

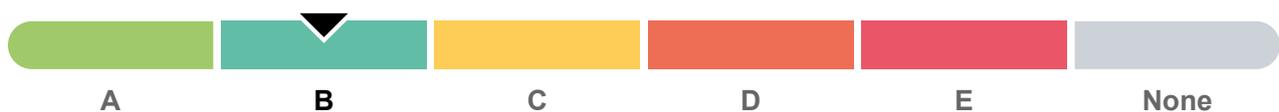
Monitored Party Ghia Industries (Pvt) Ltd	amfori ID 586-000828-000	Address Plot No. 06 Sector A-III, Karachi Export Processing Zone, 75230 Karachi, Sindh, Pakistan
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner TÜV NORD CERT GmbH
Monitoring Start Date 20/03/2025	Closing Meeting Finished Date 28/03/2025	Submission Date 28/03/2025
Expiration Date 28/03/2027	Announcement Type Semi Announced	
Site Site 1	Site amfori ID 586-000828-001	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	B	
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	C	
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

Name of lead auditor: Tabish Khan APSCA CSCA21705393
Name of the team auditors: Hamid Rasheed ASCA 21705433
Monitoring partner name: TUV NORD Cert GmbH
Announcement Type: Semi-announced

Audit schedule details: The audit is planned for 2 auditor x 1 day. Total is 1.5 auditor days on site.
Business partner information: Ghia Industries (Pvt) Ltd at Plot No. 06, Sector A III, Karachi Export Processing Zone, Karachi, Pakistan The building is rented. Factory has been operating at this location since 2020. Manufacturer & Exporters of Home Textiles. The auditee has production processes as Cutting, Stitching, Checking, Packing, & Dispatch.
Factory Total Area: 5487 square feet

Facility Overview:

Building 1:

There are total 3 floors of the building.

Ground floor is under owner (landlord) of the building.

Mezzanine floor is occupied by Ghia Industries (Pvt) Ltd (Office).

First floor is occupied by factory: 9Fabric storage, washrooms, finished goods warehouse)

Second floor is occupied by factory (time office, security office, cutting section, stitching section, quality checking section, finishing section, packing section, accessories store and washrooms).

Third floor is under owner (landlord) of the building.

Roof top shed is under owner (landlord) of the building.

Processes including Cutting, Stitching, Checking, Packing, Finished goods area, washrooms, inspection room, drinking water point.

Production Capacity: 550000 per month.

Note:

During the on-site verification, salary records, attendance logs, and company policies were reviewed for accuracy and compliance; no copies were made in any form (physical or digital) to ensure the security and privacy of the data.

Dormitory: NA

Transportation: NA

Canteen: NA

Operating shifts and hours:

Facility only operates in general shift for management. Their normal working hours are from 09:00 AM to 06:00 PM.

Workers are allowed one-hour meal breaks from (01:00 PM to 02:00 PM). Security work in 3 shifts 07:00am to 03:00pm, 03:00pm to 11:00pm & 11:00pm to 07:00am.

Attendance records are maintained through electronic systems (face and Thumb Scanning). Sunday is their weekly holiday/rest day for facility except security which is on rotation basis.

Salary payment details: Employees receive their wages on the 1 to 7 working days of every month through cash and bank transfer in local currency (PKR).

Worker number information:

- Total worker number 98 (90 male & 08 Female)
- Total Management 12 (12 male & 0 Female)
- Production worker number 86 (78 male & 08 female)
- Security workers 04 (04 male & 0 female)
- Vulnerable worker number (04 Night shift workers)
- Any other special group workers (0)

Good practices: N/A

Worker organization details: The factory does have a Work Council Committee instead of a union, which is established through a fair vote-casting system. The Work Council Committee is responsible for conducting meetings every three

month to solve the issues related to workers.

Circumstances: There was no special circumstance.

The special circumstances can be classified as follows:

- #Incidents (No)
- #Shortcomings (No)
- #Auditor safety (No)
- #Building safety (No)
- #National events (No)
- #Behavior (No)
- #Coaching (No)

Summary of findings: The factory management demonstrated a receptive and positive attitude throughout the audit process. They actively cooperated and showed enthusiasm for meeting compliance requirements. Management was forthcoming in providing the necessary documentation for verification during the audit. Additionally, they acknowledged the non-compliance issues identified and committed to a timeline for their resolution. The management is confident in their ability to address these issues within the timeframe outlined in the corrective action plan.

