

Sedex Members Ethical Trade Audit Report

Version 7



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Audit content

(1) A SMETA audit was conducted which included some or all of labour standards, health and safety, environment and business ethics. The SMETA minimum requirements were applied and the SMETA auditor manual was followed. The scope of workers included all types at the site e.g. direct employees, agency workers, workers employed by service providers and workers provided by other contractors. Any deviations from the SMETA methodology are stated (with reasons for deviation) in the SMETA declaration.

The audit scope includes an assessment of the Workplace Requirements and the Management Systems Assessment against the code areas below.

2-pillar audits include:

- Labour standards:
 - 0. Enabling accurate assessment
 - 1. Employment is freely chosen
 - 1.A. Responsible recruitment and entitlement to work
 - 2. Freedom of association and right to collective bargaining are respected
 - 4. Child labour shall not be used
 - 5. Legal wages are paid
 - 5.A. Living wages are paid
 - 6. Working hours are not excessive
 - 7. No discrimination is practiced
 - 8. Regular employment is provided
 - 8.A. Sub-contracting and homeworkers are used responsibly
 - 9. No harsh or inhumane treatment is allowed
- Health and safety:
 - 3. Working conditions are safe and hygienic
- Environment:
 - 10.A. Environment 2-pillar

4-pillar audits include, in addition to the above:

- Environment:
 - 10.B. Environment 4-pillar
- Business ethics:
 - 10.C. Business ethics

(2) Where appropriate, non-compliances or non-conformances were raised where either local law or the base code were not met, and recorded as non-compliances on both the audit report, CAPR and on the Sedex Platform.

(3) Any non-conformance against customer code shall not be uploaded to Sedex, but sent directly to the customer in question.

Audit details

Site details

Sedex site reference	ZS1084134	Site name	Ijaz Apparel Pvt Ltd
Business name	IJAZ APPAREL (PVT) LTD	Site address	31 Kms Ferozpur Road Lahore Lahore PK 54000

Audit details

Sedex company reference	ZC1020710	Auditor company name	Intertek Pakistan
Audit company address	line 1, aa, PK, 1212		
Date of audit	2026-04-21	Audit conducted by	Umer khayyam
Audit pillars	Labour Standards Health and safety		
Time in and out	Day 1		
	In	09:15	
	Out	16:45	
Audit type	Periodic		
Was the audit announced?	Semi announced		
Was the Sedex SAQ available for review?	Yes		

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Who signed and agreed CAPR? Shaukat Ali / Manager Compliance

Any conflicting information SAQ/Pre-Audit Info No

Is further information available? No

Audit attendance

	Senior management	Worker representative	Union representative
A: Present at the opening meeting?	Yes	Yes	No
B: Present at the audit?	Yes	Yes	No
C: Present at the closing meeting?	Yes	Yes	No
Reason for absence at the opening meeting	No union available in the factory as is not required by the local law		
Reason for absence during the audit	No union available in the factory as is not required by the local law		
Reason for absence at the closing meeting	No union available in the factory as is not required by the local law		

SMETA declaration

Auditor team

SMETA declaration

I declare that the audit underpinning the following report was conducted in accordance with SMETA Minimum Requirements and the SMETA Auditor Manual.

1. Where appropriate non-compliances/ non-conformances were raised against the Base Code and local law and recorded as non-compliances/ non-conformances on both the audit report, CAPR and on the Sedex Platform.
2. Any non-conformance against customer code alone shall not be uploaded to Sedex, and will be shared directly with the customer in question.

This report provides a summary of the findings and other applicable information found/gathered during the social audit conducted on the above date only and does not officially confirm or certify compliance with any legal regulations or industry standards. The social audit process requires that information be gathered and considered from records review, worker interviews, management interviews and visual observation. More information is gathered during the social audit process than is provided here. The audit process is a sampling exercise only and does not guarantee that the audited site prior, during or post-audit, are in full compliance with the Code being audited against. The provisions of this Code constitute minimum and not maximum standards and this Code should not be used to prevent companies from exceeding these standards. Companies applying this Code are expected to comply with national and other applicable laws and where the provisions of law and this Code address the same subject, to apply that provision which affords the greater protection. The ownership of this report remains with the party who has paid for the audit. Release permission must be provided by the owner prior to release to any third parties.

Any exceptions to the SMETA Methodology must be recorded here (e.g. different sample size)

The audit window for this semi-announced audit was from 14th April 2026 to 13th May 2026. The audit, totaling 2 man-days, was conducted by two auditors over one calendar day.

Lead auditor

Umer khayyam

APSCA Number

21703123

Additional auditor

Muhammad Waseem Awan

APSCA Number

21701567

Date of declaration

2026-04-21

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Site representation

Declaration	I acknowledge that details from this report can change during the review process and that I will be given the opportunity to dispute the content once the review has been published.
Full name	Shaukat Ali
Title	Manager Compliance
Date of declaration	2026-04-21

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
3. Working conditions are safe and hygienic	3.H Where identified as necessary to reduce r...	Local law	NC ZAF601410359
	3.M Ensure all machinery is installed, mainta...	Local law	NC ZAF601410360
	3.O Implement an appropriate electrical safet...	Local law	NC ZAF601410361

Management systems

	Policies and procedures	Resources	Communication and training	Monitoring
1. Employment is freely chosen	✓	✓	✓	✓
1.A. Responsible recruitment and entitlement to work	✓	✓	✓	✓
2. Freedom of association and right to collective bargaining are respected	✓	✓	✓	✓
3. Working conditions are safe and hygienic	i	✓	i	i
4. Child labour shall not be used	✓	✓	✓	✓
5. Legal wages are paid	✓	✓	✓	✓
6. Working hours are not excessive	✓	✓	✓	i
7. No discrimination is practiced	✓	✓	✓	✓
8. Regular employment is provided	✓	✓	✓	✓



Not addressed



Fundamental improvements required



Some improvements recommended



Robust management systems

[← Summary of findings](#)

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	Policies and procedures	Resources	Communication and training	Monitoring
8.A. Sub-contracting and homeworkers are used responsibly	✓	✓	✓	✓
9. No harsh or inhumane treatment is allowed	✓	✓	✓	✓
10.A. Environment 2-Pillar	✓	✓	✓	✓

✗ Not addressed

⚠ Fundamental improvements required

ℹ Some improvements recommended

✓ Robust management systems

Site details

Company and site details

Sedex company reference	ZC1020710	
Sedex site reference	ZS1084134	
Company name	IJAZ APPAREL (PVT) LTD	
Business ownership type	GOODS	
Site name	Ijaz Apparel Pvt Ltd	
Site name in local language	Ijaz Apparel (Pvt) Ltd.	
GPS location	GPS address	31 KM, FEROZPUR ROAD, LAHORE, Pakistan.
	Coordinates	31.31890 N, 74.39193 E
Is the worksite in a remote location, far from habitation?	No	
Site contact	Contact name	Mr. Shoukat Ali
	Job title	Manager Compliance
	Phone number	0092-42-35935061-3
	Email	shoukat@ijazapparel.com.pk

[← Management systems](#)

[Worker analysis →](#)

Company and site details

Applicable business and other legally required business license numbers and documents

The facility's legal registration and incorporation documentation was reviewed during the audit. The Certificate of Incorporation (No. L04751) dated 09 August 2016, Taxpayer Registration Certificate (No. 0786377-2) dated 04 September 2000, and Factory Registration Certificate (No. DLW/F/LHR/1611) dated 03 May 2017 were verified.

All certificates were found to be valid and in force at the time of the audit, with no expiry or lapse identified.

