

Monitoring result for SPORTING SYNDICATE INTERNATIONAL PVT. LTD on site Site 1

Monitoring

Monitored Party	: SPORTING SYNDICATE INTERNATIONAL PVT. LTD
amfori ID	: 356-001366-000
Site	: Site 1
Site amfori ID	: 356-001366-001
Address	: VILLAGE WARIYANA, KAPURTHALA ROAD, NEAR TOYOTA SH OWROOM : 144021, JALANDHAR : Punjab : India
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Submission Date	: 05/02/2022
Expiration Date	: 05/02/2024

This is an extract of the online monitoring result, generated on 07/02/2022, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available [here](#) - The English version is the legally binding one.



amfori does not assume any liability with regard to the compliance of this extract, or any versions of this extract, with the Regulation (EU) 2016/679 (General Data Protection Regulation).

*All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent.
© amfori, 2021*

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

Auditors: Parul Jaglan – RA 21700536 / Jai Shree -RA 21700535

Auditing Company - Intertek India Pvt. Ltd. Audit date -12& 13 January 2022

This is Full audit conducted by two (2) auditors in 2 days - 3 man day onsite and 0.5 man day offsite for report writing.

Facility addresses as per business license - Village Wariyana, Kapurthala Road, Near Jalandhar Kunj, Janlandhar 1, Jalandhar, India - 144021

Facility License Details-Facility has valid business license no. JAL0FL8496 for 500 employee valid till 31 December 2022.

Facility is located in the industrial area of Jalandhar city and is about 80 kilometers away from Amritsar International airport. Facility was established in July 2020 in Punjab state at existing location. Plot area is about 10612 square meters and covered area is about 17256 square meters. Factory is a private Limited company and is engaged into the manufacturing and exporting of sports goods.

Facility is operating in four (04) buildings comprising basement, ground, first, and second floor.

Building 1:-

Basement has show room and office area.

Ground floor has office area .

First Floor has packing and finishing section.

Second floor has screen printing and drying area.

Building 2:-

Ground floor has PVC Storage, Finishing, Kit making, Mezzanine Floor, Lunch Area, Moulding, Lab, Packaging and Packed goods storage.

First floor has Garment Stitching, Finishing and Packaging + Football & Rugby Finishing & Packaging.

Second floor has Lamination, Cutting, Printing and Stitching for Rugby and Football + Garment Stitching, Cutting, Finishing and Packaging.

Building 3:-

Ground floor has Garment Finishing and Packaging.

First floor has Garment Cutting and Stitching.

Building 4:-

Ground floor has Tool Room and Scrap Storage.

First floor had Raw material Storage.

Periphery area has security guard room, Utility, Crèche, Chemical Store, and rugby passing area .

The main production process flow chart is listed below:

Cutting – Sewing/ Moulding – Printing – Finishing – Packaging – Dispatch.

Wage and time records was requested to provide from January 2021 to December 2021 in this Full audit. A total of 22 samples were selected from current pay period i.e. (December 2021), 22 samples from Non peak month (August 2021) and 22 samples from Peak month (March 2021). Facility has declared Peak season from March to June.

Out of 22 samples are 12 are male employees and 10 female employees. All 22 employees are company employees, as the facility had not hired any employees through contractor.

Main equipment/machineries used by the facility are Injection moulding -06, Cutting - 09, Laser cutting - 03 , stitching - 27, Lath Machine -03, Printing - 03, diesel generator -01, Air Compressor -02.

There is a total of 415 employees (62 management and 353 worker) on site, out of which 231 male and 184 female employees and all are company employee. There were 383 employees present on the day of audit. All employees are paid monthly salary once in a month through bank transfer.

Employees work for 6 days a week and in 01 general shift as follows.

General Shift: 09.00 AM to 5.30 PM

Lunch Break: 1.00 PM to 1.30 P.M.

Tea break -11:00 am to 11:15 am & 04:00 pm to -4:15 pm

Weekly off – Sunday

11 Security guards works in 03 shifts 09:00 am to 05:30 pm, 05:00 pm to 1:30 am, 1:00 am to 09:30 am. One day staggered for all security employees

Facility has 231 male & 184 female employees and 40 Male & 41 female international migrant employees from Bihar, Uttar Pradesh, Jharkhand & Himachal.

