

Monitored Party SPORTING SYNDICATE INTERNATIONAL PVT. LTD	amfori ID 356-001366-000	Address VILLAGE WARIYANA, KAPURTHALA ROAD, NEAR JALANDHAR KUNJ, 144021 JALANDHAR, Punjab, India
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner TUV Rheinland
Monitoring Start Date 29/05/2024	Closing Meeting Finished Date 30/05/2024	Submission Date 08/06/2024
Expiration Date 08/06/2025	Announcement Type Semi Announced	
Site SPORTING SYNDICATE INTERNATIONAL PRIVATE LIMITED	Site amfori ID 356-001366-001	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	C	
PA 2: Workers Involvement and Protection	D	
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: Gaurav Gandhi APSCA membership number: CSCA 21701607

Name of team auditor : Shashi Pandey APSCA membership number: ASCA 21703125

Name of observers, translators, trainees, advisors/consultants (if applicable): Nil

Monitoring partner name: TUV Rheinland India Pvt Ltd.

Audit schedule details: e.g. The audit is planned for 2 auditors x 1.5 days .

Announcement Type: Full audit was plan from 29 & 30.05.2024 covering all 13 Performance areas as semi announced .

Business partner information: SPORTING SYNDICATE INTERNATIONAL PVT. LTD. is a private limited firm located at Village – Wariyana, Kapurthala Road, Jalandhar, Punjab. The total land area occupied by the facility is 10612 Square meters and the covered area is 14000 Square meters including all floors. The Facility was established in Year July 2020. Factory License- JAL0FL8496 dated 26.12.2023 valid till 31.12.2028 was matching with actual condition of the plant and detail provided on amfori portal .

The facility is in manufacturing and export of sports goods./ The main production processes are listed as follows: Cutting – Sewing- Moulding – Printing – Finishing – Packaging and Dispatch.

Management does not share the building with any other company

Audited location information: The facility has total 4 buildings and the descriptions are as below:

Building 1 :

Basement - Showroom, Office.

Ground Floor – Office

First Floor- Packaging and Finishing

Second Floor - Screen Printing and Drying Area

Building 2 :

Ground Floor- PVC Storage, Finishing, Kit making, Moulding, Lab, Packaging and Packed goods storage.

Mezzanine – Lunch Area

First Floor - Garment Stitching, Finishing & Packaging and Football & Rugby Finishing & Packaging.

Second Floor - Lamination, Cutting, Printing and Stitching for Rugby and Football + Garment Stitching, Cutting, Finishing and Packaging.

Building 3:

Ground Floor - Garment Finishing and Packaging.

First Floor - Garment Cutting and Stitching.

Building 4 :

Ground Floor - Tool Room and Scrap Storage.

First Floor - Raw material Storage.

Periphery- Security area, Utility, Crèche, Chemical Store and rugby passing area.

Building ownership information : Facility is having own building .

There is no dormitory or canteen facility provided to the employees .

Operating shifts and hours: . The regular working hours are from 09:00 AM to 5.30 PM with one lunch break of 30 minutes from 01.00 pm to 01.30 pm. Normal working days are from Monday to Saturday and Sunday is declared weekly off.

Time recording system: Management is using biometric recording (face reading) for attendance

Salary payment details: Wages are paid monthly and through bank only.

Worker number information:

- Total worker number (production and management workers) : 472. (311 male ans 161 female) .

- Production worker number : 302 (168 males and 134 female)

- Vulnerable worker number : Three is no Pregnant , seasonal, temporary, home-based workers employed in the factory.

There is 03 male disable employees .There is no foreign migrant employee, but there are 84 domestic migrant employee (62 male and 2 female) .

- Any other special group workers : Management has not hired any interns or apprentices . All 472 employees were hired directly.

Good practices: None

Worker organization details: No Union in the factory. The workers also formed committees to address concerns related to specific issues and to provide a means for communication with the management. Committee elections are independent and freely conducted by workers for workers; worker participation in this process is voluntary. The company has workers , grievance handling committee and health and safety committee

Circumstances: There was no special circumstance during the audit . No canteen , Dormitory or transport facility was provided .