The summary of the findings is as below:

Performance Area 1: Social Management system: (1.1)

Performance Area 2: Workers Involvement and Protection (2.5)

Performance Area 5: Fair Remuneration: (5.2 & 5.4)

Performance Area 7: Occupational Health and safety: (7.1,7.3,7.17 & 7.22)

Performance Area 12: Protection of the Environment (12.4)

Contractor License/ Permit; Not Applicable

Agency Labor Contract; Not Applicable

Government Waivers; Not Applicable

Collective Bargaining Agreements: Not Applicable

Living wage calculation: Basic Need Wage used for benchmark in audit was provided by the Auditing Company. The calculation based on Anker Method and data source was from <https://www.finance.gov.pk/survey> & local market assessment.

SITE DETAILS

Site
Site 1

Site amfori ID
586-000828-001

GICS Classification

Sector Consumer Discretionary	Industry Group Consumer Durables & Apparel	Industry 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	98	Workers
Legal minimum wage in local currency	37,000	Monthly
Lowest wage paid for regular work at the site	37,000	Monthly
Calculated living wage in local currency	48,143	Monthly
Total sample	15	Workers

Other Metrics

Male workers	90	Workers
Female workers	8	Workers
Non-binary workers	0	Workers
Permanent workers - Male	78	Workers
Permanent workers - Female	8	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	12	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	0	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	4	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	0	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	90	Workers
Workers hired directly - Female	8	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	0	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	13	Workers
Sample - Female	2	Workers
Sample - Non-binary	0	Workers

FINDINGS

PA1: Social Management System

Site: Site 1 | Site amfori ID: 586-000828-001

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
<p>Finding</p> <p>It was evident through documents review and management interviews that factory is in progress to integrate the amfori BSCI code of conduct in day-to-day business activities. However there are some areas of improvement identified on implementation in the performance areas of:</p> <p>Social Management System PA 1. Workers Involvement and Protection PA2. Fair Remuneration PA 5. Occupational Health and Safety PA 7. Protection of the Environment PA12.</p> <p>This is partially in compliance with BSCI COC, because factory has developed list of policies and procedure as per the requirement of local law and BSCI COC and factory management has fully implemented system into rest performance areas. During assessment it was noted that facility has proper resource management & production planning in place. During documents review it was noted that documented work instructions were available, facility has defined its long term goals for improvement.</p>	<p>دستاویزات کے جائزے اور انتظامی انٹرویوز کے ذریعے یہ بات واضح ہوئی کہ فیکٹری ایمفورٹی بی ایس سی آئی کوڈ آف کنڈکٹ کو روز مرہ کی کاروباری سرگرمیوں میں ضم کرنے کے لیے کام کر رہی ہے۔ تاہم کارکردگی کے شعبوں میں عمل درآمد پر بہتری کے کچھ شعبوں کی نشاندہی کی گئی ہے:</p> <p>PA 1- سوشل مینجمنٹ سسٹم PA2- کارکنوں کی شمولیت اور تحفظ PA 5- منصفانہ معاوضہ PA 7- پیشہ ورانہ صحت اور حفاظت PA12- ماحولیات کا تحفظ</p> <p>کے مطابق ہے، کیونکہ فیکٹری نے BSCI COC یہ جزوی طور پر کی ضرورت کے مطابق پالیسیوں BSCI COC مقامی قانون اور اور طریقہ کار کی فہرست تیار کی ہے اور فیکٹری مینجمنٹ نے باقی کارکردگی والے علاقوں میں نظام کو مکمل طور پر نافذ کر دیا ہے۔ تشخیص کے دوران یہ نوٹ کیا گیا کہ سہولت میں وسائل کا مناسب انتظام اور پیداواری منصوبہ بندی موجود ہے۔ دستاویزات کے جائزے کے دوران یہ نوٹ کیا گیا کہ دستاویزی کام کی ہدایات دستیاب تھیں، سہولت نے بہتری کے لیے اپنے طویل مدتی اہداف کی وضاحت کی ہے۔</p>

PA 2: Workers Involvement and Protection

Site: Site 1 | Site amfori ID: 586-000828-001

Question: 2.5 Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?

ENGLISH	LOCAL LANGUAGE
<p>Finding</p> <p>It was noted during documents reviews, factory visit, workers and management interviews that factory has developed grievance / complaint procedure / policy for their factory employees, however factory has not posted complaint</p>	<p>دستاویزات کے جائزے، فیکٹری کے دورے، کارکنوں اور انتظامیہ کے انٹرویوز کے دوران یہ بات نوٹ کی گئی کہ فیکٹری نے اپنے فیکٹری ملازمین کے لیے شکایات/شکایت کا طریقہ کار/پالیسی تیار کی ہے، تاہم فیکٹری نے شکایات کے اندراج کا طریقہ کار/پالیسی شکایت باکس اور مین نوٹس بورڈ کے ساتھ پوسٹ نہیں کی ہے تاکہ</p>

Finding

registering procedure / policy with complaint box and main notice board to educate their employees to log their complaints in a confidential manner through complaint box. This question is rated as partial.

