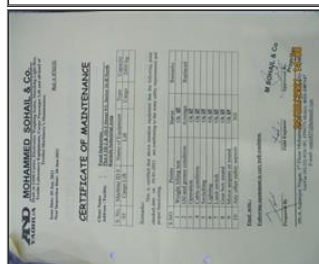
External photo(s) of the production unit(s)  
Generator area.JPG



External photo(s) of the production unit(s)  
Hazard signs provided on electric panel.JPG



External photo(s) of the production unit(s)  
Heat transfer printing area.JPG



External photo(s) of the production unit(s)  
Lift inspection certificate.JPG



External photo(s) of the production unit(s)  
Local laws displayed.JPG

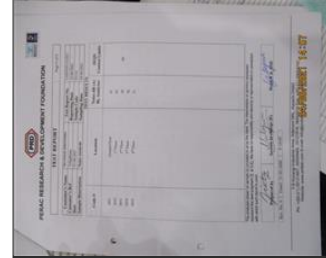




External photo(s) of the production unit(s)  
Loose wiring near hydrant.JPG



External photo(s) of the production unit(s)  
Main store.JPG



External photo(s) of the production unit(s)  
Noise testing report.JPG



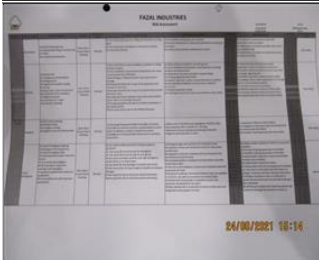
External photo(s) of the production unit(s)  
Oil containers without secondary containment.JPG



External photo(s) of the production unit(s)  
Packing area.JPG



External photo(s) of the production unit(s)  
PPEs box provided.JPG



External photo(s) of the production unit(s)  
Risk assessment.JPG



External photo(s) of the production unit(s)  
Spot cleaning area.JPG



External photo(s) of the production unit(s)  
Stitching department.JPG



External photo(s) of the production unit(s)  
Trimming area.JPG



External photo(s) of the production unit(s)  
Work instructions provided for cutting.JPG






# SMETA Corrective Action Plan Report (CAPR)

**Version 6.1**



Audit Details			
Sedex Company Reference: <i>(only available on Sedex System)</i>	ZC: 404118377	Sedex Site Reference: <i>(only available on Sedex System)</i>	ZS: 404849695
Business name (Company name):	FAZAL INDUSTRIES		
Site name:	FAZAL INDUSTRIES		
Site address: <i>(Please include full address)</i>	1-D2 & 1-D3, St.9/1, Sector-16-B North Karachi Industrial Area, Karachi	Country:	PAKISTAN
Site contact and job title:	Talha Maqsood – Director		
Site phone:	+ 92-36901121-31	Site e-mail:	<a href="mailto:compliance@fazalindustries.com">compliance@fazalindustries.com</a>
SMETA Audit Pillars:	<input checked="" type="checkbox"/> Labour Standards	<input checked="" type="checkbox"/> Health & Safety (plus Environment 2-Pillar)	<input type="checkbox"/> Environment 4-pillar <input type="checkbox"/> Business Ethics
Date of Audit:	August 2~4, 2021		

<b>Audit Company Name &amp; Logo:</b>  	<b>Report Owner (payer):</b> <i>(If paid for by the customer of the site please remove for Sedex upload)</i>  <b>FAZAL INDUSTRIES</b>
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Audit Conducted By					
Affiliate Audit Company	<input checked="" type="checkbox"/>	Purchaser	<input type="checkbox"/>	Retailer	<input type="checkbox"/>
Brand owner	<input type="checkbox"/>	NGO	<input type="checkbox"/>	Trade Union	<input type="checkbox"/>
Multi-stakeholder	<input type="checkbox"/>	Combined Audit (select all that apply)			

## Audit Content:

(1) A SMETA audit was conducted which included some or all of Labour Standards, Health & Safety, Environment and Business Ethics. The SMETA Best Practice Version 6.1 (March 2019) was applied. 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.

(2) The audit scope was against the following reference documents

### 2-Pillar SMETA Audit

- ETI Base Code
- SMETA Additions
  - Universal rights covering UNGP
  - Management systems and code implementation,
  - Responsible Recruitment
  - Entitlement to Work & Immigration,
  - Sub-Contracting and Home working,

### 4-Pillar SMETA

- 2-Pillar requirements plus
- Additional Pillar assessment of Environment
- Additional Pillar assessment of Business Ethics
- The Customer's Supplier Code (Appendix 1)

(3) Where appropriate non-compliances were raised against the ETI code / SMETA Additions & local law and recorded as non-compliances on both the audit report, CAPR and on Sedex.

(4) Any Non-Compliance against customer code shall not be uploaded to Sedex. However, in the CAPR these 'Variances in compliance between ETI code / SMETA Additions/ local law and customer code' shall be noted in the observations section of the CAPR.



