

Monitoring result for Ankur Exports on site Ankur Exports

Monitoring

Monitored Party	: Ankur Exports
amfori ID	: 356-000779-000
Site	: Ankur Exports
Site amfori ID	: 356-000779-002
Address	: 17D, PHASE-V, SECTOR 53, HSIIDC, Kundli, Sonipat : 131001, Sonipat : Haryana : India
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Submission Date	: 09/03/2022
Expiration Date	: 09/03/2024

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Overall rating



Section rating

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

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

General description

Ankur Exports is located at 17D, PHASE-V, SECTOR 53, HSIIDC, Kundli, Sonipat, 131001, Haryana, India and started their operations at this location from May 2020. The company is in manufacturing of Stainless steel utensils. Total land area is 10899.59 Square feet and covered area is 20737 square feet. Total plant belongs to Ankur Exports and this is not a shared facility. Factory license no. SPT-Online-CHD-A-212 dated 04.06.2021 valid till December 2025 was matching with address available at amfori BSCI portal except the word Industrial area, which was missing on address written on amfori portal. It was informed to the management to align the same.

The production process is as follows – Pressing, Punching, Biding, Polishing, Packing
The facility operates in a three story building with basement and detail as follows:

Basement : Material Storage

Ground Floor : Show Room, Pressing area

First Floor : Office, Checking and Packing

Second Floor : Polishing and Checking

Periphery area: Security Room and DG room

Currently, 38 employees are working in the factory, in which 29 are Male and 09 are female employees. All were hired directly.

Factory Working time is 9.00 am to 5.30 pm and Lunch Break is 01.00 pm to 01.30 pm. Weekly Off is Sunday.

There was no peak season and business was same through out the year. They are having a production capacity of 400 metric tons per year.

Factory is paying monthly salary by cheque to all the employees (production and non-production). The factory's wage period is 1st to 30/31st of every month and factory is paying wages to all workers within 7 working days after completion of the wage period. During the audit the facility management fully co-operated with the auditor and provided all the necessary details on time.

The auditor explained the scope and objectives of the audit and complete processes involved in the audit including facility tour, document review and confidential employee interview. Further, the auditor took permission to take pictures and conducting confidential interviews. The auditee allowed the auditor to conduct a thorough audit including facility tour, document review and confidential interview and assured full cooperation throughout the audit. The auditor explained and presented TUV Rheinland integrity policy letter to the facility management. Mr. Ankur Jain – Director agreed and signed the integrity documents and audit finding report.

Mr. Ankur Jain – Director is management representative for amfori BSCI Audit.

Audit was performed on 04.03.2022 Lead auditor Gaurav Gandhi (APSCA Status : RA 21701607).

Below documents & photos are not applicable for this factory:-

Collective bargaining agreements - The facility does not have a collective bargaining agreement and hence it is not applicable.

Inconsistencies between time and production records - No inconsistencies found in any of the documents.

Government Waivers – No Government Waivers was obtained.

Last audit Non Conformity – This was Full audit

Contractor/ agency license – management is not using any agency / contractor employee.

High Risk area- No such area / activity was found during visit.

PA 7.15 : Management had provided two shutter type gates in the plant, but additional locking arrangement was provided on each door, which was verified during visit. Same was confirmed by workers and management, gates are properly locked with additionally mechanism during production to ensure that it is not accidentally closed.

Site Details

Site : Ankur Exports

Site amfori ID : 356-000779-002

GICS Classification

Sector : Consumer Discretionary

Industry Group : Consumer Durables & Apparel

Industry : Household Durables

Sub Industry : Housewares & Specialties

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	33 Workers
Legal minimum wage in local currency	9803 Monthly
Lowest wage paid for regular work at the site	9804 Monthly
Calculated living wage in local currency	8245 Monthly
Total sample	9 Workers

Other Metrics

Male workers	26 Workers
Female workers	7 Workers
Permanent workers - Male	29 Workers
Permanent workers - Female	9 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	1 Workers
Management - Female	0 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	0 Workers
Workers on probation - Female	0 Workers
Workers with night shift - Male	0 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	21 Workers
Domestic migrant workers - Female	5 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	29 Workers
Workers hired directly - Female	9 Workers
Workers hired indirectly - Male	0 Workers
Workers hired indirectly - Female	0 Workers
Unionised workers - Male	0 Workers
Unionised workers - Female	0 Workers
Workers under CBA - Male	0 Workers
Workers under CBA - Female	0 Workers
Pregnant workers	0 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	0 Workers
Sample - Male	6 Workers
Sample - Female	2 Workers

Findings

PA1: Social Management System

Management had developed a effective system , but still the awareness level to some of the employees regrading amfori BSCI COC was not satisfactory and management had not started suppliers on site monitoring .

During review of the documents , it was found that management had taken the amfori BSCI TOI from suppliers , but they had not started on site monitoring as required by amfori BSCI COC.

PA 2: Workers Involvement and Protection

As discussed with management they had identified goal to achieve the BSCI code of conduct but had not developed a procedure including step by step approach towards sustainable improvements

It was found during workers interactions that awareness level to 04 out of 09 employees regarding amfori BSCI COC was not satisfactory

PA 7: Occupational Health and Safety

Management had developed a effective system in the plant , but management had not covered all production process in the Health risk assessment and had not effectively implemented the corrective actions and control measures identified in the risk assessment e.g use of PPEs and display of MSDS

During visit , it was found that 01 employee was not using the suitable PPEs e.g. shoes during stamping operation in press shop at ground floor . This is against of factory act 1948 section 7A(1)

During plant visit, it was found that MSDS was not displayed near the machine oil storage at ground floor back side area as required by Factories Act 1948 Section 7-A.