اپنے ملازمین کو شکایات باکس کے ذریعے خفیہ طریقے سے اپنی شکایات درج کرنے کے لیے آگاہ کیا جا سکے۔ اس سوال کو جزوی قرار دیا گیا ہے۔

PA 5: Fair Remuneration

Site: Site 1 | Site amfori ID: 586-000828-001

Question: 5.2 Is there satisfactory evidence that wages are paid in a timely, stable and regular manner, and fully in legal tender?

ENGLISH

LOCAL LANGUAGE

Finding

Based on the workers interview and document review of 15 sample workers from different section of production it was noted that that pay slips are not provided to any workers. Additionally, the facility disburses wages in cash rather than through bank transfers for all employees. This question is marked as No.

Sindh Payment of Wages Act 2015; Section 6 requires that All wages shall be paid to the employed persons in current currency through cross cheque or through bank transfer of any Scheduled Banks or commercial Banks along with pay slip showing the details.

ورکرز کے انٹرویو اور پروڈکشن کے مختلف شعبوں سے تعلق رکھنے والے 15 نمونہ ورکرز کے دستاویزی جائزے کی بنیاد پر یہ نوٹ کیا گیا کہ کسی بھی ورکرز کو تنخواہ کی سلیپس فراہم نہیں کی جاتی ہیں۔ مزید برآں، یہ سہولت تمام ملازمین کے لیے بینک ٹرانسفر کے بجائے اجرت نقد میں تقسیم کرتی ہے۔ اس سوال کو نمبر کے طور پر نشان زد کیا گیا ہے۔

سندھ پیمنٹ آف ویجز ایکٹ 2015؛ سیکشن 6 کا تقاضا ہے کہ ملازمین کو تمام اجرتیں موجودہ کرنسی میں کراس چیک کے ذریعے یا کسی بھی شیڈول بینکوں یا کمرشل بینکوں کے بینک ٹرانسفر کے ذریعے ادا کی جائیں اور پے سلپ کے ساتھ تفصیلات دکھائے جائیں۔

Question: 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

ENGLISH

LOCAL LANGUAGE

Finding

During the document review and management interviews, it was found that the factory has not calculated basic living wages for its employees. The benchmark used for living wages in the audit was provided by the auditing company, Basic Need Wage used for benchmark in audit was provided by the Auditing Company. The calculation based on Anker Method and data source was from <https://www.finance.gov.pk/survey> & local local market assessment. for data selection and noted

دستاویزات کے جائزے اور انتظامی انٹرویوز کے دوران، یہ پایا گیا کہ فیکٹری نے اپنے ملازمین کے لیے بنیادی اجرت کا حساب نہیں لگایا ہے۔ آڈٹ میں لیونگ ویجز کے لیے استعمال ہونے والا بینچ مارک آڈیٹنگ کمپنی نے فراہم کیا تھا، آڈٹ میں بینچ مارک کے لیے استعمال ہونے والی بنیادی ضرورت کی اجرت آڈیٹنگ کمپنی نے فراہم کی تھی۔ اینکر میٹھڈ اور ڈیٹا سورس پر مبنی حساب اور مقامی لوکل <https://www.finance.gov.pk/survey> اور مارکیٹ اسیسمنٹ سے تھا۔ اعداد و شمار کے انتخاب کے لیے اور نوٹ کیا کہ نمونے کے تین مہینوں (فروری 2025، مارچ 2024 اور BLW جولائی 2024) میں تمام نمونے لینے والے ملازمین کو

Finding

that all the sampled employees in three sampled months (Feb 2025, March 2024 & July 2024) are found to be paid below the BLW (basic living wage) 48143 PKR. This question is rated as NO.

سے کم ادائیگی کی گئی ہے۔ اس PKR بنیادی اجرت (48143) کا درجہ دیا گیا ہے۔ NO سوال کو

PA 7: Occupational Health and Safety

Site: Site 1 | Site amfori ID: 586-000828-001

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

ENGLISH

LOCAL LANGUAGE

Finding

During the factory visit, document review, and interviews with management and workers, it was observed that the auditee partially maintains a robust health and safety system in the workplace. However, the implementation does not fully meet local legal requirements, as several gaps in occupational health and safety (OHS) awareness were identified in questions 7.3, 7.17 & 7.22).