[← Management systems](#)

[Worker analysis →](#)

Site activities

Site function	Factory Processing/Manufacturer Finished Product Supplier	
Site activities	Primary	Manufacture of wearing apparel (clothing), except fur apparel
	Secondary	
	Other	
Product type	Manufacturing of Knitted & Denim/Woven Garments	
Process overview	1-Main Process (Knits garments) Sampling-Fabric Inspection - Cutting- Sewing- Pressing-Finishing and Packing. Main Process (Denim & Woven) Sampling-Fabric Inspection- Cutting-Sewing- Washing-drying - Dry process- Finishing -Packing and dispatch. 2-Machines Main Equipment: Thread Machines 04, Tape Cutter Machine 01, Flat Lock Machines 45, Overlock Machines 102, Lockstitch Machines 123, Boilers (Small Steamer) 01, Boiler's Press 09, Heat Transfer Machine 03, Compressor 02, Generator 01, Hand Cutter 03, Eyelet Button Machine 07, Denim Section Machines. 3-CAPACITY - 120,000 piece (Denim) and 60,000 pcs (Knits)	
What level of mechanization best describes the work at this site?	Fair mechanisation / manual Labour	

Site scope

Is the audited site a physically continuous area?	Yes
What is the area of audited site to its boundary?	13935m ²

[← Site details](#)

[Worker analysis →](#)

Site scope

Building 1	Last construction works on site	2023
	If building is shared, provide details	NA
	Number of floors	2
	Description of floor activities	Ground Floor: Offices, First Floor: Offices
Building 2	Last construction works on site	2023
	If building is shared, provide details	NA
	Number of floors	2
	Description of floor activities	Ground Floor: Accessory Store, Sampling, Cutting, Fabric Store First Floor: Stitching, Trimming
Building 3	Last construction works on site	2024
	If building is shared, provide details	NA
	Number of floors	3
	Description of floor activities	Ground Floor: Finishing & Packing, First Floor: Finishing, Second Floor: Packing
Building 4	Last construction works on site	2023
	If building is shared, provide details	NA
	Number of floors	1
	Description of floor activities	Ground Floor: Denim Cutting, Stitching, Packing

[← Site details](#)

[Worker analysis →](#)

Site scope

Building 5	Last construction works on site	2024
	If building is shared, provide details	NA
	Number of floors	1
	Description of floor activities	Washing, drying, Chemical Store, ETP
Building 6	Last construction works on site	2024
	If building is shared, provide details	NA
	Number of floors	1
	Description of floor activities	Dry Process
Building 7	Last construction works on site	2023
	If building is shared, provide details	NA
	Number of floors	1
	Description of floor activities	Worker Canteen
Is there any difference between the site scope of the audit and the Sedex site profile?	No	
Does the scope of the audit subdivide any building or is limited to particular processes, products or businesses within the physical site?	No	
Is any activity conducted onsite not included within the scope of the audit?	No	

[← Site details](#)

[Worker analysis →](#)

Worker accommodation and transport

Are there any site-provided worker accommodation buildings?	No
Does the site organise worker transport to the worksite?	Site provided The site organize the transport of the workers.

Work patterns

Approximate workers on site per month (% of peak)	January	90-100%	February	90-100%
	March	90-100%	April	90-100%
	May	90-100%	June	90-100%
	July	90-100%	August	90-100%
	September	90-100%	October	90-100%
	November	90-100%	December	90-100%

Is there any night shift work at the site?	No
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Site assessments

Does this site hold any certifications that address labour standards, human rights, corruption or environmental impact?	Other certification, Other social audit OEKO TEX 100, GRS, OCS, RCS, GOTS, BSCI (All certification are valid)
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Has the site assessed for negative impacts on the human rights, lands, resources, territories, livelihoods or food security of indigenous peoples or the local community?	No No site has not been assessed for negative impacts on the human rights, lands, resources, territories, livelihoods or food security of indigenous peoples or the local community.
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[← Site details](#)

[Worker analysis →](#)

Site assessments

Has there been a Human Rights Impact Assessment (HRIA) conducted within the last three years at this site?	No No Human Rights Impact Assessment (HRIA) conducted in last 3 years.
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[← Site details](#)

[Worker analysis →](#)

Worker analysis

Gender disaggregated data available

Men and women

Worker totals

	Men	Women	Other	Total
Number of workers	376 (95.2%)	19 (4.8%)	- -	395 (100%)

Workers by type

	Men	Women	Other	Total
Permanent workers (employees)	214 (97.3%)	6 (2.7%)	- -	220 (55.7%)
Temporary or fixed term employees	162 (92.6%)	13 (7.4%)	- -	175 (44.3%)
Agency or subcontracted workers	0 -	0 -	- -	0 (0%)
Seasonal workers	0 -	0 -	- -	0 (0%)
Self-employed workers	0 -	0 -	- -	0 (0%)
Informal workers including home workers	0 -	0 -	- -	0 (0%)
Apprentices, trainees or interns	0 -	0 -	- -	0 (0%)

* % of total workforce

[← Site details](#)

[Worker interviews →](#)

Migrant workers

	Men	Women	Other	Total
Domestic migrant workers	0 -	0 -	- -	0 (0%)
International migrant workers	0 -	0 -	- -	0 (0%)
Total migrant workers	0 -	0 -	- -	0 (0%)

* % of total workforce

Where workers have migrated internally, list the most common internal states workers have moved from

None

Workers by age

	Men	Women	Other	Total
18 - 24 years old	294 (99.3%)	2 (0.7%)	- -	296 (74.9%)
15 - 17 years old	0 -	0 -	- -	0 (0%)
Under 15 years old	0 -	0 -	- -	0 (0%)

* % of total workforce

[← Worker analysis](#)

[Worker interviews →](#)

Is the worker analysis data relevant for peak season and current to the audit? No

Describe how this may vary during peak periods The facility has consistent business throughout the year.

Please list the nationalities of all workers, with the three most common nationalities listed first Pakistani

Most common nationalities as approximate % of workforce

	Men	Women	Other	Total
Pakistani	95%	5%	-	100%

Workers by remuneration type

	Men	Women	Other	Total
Workers paid per unit (piece rate)	162 (92.6%)	13 (7.4%)	- -	175 (44.3%)
Workers paid based on a mix of 'piece work' and hourly rate	0 -	0 -	- -	0 (0%)
Workers paid hourly / daily rate	0 -	0 -	- -	0 (0%)
Salaried workers	214 (97.3%)	6 (2.7%)	- -	220 (55.7%)

* % of total workforce

[← Worker analysis](#)

[Worker interviews →](#)

Workers by payment cycle

	Men	Women	Other	Total
Paid daily	0 -	0 -	- -	0 (0%)
Paid weekly	0 -	0 -	- -	0 (0%)
Paid monthly	376 (95.2%)	19 (4.8%)	- -	395 (100%)
Other	0 -	0 -	- -	0 (0%)

* % of total workforce

If other payment cycle entered, please provide details

None

People in managerial, supervisory and administrative roles

	Men	Women	Other	Total
Employees in management positions	19 (100%)	0 (0%)	- -	19
Supervisors or team leaders	13 (100%)	0 (0%)	- -	13
Administrative staff	17 (100%)	0 (0%)	- -	17

[← Worker analysis](#)

[Worker interviews →](#)

Worker interview summary

Gender disaggregated data available Men and women

Which methods of worker engagement were used? Individual interviews
Group interviews

Digital worker survey participants

	Men	Women	Other	Total
Number of workers	-	-	-	-

Were any of the audit findings attributable to the survey?

Was the interview sample representative of all types of nationality and employment types of workers? Yes

Was the interview sample representative of the gender composition of the workforce? Yes

Number and size of group interviews 4 groups of 5

Did workers understand the purpose of the audit? Yes

Were interviews conducted in circumstances to ensure privacy, with the confidentiality of the interview process communicated to the workers? Yes

[← Worker analysis](#)

[Measuring workplace impact →](#)

Was there any indication that workers had been 'coached' in how they should respond to questions?

No

What was the general attitude of the workers towards their workplace?

Favorable

Attitude of workers

In which areas did workers raise significant concerns or complaints?

Other (provide details)

None

What did the workers like the most about working at this site?

Equal opportunities
Job security
Pay
Transport

Additional comments

None

Attitude of workers' committee/union representatives

Facility has established Joint Work Council. Workers Representatives, who are the member of Joint Work Council were present during opening and closing meeting and Joint Work Council members were interviewed during the audit process, who had favorable response towards management attitude and had no negative information.

Attitude of managers

The facility management showed a positive attitude to this audit during the whole process. At the end of the audit, all findings and suggested corrective actions were accepted by the facility management.

Workers interviewed by type

	Total
Permanent workers	18
Temporary or fixed-term employees	8

[← Worker analysis](#)

[Measuring workplace impact →](#)

Workers interviewed by type

Agency or subcontracted workers	0
Seasonal workers	0
Other workers	0
Total number of workers interviewed	26

Workers interviewed by group/individual

	Men	Women	Other	Total
Workers interviewed in groups	15	5	-	20
Workers interviewed individually	5	1	-	6

Migrant workers interviewed

	Men	Women	Other	Total
Domestic migrant workers interviewed	0	0	-	0
International migrant workers interviewed	0	0	-	0
Total migrant workers interviewed	0	0	-	0

Measuring workplace impact

Gender disaggregated data available Men and women

Annual worker turnover (%)*

	Men	Women	Other	Total
Last full quarter (90 days)	2.0%	0.0%	-	2.0%
Last full calendar year (2025)	2.5%	0.0%	-	2.5%
Previous full calendar year (2024)	1.9%	0.0%	-	1.9%

* Number of workers leaving in last 12 months as a % of average total number of workers on site over the year.

