

Monitoring result for MARWAR CARPETS INTERNATIONAL on site Marwar Carpets International

Monitoring

Monitored Party : **MARWAR CARPETS INTERNATIONAL**
amfori ID : **356-000888-000**
Site : **Marwar Carpets International**
Site amfori ID : **356-000888-002**
Address : **Village Chandoli, Barsat Road**
: **132103, Panipat-132103**
: **Haryana**
: **India**
Monitoring Activity : **amfori Social Audit - Manufacturing**
Monitoring Type : **Full Monitoring**
Monitoring Partner : **TUV Rheinland**
Monitoring Start Date : **13/12/2022**
Closing Meeting : **15/12/2022**
Finished Date
Submission Date : **27/12/2022**
Expiration Date : **27/12/2023**

This is an extract of the online monitoring result, generated on 27/12/2022, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available [here](#) - The English version is the legally binding one.



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Overall rating



Section rating

PA1: Social Management System	C
PA 2: Workers Involvement and Protection	C
PA 3: The Rights of Freedom of Association and Collective Bargaining	A
PA 4: No Discrimination	A
PA 5: Fair Remuneration	A
PA 6: Decent Working Hours	A

PA 7: Occupational Health and Safety	D
PA 8: No Child Labour	A
PA 9: Special Protection for Young Workers	A
PA 10: No Precarious Employment	A
PA 11: No Bonded Labour	A
PA 12: Protection of the Environment	A
PA 13: Ethical Business Behaviour	A

General description

Marwar Carpets International is a partnership factory. The factory license number PPT-ONLINE-CHD-M-286 was matching with auditee's actual situation Village Chandoli, Barsat Road, Panipat-132103, Haryana, India. The factory license is valid till 31.12.2022 was matching with auditee's actual situation in terms of address and the number of buildings.

Total land area is about 152460 square feet where built up is about 99099 square feet. The facility was established in July 1999. The facility is manufacturing and Exporting of Carpets, Bathmats, Rugs & Leather Carpets. Main production processes includes tufting, weaving, latex, backing, binding, finishing, packing and dispatch.

Total 329 employees (152 are in company and 177 are in contractor payroll) are working in the factory in which 296 are male and 33 are female employees. Factory has appointed 08 employee as security who works in 3 x 8 hours shifts. Security employees under in company payroll.

The facility is occupied in 06 buildings/sheds and the descriptions are as below:

Building 01: This shed has only ground floor which is used as yarn store.

Periphery: Office, Latex and Chemical room.

Building 02: This shed has only ground floor which is used as handloom operation.

Periphery: Non-Hazardous Waste Store, Backing and Pit loom.

Building 03: This shed has only ground floor which is used as hand tufting operation.

Periphery: Winder.

Building 04: This shed has only ground floor which is used as bathmat, finishing, passing and binding operation.

Periphery: Material Receiving Store, Hazardous Waste Room.

Building 05: Ground floor: Packing, dispatch and leather operation.

First floor: Hot room.

Periphery: Old Material Store, Compressor.

Building 06: This building has 02 floors: Ground floor: Office.

First floor: Office.

Periphery: Meter room, Empty Chemical Drums Room, Non-Hazardous Waste Room, Security Room, DG's (40 kva, 82.5 kva and 160 kva), Diesel store, Maintenance room, Crèche.

There is no other factory inside the premises/plot.

Wages are paid monthly by bank transfer (100%). The regular working hours are from 09:00 to 18.00 hours with one lunch break of

60 minutes from 13:00 to 14:00 hours and 02 tea breaks from 11:00 to 11:15 and 16:00 to 16:15 hours. Normal working days are from Monday to Saturday and Sunday is declared weekly off.

The auditee has electronics (Showcard) system to track the working hours of the workers. As per the auditee, production peak season starts from April and ends in September and non-peak season starts from October and ends in March. Production capacity is 80000 sq. meter per year.

