

Monitored Party Riba Textiles Ltd	amfori ID 356-000368-000	Address Village Chidana, Tehsil: Gohana, Sonepat-131306, Haryana, India
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Intertek
Monitoring Start Date 08/05/2024	Closing Meeting Finished Date 09/05/2024	Submission Date 17/05/2024
Expiration Date 17/05/2026	Announcement Type Semi Announced	
Site Riba Textiles Ltd	Site amfori ID 356-000368-002	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	C	
PA 2: Workers Involvement and Protection	A	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination, Violence or Harassment	A	
PA 5: Fair Remuneration	A	
PA 6: Decent Working Hours	A	
PA 7: Occupational Health and Safety	A	

PA 8: No Child Labour	A	
PA 9: Special Protection for Young Workers	A	
PA 10: No Precarious Employment	A	
PA 11: No Bonded, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Lead Auditor: Jai Shree – CSCA 21700535

Team Auditor -Amar Jeet – ASCA 21701606

Team Auditor -Madhukar Prakash – ASCA 21700448

Auditing agency -Intertek India Pvt Ltd.

Audit date – 8 May 2024

Total audit days assigned was 3.5, out of which 3.00 audit days were spent onsite and 0.5 audit-day was provided for report writing. 03 auditors (Jai Shree, Madhukar Praksh & Amar Jeet) were assigned for 01 full days on 8 May 2024.

Business license (factory license) Registration Number: SPT/R-61/2783 valid till 31-12-2025 SPT/R-61/2783 was Land Kn. No 78//19/2,22/1/1,20/21/2,84/1,2/1/1,84//19,20,21,22, 99//2,3,8,9 1/2, 10 1/2, 84// 9, 10, 11, 12 , Village Chidana, Tehsil: Gohana, Sonapat-131306, Valid till 31-12-2025 for 495 employees & 3200 HP

Factory address mentioned on amfori portal - Village Chidana, Tehsil: Gohana, Sonapat-131306, India

Riba Textiles Limited is a limited factory and located at Village Chidana, Tehsil: Gohana, Sonapat-131306, India . Facility has started export from current location January 1989.

The facility is manufacturing and exporting of Terry towel, Bath Robe, Bath Mat.

Building Type - Own

Total land area is about 62362 square meter where built up area is about 46175 square meter.

Facility layout as below:

Building 01

Ground floor: Office. First floor: Office.

Building 02

Ground floor: Winding, Cone Dyeing, Weaving.

Building 03

Ground floor: General Store, Grey Godown.

Building 04

Ground floor: Fabric Dyeing.

Building 05

Ground floor: Yarn Godown.

First floor: Computer Embroidery.

Building 06

Ground floor: Yarn Godown, Winding, Warping.

Building 07

Ground floor: Warping, Weaving.

Building 08

Ground floor: Packing, finishing, Stitching.

Building 09

Ground floor: Grey Godown.

Building 10

Ground floor: Sharing.

Building 11

Ground floor: Bathmat, Bathrobe.

Periphery: Security, Vehicle Parking, Canteen, Chemical Store, DG, ETP, Electrical Panel, Waste Storage, Drinking Water, Boiler.

The main production process flow chart is listed below: Yarn – Winding – Yarn Dyeing – Preparatory – Weaving – Shearing – Padding / Tumbling – Length Cutting / Hamming – Cross Cutting – Finishing – Packing – Dispatch.

Worker Details: There is total 490 employees currently working in the facility. All 490 employees were male employees.

Facility has no female employees. Out of 490 employees 272 are on company payroll and 218 are contractor employees from 04 labor contractors. There are no international migrant employees.

Balajji Trading Company used it for all Production processes, having 89 employees.

C. S. & Company used for all Production processes having 45 employees.

S. S. & Company used for all Production processes having 66 employees.

Narwal National Security used for security purposes having 18 employees.

Out of 490 employees 196 male are national migrant employee.

General Shift: 09:00 to 18.00 hours and lunch break 13:30 to 14:00 hours and 02 tea breaks from 11:00 to 11:15 hours and 16:00 to 16:15 hours.

Shift A: 06:00 hours to 14:00 hours and lunch break 11:00 hours to 11:30 hours and tea break from 08:00 hours to 08:15 hours.

Shift B: 14:00 hours to 22:00 hours and lunch break 19:00 hours to 19:30 hours and tea break from 16:00 hours to 16:15 hours.

Shift C: 22:00 hours to 06:00 and lunch break 03:00 hours to 03:30 hours and tea break from 00:00 hours to 00:15 hours.