## SMETA Declaration

I declare that the audit underpinning the following report was conducted in accordance with SMETA Best Practice Guidance and SMETA Measurement Criteria.

- (1) Where appropriate non-compliances were raised against the ETI code / SMETA Additions & local law and recorded as non-compliances on both the audit report, CAPR and on Sedex.
- (2) Any Non-Compliance against customer code alone shall not be uploaded to Sedex. However, in the CAPR these 'Variances in compliance between ETI code / SMETA Additions/ local law and customer code' shall be noted in the observations section of the CAPR.

**"This audit includes elements beyond the scope of a Social Compliance Audit as defined by the APSCA Competency Framework. The association of the auditor's APSCA number with this report is limited to those elements outlined in the APSCA Competency Framework. APSCA makes no representations with respect to the auditor's competency to professionally evaluate compliance with any other audit elements."**

Any exceptions to this must be recorded here (e.g. different sample size):

Auditor Team (s) (please list all including all interviewers):

Lead auditor: Khalid Masood APSCA number: 21701653

Lead auditor APSCA status: RA

Team auditor: Khalid Masood APSCA number: 21701653

Interviewers: Khalid Masood APSCA number: 21701653

Report writer: Khalid Masood

Report reviewer:

Disclaimer: This audit includes elements beyond the scope of a Social Compliance Audit as defined by the APSCA Competency Framework. The association of the auditor's APSCA number with this report is limited to those elements outlined in the APSCA Competency Framework. APSCA makes no representations with respect to the auditor's competency to professionally evaluate compliance with any other audit elements.

Date of declaration: August 2~4, 2021.

*Note: The focus of this ethical audit is on the ETI Base Code and local law. The additional elements will not be audited in such depth or scope, but the audit process will still highlight any specific issues.*

*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.*

## Audit Parameters

Audit Parameters			
A: Time in and time out	A1: Day 1 Time in: 09:30 AM A2: Day 1 Time out: 05:00 PM	A3: Day 2 Time in: 09:15 AM A4: Day 2 Time out: 5:00 PM	A5: Day 3 Time in: 9:10 A6: Day 3 Time out: 4:30 PM
B: Number of auditor days used:	3 Man-days (1 auditor for 3 days)		
C: Audit type:	<input type="checkbox"/> Full Initial <input checked="" type="checkbox"/> Periodic <input type="checkbox"/> Full Follow-up <input type="checkbox"/> Partial Follow-Up <input type="checkbox"/> Partial Other If other, please define:		
D: Was the audit announced?	<input type="checkbox"/> Announced <input checked="" type="checkbox"/> Semi – announced: Window detail: July27, 2021 to August 17, 2021 (3 weeks) <input type="checkbox"/> Unannounced		
E: Was the Sedex SAQ available for review?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No If No, why not		
F: Any conflicting information SAQ/Pre-Audit Info to Audit findings?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If <b>Yes</b> , please capture detail in appropriate audit by clause		
G: Who signed and agreed CAPR (Name and job title)	Mr. Talha Maqsood – Director		
H: Is further information available (if yes, please contact audit company for details)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
I: Previous audit date:	July 15~16, 2020		
J: Previous audit type:	Initial SMETA 2 Pillar		
K: Were any previous audits reviewed for this audit	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No  <input type="checkbox"/> N/A		

Audit attendance	Management	Worker Representatives	
	Senior management	Worker Committee representatives	Union representatives

A: Present at the opening meeting?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
B: Present at the audit?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
C: Present at the closing meeting?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
D: If Worker Representatives were not present please explain reasons why <i>(only complete if no worker reps present)</i>	Worker representative has participated during audit process.		
E: If Union Representatives were not present please explain reasons why: <i>(only complete if no union reps present)</i>	No union in the factory		



## Guidance

The Corrective Action Plan Report summarises the site audit findings and a corrective, and preventative action plan that both the auditor and the site manager believe is reasonable to ensure conformity with the ETI Base Code, Local Laws and additional audited requirements. After the initial audit, the form is used to re-record actions taken and to categorise the status of the non-compliances.

N.B. observations and good practice examples should be pointed out at the closing meeting as well as discussing non-compliances and corrective actions.

To ensure that good practice examples are highlighted to the supplier and to give a more 'balanced' audit a section to record these has been provided on the CAPR document (see following pages) which will remain with the supplier. They will be further confirmed on receipt of the audit report.