Rate of absenteeism (%)*

	Men	Women	Other	Total
Last full quarter (90 days)	1.2%	0.0%	-	1.2%
Last full calendar year (2025)	4.0%	0.2%	-	4.0%
Previous full calendar year (2024)	5.0%	1.0%	-	6.0%

Number of days lost through job absence in the year, calculated as: (Number of days lost through job absence in the year) / [(Number of employees on 1st day of the year + Number of employees on the last day of the year) / 2] * (Number of available workdays in the year).

Are accidents recorded? Yes

The facility keeps a record of all injuries and accidents

[← Worker interviews](#)

[Code area 0 →](#)

Annual number of work related accidents and injuries (per 100 workers)*

	Men	Women	Other	Total
Last full quarter (90 days)	1.1%	0.0%	-	1.1%
Last full calendar year (2025)	1.4%	0.2%	-	1.6%
Previous full calendar year (2024)	1.24%	0.35%	-	1.79%

* Calculated as (number of work related accidents and injuries * 100) / number of total workers.

Lost day work cases (per 100 workers)*

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	0.0%	-	0.0%
Last full calendar year (2025)	0.0%	0.0%	-	0.0%
Previous full calendar year (2024)	0.0%	0.0%	-	0.0%

* Calculated as (number of lost days due to work accidents and work related injuries * 100) / number of total workers.

Percentage of workers that work on average more than 48 total hours in a given week

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	0.0%	-	0.0%
Last full calendar year (2025)	0.0%	0.0%	-	0.0%

[← Worker interviews](#)

[Code area 0 →](#)

Percentage of workers that work on average more than 48 total hours in a given week

Previous full calendar year (2024)	0.0%	0.0%	-	0.0%
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Percentage of workers that work on average more than 60 total hours in a given week

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	0.0%	-	0.0%
Last full calendar year (2025)	0.0%	0.0%	-	0.0%
Previous full calendar year (2024)	0.0%	0.0%	-	0.0%

0. Enabling accurate assessment

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
No findings			
Systems and evidence examined to validate this code section	During the audit, it was verified that the facility took appropriate steps to ensure an accurate and transparent assessment. Management demonstrated a high level of integrity throughout the process, ensuring that no bribes, gifts, or undue favors were offered to the auditor, thereby maintaining ethical standards. All requested documents were provided promptly, facilitating a smooth and efficient audit process. Additionally, the facility correctly identified its site type in the self-assessment, ensuring alignment with audit requirements. Furthermore, the facility has established a documented human rights policy statement, reflecting its commitment to ethical practices and compliance with applicable standards. Overall, this approach contributed to a transparent, credible, and effective audit environment.		

0. Enabling accurate assessment

Data points

Has the site received an official notice, fine, prosecution, or withhold release order (WRO) for non-compliance with legislation, regulation, consent, or permits within the last three years, relating to Health and Safety, labour rights or the environment?

No

Did any workers selected by the auditor decline to be interviewed?

No

Were any external stakeholders such as consultants, customer representatives, industry experts etc. present during the audit?

No

1. Employment is freely chosen

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
--	---------------------------

Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
--	---------------------------

Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
--	---------------------------

Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
---	---------------------------

Management systems

Explanation for management systems grades

1) Policies & Procedures:

Grade: Robust

The position of the company is clearly stated in the Forced Labour Prohibition Policy which meets all Workplace Requirements in this code area. The Policy makes reference to the Hiring Procedure, which outlines the key mechanisms in place for preventing forced labour and ensuring that the workers have right to join or leave the workplace at will.

2) Resource

Grade: Robust

Mr. Shoukat Ali, Manager Compliance is designated in the social policies as ultimately responsible for ensuring their resourcing, approval and regular review. Specific departmental HR leads are allocated responsibility to implement the Hiring Procedure in named areas, which includes all areas of the business. Procedures are in place for interim responsibility in the case of position change or absence.

3) Communication & Training:

Grade: Robust

Training at site is governed by a training procedure which is the specific responsibility of the head of compliance matters. Company social policies are all available and communicated to all employees in local language, and there is general awareness of it amongst staff interviewed. Training on the Hiring Procedures is mandatory for all HR staff processing applications or onboarding. A training matrix utilized by line managers ensures that there is a very low chance of gaps regarding this training.

4) Monitoring:

Grade: Robust

Responsibilities for monitoring implementation of freely chose employment are defined by the Hiring Procedure. The procedure requires that audit of the records kept of this verification is conducted by the HR leads during external audits. Records are kept of monitoring activities. Any identification of forced labour is escalated for action in the management review meetings for subsequent remediation and actions.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
	No findings		

[← Code area 0](#)

[Code area 1.A →](#)

[← Code area 0](#)

[Code area 1.A →](#)

Systems and evidence examined to validate this code section

The facility has effectively communicated its policy to workers through multiple channels, including notice boards, the workers' handbook, orientation sessions, and quarterly awareness trainings. The most recent training session was conducted on 25-02-2026.

The facility allows employees to move freely within their designated work areas during working hours, including unrestricted access to drinking water and toilet facilities. Employees are also permitted to leave the facility during extended meal breaks and after working hours, as confirmed through interviews with 26 workers.

A qualified individual has been assigned responsibility for the communication, training, implementation, and monitoring of the forced labor policy and procedures. Shaukat Ali, Manager Compliance, is the designated person responsible for ensuring effective policy deployment and compliance.

Worker interviews confirmed that employees are free to leave the facility at the end of their shifts. Workers also have the right to resign by providing one month's notice or payment in lieu thereof.

No indications of forced labor were identified during worker interviews, document reviews, or the site inspection.

The facility has also communicated its policy to suppliers and contractors, and records of acknowledgment were reviewed during the audit.

Employment contracts were found to be in compliance with local legal requirements and provided in the workers' native language. These contracts are properly maintained in employees' personal files.

No long-term loan schemes or financial arrangements were identified that could restrict employees' ability to leave the facility.

Overtime work is voluntary, and workers have the right to refuse overtime without facing any penalties or repercussions.

The facility retains only copies of employees' National Identity Cards and educational certificates in personnel files; no original documents are held as a condition of employment.

Evidence Examined:

Personnel files

Resignation records
Factory rules
Employee handbook
Management and worker interviews
Contracts for security guards

1. Employment is freely chosen

Data points

If required under local law, is there a published 'modern slavery' or similar statement? No

Does the site utilise any workers who are prisoners? No

Does the site use the labour of persons required to work under any government scheme? No

[← Code area 1](#)

[Code area 1.A →](#)

1.A. Responsible recruitment and entitlement to work

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
--	---------------------------

Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
--	---------------------------

Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
--	---------------------------

Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
---	---------------------------

[← Code area 1](#)

[Code area 2 →](#)

Management systems

Explanation for management systems grades

1) Policies & Procedures:

Grade: Robust

The facility has maintained documentation pertaining to Recruitment Practices and such SOP are available with the HR who are responsible for all kinds of recruitments directly.

2) Resource

Grade: Robust

Mr. Shoukat Ali, Manager Compliance is designated in the social policies as ultimately responsible for ensuring their resourcing, approval and regular review. Specific departmental HR leads are allocated responsibility to implement the Hiring Procedure in named areas, which includes all areas of the business. Procedures are in place for interim responsibility in the case of position change or absence.

3) Communication & Training:

Grade: Robust

Training at site is governed by a training procedure which is the specific responsibility of the head of compliance matters. Company social policies are all available and communicated to all employees in local language, and there is general awareness of it amongst staff interviewed. Training on the Hiring Procedures is mandatory for all HR staff processing applications or onboarding. A training matrix utilized by line managers ensures that there is a very low chance of gaps regarding this training.

4) Monitoring:

Grade: Robust

Responsibilities for monitoring implementation of freely chose employment are defined by the Hiring Procedure. The procedure requires that audit of the records kept of this verification is conducted by the HR leads during external audits. Records are kept of monitoring activities. Any identification of labour-related recruitment issues is escalated for action in the management review meetings for subsequent remediation and actions.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
No findings			

[← Code area 1](#)

[Code area 2 →](#)

Systems and evidence examined to validate this code section

During the audit, the facility demonstrated a strong commitment to responsible recruitment and compliance with applicable employment laws. All workers were verified to have legal entitlement to work, with appropriate documentation, including employment contracts and identification records, available for review.