18 Security guards were hired through labor contractor found working in three shifts 06.00 hours to 14.00 hours, 14.00 hours to 22.00 hours and 22 hours to 06.00hours. 01 staggered off provided to all the security guards

Time recording system: Finger scan

Scope of the audit was for May 2023 to April 2024. A total of 24 samples were selected from current pay period i.e. (April 2024), 24 samples from random month (December 2023) and 24 samples from another month (May 2023). Facility has no peak season.

Wage are fixed on monthly basis and paid on or before on 7th of every month by bank transfer to all the employees.

Overall finding summary. -There were findings noted in the Audit under other Performance Areas. For finding details, please refer to Performance Area – PA 1, PA 2, PA-5, PA-7, PA-12 & PA-13.

Good practices: None.

#LivingWage: Living Wage: [Basic food basket x (1/% of avg. household expenditure spent on food) x (0.5 x avg. household size) x 1.1]. The BNW is INR 10780.00 per month. (4) Cost of living analysis with the help of local markets including grocery shops.

Circumstances: out of 490 employees 478 employees were found present. Some of the remaining 12 employees were on authorized leave and others were absent on reason not informed by employees to facility.

Worker organization details: There were management-employees joint committees namely works committee and grievance redressal committee. Members of all committee's members found elected.

No dormitory was provided not required by law.

Auditor Note: (1) No government waiver obtained (2) No collective bargaining agreement was done. (3) Transport was provided to the employees (4) Maximum working hours: April 2024 (current month): 54 hours per week (48 regular hours, 06 overtime hour). December 2023 (random month 1): 54 hours per week (48 regular hours, 06 overtime hour). May 2023 (random month 2): 54 hours per week (48 regular hours, 06 overtime hour). (5) Facility has 05 security guards in night shift however night shift not covered during audit. (6) Age of youngest employee found in the facility is 20 years completed.(7) Lowest wage paid by the facility to unskilled worker 10925.00 INR per month & highest wage paid 13279.00 INR per month. Average wage paid by the facility INR 11847.00

SITE DETAILS

Site
Riba Textiles Ltd

Site amfori ID
356-000368-002

GICS Classification

Sector	Industry Group	Industry
Consumer Discretionary	Consumer Durables & Apparel	Textiles, Apparel & Luxury Goods

Sub Industry
Textiles

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	478	Workers
Legal minimum wage in local currency	10,924.24	Monthly
Lowest wage paid for regular work at the site	10,925	Monthly
Calculated living wage in local currency	10,780	Monthly
Total sample	24	Workers

Other Metrics

Male workers	478	Workers
Female workers	0	Workers
Non-binary workers	0	Workers
Permanent workers - Male	490	Workers
Permanent workers - Female	0	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	92	Workers
Management - Female	0	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	80	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	215	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	196	Workers
Domestic migrant workers - Female	0	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	272	Workers
Workers hired directly - Female	0	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	218	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	0	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	24	Workers
Sample - Female	0	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Riba Textiles Ltd | Site amfori ID: 356-000368-002

Question: 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?	
ENGLISH	LOCAL LANGUAGE
Finding	
<p>Noncompliance#1 Local Law: In accordance with amfori BSCI code Social Management System., In accordance with notification 24 July 2019 Haryana state government all shops and commercial establishments constitute notified establishments under the Standing Orders Act. Further, the act applies to all shops and establishments in Haryana state, provided that they have employed 50 or more workers in the past 12 months.</p> <p>Finding: a) It was noted that auditee has policy and procedure in line with amfori BSCI Code of Conduct, but noncompliance findings were noted in the performance areas of PA 1, PA 2, PA-5, PA-7, PA-12 & PA-13. b) It was noted from review of records that 03 inhouse labour contractors M/s Balaji trading Co, M/s C.S. Co and M/s S.S.Co has not obtained approved standing order from concern authority.</p> <p>The facility has policy and procedure in line with amfori BSCI Code of Conduct, but there was insufficient implementation which led to noncompliance finding. Hence it was partial noncompliance.</p>	<p>Not Applicable.</p>

Question: 1.3 Is there satisfactory evidence that the auditee has identified their significant business partners and their level of alignment with the amfori BSCI Code of Conduct?	
ENGLISH	LOCAL LANGUAGE
Finding	
<p>Noncompliance #2 Local Law: In accordance with amfori BSCI Code of Conduct, principle of Social Management Systems.</p> <p>Finding: It was noted that the auditee did not maintain social compliance performance evidence</p>	<p>Not Applicable.</p>

Finding	
(internal audit on amfori COC or other similar social audit) from 04 out of 04 business partners (inhouse labour contractors).	
The facility has policy and procedure in line with amfori BSCI Code of Conduct, but there was insufficient implementation which led to noncompliance finding. Facility has business partners mapping however improvement needed in this area of business partners compliance. Hence it is rated as “partial” noncompliance.	