### Root cause (see column 4)

**Root cause refers to the specific procedure or lack of procedure which caused the issue to arise. Before a corrective action can sustainably rectify the situation, it is important to find out the real cause of the non-compliance and whether a system change is necessary to ensure the issue will not arise again in the future.**

**See SMETA BPG Chapter 7 'Audit Execution' for more explanation of "root cause".**

### Next Steps:

1. The site shall request, via Sedex, that the audit body upload the audit report, non-compliances, observations and good examples. If you have not already received instructions on how to do this then please visit the web site [www.sedexglobal.com](http://www.sedexglobal.com).
2. Sites shall action its non-compliances and document its progress via Sedex.
3. Once the site has effectively progressed through its actions then it shall request via Sedex that the audit body verify its actions. Please visit [www.sedexglobal.com](http://www.sedexglobal.com) web site for information on how to do this.
4. The audit body shall verify corrective actions taken by the site by either a "Desk-Top" review process via Sedex or by Follow-up Audit (see point 5).
5. Some non-compliances that cannot be closed off by "Desk-Top" review may need to be closed off via a "1 Day Follow Up Audit" charged at normal fee rates. If this is the case, then the site will be notified after its submission of documentary evidence relating to that non-compliance. Any follow-up audit must take place within twelve months of the initial audit and the information from the initial audit must be available for sign off of corrective action.
6. For changes to wages and hours to be correctly verified it will normally require a follow up site visit. Auditors will generally require to see a minimum of two months wages and hours records, showing new rates in order to confirm changes (note some clients may ask for a longer period, if in doubt please check with the client).

## Corrective Action Plan

Corrective Action Plan – non-compliances									
Non-Compliance Number <i>The reference number of the non-compliance from the Audit Report, for example, Discrimination No.7</i>	New or Carried Over <i>Is this a new non-compliance identified at the follow-up or one carried over (C) that is still outstanding</i>	Details of Non-Compliance <i>Details of Non-Compliance</i>	Root cause <i>(completed by the site)</i>	Preventative and Corrective Actions <i>Details of actions to be taken to clear non-compliance, and the system change to prevent re-occurrence (agreed between site and auditor)</i>	Timescale <i>(Immediate, 30, 60, 90, 180, 365)</i>	Verification Method <i>Desktop / Follow-Up [D/F]</i>	Agreed by Management and Name of Responsible Person: <i>Note if management agree to the non-compliance, and document name of responsible person</i>	Verification Evidence and Comments <i>Details on corrective action evidence</i>	Status <i>Open/Closed or comment</i>
Management System 1	Carried Over	It was noted that the law abstracts of laws like "the Sindh terms of employment (standing orders) act, 2015. Sindh act no. Xi of 2016 and the Sindh workers' compensation act, 2015, Sindh act no. Vii of 2016, Sindh act no. xxix of 2013 (industrial relation act 2013) Sindh employee social security act 2016 and Sindh occupational safety and health bill 2017, Sindh bill no.27 of 2017" were not posted in prominent place and posted in English language.	<input type="checkbox"/> Training <input type="checkbox"/> Systems <input type="checkbox"/> Costs <input type="checkbox"/> lack of workers <input type="checkbox"/> Other – please give details:	It is recommended that factory shall post all highlighted law abstracts at prominent place and posted in local language as required by law.	60 Days	Desktop	Yes, Mr. Talha Maqsood – Director		
3: Health & Safety 1	Carried Over	It was noted during site tour that evacuation plan was not posted in ground floor cutting.	<input type="checkbox"/> Training <input type="checkbox"/> Systems <input type="checkbox"/> Costs <input type="checkbox"/> lack of workers	It is recommended that factory shall ensure to post evacuation plan in	30 Days	Desktop	Yes, Mr. Talha Maqsood – Director		

			<input type="checkbox"/> Other – please give details:	the highlighted area and also post updated evacuation plans in the highlighted areas.					
3: Health & Safety 2	Carried Over	It was noted that 26 out of 122 over lock sewing machine provided in the sewing sections at 4th floor were found without eye shield/plexi guard.	<input type="checkbox"/> Training <input type="checkbox"/> Systems <input type="checkbox"/> Costs <input type="checkbox"/> lack of workers <input type="checkbox"/> Other – please give details:	It is recommended that factory shall ensure that all machines are installed with adequate safety guards.	30 Days	Desktop	Yes, Mr. Talha Maqsood – Director		
3: Health & Safety 3	Carried Over	It was noted that 02 out of 04 aisles in the Cutting section-2 and 02 out of 04 aisles in the stitching section 2nd floor were found partially blocked with work station's table and production material and trolley.	<input type="checkbox"/> Training <input type="checkbox"/> Systems <input type="checkbox"/> Costs <input type="checkbox"/> lack of workers <input type="checkbox"/> Other – please give details:	It is recommended that factory shall ensure to keep all aisles free from obstructions.	30 Days	Desktop	Yes, Mr. Talha Maqsood – Director		
3: Health & Safety 4	Carried Over	It was noted that 02 out of 03 first aid boxes provided in the Cutting sections on ground floor were found with insufficient supplies as the essential supplies like cotton roll, adhesive plasters and sterilized burn dressings were missing in these first aid boxes.	<input type="checkbox"/> Training <input type="checkbox"/> Systems <input type="checkbox"/> Costs <input type="checkbox"/> lack of workers <input type="checkbox"/> Other – please give details:	It is recommended that factory shall ensure to equip all first aid boxes with essential first aid supplies.	30 Days	Desktop	Yes, Mr. Talha Maqsood – Director		
3: Health & Safety 4	New	It was noted that 20% workers in cutting and sewing section were found to be working	<input type="checkbox"/> Training <input type="checkbox"/> Systems <input type="checkbox"/> Costs <input type="checkbox"/> lack of workers	It is recommended that management adopt practices and controls to	30 Days	Desktop	Yes, Mr. Talha Maqsood – Director		



		without using face/dust masks.	<input type="checkbox"/> Other – please give details:	provide PPE to the employees and ensure their utilization.					
--	--	--------------------------------	---	--	--	--	--	--	--