The auditor explained the scope and objectives of the audit and complete processes involved in the audit including facility tour, document review and confidential employee interview. Further, the auditor took permission to take pictures and conducting confidential interviews. The auditee allowed the auditor to conduct a thorough audit including facility tour, document review and confidential interview and assured full cooperation throughout the audit. The auditor explained and presented TUV Rheinland integrity policy letter to the facility management. Mr. Amit Kumar – Account Manager agreed and signed the integrity documents and audit finding report.

Mr. Amit Kumar – Account Manager is management representative for amfori BSCI Audit.

This full audit performed by Lead Auditor Mr. Alok Kumar (ASCA) from 13 to 15 .12.2022 from TUV Rheinland has.

Below documents & photos are not applicable for this factory: -

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

High-risk health and safety areas - Factory is into Carpets, Bathmats, Rugs & Leather Carpets and on the day of audit auditor did not find any process or area which leads to high-risk in health.

Dormitories - Auditor didn't 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.

Note: Factory has head office in 709 C, Magnum Tower, Sector-58, Gurugram-122001, Haryana. which was not covered in this audit scope

Site Details

Site : Marwar Carpets International

Site amfori ID : 356-000888-002

GICS Classification

Sector : Consumer Discretionary

Industry Group : Consumer Durables & Apparel

Industry : Textiles, Apparel & Luxury Goods

Sub Industry : Textiles

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	232 Workers
Legal minimum wage in local currency	10243 Monthly
Lowest wage paid for regular work at the site	10250 Monthly
Calculated living wage in local currency	8644 Monthly
Total sample	22 Workers

Other Metrics

Male workers	215 Workers
Female workers	17 Workers
Permanent workers - Male	296 Workers
Permanent workers - Female	33 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	9 Workers
Management - Female	2 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	0 Workers
Workers on probation - Female	0 Workers
Workers with night shift - Male	10 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	148 Workers
Domestic migrant workers - Female	5 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	147 Workers
Workers hired directly - Female	5 Workers
Workers hired indirectly - Male	149 Workers
Workers hired indirectly - Female	28 Workers
Unionised workers - Male	0 Workers
Unionised workers - Female	0 Workers
Workers under CBA - Male	0 Workers
Workers under CBA - Female	0 Workers
Pregnant workers	0 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	0 Workers
Sample - Male	18 Workers
Sample - Female	4 Workers

Findings

PA1: Social Management System

It was noted during review of records and MR interaction that factory has documented OHS related processes, conducted risk assessment and regular monitoring of working condition. However, during the audit it has been found certain OHS aspects are not fully effectively implemented e.g aisle marking found blocked in top roof, secondary container not provided to the diesel container

During review of the documents, it was found that management had documented the procedure for selecting and monitoring the suppliers , but they had not taken the social commitment (amfori TOI) from all key suppliers e.g., R K D furnishing, classic dyers

PA 2: Workers Involvement and Protection

It was noted during review of records that facility had not identify the goals to achieve the amfori BSCI code of conduct.

It was found during workers interactions that awareness level to 08 out of 22 employees regarding amfori BSCI COC was not satisfactory

PA 7: Occupational Health and Safety

It was noted during review of records and MR interaction that factory has documented OHS related processes, conducted risk assessment and regular monitoring of working condition. However, during the audit it has been found certain OHS aspects are not fully effectively implemented e.g aisle marking found blocked in top roof, secondary container not provided to the diesel container

It was noted during review of records that management had not included the OHS risk assessment for all its manufacturing processes e.g . ergonomic risk

During factory tour it was noted that secondary container and labelling were not provided to the diesel near to the DG Set it is against with factory act 1948 section7(A)

During factory tour, Water seepage noted in the walls of finishing room. Legal reference: In accordance with the Factories Act 1948, Chapter 4, Section 32.

During factory tour it was noted that loose wire found in maintenance room it is against with factory act 1948 section 7 (A)

During factory tour it was noted that aisle marking found blocked in top roof at roll latex section it is against with the Factories Act 1948, Chapter IV section 38 (1),