During assessment it was noted that OHS practices were found to be compliant, and the factory has generally implemented its OHS system in accordance with legal requirements. Additionally, the facility is equipped with proper emergency exits, emergency equipment, and first aid arrangements, ensuring a basic level of safety preparedness. During assessment it was noted that facility involve workers in trainings and awareness sessions, Facility has responsible personnel's appointed for proper implementation of the standard.

فیکٹری کے دورے، دستاویزات کے جائزے، اور انتظامیہ اور کارکنوں کے ساتھ انٹرویوز کے دوران، یہ دیکھا گیا کہ آڈیٹ جزوی طور پر کام کی جگہ پر صحت اور حفاظت کا ایک مضبوط نظام برقرار رکھتا ہے۔ تاہم، عمل درآمد مقامی قانونی تقاضوں کو مکمل طور پر پورا نہیں کرتا، کیونکہ پیشہ ورانہ صحت اور حفاظت کے بارے میں آگاہی میں کئی خلاء کی نشاندہی سوالات (OHS) (7.3، 7.17 اور 7.22) میں کی گئی تھی۔

کے طریقہ کار کے OHS تشخیص کے دوران یہ نوٹ کیا گیا کہ سسٹم کو OHS مطابق پائے گئے، اور فیکٹری نے عام طور پر اپنے قانونی تقاضوں کے مطابق نافذ کیا ہے۔ مزید برآں، یہ سہولت ہنگامی طور پر باہر نکلنے، ہنگامی آلات، اور ابتدائی طبی امداد کے انتظامات سے لیس ہے، جو حفاظتی تیاری کی بنیادی سطح کو یقینی بناتی ہے۔ تشخیص کے دوران یہ نوٹ کیا گیا کہ سہولت میں کارکنان کو تربیت اور آگاہی کے سیشنوں میں شامل کیا جاتا ہے، سہولت میں معیار کے مناسب نفاذ کے لیے ذمہ دار اہلکار مقرر کیے گئے ہیں۔

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

During the document review, it was noted that the factory conducted its last risk assessment on 22nd May, 2024. The assessment identified potential hazards within the facility, and the company has

دستاویز کے جائزے کے دوران، یہ نوٹ کیا گیا کہ فیکٹری نے 22 مئی 2024 کو اپنی آخری رسک ایسیسمنٹ کی تھی۔ تشخیص نے سہولت کے اندر ممکنہ خطرات کی نشاندہی کی، اور کمپنی نے خطرات کو کم کرنے کے لیے باقاعدہ جانچ پڑتال کی ہے۔ تاہم، یہ

Finding

implemented regular checks to mitigate risks. However, it was observed that certain areas, such as fabric storage area, accessories store, access control, shared premises, pregnant women and waste area, were not included in the risk assessment. This question is rated as partial.

Legal Reference: General duties of employer.

4. (1) It shall be the duty of an employer to ensure all possible practicable measures in respect of safety and health at work of all persons in the workplace and in addition, the welfare of the workers and volunteers.

(2) Every employer shall inter-alia ensure that there exists effective methods for - (a) systematically identifying existing hazards to workers at work.

مشاہدہ کیا گیا کہ بعض علاقے، جیسے فیبرک اسٹوریج ایریا، لوازمات کی دکان، رسائی کنٹرول، مشترکہ احاطے، حاملہ خواتین اور فضلہ کی جگہ، خطرے کی تشخیص میں شامل نہیں تھے۔ اس سوال کو جزوی قرار دیا گیا ہے۔

قانونی حوالہ: آجر کے عمومی فرائض۔

4. (1) یہ آجر کا فرض ہوگا کہ وہ کام کی جگہ پر تمام افراد کی حفاظت اور صحت کے حوالے سے تمام ممکنہ قابل عمل اقدامات کو یقینی بنائے اور اس کے علاوہ کارکنوں اور رضاکاروں کی فلاح و بہبود کو یقینی بنائے۔

(a) - (2) ہر آجر دیگر باتوں کے ساتھ اس بات کو یقینی بنائے گا کہ کام پر کارکنوں کے لیے موجودہ خطرات کی منظم طریقے سے شناخت کرنے کے لیے موثر طریقے موجود ہیں۔

Question: 7.17 Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?

ENGLISH

LOCAL LANGUAGE

Finding

During facility tour it was noted that factory has installed safety guards and pulley cover on all machines in production, during visit it was noted that safety belts were installed on moving parting of machines, safety inspections has been carried out to ensure machinery safety, however during visit it was noted that 40% stitching machines were found without needle guard in stitching department at second floor. This question is rated as partial.

