

Monitored Party THE JAYAVEL IMPEX	amfori ID 356-002189-000	Address DOOR NO.7,MURUGASAMY LAYOUT, 2NDSTREET,T.K.COLONY WEST, TIRUPPUR., 641607 TIRUPPUR, Tamil Nadu, India
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner SGS
Monitoring Start Date 07/03/2024	Closing Meeting Finished Date 07/03/2024	Submission Date 20/03/2024
Expiration Date 20/03/2026	Announcement Type Semi Announced	
Site THE JAYAVEL IMPEX	Site amfori ID 356-002189-001	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	B	
PA 2: Workers Involvement and Protection	A	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination, Violence or Harassment	A	
PA 5: Fair Remuneration	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, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Name of lead auditor: K Marutha Bharathi ; APSCA membership number: CSCA21700800

Name of team auditor (if applicable): None

Name of observers, translators, trainees, advisors/consultants (if applicable): Mr. Dhanasekaran from Sai Arshith Associates was helping the facility from outside.

Monitoring partner name: SGS India Pvt Ltd

The audit is planned for 1 auditor x 1 day, and it is Semi announced 1 man-day onsite.

Audit Date: 7 March 2024.

Special Circumstances: None

M/S. The Jayavel Impex is into manufacturing of Hosiery garments. The facility has started their operation from the existing location since 1.3.2018.

There was one main production building and the details are as follows.

Building 1:

Ground floor: Fabric Storage area, Cutting, Sampling, Lab, Accessory Stores and Creche facility.

First Floor: Checking, Ironing, Packing and Toilet

Second Floor: Sewing and Toilet

Third Floor: Admin area

Fourth Floor: Compressor and R.O. Plant

Periphery : Generator area.

The production process as follows: Raw materials receipt (Fabric, Trims and Accessories) - Cutting - Sewing - Checking - Ironing - Packing - Dispatch.

This Building was Owned by the facility management.

No dormitory facility provided and it is not applicable.

No Canteen facility provided and it is not applicable.

No Vulnerable workers like Young, Disabled, Pregnant found working in the facility on the day of audit.

Facility works in general shift and the timings are as follows:

General Shift: 8:45 am to 06:00 pm with two tea breaks of 15 minutes each and 1 lunch break of 45 minutes.

Sunday is weekly rest day for the employees.

Facility registers In and Out time of employees using Manual Time Cards.

Facility pays the wages on monthly basis on or before 7th of every month by Cash.

Worker information:

- Total Number of workers – 49 Employees & Staffs- 7 (4 Males & 3 Females)
- Production worker number – 42 Employees (Male – 24 & Female – 18)
- Migrant Workers – 2 Male Workers

As per audit process no union exists in the facility and facility has formed various committees such as works committee, Grievance Committee, Health & Safety Committee with elected worker representatives and conducted regular meetings.

The opening meeting was attended by Management team along workers representatives. Auditor briefed the management about the audit requirements, the audit process and sought permission to take photographs. This was agreed to by the management without any reservation. The auditors took a factory tour to establish the health and safety systems prevalent in the factory, prevalence of child labour/young labour, and forced labour.

During closing meeting, the auditor greeted and thanked the management for their co-operation during the audit. The non-conformance's found during the audit were explained to the management. The corrective action plan was also discussed and signed. The auditor also invited any feedback from the management regarding the audit process and factory management were receptive to the findings and confirmed to take corrective action for the findings at the earliest.

Summary of findings:

PA1: Social Management System

Finding: 1 – 1.1 It was noted from the audit process gaps were identified in other performance areas, hence this point is rated as Partial.

Code: In accordance with amfori BSCI code - 1.1.

PA 2: Workers Involvement and Protection

Finding: 1 - It was noted from the document review that the facility has conducted training to their employees such Health

and Safety, amfori BSCI COC, etc by competent person. However, it was noted during audit process that 60% of the sampled workers were not aware of the amfori BSCI COC. Code: In accordance with amfori BSCI code - 2.4.

PA 5: Fair Remuneration

Finding:1 - It was noted during audit process that the factory has paid INR 6630 per month for Sweepers which is according to the Legal Minimum wages – Hosiery Industry however, facility has not ensured to pay the calculated living wages for this region which is around INR 18482 per month. Code: In accordance with amfori BSCI code - 5.4.

PA 7: Occupational Health and Safety

Finding: 1- It was noted during facility tour that needle guards was not properly used by 1 out of 3 sampled Sewing machine operators.

Law: In accordance with Rule 61-E of Tamilnadu Factories Rules, 1950.

Living Wage: GLWC wages is available for this region and it is mentioned in the report.

Note: 40% of the facility was idle on the day of audit when inquired with the management they informed that it is due to less orders and it was confirmed during audit process.

The below documents are not attached in the report.

Collective bargaining agreement – No Collective Bargaining agreement. Hence, not applicable.

Contractor license/permit - No contractors in place. Hence, not applicable.

Agency labour contract - No agency workers in place. Hence, not applicable.

Pollution Consent Orders - It is not applicable for this industry. Hence, not added.

Government waivers - No government waivers in place. Hence, not applicable.

SITE DETAILS

Site

THE JAYAVEL IMPEX

Site amfori ID

356-002189-001

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Textiles, Apparel & Luxury Goods

Sub Industry

Apparel, Accessories & Luxury Goods

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	38	Workers
Legal minimum wage in local currency	6,174	Monthly
Lowest wage paid for regular work at the site	6,630	Monthly
Calculated living wage in local currency	18,442	Monthly
Total sample	10	Workers

Other Metrics

Male workers	22	Workers
Female workers	16	Workers
Non-binary workers	0	Workers
Permanent workers - Male	26	Workers
Permanent workers - Female	21	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	2	Workers
Management - Female	0	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	0	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	2	Workers
Domestic migrant workers - Female	0	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	28	Workers
Workers hired directly - Female	21	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	0	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	6	Workers
Sample - Female	4	Workers
Sample - Non-binary	0	Workers

FINDINGS

PA1: Social Management System

Site: THE JAYAVEL IMPEX | Site amfori ID: 356-002189-001

Question: 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

ENGLISH

Finding

It was noted from the audit process gaps were identified in other performance areas, hence this point is rated as Partial.

Code: In accordance with amfori BSCI code - 1.1.

PA 2: Workers Involvement and Protection

Site: THE JAYAVEL IMPEX | Site amfori ID: 356-002189-001

Question: 2.4 Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?

ENGLISH

Finding

It was noted from the document review that the facility has conducted training to their employees such Health and Safety, amfori BSCI COC, etc by competent person. However it was noted during audit process that 60% of the sampled workers were not aware of the amfori BSCI COC. Code: In accordance with amfori BSCI code - 2.4.

PA 5: Fair Remuneration

Site: THE JAYAVEL IMPEX | Site amfori ID: 356-002189-001

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

ENGLISH

Finding

It was noted during audit process that the factory has paid INR 6630 per month for Sweepers which is according to the Legal Minimum wages – Hosiery Industry however, facility has not ensured to pay the calculated living wages for this region which is around INR 18482 per month. Code: In accordance with amfori BSCI code - 5.4.

PA 7: Occupational Health and Safety

Site: THE JAYAVEL IMPEX | Site amfori ID: 356-002189-001

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

ENGLISH

Finding

It was noted during facility tour that needle guards was not properly used by 1 out of 3 sampled Sewing machine operators.

Law: In accordance with Rule 61-E of Tamilnadu Factories Rules, 1950.