Corrective Action Plan – Observations				
Observation Number <i>The reference number of the observation from the Audit Report, for example, Discrimination No.7</i>	New or Carried Over <i>Is this a new observation identified at the follow-up or one carried over (C) that is still outstanding</i>	Details of Observation <i>Details of Observation</i>	Root cause <i>(completed by the site)</i>	Any improvement actions discussed <i>(Not uploaded on to SEDEX)</i>

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Good examples

Good example Number <i>The reference number of the good example from the Audit Report, for example, Discrimination No.7</i>	Details of good example noted	Any relevant Evidence and Comments

## Confirmation

<b>Please sign this document confirming that the above findings have been discussed with and understood by you:</b> (site management) <i>If actual signatures are not possible in electronic versions, please state the name of the signatory in applicable boxes, as indicating the signature.</i>		
A: Site Representative Signature:	Mr. Talha Maqsood	Title : Director  Date : August 2~4, 2021
B: Auditor Signature:	Syed Khalid Masood	Title: Auditor  Date : August 2~4, 2021
C: Please indicate below if you, the site management, dispute any of the findings. No need to complete D-E, if no disputes.		
D: I dispute the following numbered non-compliances:		
E: Signed: (If <u>any</u> entry in box D, please complete a signature on this line)		Title  Date
F: Any other site Comments:		



## Guidance on Root Cause

### Explanation of the Root Cause Column

If a non-compliance is to be rectified by a corrective action which will also prevent the non-compliance re-occurring, it is necessary to consider whether a system change is required.

Understanding the root cause of the non-compliance is essential if a site is to prevent the issue re-occurring.

The root cause refers to the specific activity/ procedure or lack of activity /procedure which caused the non-compliance to arise. Before a corrective action can rectify the situation, it is important to find out the real cause of the non-compliance and whether a system change is necessary to ensure the issue will not arise again in the future.

Since this is a new addition, it is not a mandatory requirement to complete this column at this time. We hope to encourage auditors and sites to think about Root Causes and where they are able to agree, this column may be used to describe their discussion.

### ***Some examples of finding a “root cause”***

#### Example 1

Where excessive hours have been noted the real reason for these needs to be understood, whether due to production planning, bottle necks in the operation, insufficient training of operators, delays in receiving trims, etc.

#### Example 2

A non-compliance may be found where workers are not using PPE that has been provided to them. This could be the result of insufficient training for workers to understand the need for its use; a lack of follow-up by supervisors aligned to a proper set of factory rules or the fact that workers feel their productivity (and thus potential earnings) is affected by use of items such as metal gloves.

#### Example 3

A site uses fines to control unacceptable behaviour of workers.

International standards (and often local laws) may require that workers should not be fined for disciplinary reasons.

It may be difficult to stop fines immediately as the site rules may have been in place for some time, but to prevent the non-compliance re- occurring it will be necessary to make a system change.

The symptom is fines, but the root cause is a management system which may break the law. To prevent the problem re-occurring it will be necessary to make a system change for example the site could consider a system which rewards for good behaviour

Only by understanding the underlying cause can effective corrective actions be taken to ensure continuous compliance.

The site is encouraged to complete this section so as to indicate their understanding of the issues raised and the actions to be taken.



For more information visit: [Sedexglobal.com](https://www.sedexglobal.com)

Your feedback on your experience of the SMETA audit you have observed is extremely valuable. It will help to make improvements to future versions.

You can leave feedback by following the appropriate link to our questionnaire:

**[Click here for Buyer \(A\) & Buyer/Supplier \(A/B\) members:](http://www.surveymonkey.com/s.aspx?sm=riPsbE0PQ52ehCo3lnq5lw_3d_3d)**

[http://www.surveymonkey.com/s.aspx?sm=riPsbE0PQ52ehCo3lnq5lw\\_3d\\_3d](http://www.surveymonkey.com/s.aspx?sm=riPsbE0PQ52ehCo3lnq5lw_3d_3d)

**[Click here for Supplier \(B\) members:](http://www.surveymonkey.com/s.aspx?sm=d3vYsCe48fre69DRglY_2brg_3d_3d)**

[http://www.surveymonkey.com/s.aspx?sm=d3vYsCe48fre69DRglY\\_2brg\\_3d\\_3d](http://www.surveymonkey.com/s.aspx?sm=d3vYsCe48fre69DRglY_2brg_3d_3d)