In accordance with the Sindh Factories Rules 2015 section 3, 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

سہولت کے دورے کے دوران یہ بات نوٹ کی گئی کہ فیکٹری نے پروڈکشن میں تمام مشینوں پر سیفٹی گارڈز اور پللی کور نصب کر دیے ہیں، دورے کے دوران یہ بات نوٹ کی گئی کہ مشینوں کی حرکت پذیری پر سیفٹی بیلت نصب کیے گئے ہیں، مشینری کی حفاظت کو یقینی بنانے کے لیے حفاظتی معائنہ کیا گیا ہے، تاہم دورے کے دوران یہ بات نوٹ کی گئی کہ 40 فیصد سلائی مشینیں دوسری منزل میں بغیر سوئی گارڈ کے پائی گئیں۔ اس سوال کو جزوی قرار دیا گیا ہے۔

سندھ فیکٹریز رولز 2015 کے سیکشن 3، 30 کے مطابق۔ (1) ہر فیکٹری میں مندرجہ ذیل کو کافی تعمیرات کے حفاظتی اقدامات کے ذریعے باڑ لگانی جائے گی جسے اس حالت میں رکھا جائے گا جب کہ باڑ لگانے کے لیے درکار مشینری کے پرزے حرکت میں ہوں یا پرائم موور کا ہر حرکت پذیر حصہ، (a) - استعمال میں ہوں، یعنی اور ہر وہیل حرکت سے منسلک

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

During facility tour it was noted soap and towel is not provided on 02 out of 06 washing point on 1st & second floor. More ever flush system was not installed in workers toilets. This question is rated as partial.

In accordance with the Sindh Factories Rules 1975 section 21, Provision for Washing Accommodation and Latrines and Urinals: 42. In every factory, the following facilities shall be provided for the washing of workers:- (c) Soap and towels shall be provided and kept available for workers free of cost at every wash basin and regular arrangements shall be made for replacement of used towels with clean towels daily

سہولت کے دورے کے دوران یہ نوٹ کیا گیا کہ پہلی اور دوسری منزل پر 06 واشنگ پوائنٹ میں سے 02 پر صابن اور تولیہ فراہم نہیں کیا جاتا ہے۔ ورکرز کے بیت الخلاء میں پہلے سے زیادہ فلش سسٹم نصب نہیں کیا گیا تھا۔ اس سوال کو جزوی قرار دیا گیا ہے۔

سندھ فیکٹریز رولز 1975 سیکشن 21 کے مطابق دھونے کی رہائش اور لیٹرین اور پیشاب خانوں کی فراہمی: 42. ہر فیکٹری میں -: مزدوروں کی دھلائی کے لیے درج ذیل سہولیات فراہم کی جائیں گی صابن اور تولیے مزدوروں کے لیے مفت فراہم کیے جائیں گے (c) اور ہر واش بیسن پر مفت دستیاب رکھے جائیں گے اور روزانہ استعمال کیے جانے والے تولیوں کو صاف کرنے کے لیے باقاعدہ انتظامات کیے جائیں گے۔

PA 12: Protection of the Environment

Site: Site 1 | Site amfori ID: 586-000828-001

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

It was evident during factory visit that factory has not established waste storage area within factory premises for hazardous and non-hazardous waste which were generated during production processes. i.e. cutting & fabric waste, metal waste, oil waste, electric cables waste, tube lights, medical waste, electronic waste etc.

This is partially in compliance with BSCI COC, because factory has developed waste segregation policy and procedure and have a contract with Export processing zone for waste collecting, which is stated the commitment of management toward the environmental requirement, therefore this question is rated as Partial.

فیکٹری کے دورے کے دوران یہ بات واضح ہوئی کہ فیکٹری نے فیکٹری کے احاطے میں مضر اور غیر مضر فضلہ کے لیے ویسٹ اسٹوریج ایریا قائم نہیں کیا ہے جو پیداواری عمل کے دوران پیدا ہوتا تھا۔ یعنی کٹنگ اور کپڑے کا فضلہ، دھاتی فضلہ، تیل کا فضلہ، بجلی کی تاروں کا فضلہ، ٹیوب لائٹس، طبی فضلہ، الیکٹرانک فضلہ وغیرہ۔ کی تعمیل میں ہے، کیونکہ فیکٹری BSCI COC یہ جزوی طور پر نے فضلہ کو الگ کرنے کی پالیسی اور طریقہ کار تیار کیا ہے اور اس کا فضلہ اکٹھا کرنے کے لیے ایکسپورٹ پروسیسنگ زون کے ساتھ معاہدہ ہے، جس میں ماحولیاتی ضرورت کے تئیں انتظامیہ کی وابستگی بیان کی گئی ہے، اس لیے اس سوال کو جزوی درجہ دیا گیا ہے۔