The facility management showed a positive attitude during the whole audit process. All the documents requested for review are provided. Access is granted to every part of the facility with ease.

#COVID19: Factory has followed all instruction and guidelines on #COVID19 as per Government norms and same was found in order. Factory has also provided training to all employees on #COVID19. Hand sanitizers are stations at multiple areas of factory building. Ample supply of soap and water is available. Employees are checked for fever, cold and cough each day. All employees are wearing appropriate face masks to prevent the spread of infection. #COVID19 prevention and awareness posters are posted throughout the factory. Social distancing is maintained as per safety guideline. The facility management showed a positive attitude during the whole audit process. All the documents requested for review are provided. Access is granted to every part of the facility with ease.

Note 1: Facility has no government waiver

Note 2: Facility has no worker Union hence Collective bargaining not applicable.

Note 3 - No Contractors engaged hence license/permit is not applicable.

Note 4 - There is no Inconsistencies between time and production records.

Note 5 - Facility has minor difference in address mentioned over amfori portal and factory license and same has been updated in data validation.

Site Details

Site : Site 1
Site amfori ID : 356-001366-001

GICS Classification

Sector	: Consumer Discretionary	Industry	: Leisure Products
Industry Group	: Consumer Durables & Apparel	Sub Industry	: Leisure Products

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	383 Workers
Legal minimum wage in local currency	9192 Monthly
Lowest wage paid for regular work at the site	9193 Monthly
Calculated living wage in local currency	9020 Monthly
Total sample	22 Workers

Other Metrics

Male workers	216 Workers
Female workers	167 Workers
Permanent workers - Male	231 Workers
Permanent workers - Female	184 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	52 Workers
Management - Female	10 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	54 Workers
Workers on probation - Female	32 Workers
Workers with night shift - Male	11 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	2 Workers
Workers with disabilities - Female	2 Workers
Domestic migrant workers - Male	40 Workers
Domestic migrant workers - Female	41 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	231 Workers
Workers hired directly - Female	184 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	12 Workers
Sample - Female	10 Workers

Findings

PA1: Social Management System

Non Compliance # 1 Local Law: In accordance with amfori BSCI Code of Conduct Finding – The management system was not effective and 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 and PA-13 It was 'partial' compliance because the as facility has social management system however it was partially effective.

Not applicable

Non Compliance#2 Local Law: In accordance with amfori BSCI Code of Conduct Finding: It was noted from review of records and interaction with the management that facility has obtained signed amfori BSCI Code, TOI & commitment from all 10 business partners. However, facility has not conducted monitoring of 04 out of 10 business partners. It was 'partial' compliance because the facility has done supplier mapping and supplier assessment supplier assessment is pending for 04 business partners.

Not applicable

PA 2: Workers Involvement and Protection

Non compliance #1 Local law: Not applicable, In accordance with amfori BSCI Code of conduct requirement. Finding: Based on audit process, it was noted that the facility does not have a measurable long-term functional goal & objectives in terms of amfori BSCI Code of Conduct. It was 'partial' compliance because the facility does not have written document as required for question 2.2.

Not applicable

Non Compliance # 2 Local law: In accordance with amfori BSCI Code of conduct requirement. Findings: It was noted during audit process that, facility has conducted awareness program on amfori BSCI Code of Conduct and requirement. Recent training was dated on 21/12/2021. However, it was noted that 09 out of 22 the interviewed employees were found not aware of the code and the requirements. It was 'partial' compliance because facility has provided the training however it is not fully effective. Also facility has displayed amfori BSCI code in local language at multiple places within facility for worker reference.