The recruitment process was found to be transparent, and no evidence of forced labour, child labour, or unethical recruitment practices was identified. The facility adheres to local legal requirements concerning wages and working hours.

Furthermore, it was confirmed that no recruitment or hiring fees are charged to workers at any stage of the employment process, in alignment with ethical recruitment standards.

Overall, the facility's approach reflects its commitment to upholding workers' rights and ensuring full legal compliance in recruitment practices.

Evidence Examined:

Hiring policy and procedures
Worker interviews
Personnel file review
Payroll and time records

1.A. Responsible recruitment and entitlement to work

Data points

Labour hire

Does the site use labour providers and/or formal, temporary, seasonal or guest worker programmes?	Workers are recruited, selected, and hired directly by our company
How do the labour providers recruit and hire workers?	N/A - Recruitment providers not used
Where labour providers were used to recruit, what was the highest number of tiers identified in a workers recruitment journey?	0
Are there any subcontracted workers (excluding dispatched labour) on site?	No
Were all non-employee (e.g. agency or subcontracted) workers included within the scope of this audit for the purpose of document review and (if onsite on date of audit) interview?	Not Applicable
Were sufficient documents for non-employee (e.g. agency or other subcontracted) workers available for review?	Not Applicable

Migrant workers

Do any workers migrate across international borders to work at this site?	No
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[← Code area 1.A](#)

[Code area 2 →](#)

Percentage of workers that are migrant 0%

Do any workers migrate from other states, provinces or regions within the country to work at this site? No

Recruitment fees

Have any workers who started at this site in the last 12 months (new workers) paid any recruitment fees or associated costs, such as visas or travel, which have not been fully repaid? No - there are no new workers

[← Code area 1.A](#)

[Code area 2 →](#)

2. Freedom of association and right to collective bargaining are respected

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met

Robust Management Systems

Appoint a manager with sufficient seniority who is responsible for implementing procedures

Robust Management Systems

Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures

Robust Management Systems

Monitor the effectiveness of procedures to meet policy and workplace requirements

Robust Management Systems

Management systems

Explanation for management systems grades

1) Policies & Procedures:

Grade: Robust

The facility respects the rights of employees to freedom of association and collective bargaining and respective documented policies and procedures are available to comply as required by national law.

2) Resource

Grade: Robust

The facility has whistleblowing channels available for this purpose.

3) Communication & Training:

Grade: Robust

The workers' representative committee oversees that there are protocols developed for facilitation of their interaction and communication with the workers to discuss their rights and responsibilities.

4) Monitoring:

Grade: Robust

Records are kept of monitoring activities conducted by internal and external parties pertaining to findings relevant to worker representation at the site. Any identification of issues relevant to workers is escalated for action in the management review meetings for subsequent remediation and actions. The facility monitors the minutes of meetings to remediate any complaints and grievances reported in such meetings to address workers' concerns. However, evidence of this communication with workers needs some improvement to be aligned with legal requirements

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
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No findings

[← Code area 1.A](#)

[Code area 3 →](#)

Systems and evidence examined to validate this code section

The facility has established a Freedom of Association policy and procedure. As per the policy, the facility respects the legal, ethical, and social rights of all employees and ensures that workers are treated on a non-discriminatory basis. Employees have the right to freely associate and collectively bargain through lawful and ethical means to protect their interests. Workers are also free to elect their representatives for the protection of their rights.

At present, there is no active trade union within the facility; however, a Joint Work Council has been established as a parallel mechanism for worker representation and engagement.

The Joint Work Council consists of 10 elected worker representatives and 02 management-nominated representative. The most recent election was conducted on 24 July 2025 for a two-year term.

The council meets on a quarterly basis to discuss worker concerns and grievances and provides recommendations to management for necessary corrective actions. The most recent meeting was held on 25 February 2026, and relevant records were reviewed and verified during the audit.

Worker interviews also confirmed awareness of the Joint Work Council and its role in addressing workplace issues.

Evidence Examined:

Freedom of Association policy and procedure
Joint Work Council election records
Joint Work Council meeting records
List of Joint Work Council members
Worker interviews

2. Freedom of association and right to collective bargaining are respected

Data points

Are trade unions allowed by law in the national context?	Yes
Are there any registered trade unions in the workplace?	No
Are they active?	
Does the employer recognise the trade union?	Yes
Are there alternative worker representative bodies in place?	Yes, worker committee
Are the worker representative bodies, trade union or otherwise, accessible to all workers, including more vulnerable workers (such as female, migrant, agency, and seasonal workers)?	Yes
Are the worker representatives freely elected by the workforce as a whole?	Yes
Does union/worker committee membership reflect the gender composition of the workforce?	Yes
Does the membership reflect the nationality composition of the workforce?	Yes

[← Code area 2](#)

[Code area 3 →](#)

Has there been any industrial action (e.g. strikes, unrest, or cases raised to formal tribunals or labour courts) in the past two years? No

3. Working conditions are safe and hygienic

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Some Improvements Recommended
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Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
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Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Some Improvements Recommended
--	-------------------------------

Monitor the effectiveness of procedures to meet policy and workplace requirements	Some Improvements Recommended
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Management systems

Explanation for management systems grades

1) Policies & Procedures:

Grade: Some Improvement Recommended

The facility has maintained documentation pertaining to occupational health and safety, and such SOP are available with the site safety representatives who are responsible for maintaining the evidence of compliance to such requirements. However, risk management controls were found to be inadequate as there are some findings identified during the audit pertaining to controls' implementation at the site.

2) Resource

Grade: Robust

The company has appointed Mr. Shoukat Ali, Manager Compliance who is responsible for OHS management system and provision of safe and healthy environment for all the personnel and is also responsible to ensure that all personnel receive regular OHS training, against which records were verified as maintained. There is an OHS Committee established in the company including a representative from the Workers Representative body, who is responsible for implementation of actions to control OHS risks.

3) Communication & Training:

Grade: Fundamental Improvements Recommended

Employees are trained and made aware of such policies and procedures in the formal training sessions held at the workplace from time to time, for which respective records are maintained and verified during the audit. However, there were some lapses in implementation of controls which were found to be due to lack of proper awareness of workers.

4) Monitoring:

Grade: Fundamental Improvements Recommended

Records are kept of monitoring activities conducted by internal and external parties pertaining to findings relevant to occupational health and safety at the site. Any issues relevant to health and safety are escalated for action in the management review meetings for subsequent remediation and actions. Internal audits are carried out every six months to verify the working conditions at the premises.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
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[← Code area 2](#)

[Code area 4 →](#)

3. Working conditions are safe and hygienic	3.H Where identified as necessary to reduce r...	Local law	NC ZAF601410359
	3.M Ensure all machinery is installed, mainta...	Local law	NC ZAF601410360
	3.O Implement an appropriate electrical safet...	Local law	NC ZAF601410361

Systems and evidence examined to validate this code section

The factory has established a comprehensive Health and Safety (H&S) policy and procedures. As per the policy, Ijaz Apparel Pvt. Ltd. prioritizes providing employees with a clean, safe, and healthy working environment. The facility ensures the availability of essential welfare provisions, including potable drinking water, separate toilet facilities, clean air, noise control measures, adequate lighting, and the installation of firefighting, first aid, and other emergency equipment. Regular drills and training sessions are also conducted.

The facility has appointed Mr. Shoukat Ali (Manager Compliance) to oversee the effective implementation, monitoring, and training related to H&S requirements. During the site tour, it was observed that all factory buildings are constructed with concrete (brick and cement) and appear structurally sound. Production floors were well ventilated, and the temperature was comfortable for workers. Safety signage and work instructions were displayed at appropriate locations to identify and communicate workplace hazards.

An Environment, Health, and Safety (EHS) Committee has been established, comprising 09 members representing different departments. The committee meets monthly to discuss H&S issues and provides recommendations to management for corrective actions. The last meeting was conducted on 26 February 2026.

The facility possesses a valid firefighting inspection certificate issued by Civil Defence on 04 February 2026, valid until 30 June 2026. An annual occupational health and safety risk assessment was conducted on 07 February 2026.

Fire safety equipment installed at the facility includes:

- 166 fire extinguishers
- 02 fire trolleys
- 10 fire blankets
- 11 fire hydrants
- 11 hose reels
- 01 manual fire alarm
- 17 fire alarm call points
- 36 smoke detectors
- 15 emergency exits with illuminated exit signage
- 29 emergency lights

The facility conducts fire evacuation drills on a biannual basis. The most recent drill was conducted on 17 February 2026 under the supervision of a Civil Defence instructor. The average evacuation time recorded across departments was 1 minute and 29 seconds, with a total of 310 workers safely evacuated.