**[Click here for Auditors:](https://www.surveymonkey.co.uk/r/BRTVCKP)**

<https://www.surveymonkey.co.uk/r/BRTVCKP>

# CERTIFICATE

## The company

### Fazal Industries

Plot # 1, D-2 & 1 D-3. ST # 9/1, Sector 16-B. North Karachi  
Industrial Area. Sindh  
75850 Karachi, PAKISTAN

is granted authorisation according to STANDARD 100 by OEKO-TEX® to use  
the STANDARD 100 by OEKO-TEX® mark, based on our test report **65741**

OEKO-TEX®  
CONFIDENCE IN TEXTILES  
**STANDARD 100**



11-65741 Shirley

Tested for harmful substances  
[www.oeko-tex.com/standard100](http://www.oeko-tex.com/standard100)



## for the following articles:

All types of Knitted & Woven (incl. Flannel) ready -made garments like (polo shirt, T-shirt hoody, jacket, pyjama, capri, shorts, undergarments, night-sleepwear) made of 100% cotton and in mixtures with polyester and their mixture with spandex (elastane) in white, piece dyed, printed (pigment, reactive, digital reactive, glitter, glow in the dark) and finished. Including accessories: sewing and embroidery thread, woven and printed labels, heat transfer print labels as well as chest print in all shades, zippers, plastic button, tape, cords, laces, elastic, metal button, shank button, snap buttons, pants buttons, sew on button, prong button, stopper, eyelets, rivets, buckles - painted and electroplated (lacquered) with or without glass rhinestones, rubber cap in black covered metal press button, PE gasket in transparent. Based on pre-certified materials according STANDARD 100 by OEKO-TEX®.

The results of the inspection made according to STANDARD 100 by OEKO-TEX®, Annex 6, **product class I** have shown that the above mentioned goods meet the human-ecological requirements of the STANDARD 100 by OEKO-TEX® presently established in Annex 6 for baby articles.


The certified articles fulfil requirements of Annex XVII of REACH (incl. the use of azo colourants, nickel release, etc.), the American requirement regarding total content of lead in children's articles (CPSIA; with the exception of accessories made from glass) and of the Chinese standard GB 18401:2010 (labelling requirements were not verified).

The holder of the certificate, who has issued a conformity declaration according to ISO 17050-1, is under an obligation to use the STANDARD 100 by OEKO-TEX® mark only in conjunction with products that conform with the sample initially tested. The conformity is verified by audits.

**The certificate 11-65741 is valid until 12.10.2023**

Manchester, 11.10.2022

  
Mrs Agustina Oliver  
Senior Technical Officer

  
Mr Joe Prince  
Ecology Services Manager





Fazal Industries

Plot#1,D-2 & 1 D-3.ST # 9/1,Sector 16-B.North Karachi Ind Area.  
Karachi  
Sindh  
Pakistan  
75850

Date of Issue: 24/08/2022

Our Reference: 65741

### Application for OEKO-TEX® Certificate - Annex 6, Class 2.

#### Certificate Scope

**All types of Knitted & Woven (including: Flannel) ready -made garments like (polo shirt, T-shirt hoody, jacket, pyjama, capri, shorts, undergarments, night-sleepwear) made of 100% cotton and in mixtures with polyester and their mixture with spandex (elastane) in white, dyed and printed (like: pigment, reactive, motive screen - paste, rubber, glitter (in silver). Including accessories: sewing and embroidery thread, woven and printed labels, zippers, plastic button, twill tape, cords, laces, elastic, metal button, eyelets, rivets, buckles and heat transfer print labels. Based on pre-certified materials according STANDARD 100 by OEKO-TEX®.**

This letter is to confirm that **Fazal Industries** have applied for STANDARD 100 by OEKO-TEX® and the application is currently being processed.

This letter cannot be used in place of a valid OEKO-TEX® certificate.

This letter is valid for 3 months from the date of issue above.

Unit 11, Westpoint Enterprise Park, Clarence Avenue  
Trafford Park, Manchester, M17 1EH, UK.  
Telephone: +44 (0)161 869 1610  
Email: shirleyadmin@shirleytech.co.uk  
Website: www.shirley.co.uk

Our laboratories are accredited to EN ISO/IEC 17025.

BTG™ and Shirley® are trade names of Shirley Technologies Limited.

Shirley® Technologies Limited. Registered Office: Wira House, West Park Ring Road, Leeds, LS16 6QL.

A company registered in England & Wales with company number 04669651. VAT number GB 816764800.

The supply of all goods and services is subject to our standard terms of business, copies of which are available on request.

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OFC00865 - v1 - 25.02.2020 - Approval Level 1.