Summary of the Findings :

PA1 : Company is in progress to integrate the amfori BSCI code of conduct in day-to-day business. Although observation in the facility's operations revealed gaps on implementation in 03 out of 13 Performance areas. facility has established the procedure to recruit the business partners and they had taken the commitment from 14 business partners, but suppliers onsite monitoring is not covering the amfori BSCI COC requirements like No Discrimination, Violence or Harassment, No Precarious employment, Protection of the Environment and Ethical business behaviour.

PA 2: Management have identified goal to achieve the BSCI code of conduct, but they had not developed a plan including step by step approach towards sustainable improvements. During workers interview , awareness level of 8 out of 24 employees was not found satisfactory regarding social benefits like gratuity , leaves and job description. 05 out of 24 sampled employees were not aware about the amfori BSCI code. The company has established internal complaint committee, but annual return was not submitted to concern department.

PA 7 : The company has not established a effective internal monitoring process to ensure that health and safety system and identified hazards in Risk assessment are effectively implemented e.g. use of PPEs and providing safety guard and chemical storage. Health risk related to vulnerable workers like physically disabled employees and creche activity were not covered in Health and safety risk assessment. Workers & worker representative were not involved in health & Safety Risk Assessment. Needle guard was not used by 03 employees out of 08 stitching machines verified in stitching section. Secondary container was not provided for storage of 02 chemical cans containing thinner , kept in Screen Printing area at second floor in building 1. It was also found that labelling of 01 chemical can kept in Chemical store in periphery area was not done . 01 exhaust fan provided at second floor in building 2 ,was not covered and safety guard was found missing on motor provided on lamination machine at second floor in building 2. Functioning canteen was not provided in the plant applicable for 250 plus employees.

No Finding was observed in PA 3 to PA 6 , PA 8 to PA 13 performance areas.

Attachments :-

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

Dormitories - Auditor did not find any dormitories on the day of audit.

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

Government Waivers – No Government Waivers was obtained.

Verification of Corrective and Preventive action of previous audit – Not applicable as this is full audit

Contractor license – Management was not using any contracted labour

High Risk area – No the no area/ activity , which is having high risk for employees

MEMO (MEMO(AC's 2018/06 1) :No personal data protection law requirement.

Living wages

1. TUVR chose to calculate its own living wage calculation as the GLWC calculation for the factory location is not available
2. The method used is the SAI (social accountability international) formula for living wages based on survey of the various costs in that region
3. The data sources used are • Website of Registrar General & Census Commissioner, Ministry of Home Affairs, Government of India. • Webpage for the Household size in India based on the 2011 census • Website of Wikipedia

SITE DETAILS

Site
**SPORTING SYNDICATE
INTERNATIONAL PRIVATE
LIMITED**

Site amfori ID
356-001366-001

GICS Classification

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

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	340	Workers
Legal minimum wage in local currency	10,736.75	Monthly
Lowest wage paid for regular work at the site	10,737	Monthly
Calculated living wage in local currency	9,642.17	Monthly
Total sample	24	Workers

Other Metrics

Male workers	213	Workers
Female workers	127	Workers
Non-binary workers	0	Workers
Permanent workers - Male	311	Workers
Permanent workers - Female	161	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	3	Workers
Management - Female	1	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	8	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	14	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	3	Workers
Workers with disabilities - Female	0	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	62	Workers
Domestic migrant workers - Female	22	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	311	Workers
Workers hired directly - Female	161	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	14	Workers
Sample - Female	10	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: SPORTING SYNDICATE INTERNATIONAL PRIVATE LIMITED | Site amfori ID: 356-001366-001

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

Company is in progress to integrate the amfori BSCI code of conduct in day-to-day business. Although observation in the facility's operations revealed gaps on implementation in the following amfori BSCI performance areas PA-1 (Social Management System), PA-2 (Workers Involvement & Protection) and PA-7 (Occupational Health and Safety) . The question is rated as partially because there was no gap found in other performance areas.

Question: 1.3 Is there satisfactory evidence that the auditee has identified their significant business partners and their level of alignment with the amfori BSCI Code of Conduct?

ENGLISH

Finding

During review of the documents and discussion, it was found that the facility has established the procedure to recruit the business partners and they had taken the commitment from 14 business partners, but suppliers onsite monitoring is not covering the amfori BSCI COC requirements like No Discrimination, Violence or Harassment, No Precarious employment, Protection of the Environment and Ethical business behaviour. The finding was kept as partial because others social requirements like Child Labour, forced labour, Wages, working hours, Health & safety etc. were covered in audits conducted as per Supplier Visit Plan.