Health and safety training is provided monthly to all employees. A total of 19 first aid kits are available across departments, and 27 workers have been trained in first aid. Accident and injury records are maintained and were reviewed for the period 2025–2026.

The facility has a total of 22 toilets (19 for male workers and 03 for female workers), all of which were found to be in good hygienic condition.

Overall, general EHS conditions, including hygiene, lighting, and ventilation, were found to be satisfactory and properly maintained.

Evidence Reviewed:

- Health and Safety policy and procedures
- Building stability certificate
- Electrical installation inspection report
- Evacuation drill records
- Firefighting equipment inspection certificates
- Training records (first aid, firefighting, chemical safety, PPE usage, machine safety)
- Injury and accident records (2025–2026)
- Health and safety inspection reports
- Machinery and equipment inspection reports
- Fire safety equipment list
- Machine maintenance records
- Workers' hygiene cards and vaccination records

Findings: non-compliances

ZAF601410359

Non-compliance

Due 2026-06-03

Code area

3 Working conditions are safe and hygienic

Status

Closed (2026-06-02)*

Workplace requirement

3.H Where identified as necessary to reduce residual risk, provide (without charge to workers) and ensure the use of appropriate personal protective equipment (PPE).

Time given to resolve

30 days

Issue title

278 - Personal Protective Equipment (PPE) provided but incidents of workers not using PPE where appropriate

Verification method

Desktop audit

Area of non-compliance/non-conformance

Local law

Description

The factory has provided required PPE to workers free of cost and conducts quarterly training on its use. However, during the site visit, it was observed that 08 workers in the knits stitching section and 04 workers in the denim stitching section were not wearing required PPE, such as face masks, while performing their tasks. This indicates inadequate implementation and monitoring of PPE compliance at the workplace.

Intended corrective and preventative actions, based on root cause analysis

It is recommended that factory should provide and effective training to the workers on the use of required PPE.

Local law reference

In accordance with the Punjab Hazardous Substances Rules 2018 (d) Safety Precautions for workers(c) Protective clothing and equipment comprising helmet or cloth cap, safety spectacles or goggles, respirators or masks, rubber or plastic gloves and work boots shall be available for all workers who may be exposed to any hazardous substance, and no worker shall be permitted on job unless and until he is wearing such protective clothing and equipment.

Evidence

[← Code area 3](#)

[Code area 4 →](#)



[NC-No use of face mask.jpg](#) 

* PDF generated at 11:19 (UTC) on 02 Jun 2026. [View this finding on the Sedex platform](#) for live updates and closure details.

ZAF601410360

Non-compliance

Due 2026-06-03

Code area

3 Working conditions are safe and hygienic

Status

Closed (2026-06-02)*

Workplace requirement

3.M Ensure all machinery is installed, maintained, and used in a safe manner.

Time given to resolve

30 days

Issue title

264 - Machines lack appropriate safety guards (e.g. eye or needle guards on sewing machines, belt/hand guards on other machines)

Verification method

Desktop audit

Description

The factory has established a machine maintenance department with qualified mechanics and has installed a total of 270 sewing machines. However, during the site visit, it was observed that needle guards were not installed on 25 out of 270 sewing machines, posing a potential risk of injury to workers.

Area of non-compliance/non-conformance

Local law

Intended corrective and preventative actions, based on root cause analysis

The factory should ensure that safety guards, including needle guards, are installed on all relevant machines to safeguard workers from potential injuries. Additionally, regular inspections and maintenance checks should be conducted to ensure that all safety devices remain properly installed and functional at all times.

[← Code area 3](#)

[Code area 4 →](#)

Local law reference

In accordance with Rule 54 of The Punjab Factories Rules, 1978: The following parts of transmission machinery shall be securely fenced if in motion and within reach of workers (1) All shafts, couplings, collars, clutches, toothed wheels, pulley driving straps, chains and ropes, except such as are in the opinion of the Inspector by construction or position equally safe to every person employed in the factory as they should be if securely fenced or guarded.

Evidence



[NC-Needle guard not installed.jpg](#)

* PDF generated at 11:19 (UTC) on 02 Jun 2026. [View this finding on the Sedex platform](#) for live updates and closure details.

ZAF601410361		Non-compliance	Due 2026-07-03
Code area	Status		
3 Working conditions are safe and hygienic	Closed (2026-06-02)*		

Workplace requirement

3.O Implement an appropriate electrical safety program to ensure that electrical hazards are reduced and controlled by appropriately qualified personnel.

Time given to resolve

60 days

Issue title

224 - Isolated occurrence of incorrect/damaged insulation in electricals including burnt/damaged wiring and plugs

Verification method

Desktop audit

Area of non-compliance/non-conformance

Local law

Description

During the site tour, electric wires were observed lying on the floor in an uncontrolled manner in the generator area, creating a risk of tripping and potential electrical hazards. In addition, the terminals of 02 out of 02 batteries in the same area were found uncovered and unsecured, posing a risk of electric shock and short circuit.

Intended corrective and preventative actions, based on root cause analysis

The factory should ensure that all electric wires in the generator area are properly secured, routed, and protected to eliminate tripping and electrical hazards. Additionally, all battery terminals should be adequately covered and secured with appropriate insulating materials to prevent the risk of electric shock, short circuit, or fire. Regular inspections should be conducted to maintain compliance and safety.

Local law reference

In according with Punjab Factories Rules 1978, Section 61 (01)-In every factory, all electrical circuits or part of such circuits or any object electrically connected with them whether commonly or occasionally in an electrified condition, which by reason of their position could cause injury to any person, shall be protected adequately either by nonmetallic fencing or insulation or by both, in such manner as to remove danger of injury.

Evidence



[NC-Electric wires not controlled.jpg](#)



[NC-Battery Terminals.jpg](#)



[← Code area 3](#)

[Code area 4 →](#)

* PDF generated at 11:19 (UTC) on 02 Jun 2026. [View this finding on the Sedex platform](#) for live updates and closure details.

[← Code area 3](#)

[Code area 4 →](#)

3. Working conditions are safe and hygienic

Data points

Is someone within the company responsible for health and safety?	Yes, senior manager or business owner
Do workers operate high risk or heavy machinery or vehicles as part of their jobs?	No
Do workers handle or have access to hazardous substances (e.g. chemicals or pesticides)?	No
Who organises accommodation for workers?	Not applicable
Who organises worker transportation between accommodation and worksite?	Site owned transport
Who organises worker transportation while at work?	Site owned transport
Do all structural additions (e.g. added floors) have a valid permit/inspection report as per local law?	Yes All structural additions have valid permits.
Does the visual appearance of the building give you any immediate concerns about the structural integrity of the building?	No
Are there any cracks observed in the walls, floors, ceilings or other areas of the facility, both internally or externally?	No

[← Code area 3](#)

[Code area 4 →](#)

Does the site have a structural engineer evaluation? Yes

[← Code area 3](#)

[Code area 4 →](#)

4. Child labour shall not be used

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
--	---------------------------

Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
--	---------------------------

Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
--	---------------------------

Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
---	---------------------------

Management systems

Explanation for management systems grades

1) Policies & Procedures:

Grade: Robust

The position of the company is clearly stated in the Child Labour Prevention and Remediation Policy which meets all Workplace Requirements in this code area. The Policy makes reference to the Hiring Procedure, which outlines the key mechanisms in place for preventing underage work and the placement of young workers in unsuitable positions. The Remediation Procedure outlines processes and responsibilities, including financial, for undertaking remediation.

2) Resource

Grade: Robust

The company has appointed Mr. Shoukat Ali, Manager Compliance as ultimately responsible for ensuring its resourcing, approval and regular review. Specific departmental heads are allocated responsibility to implement the Hiring Procedure in respective areas, which includes all areas of the business.

3) Communication & Training:

Grade: Robust

Employees are trained and made aware of such policies and procedures in the formal training sessions held at the workplace from time to time, for which respective records are maintained and verified during the audit.

4) Monitoring:

Grade: Robust

Responsibilities for monitoring implementation of age-verification are defined by the Hiring Procedure. The procedure requires that audit of the records kept of this verification is conducted by the HR department, increasing to weekly at times of peak hiring. Records are kept of monitoring activities. Any identification of misapplication of procedures, or concerns about application are escalated for action in the management review meetings.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
No findings			

[← Code area 3](#)

[Code area 5 →](#)

Systems and evidence examined to validate this code section

The facility has established a Child Labour policy and procedure, which has been effectively communicated through notices and signage displayed at the main entrance of the factory.

