

Monitoring result for GDN EXPORT PVT LTD on site GDN Export PVT. LTD

Monitoring

Monitored Party : GDN EXPORT PVT LTD
amfori ID : 356-001142-000
Site : GDN Export PVT. LTD
Site amfori ID : 356-001142-002
Address : S.F.No-8/1391-A, Sowdambika Nagar, Pandiyan Nagar
: 641 602, Tirupur
: Tamil Nadu
: India
Monitoring Activity : amfori Social Audit - Manufacturing
Monitoring Type : Full Monitoring
Monitoring Partner : TÜV SÜD
Monitoring Start Date : 17/04/2023
Closing Meeting : 18/04/2023
Finished Date :
Submission Date : 28/04/2023
Expiration Date : 28/04/2025

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

General description

The audited site is located at Door No. / Plot No.: 8/1391-A, Nataraj Building, Sodambikai Nagar, Taluk, Tiruppur District - 641666, Tamil Nadu, India. The facility started its operations at its current location in Oct 2015. The total land area of the facility is around 4513 square meters, and the production area of the facility is around 4079 square meters. The main products manufactured at this factory are all types of knitted garments (Male, Female & Kids).

The factory building details are as below,

Ground floor: Fabric storage area, Cutting section, Finished goods storage area, Creche room, and Male toilets.

First floor: Sewing section, Checking section, Accessory store, Ironing section, Packing section, Conference room, Female toilets, Office and Admin area.

Second floor: Sewing section, Checking section, Ironing section, Packing section, Worker's dining hall, Surplus fabric storage area, Female & Male restrooms.

Production and Non-production employees Working hours: 08.30 AM to 05.30 PM,

Lunch Break: 12.30 PM to 01.30 PM and Tea Breaks from 10.30 AM to 10.45 AM and 03.30 PM to 03.45 PM.

Weekly off: Sunday

Security employees' working hours:

First shift: 09.00 AM to 05.00 PM

Second shift: 05.00 PM to 01.00 AM

Third shift: 01.00 AM to 09.00 AM

Staggered Lunch break: 30 minutes each shift

Weekly off staggered weekly off.

The production process is Fabric Checking - Cutting -> Sewing --> Checking --> Ironing --> Packing

A total of 225 employees are currently working in the factory, of whom 159 are male and 66 are female. Further, out of 225 employees, 40 employees (33 male and 07 female) are staff category, and 181 employees (122 male and 59 female) are in the permanent company on roll workers category, 04 (Male) Security agency employees. Further, there is no contract, or foreign migrant employees in the facility. There are 52 (Male 48 & Female 04) domestic migrant employees engaged in production activity and those employees have known Hindi language.

This full audit was conducted by Javod Ahamed Abdullah (Lead auditor - APSCA No: RA 21700690), and Muneeswaran Murugan (Team Auditor - APSCA No: CSCA 21702799) from TUV SUD South Asia Pvt Ltd. On the first day, 02 Auditors participated and on the second day of the audit Lead auditor only participated. The auditors assessed/verified against the amfori BSCI code of conduct (amfori BSCI 2.0 Version / 01-2014) and local legislation on a random sampling basis.

The auditors entered the facility and were invited by Mr. N. Satheeshkumar – HR Manager to exchange business cards with each other. The auditors started the factory tour along with Mr. N. Satheeshkumar – HR Manager and took necessary photographs with the management representative's permission after that Auditors called for an opening meeting, on behalf of factory management Mr. Fayaz Ahamed – General Manager, Mr. N. Satheeshkumar – HR Manager, Mr. Sivaganesh - Finishing Manager, Mr. Senthuran - HR Assistant, Mr. Senthilkumar - Legal advisor, and 02 Worker Representatives were present in the opening meeting.

The auditor selected 20 employees (Male- 12 and Female - 08) randomly for interview. Further 20 attendance/time records and salary sheets of the selected employees during a current audit, March 2023 (current month), October 2022 (random month), and June 2022 (random month) were taken as samples to verify wages & working hours.

The audit was conducted on a random sampling basis. The observations are based on facility tours, document reviews, and employee interviews. The company has given access to related areas and documents & records to the auditor for review and audit. The employee interviews were conducted confidentially without the presence of management.

The lead auditor conducted the closing meeting after the completion of the entire audit process (site tour, interview with the workers and management interview, and document review). on behalf of factory management Mr. N. Satheeshkumar – HR Manager and worker representative signed the CAP after the end of the closing meeting.

During the factory tour, it was noted that the factory has provided an overall safe working environment to their employees however some of the areas are not complied with as per the legal requirement and amfori BSCI Code of Conduct.

The attitude of factory management: The factory management was receptive, and positive and extended their cooperation throughout the audit. They showed a positive attitude toward the compliance requirements. Factory management provided the document which was needed to verify during the audit.

Auditor Notes:

1. Following documents are not applicable for this factory, so the below documents are not uploaded in the amfori BSCI portal i.e. Environment certificate (Pollution consent order), Contractor License, Government waivers, and collective bargaining agreement.