PA 2: Workers Involvement and Protection

Site: Riba Textiles Ltd | Site amfori ID: 356-000368-002

Question: 2.4 Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Noncompliance #1 Local Law: Not applicable. In accordance with amfori BSCI Code of Conduct, principle of Social Workers Involvement and Protection.</p> <p>Finding: It was noted from audit process that the facility has provided training on amfori BSCI Code of Conduct to all of its employees on a regular basis. However, 09 out of 24 sampled employees did not have sufficient awareness of amfori CoC or any other CoC.</p> <p>Facility has policy and procedure in line with amfori BSCI Code of Conduct, but there was insufficient implementation which led to noncompliance finding. The facility provided training to all the workers however provided training found not effective. Hence it was “Partially” noncompliance.</p>	<p>Not Applicable.</p>

PA 5: Fair Remuneration

Site: Riba Textiles Ltd | Site amfori ID: 356-000368-002

Question: 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted without negative impact on their pay, level of seniority, position, or promotion prospects?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Non-compliance #1</p> <p>Local Law – According to The Payment of Wages Act, 1936, Section 13A (1), Every</p> <p>Finding: It was noted from review of record that facility has not maintained full & final settlement record for 01 out of 05 sampled left employee of labor contractor M/s Balaji Trading Co. (production labor contractor)</p> <p>Facility has policy and procedure on wages and benefits. However, some gaps were noted in full implementation. Facility has paid minimum wages to all employees and all the social benefits were provided to the employees. However some gaps were noted in the area of full & final record. Hence it is rated as partial noncompliance.</p>	<p>Not Applicable.</p>

PA 7: Occupational Health and Safety

Site: Riba Textiles Ltd | Site amfori ID: 356-000368-002

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Non-Compliance #1</p> <p>Local Law: In accordance with the Factories Act 1948, Chapter 4, Section 32, Floors, stairs and means of access.- In every factory- (a) all floors, steps, stairs, passages and gangways shall be of sound construction and properly maintained 5[and shall be kept free from obstructions and substances likely to cause persons to slip],and where it is necessary to ensure safety, steps, stairs, passages and gangways shall be provided with substantial hand-rails;</p> <p>Finding: It was noted from tour of the facility that seepage was found on wall in Dyeing section located at ground floor of building 2.</p> <p>It was 'partial' compliance because facility has policy and procedure on building maintenance</p>	<p>Not Applicable.</p>

Finding	
however seepage was noted at one place.	

Question: 7.3 Is there satisfactory evidence that the auditee set up an effective management system that ensures they regularly carry out risk assessments for safe, healthy and hygienic working conditions?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Non-Compliance #2 Local Law: Not Applicable. In accordance amfori BSCI Code of Conduct principle on Occupational Health and Safety.</p> <p>Finding: It was noted during review of records that management had not included vulnerable workers such as handicapped employees & young workers in health & safety risk assessment.</p> <p>It was 'partial' compliance because the facility has conducted health & safety risk assessment however risk of handicapped employees & young worker not included in it.</p>	<p>Not Applicable.</p>

Question: 7.4 Is there satisfactory evidence of active cooperation between management and workers (and/or their representatives) when developing and implementing systems towards ensuring OHS?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Non-Compliance #3 Local Law: Not Applicable. In accordance amfori BSCI Code of Conduct principle on Occupational Health and Safety.</p> <p>Finding: It was noted during document review & interview that workers & worker representatives were not involved while developing the Health & Safety Risk Assessment.</p> <p>It was 'partial' compliance because facility has conducted health & safety risk assessment. However, the employees concerned were not included during developing the H&S risk assessment.</p>	<p>Not Applicable.</p>

Question: 7.5 Is there satisfactory evidence that the auditee regularly provides OHS trainings to ensure workers understand the rules of work, personal protection and measures for preventing and reacting to injury to themselves and fellow workers?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Noncompliance #4</p> <p>Local Law - In accordance with Factories Act 1948, Section 7A (1) every occupier shall ensure, so far as is reasonably practicable, the health, safety and welfare of all workers while they are at work in the factory. (2) Without prejudice to the generality of the provisions of sub-section (1), the matters to which such duty extends, shall include- (a) the provision and maintenance of plant and systems of work in the factory that are safe and without risks to health, (b) the arrangements in the factory for ensuring safety and absence of risks to health in connection with the use, handing, storage and transport of articles and substances, (c) the provision of such information, instruction, training and supervision as are necessary to ensure the health and safety of all workers at work.</p> <p>Finding: It was noted during the factory tour, review of records and interview, that workers do not receive effective training and supervision on how to use and maintain their personal protective equipment, and safe work practices. It was noted during facility tour that 04 out of 10 sample employees working in the weaving section located in building 2 were not using the face mask provided and 03 out of 08 sample employees working in the Winding section were not using provided ear plug.</p> <p>Facility has policy and procedure on Health & safety, but there was insufficient implementation which led to noncompliance finding. Facility has provided training on PPE safety however it is found not fully effective. Hence, it is rated as Partial Compliance.</p>	<p>Not Applicable.</p>