It was verified that no workers below the age of 18 are employed at the facility. In accordance with the hiring procedure, only candidates with valid and authentic age verification documents are considered for employment.

The HR department confirms the age of all prospective employees during the recruitment process through document verification and interviews. Age verification documents are properly maintained in individual personnel files for reference and audit verification.

Evidence Examined:

Personnel files of all workers
Latest employee list
Health check records (where applicable)
Age verification documents (CNIC, birth certificates, educational certificates)

4. Child labour shall not be used

Data points

Percentage of workers that are age 24 or younger	74%
Enter the legal age of employment	15
Enter the age of the youngest worker identified	20
Enter the number of workers under local legal minimum age	0
Enter the number of workers under 15 years old	0
Percentage of workers that are apprentices, trainees or interns	0.0%
Were there children present on the work floor but not working at the time of audit?	No
Do children live at the accommodation provided to workers?	Not Applicable

[← Code area 4](#)

[Code area 5 →](#)

5. Legal wages are paid

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
--	---------------------------

Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
--	---------------------------

Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
--	---------------------------

Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
---	---------------------------

Management systems

Explanation for management systems grades

1) Policies & Procedures:

Grade: Robust

A comprehensive HR policy is defined and documented, which outlines the key mechanisms in place for definition of compensation and benefits for employees in the organization. All matters of compensation and benefits e.g., wages, increments, overtime premiums, insurance, end-of-service benefits, and social contributions, etc. are found to be clearly documented.

2) Resource

Grade: Robust

The company has appointed Mr. Shoukat Ali, Manager Compliance ultimately responsible for ensuring its resourcing, approval and regular review.

3) Communication & Training:

Grade: Robust

Employees are trained and made aware of such policies and procedures in the formal training sessions held at the workplace from time to time, for which respective records are maintained and verified during the audit.

4) Monitoring:

Grade: Robust

Responsibilities for monitoring implementation of correct wages and benefits are defined by the HR Policy. The procedure requires that audit of the records kept of this verification is conducted by the HR department, increasing to weekly at times of peak hiring. Records are kept of monitoring activities. Any identification of misapplication of procedures, or concerns about application are escalated for action in the management review meetings.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
	No findings		

[← Code area 4](#)

[Code area 5.A →](#)

Systems and evidence examined to validate this code section

The facility has established a Compensation & Benefits policy and procedure. As per the policy, the company provides compensation and benefits to all employees in accordance with applicable state laws. Employees are paid their wages either in cash or through bank transfer, along with itemized pay slips. Overtime is compensated at a rate of double the regular wage. The company also facilitates employees with statutory and non-statutory benefits, including social security, group insurance, Employees' Old-Age Benefits (EOBI), annual bonuses (as per company profit), annual leave (or encashment), maternity leave, and other applicable leave entitlements.

During document review and worker interviews, it was noted that the facility pays PKR 40,000 per month and PKR 1,538.46 per day as minimum wage for unskilled workers.

Shoukat Ali, Manager Compliance, is responsible for addressing any complaints or objections raised and ensuring they are discussed in Joint Work Council meetings for timely resolution.

The facility maintains proper wage records, and itemized wage slips are provided to all workers.

It was also verified that the facility contributes to Employees' Old-Age Benefits (EOBI) and social security schemes. Records of social security and EOBI contributions for the last three months were reviewed and found to be properly maintained.

Evidence Examined:

Payroll and payment records of 26 workers (March 2026, October 2025, April 2025)
 Production records for the same periods
 Wage slips of workers
 Social security and EOBI contribution records
 Group insurance records
 Full and final settlement records of separated workers

5. Legal wages are paid

Data points

What is the basic wage paid to workers?	The legal minimum wage
Does the site use digital payment methods (i.e. money paid directly into a bank account) to pay workers?	Mix of digital and other payment methods (give details) Cash 40% & 60% Bank Transfer
How much as a percentage of their pay does a worker receive as 'payment-in-kind' benefits?	None
Where the site has undertaken a Living Wage gap analysis against a credible Benchmark which Benchmark have they used?	Anker Reference Value Methodology

Worker remuneration

Which benefits are provided to permanent or full-time workers that are not provided to temporary or part-time workers?	Life insurance Health care Parental leave
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Summary information

Is legal wage/legally recognised CBAs data available for any of these options?	Monthly
Is actual wage data available on site for any of these options?	Monthly

[← Code area 5](#)

[Code area 5.A →](#)

Maximum legal working hours	Max hours per day	8.0
	Max hours per week	48.0
	Max hours per month	Non applicable
Actual required working hours	Required hours per day	8.0
	Required hours per week	48.0
	Required hours per month	Non applicable
Maximum legal overtime hours	Max hours per day	Non applicable
	Max hours per week	12.0
	Max hours per month	Non applicable
Actual overtime hours	Max hours per day	Non applicable
	Max hours per week	8.0
	Max hours per month	Non applicable
Minimum legal wage	Min per hour	Non applicable
	Min per day	1538.46
	Min per week	Non applicable
	Min per month	40000.0
Actual minimum wage	Actual per hour	Non applicable
	Actual per day	1538.46
	Actual per week	Non applicable
	Actual per month	40000.0

Minimum legal overtime wage	Min per hour	384.61
	Min per day	Non applicable
	Min per week	Non applicable
	Min per month	Non applicable
Actual minimum overtime wage	Actual per hour	382.61
	Actual per day	Non applicable
	Actual per week	Non applicable
	Actual per month	Non applicable

Wage analysis

Number of workers' records checked	78
Provide the date and details of the records	78 workers were sampled and records were verified as follows: 26 workers Payroll records were verified for the month of March 2026 (Current Month) 26 workers Payroll records were verified for the month of October 2025 (Random Month) 26 workers Payroll records were verified for the month of April 2025 (Random Month)
Are there different legal minimum/legally recognised CBAs wage grades?	No
For the lowest paid workers, are wages paid for standard/contracted hours (excluding overtime) below or above the legal minimum/ legally recognised CBAs?	Meets legal minimum
Indicate the breakdown of workforce per earnings	100 % of the workers are getting at least the minimum wage as defined by law.

Are there any bonus schemes used? Yes

The facility pays annual bonus to all eligible workers in line with the legal requirement.
Last was paid in 18 March 2026.

Were accurate records shown at the first request? Yes

Were any inconsistencies found? No

5.A. Living wages are paid

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
	No findings		
Systems and evidence examined to validate this code section	As a general overview, the facility was found to be paying wages that meet or exceed the applicable legal minimum wage requirements, ensuring fair compensation for workers. The lowest observed minimum wage was PKR 40,000. In addition to monetary wages, the facility provides in-kind benefits such as free meals, medical support, transportation, and accommodation to eligible employees. The living wage benchmark was assessed using the Anker Reference Value methodology to evaluate adequacy of worker compensation in relation to local living standards. Overall, the facility’s compensation practices reflect compliance with legal requirements and demonstrate additional welfare support for employees.		

6. Working hours are not excessive

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Some Improvements Recommended

Management systems

Explanation for management systems grades

1) Policies & Procedures:

Grade: Robust

A comprehensive HR policy is defined and documented, which outlines the key mechanisms in place for definition of mechanism for hours of work for employees in the organization. All matters of working hours e.g., regular hours, attendance mechanism, leaves, stoppage of work, etc. are found to be clearly documented.

2) Resource

Grade: Robust

The company has appointed Mr. Shoukat Ali, Manager Compliance as ultimately responsible for ensuring its resourcing, approval and regular review.

3) Communication & Training:

Grade: Robust

Employees are trained and made aware of such policies and procedures in the formal training sessions held at the workplace from time to time, for which respective records are maintained and verified during the audit.

4) Monitoring:

Grade: Robust

Responsibilities for monitoring the implementation of correct working hours are defined by the HR Policy. The procedure requires that audit of the records kept of this verification is conducted by the HR department, increasing to weekly at times of peak hiring. Records are kept of monitoring activities. Any identification of misapplication of procedures, or concerns about application are escalated for action in the management review meetings.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
	No findings		

Systems and evidence examined to validate this code section

The facility has established a Working Hours policy and procedure. As per the policy, management is committed to ensuring that working hours comply with applicable legal requirements. Regular working hours are limited to 48 hours per week, while overtime does not exceed 12 hours per week. The facility also ensures that workers receive a weekly rest day.