PA 2: Workers Involvement and Protection

Site: SPORTING SYNDICATE INTERNATIONAL PRIVATE LIMITED | Site amfori ID: 356-001366-001

Question: 2.2 Is there satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the amfori BSCI Code of Conduct?

ENGLISH

Finding

As discussed with management and document review it was noted that management have identified goal to achieve the BSCI code of conduct, but they had not developed a plan including step by step approach towards sustainable improvements. This question rated as partial as management have identified long term goal.

Question: 2.3 CRUCIAL: Is there satisfactory evidence that the auditee takes specific steps to make workers aware of their rights and responsibilities?

ENGLISH

Finding

During workers interview , awareness level of 8 out of 24 employees was not found satisfactory regrading social benefits like gratuity , leaves and job description. The finding was rated as partial because awareness level of remaining employees was found satisfactory .

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 during document review and workers interview that 05 out of 24 sampled employees were not aware about the amfori BSCI code. This question is rated as partial as facility has displayed amfori BSCI code of conduct at notice board and production area and training provided to workers.

Question: 2.5 Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?

ENGLISH

Finding

The company has established internal complaint committee, but annual return was not submitted to concern department as per legal provision of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. This question is rated as partial as facility has grievance mechanism and facility has grievance handling committee.

PA 7: Occupational Health and Safety

Site: SPORTING SYNDICATE INTERNATIONAL PRIVATE LIMITED | Site amfori ID: 356-001366-001

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?

ENGLISH

Finding

The company has not established a effective internal monitoring process to ensure that health and safety system and identified hazards in Risk assessment are effectively implemented e.g. use of PPEs and providing safety guard and chemical storage. The finding was kept as partial because management was meeting with other requirements of this question.

Question: 7.3 Is there satisfactory evidence that the auditee set up an effective management system that ensures they regularly carry out risk assessments for safe, healthy and hygienic working conditions?

ENGLISH

Finding

During review of the documents and management discussion, it was found that health risk related to vulnerable workers like physically disable employees and creche activity were not covered in Health and safety risk assessment no SS/PL/AB/RA-00 dated 13.10.2023. The finding was kept as partial because other production and supporting activities were covered in Risk assessment.

Question: 7.4 Is there satisfactory evidence of active cooperation between management and workers (and/or their representatives) when developing and implementing systems towards ensuring OHS?

ENGLISH

Finding

During document review & interview, it was found that workers & worker representative were not involved in health & Safety Risk Assessment as required by amfori COC. The finding was kept as partial because management had provided trainings to all the employees on Health and safety and employees were aware about the risk related to their work during interview.

Question: 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH

Finding

During plant visit , it was found that needle guard was not used by 03 employees out of 08 stitching machines verified in stitching section at second floor in building 2 as required by Factory act 1948 section 7A(1). The finding was kept as partial because employees were using required PPEs at other places.

Question: 7.7 Is there satisfactory evidence that the auditee implements engineering and administrative control measures to avoid or minimise the release of hazardous substances into the work environment, keeping the level of exposure below internationally established or recognised limits?

ENGLISH

Finding

During plant visit , it was found that secondary container was not provided for storage of 02 chemical cans containing thinner , kept in Screen Printing area at second floor in building 1. It was also found that labeling of 01 chemical cane kept in Chemical store in periphery area was not done . This is against of Punjab Factory Rules 1952, Section 67 (J). The finding was kept as partial because other chemicals were store properly and related MSDS was displayed in store and production areas.

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

During plant visit , it was found that 01 exhaust fan provided at second floor in building 2 ,was not covered and safety guard was found missing on motor provided on lamination machine at second floor in building 2 . The finding was kept as partial because safety guard was provided on other machines

Question: 7.21 Is there satisfactory evidence that the auditee provides workers with access to an appropriate, clean area for storing food, eating and/or cooking?

ENGLISH

Finding

During plant visit and interview , it was found that functioning canteen was not provided in the plant applicable for 250 plus employees as per Factories act Section 46 (1). The finding was kept as partial because the management had agreement with third party name New Aar Kay Vaishno Dhaba for providing the tiffin at nominal rate in the plant as on demand and provided lunch area with proper sitting arrangement