# LETTER OF COMPLIANCE

## Customs Trade Partnership Against Terrorism (CTPAT)

Issued to:

**Fazal Industrie**

PLOT# 1D2 \$ 1D3, ST. 9/1 SECTOR 16-B, NORTH KARACHI INDUSTRIAL AREA,  
NORTH KARACHI KARACHI,  
PAKISTAN

Reference No.: **BVCPS 10220340199**

Date of Issue: **15-02-2022**

Date of Expire: **14-02-2023**

## Bureau Veritas Consumer Products Services (BVCPS)

The audit was conducted on BVCPS internal CTPAT auditing procedures. On the day of the audit- 09-02-2022, the auditee was found to be compliant with BVCPS requirements for CTPAT.

### Audit scopes:

- |   |   |
|---|---|
| 1. Security Vision and Responsibility                           | 2. Risk Assessment                                |
| 3. Business Partner Security                                    | 4. Cybersecurity including Information Technology |
| 5. Conveyance and Instruments of International Traffic Security |   |
| 6. Seal Security  | 7. Procedural Security                            |
| 8. Agricultural Security  | 9. Physical Security                              |
| 10. Physical Access Controls                                    | 11. Personnel Security                            |
| 12. Education, Training, and Awareness                          | 13. Monitoring and Compliance                     |

We thank the management and staff of "FAZAL INDUSTRIES" for their cooperation during the audit and wish them success in meeting their compliance goals.

On behalf of BVCPS

Name: Zulfiqar Ali

Title: Regional Manager Operations - Western Region & Gulf

15-02-2022

\*Considering the fact that an audit is a sample based exercise, there could be issues that may not have been identified by the auditor during the course of the audit. Consequently, it is the responsibility of the auditee to identify and take corrective measures on those issues through their internal assessment program.



Quality Evaluation Services International

# Certificate of Registration

This is to certify that

**M/s Fazal Industries**

**Plot No 1-D/2 1-D/3, Sector 16-B, North Karachi Industrial Area,  
Karachi Sindh, Pakistan**

Has been assessed by Quality Evaluation Services International and hereby attests that the organization complies with the requirements of Quality Management System in accordance with

Quality Management System

# ISO 9001: 2015

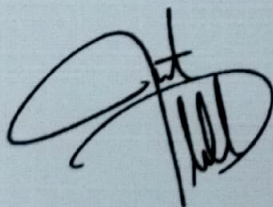
The Management System is applicable to:

**Exporters and Manufacturers of Knitted Garments**

Registration No:	20010336	Project:	10306
Cycle Start Date:	March04, 2022	Approval date:	March04, 2022
Certificate valid till:	March03, 2023	Surveillance due date:	March03, 2023

Accredited by International Services for Certification Bodies UK Limited  
6Ferris Place, Bournemouth, Dorset, DH8QAU, United Kingdom

"This is an accredited certificate authorised for issue by Accreditation Service for Certifying Bodies LLC who have assessed Quality Evaluation Services International against defined criteria and in cognisance of ISO 17021:2015 'Conformity Assessment - Requirements for bodies providing audit and certification of management systems'. This certificate is only valid when confirmed by the register listed in the International Register of Quality Assessed Organisations: [www.irqao.com](http://www.irqao.com). This certificate is the property of Quality Evaluation Services International. Please validate the authenticity and status of this certificate at [www.qesintl.com](http://www.qesintl.com)



Certification Manager





Quality Evaluation Services International

# Certificate of Registration

This is to certify that

**M/s Fazal Industries**

**Plot No 1-D/2 1-D/3, Sector 16-B, North Karachi Industrial Area, Karachi Pakistan**

Has been assessed by Quality Evaluation Services International and hereby attests that the organization complies with the requirements of Environment Management System in accordance with

Environment Management System

# ISO 14001: 2015

The Management System is applicable to:

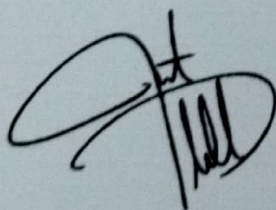
**Exporters and Manufacturers of Knitted Garments**

Registration No: 80110331  
Cycle Start Date: March05, 2022  
Certificate valid till: March04, 2023

Project: 20301-ES  
Approval date: March05, 2022  
Surveillance due date: March04, 2023

Accredited by International Services for Certification Bodies UK Limited  
6Ferris Place, Bournemouth, Dorset, BH88AU, United Kingdom

"This is an accredited certificate authorised for issue by Accreditation Service for Certifying Bodies LLC who have assessed Quality Evaluation Services International against defined criteria and in cognisance of ISO 17021:2015 'Conformity Assessment - Requirements for bodies providing audit and certification of management systems'. This certificate is only valid when confirmed by the register listed in the International Register of Quality Assessed Organisations: [www.irqao.com](http://www.irqao.com). This certificate is the property of Quality Evaluation Services International. Please validate the authenticity and status of this certificate at [www.qesintl.com](http://www.qesintl.com)