In cases of “urgent business needs,” work may be scheduled on the weekly rest day, provided that all legal requirements are met. Such circumstances are limited to exceptional situations, including city-wide strikes resulting in production loss, delays or disruptions caused by natural calamities, or unscheduled power failures. The policy does not permit routine use of such exceptions for recurring production targets or foreseeable business demands beyond the employer’s control.

The facility operates general shifts, and three-shift arrangements are applied in certain departments. A biometric attendance system is installed to accurately record working hours of employees.

It was verified that all workers are provided at least one weekly rest day. Standard working hours are 8 hours per day and 48 hours per week. Overtime is limited to a maximum of 2 hours per day and 12 hours per week.

Evidence Examined:

- Attendance records
- Overtime records
- Production records
- Personnel files
- Site tour observations

6. Working hours are not excessive

Data points

Is the sample size the same as in the wages section?	Yes
Normal day overtime premium as a percentage of standard wages	200%
If the site pays an overtime premium of less than 125% and this is allowed under local law, are there other considerations?	Not Applicable as the facility is paying overtime at a premium rate as defined by law.
Excluding overtime, what are the regular working hours per week for workers at this site?	48.0
Including overtime, what is the average number of working hours per week for full-time workers at this site?	56.0
In the sample, what was the maximum number of hours worked in a single week, including overtime, for any worker at this site?	56.0
Maximum number of days worked without a day off in sample	6

[← Code area 6](#)

[Code area 7 →](#)

7. No discrimination is practiced

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
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Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
--	---------------------------

Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
--	---------------------------

Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
---	---------------------------

Management systems

Explanation for management systems grades

1) Policies & Procedures:

Grade: Robust

It was verified during the interviews and review of records that the company not found engaged in any form of discrimination at any level of organization and not found in support of discriminatory elements in their supply chain. The company has defined a system of maintaining anti-discrimination practices in compliance with legal requirement to the workers.

2) Resource

Grade: Robust

The company has appointed Mr. Shoukat Ali, Manager Compliance, as ultimately responsible for ensuring the application of anti-discrimination practices in the workplace in coordination with the workers' representative at the site.

3) Communication & Training:

Grade: Robust

Employees are trained and made aware of such policies and procedures in the formal training sessions held at the workplace from time to time, for which respective records are maintained and verified during the audit.

4) Monitoring:

Grade: Robust

Responsibilities for monitoring the implementation of anti-discrimination practices are defined by the HR Policy. The procedure requires that audit of the records kept of this verification is conducted by the HR department. Records are kept of monitoring activities. Any identification of misapplication of procedures, or concerns about application are escalated for action in the management review meetings

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
	No findings		

Systems and evidence examined to validate this code section

The facility has established a Non-Discrimination policy and procedure, under which it does not engage in or support discrimination in hiring, compensation, access to training, promotion, termination, or retirement on the basis of race, caste, national origin, religion, disability, gender, sexual orientation, union membership, or political affiliation.

During the audit, based on worker interviews and document reviews, no evidence of discriminatory practices was observed within the facility.

It was further confirmed that the working environment is free from any form of abusive, coercive, threatening, or exploitative behavior, including inappropriate gestures, language, or physical contact of a sexual nature.

The non-discrimination policy is visibly displayed on employee notice boards in production areas. The facility has also established an Equal Employment Opportunity policy to reinforce fair treatment practices.

Shoukat Ali, Manager Compliance, is responsible for the communication, training, implementation, and monitoring of the non-discrimination policy and procedure.

Employees are hired, compensated, and promoted based on merit and capability without discrimination. A diverse workforce representing different social and ethnic backgrounds was observed working in the facility.

Evidence Examined:

- Hiring and termination procedures
- Leave application records
- Employee handbook
- Payroll records
- Attendance records
- Termination records
- Training records

7. No discrimination is practiced

Data points

Percentage of women workers in skilled or technical roles (e.g. where specific qualifications are needed, such as engineer/laboratory analyst)? 0%

Representation of women in managerial roles (ratio of women workers to women managers) 0%

Representation of women in supervisory roles (ratio of women workers to women supervisors) 0%

Three most common nationalities in managerial and supervisory roles Pakistani

[← Code area 7](#)

[Code area 8 →](#)

8. Regular employment is provided

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
--	---------------------------

Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
--	---------------------------

Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
--	---------------------------

Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
---	---------------------------

Management systems

Explanation for management systems grades

1) Policies & Procedures:

Grade: Robust

A comprehensive HR policy is defined and documented, which outlines the key mechanisms in place for definition of mechanism for various types of contracts for employees in the organization. All matters of contracting e.g., terms and conditions, communication of contractual arrangements, etc. are found to be clearly documented.

2) Resource

Grade: Robust

The company has appointed Mr. Shoukat Ali, Manager Compliance, as ultimately responsible for ensuring its resourcing, approval and regular review.

3) Communication & Training:

Grade: Robust

Employees are trained and made aware of such policies and procedures in the formal training sessions held at the workplace from time to time, for which respective records are maintained and verified during the audit.

4) Monitoring:

Grade: Robust

Responsibilities for monitoring the implementation of correct contracting procedures are defined by the HR Policy. The procedure requires that audit of the records kept of this verification is conducted by the HR department, increasing to weekly at times of peak hiring. Records are kept of monitoring activities. Any identification of misapplication of procedures, or concerns about application are escalated for action in the management review meetings

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
	No findings		

Systems and evidence examined to validate this code section

During the audit, it was verified that employment at the facility is based on a recognised employment relationship established in accordance with national labour laws and regulations.

No casual or seasonal workers were identified during document review, site inspection, or worker interviews. It was also confirmed that the facility does not utilize any labour contractors or employment agencies, and all workers are directly employed by the facility.

Evidence Examined:

Hiring policy and procedures
Worker interviews
Personnel file review
Payroll and attendance records

8. Regular employment is provided

Data points

Percentage of workers that are permanently or temporarily employed	100.0%
--	--------

Percentage of workers that have been engaged via irregular, sub-contracted or non-employment models of labour, rather than permanent or temporary contracts of employment	0.0%
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Percentage of workers employed as apprentices, trainees or interns	0.0%
--	------

[← Code area 8](#)

[Code area 8.A →](#)

8.A. Sub-contracting and homeworkers are used responsibly

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
--	---------------------------

Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
--	---------------------------

Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
--	---------------------------

Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
---	---------------------------

Management systems

Explanation for management systems grades

1) Policies & Procedures:

Grade: Robust

A policy is defined and documented which outlines the key mechanisms in place for definition of subcontractor's work in the organization. All matters of subcontracting e.g., terms and conditions, engagement of personnel, etc. are found to be clearly documented. The organization sub-contract dyeing, Printing and Embroidery.

2) Resource

Grade: Robust

The company has appointed Mr. Shoukat Ali, Manager Compliance as ultimately responsible for ensuring its resourcing, approval and regular review.

3) Communication & Training:

Grade: Robust

Employees are trained and made aware of such policies and procedures in the formal training sessions held at the workplace from time to time, for which respective records are maintained and verified during the audit.

4) Monitoring:

Grade: Robust

Responsibilities for monitoring the implementation of correct subcontracting procedures are defined by the HR Policy. The factory subcontract dyeing, printing and Embroidery.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
	No findings		

Systems and evidence examined to validate this code section

The facility engages subcontractors for dyeing, embroidery, and printing processes. However, it does not practice any homework or home-based production arrangements, and management confirmed through interviews that such outsourcing practices are not required or utilized.

The facility has established controls to monitor subcontracted activities and ensure proper oversight of outsourced processes.

Evidence Examined:

Subcontracting policy
Subcontracting monitoring records
Inward and outward gate passes
Worker interviews
Management interviews

8.A. Sub-contracting and homeworkers are used responsibly

Data points

Are homeworkers employed directly or engaged through an agent? Not applicable

Gender disaggregated data available

Number of homeworkers used

	Men	Women	Other	Total
Number of workers	-	-	-	-

What processes are carried out by homemaker?

Are full records of homeworkers available at the site?

Does the supplier buy products or services from suppliers that use homeworkers? No
The supplier does not buy products or services from suppliers that use home working.