Not applicable

PA 5: Fair Remuneration

Non Compliance #1 Local Law - In accordance with PUNJAB GOVT. Gaz, July 17,2015 (ASAR 26, 1937 SAKA) PART III, Government Of Punjab, Department Of Labour Notification The 3rd July, 2015 No.S.O. 31/C.A \$/1936/S.6/2015-In exercise of the powers conferred under section 6 of the Payment Of Wages Act,1936 (Central Act 4 of 1936),and all other powers enabling him in this behalf, the governor of Punjab is pleased to specify that in all the factories registered under The Factory Act,1948 and all shops and commercial Establishment Act 1958, the employers shall pay to the persons employed therein, the wages either by cheque or by crediting the wages in their bank accounts. Finding: It was noted that, facility has paid arrear payment for revised minimum wages as per minimum wage notification dated 30/11/2021 with effective from 1/9/2020 to all the eligible employees on 6 January 2022 in cash instead of bank transfer. It was 'partial' compliance because facility has paid arrear payment in cash however all wages paid on time and paid as per minimum wage notification. Same was confirmed from worker interview.

Not applicable

Non Compliance #2 Local Law: Not Applicable. In accordance amfori BSCI Code of Conduct Requirement. Finding: It was noted during the review of records that facility has not done Basic need wage calculation. However, it was noted that facility is paying minimum wage to all the employees. It was 'partial' compliance because facility not maintained BNW however facility is paying minimum wages as per local law.

Not applicable

PA 7: Occupational Health and Safety

Non Compliance #1 Local Law: In accordance with factory act 1948 section 7A(1) Finding: It was noted that, facility has carried out health & safety risk assessment, however most vulnerable workers such as young workers, physically disable workers not included in health & safety risk assessment done on 15/7/2021. It was 'partial' compliance because facility has risk assessment however young worker and physically disable worker not included in risk assessment.

Not applicable

Non Compliance # 02 Local Law: Not Applicable. In accordance amfori BSCI Code of Conduct Requirement. Finding : It was noted that auditee did not involve workers and worker representative while carrying out occupational health and safety risk assessment. It was 'partial' compliance because facility has conducted risk assessment however worker not involved in risk assessment.

Not applicable

PA 7: Occupational Health and Safety

Non Compliance #3 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 Facility. (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 Facility that are safe and without risks to health, (b) the arrangements in the Facility 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. Finding: It was noted from tour of the facility that 02 out of 07 employee working on screen printing section at second floor in building no.1 were found using cotton hand gloves instead of rubber hand gloves. It was 'partial' compliance because facility has provided PPE to all the employees working in screen printing process however 02 employee not rubber hand gloves.

Not applicable

Non Compliance #4 Local Law: In accordance with Punjab Factory Rules 1952 as applicable to Haryana, Rule 67-K[Framed U/ S 41-B & 112 of the Act] Disclosure of information to workers (1) The occupier of a factory carrying on a hazardous process shall supply to all workers the following information in relation to handling of hazardous materials o substances in the manufacture, transportation, storage and other processes (f) measure to be taken by the workers to ensure safe holding, storage and transportation of hazardous substances; Finding: It was noted from tour of the facility that Ink containers stored in Ink store and Ink containers kept in screen printing process at second floor in building no.1 were found without secondary containment. It was 'partial' compliance because facility has chemical safety management in place. All the chemicals and Ink containers were stored in chemical store. However, secondary containment found missing only for Ink containers.

Not applicable

Non Compliance # 5 Local Law -In accordance with The Punjab Factory Rules 1952 (6) of the Act] Approval of Plans, 2) No addition/alteration or extension in the existing factory building shall be made unless plans in respect of such additions, alterations or extensions are approved by the Chief Inspector Finding -It was noted from review of records that facility has not obtained their approved building layout plan on the name of M/s Sporting Syndicate International Pvt.Ltd." However, it was noted that facility has approved building layout plan on the name of M/s Sporting Syndicate Pvt. Ltd." It was 'partial' compliance because facility has approved building layout plan. Facility has changed their name from M/s Sporting Syndicate Pvt. Ltd." To M/s Sporting Syndicate International Pvt.Ltd." Further facility has not done any changes in building structure. Hence it is rated "partial" compliance.

Not applicable

PA 13: Ethical Business Behaviour

Non Compliance Issue #1 Local law: In accordance with amfori BSCI Code of conduct requirement. Findings: It was noted during audit process that, facility has a written policy on Anti Bribery & Anti-Corruption. Also, facility has provided awareness training on Anti Bribery & Anti-Corruption policy to the employees. However, 14 out of 22 interviewed employees were found not aware about the same. It was 'partial' compliance because facility has written policy & procedure however it is training was not provided to the employees.

Not applicable