Certification Manager







## BUREAU VERITAS (CPS-IAAS) SOCIAL AUDIT CORRECTIVE ACTION PLAN REPORT

Company:	FAZAL INDUSTRIES.
Address:	PLOT# 1D2 \$ 1D3, ST. 9/1 SECTOR 16 B, NORTH KARACHI INDUSTRIAL AREA, NORTH KARACHI
BV Reference:	10211860788
Audit Date:	July 5 and 6, 2021
Auditor(s):	Khaid Masood
Auditor(s) Signature:	KM
Company Representative Acknowledgment:	Mr.Talha Maqsood- Director

Note: In case of any issues related to audit quality or judgment disagreements, you are encouraged to contact directly with KGS Social & Sustainability compliance team by sending email to Wesley.xu@kgssourcing.com  
提示: 如果贵公司对评审质量、评审结论或评审判断有不同意见, 欢迎直接与KGS团队联系。联系电邮: Wesley.xu@kgssourcing.com

### Audit Standard: KERING SOCIAL COMPLIANCE AUDIT SCORECARD\_MAR2017

Clause No.	Original Clause Requirement	Audit Findings	Legal Requirement / Client's Standard	Recommended Corrective Action	Corrective Action Plan (to be completed by factory)	Implementation Steps and Documentation Needs(to be completed by factory)	Responsible Individual(to be completed by factory)	Due Date(to be completed by factory)	Status
7.1.15	No or missing machine guards (O)	It was noted 05 out of 35 single needle sewing machine found missing needle guards in first floor sewing section.	Legal Requirement: In accordance THE SINDH FACTORIES ACT, 2015, SINDH ACT NO. XIII OF 2016, 30. (1) In every factory the following shall be securely fenced by the safeguards of substantial construction which shall be kept in position while the parts of machinery required to be fenced are in motion or in use, namely - Fencing of machinery. 12 (a) every moving part of a prime mover, and every fly wheel connected to a prime mover; 40. (1) If in any factory any part of the plant or machinery used in a manufacturing process is operated at a pressure above atmospheric pressure, the effective measures shall be taken to ensure that safe working pressure of such part is not exceeded. (2) Government may make rules providing for the examination and testing of any plant or machinery such as is referred to in sub-section (1) and prescribing such other safety measures in relation thereto as may, in its opinion, be necessary in any factory or class or Description of factories.	It is recommended that factory shall ensure that all machines are installed with machine safety guards/covers.					




**Audit Standard: KERING SOCIAL COMPLIANCE AUDIT SCORECARD\_MAR2017**

7.1.19	No adequate space between each workstation to allow for free body movement or adequate room for emergency evacuation (O)	It was noted that no adequate space was provided in the sewing section on the first floor of the building due to which workers free body movement was restricted as the workers were found congested with the production material and work station.	In accordance THE SINDH FACTORIES ACT, 2015. SINDH ACT NO. XIII OF 2016. 20. (1) No work-room in any factory shall be over-crowded to an extent injurious to the health of the workers employed therein. (2) Without prejudice to the generality of the provisions of sub-section (1), there shall be provided for every worker employed in a work-room at least five hundred cubic feet of space.	It is recommended that factory shall ensure that adequate space for free body movement is provided for the workers in all workshops.					
7.1.40	Insufficient evacuation plan (O, D)	It was noted during site tour that facility has posted evacuation plans in the all required departments but 01 evacuation plan posted in the ground floor cutting section found blocked with material, hence not visible properly.	In accordance with THE SINDH FACTORIES ACT, 2015. SINDH ACT NO. XIII OF 2016: Chapter-3 Section (7) In every factory wherein more than ten workers are ordinarily employed in any place above the ground floor, or explosive or highly inflammable materials are used or stored, effective measures shall be taken to ensure that all the workers are familiar with the means of escape in case of fire and have been adequately trained in the routine to be followed in such case.	It is recommended that the factory shall ensure to keep evacuation plans visible to employees.					
7.1.63	No gap between stacks and walls, posts or beams in warehouse	It was noted that no gap between stacks and walls at fabric store at shelf 1 and 2.	In accordance with the client standard gap should be between stacks and walls, posts or beams in warehouse.	It is recommended that the gap should be between stacks and walls, posts or beams in warehouse.					
7.1.67	Other (I O D)	It was noted that factory does not have child care room.	In accordance with THE SINDH FACTORIES ACT, 2015. SINDH ACT NO. XIII OF 2016 (2) Rooms for children:- Government may also make rules - (a) requiring that in any specified factory, wherein women workers are ordinarily employed, a suitable room shall be reserved for the use of children under the age of six years belonging to such women, and (b) prescribing the standards for such rooms and the nature of the supervision to be exercised over the children therein.	It is recommended that the factory should provide child care room to female workers.					