Sub-contracting

Are there any concerns about unrecorded work or undeclared sub-contracting on site, giving considerations to the workers' capacity? No
Not Applicable

[← Code area 8.A](#)

[Code area 9 →](#)

Are any sub-contractors used?	Yes	
Sub-contractor 1	Processes subcontracted	Dyeing
	Name of factory	Moderno Fabrics
	Address	01-KM Defence Road off 23 Km, Multan Road Lahore-Pakistan
	Dates used	14-March-2026
Sub-contractor 2	Processes subcontracted	Printing
	Name of factory	Printing House
	Address	23-kM Ferozepur Road Gajju Mata Lahore-Pakistan.
	Dates used	28-Febraury-2026
Sub-contractor 3	Processes subcontracted	Embroidery
	Name of factory	Needle Master
	Address	16-B, Punjab Small Industrial Estate Kacha Jail Road Lahore- Pakistan.
	Dates used	No production in 2026

9. No harsh or inhumane treatment is allowed

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
--	---------------------------

Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
--	---------------------------

Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
--	---------------------------

Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
---	---------------------------

Management systems

Explanation for management systems grades

1) Policies & Procedures:

Grade: Robust

As per the documentation, the factory management has established a disciplinary procedure for disciplinary actions against misbehavior which includes verbal warning, written warning and finally termination and the site after an independent inquiry.

2) Resource

Grade: Robust

The company has appointed Mr. Shoukat Ali, Manager Compliance as ultimately responsible for ensuring the application of grievance management practices in the workplace in coordination with the workers' representative at the site.

3) Communication & Training:

Grade: Robust

The facility has developed a training program for all employees on the procedure for which subsequent records were verified during the audit. Worker interview confirmed that workers were aware of the disciplinary procedure. There is also an internal process for grievance handling, where workers can report any grievances (harassment, bullying, discrimination, etc.) to the workers' representative; any received complaint are handled by the worker representative, without any reprisal for the worker in question.

4) Monitoring:

Grade: Robust

During site visit, document review and workers interviews of all sampled workers, it was verified the organization is not involved in the practice of harsh or inhumane treatment towards its workers. There was no incident reported during the interviews for any previous case of gender-based violence or harassment.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings

[← Code area 8.A](#)

[Code area 10.A →](#)

Systems and evidence examined to validate this code section

The facility has established a disciplinary procedure for managing worker misconduct, which includes progressive disciplinary actions such as verbal warning, written warning, and ultimately termination. A training program has been developed to ensure all employees are aware of this procedure. Worker interviews confirmed that employees are aware of the disciplinary system in place.

Based on management interviews, document review, and worker feedback, the facility has also implemented a policy on prevention of harsh treatment. This policy is communicated to all workers through awareness sessions and by posting notices on display boards within the facility.

An internal grievance mechanism is in place, allowing workers to report concerns such as harassment, bullying, or discrimination. Complaints can be submitted to the Joint Work Council and are addressed by management without any risk of retaliation or reprisal against the complainant.

Evidence Examined:

Policy on prevention of harassment and abuse
Internal grievance procedure documentation

9. No harsh or inhumane treatment is allowed

Data points

Is there a formal process for workers to report concerns, complaints, or problems ('grievance mechanism')?	Yes, there is a formal grievance process
	The grievance process is available to all workers
	The grievance process is available to members of the local community
What type of grievance mechanism(s) are available?	Suggestion Boxes Health & Safety Committee Joint Work Council
Number of grievances raised in the last 12 months	2
Number of grievances resolved in the last 12 months	2

[← Code area 9](#)

[Code area 10.A →](#)

10.A. Environment 2-Pillar

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
--	---------------------------

Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
--	---------------------------

Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
--	---------------------------

Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
---	---------------------------

[← Code area 9](#)

Management systems

Explanation for management systems grades

1) Policies & Procedures:

Grade: Robust

The facility management maintained all legally required environmental documents. Environment aspect and impact assessment was found adequately conducted. The facility was following the related environmental regulations. The company provides training to its workers on work-practices that do not lead to any adverse environmental impacts.

2) Resource

Grade: Robust

The company has appointed Mr. Shoukat Ali, Manager Compliance who is responsible for Environmental management system and is also responsible to ensure that all personnel receive regular environment management training, against which records were verified as maintained.

3) Communication & Training:

Grade: Robust

Employees are trained and made aware of such policies and procedures in the formal training sessions held at the workplace from time to time, for which respective records are maintained and verified during the audit.

4) Monitoring:

Grade: Robust

Records are kept of monitoring activities conducted by internal and external parties pertaining to findings relevant to environmental management at the site. Any issues relevant to environment are escalated for action in the management review meetings for subsequent remediation and actions. Internal audits are carried out every six months to verify the working conditions at the premises.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
	No findings		

[← Code area 9](#)

Systems and evidence examined to validate this code section

The facility has established an Environmental policy and procedure and has identified applicable local environmental laws as well as relevant international standards. The factory has implemented controls for hazardous materials management, ensuring proper storage and handling of chemicals. Chemicals are stored in designated areas with secondary containment, and Material Safety Data Sheets (MSDS) are available and properly displayed.

A wastewater testing report issued by Solution Environmental Laboratory dated 15 April 2026 was reviewed during the audit. The facility has also installed a wastewater treatment plant with a capacity of 24 cubic meters to manage effluent discharge effectively.

In addition, the facility has an approved waste management contract with Waste Busters for the handling and disposal of waste materials.

Evidence Examined:

Environmental policy
Waste handling practices
Legal environmental documentation
Wastewater test report (Solution Environmental Laboratory, 15 April 2026)
Waste management contract (Waste Busters)

10.A. Environment 2-Pillar

Data points

Has the site received an official notice, fine or prosecution for any non-compliances with environmental legislation, regulation, consent or permits (within the last three years)?

No

Does the site have any valid environmental or energy management certificates?

None

Are there any other sustainability certifications present (e.g. Forest Stewardship Council (FSC), Marine Stewardship Council (MSC)?

No

Has the site implemented or made plans to implement any adaptive measures to protect workers from the impact of climate change?

No

[← Code area 10.A](#)

Attachments



[Building View.jpg](#)



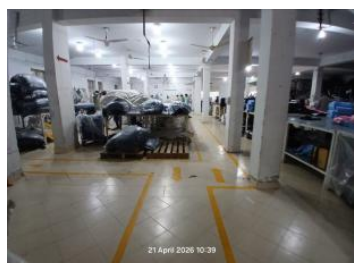
[Fabric Inspection Area.jpg](#)



[Face Scanning.jpg](#)



[Evacuation Map.jpg](#)



[Aisles Marking.jpg](#)



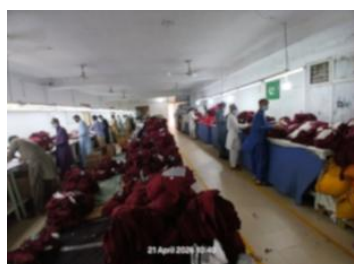
[Factory Gate.jpg](#)



[Fabric Store.jpg](#)



[Button Machines.jpg](#)



[Cut Parts Inspection.jpg](#)



[Chemical Store.jpg](#)



[Dry Process.jpg](#)



[Electric Panel.jpg](#)



[Finishing Section.jpg](#)



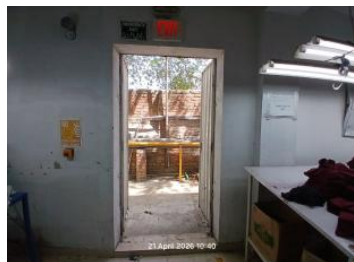
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[Factory Regulation.jpg](#)



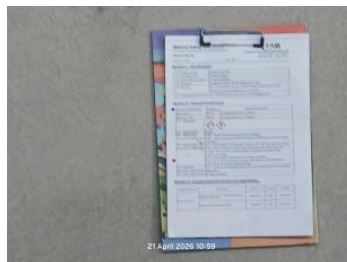
[Factory Name.jpg](#)



[Fire Exit.jpg](#)



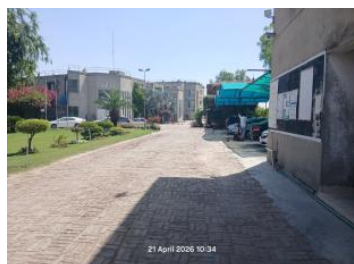
[Fire Extinguishers.jpg](#)



[MSDS.jpg](#)



[Packing Section.jpg](#)



[Inside View.jpg](#)



[Fire Hydrant.jpg](#)



[First Aid Box.jpg](#)



[Pressing Section.jpg](#)



[Sample room.jpg](#)



[Stitching \(Knits\).jpg](#)



[Smoke Alarm.jpg](#)



[Spray Section.jpg](#)



[Toilets.jpg](#)



[Washing Section.jpg](#)



[Wastewater Plant.jpg](#)



[Worker Canteen.jpg](#)



[Denim Cutting Section.jpg](#)



[Cutting Section.jpg](#)