2. During the audit process noted that due to fewer orders, 40% of sewing machines were idle and the same was confirmed by the factory management and worker's interview.

Living wage calculation:

1. The data on GLWC website is only for three regions: Tirupur, Uttar Pradesh, and the Nilgiris. and in India, government authorities do not define the minimum wage as one for all regions and all industries. i.e. For example, There are three types of minimum wage for the same district for the same industry and categorized based on region wise which are Zone-A, Zone-B, and Zone-C, but GLWC defined only one living wage for the entire region, Hence, manually calculating is more appropriate in a case-by-case situation.
2. Living wage calculation sheet uploaded in the amfori sustainability portal.
3. In order to calculate the living wage for this factory, the auditor collected the data from worker interviews using the Anker methodology parameters.
4. The data source is not ensuring any public information, and it's completely collected from workers at the factory site.

Site Details

Site : GDN Export PVT. LTD

Site amfori ID : 356-001142-002

GICS Classification

Sector : Consumer Discretionary

Industry Group : Consumer Durables & Apparel

Industry : Textiles, Apparel & Luxury Goods

Sub Industry : Apparel, Accessories & Luxury Goods

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	128 Workers
Legal minimum wage in local currency	5800 Monthly
Lowest wage paid for regular work at the site	5954 Monthly
Calculated living wage in local currency	5800 Monthly
Total sample	20 Workers

Other Metrics

Male workers	92 Workers
Female workers	36 Workers
Permanent workers - Male	155 Workers
Permanent workers - Female	66 Workers
Temporary workers - Male	4 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	33 Workers
Management - Female	7 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	4 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	48 Workers
Domestic migrant workers - Female	4 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	155 Workers
Workers hired directly - Female	66 Workers
Workers hired indirectly - Male	4 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	12 Workers
Sample - Female	8 Workers

Findings

PA1: Social Management System

It was noted during the audit process that gaps were identified in the implementation of amfori BSCI requirements in different performance areas. "In accordance with amfori BSCI COC requirement,"

It was noted from the audit process and interactions with management that the facility appointed the management representative to implement the amfori BSCI requirement, but he doesn't have a good understanding of the amfori BSCI COC, Terms of Implementation, and he didn't attend any training conducted by the amfori Academy for Producers. However, the factory also appointed an external person to support the management representative in implementing the amfori BSCI requirement. "In accordance with amfori BSCI COC requirement,"

PA 2: Workers Involvement and Protection

It was noted from the documents review that the factory management has given amfori BSCI COC training to newly hired employees. Furthermore, during the audit process, it was noted that employee awareness was found to be lower. "In accordance with amfori BSCI COC requirement,"

It was noted from the documents review that the factory management has a grievance redressal procedure. However, the facility management has not added an appealing process and timelines for grievance handling. "In accordance with amfori BSCI COC requirement,"

PA 7: Occupational Health and Safety

It was noted from a review of records that the fire evacuation drill records and Firefighting training records don't have Photo evidence, and the last two fire drills & training were conducted on 18.03.2023 and 21.01.2023. "In accordance with amfori BSCI COC requirement,"

It was noted from the factory tour that on the day of the audit, 06 out of 06 employees in the packing section and 02 out of 03 employees in the ironing section did not wear dust-free face masks. "In accordance with the Factories Act 1948 Chapter I Section 7A (1),"

It was noted from interactions with management that the facility has procedures to handle trauma or serious illness. However, the facility management doesn't have a tie-up with a nearby hospital to transfer the injured worker in case of a medical emergency to avail himself of immediate medical treatment. "In accordance with amfori BSCI COC requirement,"

PA 10: No Precarious Employment

It was noted from the documents review that 04 out of 20 randomly selected migrant employees' appointment letters in the resignation terms of the notice period, Payment date, Maternity act, and Overtime hours premium wage details were not included. "In accordance with the Industrial Employment (Standing Orders) Central Rules, 1946. SCHEDULE IB,"

It was noted from the documents review that 04 out of 20 randomly selected migrant employees' appointment letters in the resignation terms of the notice period, Payment date, Maternity act, and Overtime hours premium wage details were not included. "In accordance with the Industrial Employment (Standing Orders) Central Rules, 1946. SCHEDULE IB,"

PA 12: Protection of the Environment

It was noted from the documents review that the facility management has maintained an agreement with a Pollution Control-approved vendor to dispose of electrical waste, with the agreement in effect from 05.08.2022 to 04.08.2023. However, the vendor's Pollution Control Board E-waste authorization was found expired on 31.03.2023, and facility management has kept a copy of the vendor's application to the concerned authority on February 18, 2023. Furthermore, there was no recent disposal in the last 01 year. "In accordance with the Hazardous Waste (MANAGEMENT, HANDLING AND TRANSBOUNDARY MOVEMENT) RULES, 2008, Rule 4,"