Question: 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Noncompliance #5</p>	<p>Not Applicable.</p>

Finding	
<p>Local Law - In accordance with Factories Act 1948, Section 7A.</p> <p>Finding: It was noted during facility tour that 04 out of 10 sample employees working in the weaving section located in building 2 were not using the face mask provided and 03 out of 08 sample employees working in the Winding section were not using provided ear plug.</p> <p>Facility has policy and procedure on Health & safety, but there was insufficient implementation which led to noncompliance finding. Facility has a procedure to issue the required PPE (personal protective equipment's) to all concerned workers, however employees working in the weaving and winding section were found not using provided PPE. Hence it is rated as Partial Compliance.</p>	

Question: 7.13 Is there satisfactory evidence that the auditee makes sure a competent person periodically checks the electrical installations and equipment?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Noncompliance #6</p> <p>Local Law - In accordance with Factories Act 1948, Section 7A (1) every occupier shall ensure, so far as is reasonably practicable, the health, safety and welfare of all workers while they are at work in the factory. (2) Without prejudice to the generality of the provisions of sub-section (1), the matters to which such duty extends, shall include- (a) the provision and maintenance of plant and systems of work in the factory that are safe and without risks to health, (b) the arrangements in the factory for ensuring safety and absence of risks to health in connection with the use, handing, storage and transport of articles and substances, (c) the provision of such information, instruction, training and supervision as are necessary to ensure the health and safety of all workers at work.</p> <p>Finding: It was noted from tour of the facility that facility has not provided fencing to electric panel located at weaving section in building 2 and loose/ live wire were found in maintenance room located in building no-3, bathmat section located at building no. 11 and finishing section is located at building</p>	<p>Not Applicable.</p>

Finding	
no. 08.	
Facility has policy and procedure on Electrical Safety, but there was insufficient implementation which led to noncompliance finding. Electric panel was not covered and loose/live wire was found in production sections. Hence it is rated as Partial compliance.	

Question: 7.22 Is there satisfactory evidence that the auditee provides workers with clean washing facilities, changing rooms and toilets that are also respectful of local customs?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Non-Compliance #7</p> <p>Local Law: According to Section 19(d) of The Factories Act, 1948, All such accommodations shall always be maintained in a clean and sanitary condition.</p> <p>Finding: It was noted from the tour of the facility that facility has not provided soap for hand wash in the employee's toilet located in periphery area.</p> <p>It was 'partial' compliance because has provided sufficient toilets & hand wash station. However, soap not provided for hand wash. Hence, it is rated as 'Partial Non-Compliance.</p>	Not Applicable.

PA 12: Protection of the Environment

Site: Riba Textiles Ltd | Site amfori ID: 356-000368-002

Question: 12.4 Is there satisfactory evidence that waste is managed in a way that does not lead to the pollution of the environment?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Non-Compliance #1</p> <p>Local Law: In accordance with Factories Act 1948 Sec 12 (1) Effective arrangements shall be made in every Facility for the treatment of wastes and effluents due to the manufacturing process carried on therein, so as to render them innocuous and for</p>	Not Applicable.

Finding	
<p>their disposal.</p> <p>Finding: It was note during facility tour that facility has not segregated and stored waste as per their type. It was observed that all types of waste such as fused/used tube lights, e-waste found kept on ground floor located at periphery.</p> <p>Facility has policy and procedure in line with amfori BSCI Code of Conduct, but there was insufficient implementation which led to noncompliance finding. Facility has no proper waste management. Hence it is rated as Partial noncompliance.</p>	



PA 13: Ethical Business Behaviour

Site: Riba Textiles Ltd | Site amfori ID: 356-000368-002

Question: 13.1 Is there satisfactory evidence that the auditee actively opposes any act of corruption, extortion or embezzlement, or any form of bribery in its activities as a business enterprise?	
ENGLISH	LOCAL LANGUAGE
Finding	
<p>Noncompliance#1 Local law: Not applicable In accordance with amfori BSCI Code of conduct requirement.</p> <p>Finding: It was noted that the facility provided training on ethical business behavior to all of its employees on a regular basis but 09 out of 24 sampled employees did not have sufficient awareness of amfori Code.</p> <p>It was 'partial' compliance because the facility has written policy & procedure. Facility has provided training on ethical policy however provided training was found not effective.</p>	<p>Not Applicable.</p>