Factory name:	Fazal Industries	
Agency:	Matrix Sourcing	
Factory address:	1-D2 & 1-D3, ST, 9/1, Sector - 16-B, North Karachi Industrial Area	
Contact person:	Talha Maqsood	
Mobile phone:	92 321 8271462	
Phone:	021 3 6901121-31	
Fax:	Nil	
E-Mail:		

Total number of workers excluding management and staff:	758	Working days/monthly:	26 days /month
Total capacity per month in pcs.:	500,000 pcs per month	Total amount of sewing lines:	16 line, 28 workers
Weekly Day off:	Sunday	Customers and their capacity in %	Full beauty brand 70%, Ambrimark 10%, Sinsay 10%, FS 10%
Type of product:	Knitted Garments	Remarks (i.e. additional factories in the building, etc.):	
Social standard certification:	SEDEX, BSCI		

#### Plant Description

Please check the below mentioned 'Zero Tolerance' at the first step. If any of the red framed finding is identified, please support the supplier to improve. The bold findings are the defined No-Go-criteria of our Fire Safety Campaign.

Zero Tolerance	1st Visit				Follow-Up		Follow-Up		Follow-Up	KIK Verification Check
	Correct	Incorrect	Finding	Completion Date	Date	Status (Done or Completion Date)	Date	Status (Done or Completion Date)	Date	Status
Factory allows a full facility walkthrough.	✓									
No underage person(s) are working in the facility.	✓									
No Suspected young looking person(s) are working in the facility without authentic age verification documents.	✓									
Minimum wage is guaranteed for all employees (workers and staff as per the local law).	✓									
Presented wages & benefits payment records, time records, Fire license, structural approval, electrical assessment records (if available) are authentic and not falsified.	✓									
Absence of Forced Labor is confirmed	✓									
Sufficient fire fighting equipment are provided as per the local law KIK CoC?	The factory has fulfilled the requirements of fire fighting equipment based on local law.									
	✓									
Sufficient numbers of trained fire fighters are assigned based on local law.										
	✓									



Sufficient supply of drinking water is provided?	Water Test report is valid	✓										
	All the parameters are in acceptable limit ((like as Arsenic, Fecal Coliform (FC), Total Coliform (TC), pH, Total dissolved solids (TDS), Iron)	✓										
Does the factory have Public Announce (PA) system?	Public Announce (PA) system is audible and covering all areas with IPS backup	✓										
Are emergency exits easily accessible and ensures safe evacuation?	Two exits in each floor are ensured and not locked, closed or obstructed during working hours.	✓	✓		It was noted aisles were found blocked by tables and fabric trolley in cutting storage section on 4th floor, multiple aisles were blocked by productions tables in stitching department on each 4th and 3rd floor, one aisle was blocked by fabric bags in pressing section on 4th floor.							
	Workers are well trained on fire drills and aware of emergency evacuation process.	✓										
There is no evidence of harassment, either: - physical - sexual - psychological - verbal		✓										

The undersigned confirms that above check list is based on the true factory situation. Please note, a social audit will probably be conducted by a third party on behalf of KiK Textilien & Non-Food GmbH. If the outcome of the audit differs negatively to above provided checklist KiK will not hesitate to take appropriate measures.

Name & Designation of factory's representative:

Talha Maqsood

Date, Stamp, Signature

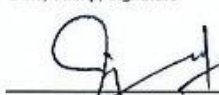



15-Jul-22

Name & Designation of Supplier/Importer/agent's representative:

Sitwat Habib

Date, Stamp, Signature



15-Jul-21

Name & Designation of KiK assessor(s):

Manzoor Hossain Kashfin

Arafat Ibne Islam

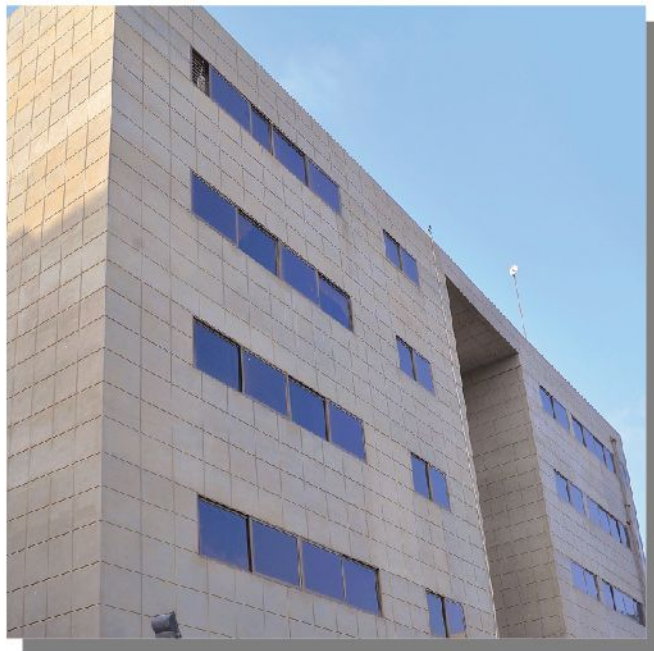
Sajib Sarker

Date, Stamp, Signature





**MANUFACTURED & EXPORTER  
OF KNITTED GARMENTS**



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## **Contact us**

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