
Auditee :	Madhura Gaarments
Audit Date From :	17/03/2016
Audit Date To :	17/03/2016
Expiry Date of the Audit :	17/03/2017
Auditing Company :	ABS
Auditor's Name(s) :	G. Subiah(Lead)
Auditing Branch (if applicable) :	



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Rating Definitions



Rating	A combination of ratings per performance area where:	Consequence																																													
<p>A OUTSTANDING</p>	<p>o Minimum 7 performance area rated A o No Performance area rated C, D or E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	B	B	B	A	A	A	A	A	A	A	A	B	B	B	B	B	B	B	<p>The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.</p>
A	A	A	A	A	A	A	A	A	A	A	A	A	A	A																																	
A	A	A	A	A	A	A	A	A	A	A	A	B	B	B																																	
A	A	A	A	A	A	A	A	B	B	B	B	B	B	B																																	
<p>B GOOD</p>	<p>o Maximum 3 performance area rated C o No performance area rated D or E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr> <tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> </table>	A	A	A	A	A	A	B	B	B	B	B	B	B	B	B	A	A	A	A	A	A	B	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	B	C	C	C	C	<p>The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.</p>
A	A	A	A	A	A	B	B	B	B	B	B	B	B	B																																	
A	A	A	A	A	A	B	B	B	B	B	B	B	B	C																																	
B	B	B	B	B	B	B	B	B	B	B	C	C	C	C																																	
<p>C ACCEPTABLE</p>	<p>o Maximum 2 performance areas rated D o No performance area rated E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr> <tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	C	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	C	D	D	C	C	C	C	C	C	C	C	C	C	C	C	C	D	D	<p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p>
A	A	A	A	A	A	A	A	A	A	C	C	C	C	C																																	
A	A	A	A	A	B	B	B	B	C	C	C	C	D	D																																	
C	C	C	C	C	C	C	C	C	C	C	C	C	D	D																																	
<p>D INSUFFICIENT</p>	<p>o Maximum 6 performance area rated E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td><td>D</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td></tr> <tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	A	D	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	D	E	E	D	D	D	D	D	D	D	D	E	E	E	E	E	E	E	<p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p>
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A	A	A	B	B	B	C	C	C	D	D	D	D	E	E																																	
D	D	D	D	D	D	D	D	E	E	E	E	E	E	E																																	
<p>E UNACCEPTABLE</p>	<p>o Minimum 7 performance areas rated E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	E	E	E	E	E	E	E	E	E	A	A	B	B	C	D	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	<p>BSCI participants shall closely oversee the auditee's progress as it may represent a higher risk than other business partners</p>
A	A	A	A	A	A	E	E	E	E	E	E	E	E	E																																	
A	A	B	B	C	D	E	E	E	E	E	E	E	E	E																																	
E	E	E	E	E	E	E	E	E	E	E	E	E	E	E																																	
<p>Zero Tolerance</p>	<p>A Zero Tolerance issue was identified (see Annex 5)</p>	<p>Immediate actions are required. The BSCI Zero Tolerance Protocol is to be followed.</p>																																													

Producer : Madhura Gaarments

DBID : 340170 and Audit Id : 45157

Audit Date : 17/03/2016

Audit Type : Full Audit

Main Auditee Information

Name of producer :	Madhura Gaarments		
DBID number :	340170		
Audit ID :	45157		
Address :	37, R.V.E. Nagar South Kangeyam Main Road, Tirupur - 641604 Tirupur-641604		
Province :	Tamil Nadu	Country :	India
Management Representative :	Mr. Nagarajan		
Contact person:	K. Govindaraj	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	Knit Garments		

Audit Details



Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural
Audit Announcement :	<input checked="" type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced <input type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No	
Audit extent (if applicable) :	none	
Audit interferences or contingencies (if applicable) :	none	
Overall rating :	C	
Need of follow-up :	Yes	If YES, by : 17/03/2017

Rating per Performance Area (PA)

PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
A	A	A	A	A	A	D	A	A	A	A	A	A

Executive summary of audit report

M/s Madhura Garments, RVE Nagar South, Kangeyam Main Road, Tirupur - 641604

Total Number of workers: 44(Male 24; Female 20), On the day of audit present were 32 (Male 15, Female 17)workers including staff.

Manufacturer and Export of Hosiery Garments.

Major Exporting countries Europe.

Ratings Summary



Auditee's background information			
Auditee's name :	Madhura Gaarments	Legal status :	Propreitorship
Local Name :	Madhura Gaarments	Year in which the auditee was founded :	2013
Address :	37, R.V.E. Nagar South Kangeyam Main Road, Tirupur - 641604	Contact person (please select) :	K. Govindaraj
Province :	Tamil Nadu	Contact's Email :	raja@madhuragaarments.com
City :	Tirupur-641604	Auditee's official language(s) for written communications :	Tamil
Region :	South Asia	Other relevant languages for the auditee :	English
Country :	India	Website of auditee (if applicable) :	www.madhuragaarments.com
GPS coordinates :	Nil	Total turnover (in Euros) :	1331515.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :		Production volume :	30000 pcs per month
Product Group :	Apparel	Production cost calculation :	Yes
If other, please specify :		Lost time injury calculation cost :	Yes
Product Type :	Knit Garments		

Auditee's employment structure at the time of the audit		
Total number of workers :	44	Total number of workers in the production unit to be monitored (if applicable) :
		0
	MALE WORKERS	FEMALE WORKERS
Permanent workers	24	20
Temporary workers	0	0
In management positions	3	1
Apprentices	0	0
On probation	0	0
With disabilities	0	0
Migrants (national citizens)	0	0
Migrants (foreign citizens)	0	0
Workers on the permanent payroll	24	20
Production based workers	21	19
With shifts at night	0	0
Unionised	0	0
Pregnant	-	0
On maternity leave	-	0

Finding Report 

Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 45157] Audit Date: 17/03/2016 PA Score: A Deadline date:20/04/2016

GOOD PRACTICES:

AREAS OF IMPROVEMENT:
1.3, It is observed from Document review that Terms of Implementation for Business Parnters and commitment letters from the suppliers M/s Adam Screen Prints(Garment Printers), Kavitha Labels(printed Lables), Annamalayar Packaging,Tirupur(Carton Box supplier) not obtained.

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 45157] Audit Date: 17/03/2016 PA Score: A Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Remarks from Auditee:

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining

Full Audit [Audit Id - 45157] Audit Date: 17/03/2016 PA Score: A Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Remarks from Auditee:

Performance Area 4 : No Discrimination

Full Audit [Audit Id - 45157] Audit Date: 17/03/2016 PA Score: A Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Remarks from Auditee:

Performance Area 5 : Fair Remuneration

Full Audit [Audit Id - 45157] Audit Date: 17/03/2016 PA Score: A Deadline date:30/04/2016

GOOD PRACTICES:

AREAS OF IMPROVEMENT:
5.5 It is observed from document review that the management has not deduct and pay the Labour welfare Fund to the Labour welfare board, which is to be paid on or before January 25th every year

Remarks from Auditee:

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 45157] Audit Date: 17/03/2016 PA Score: A Deadline date:

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Remarks from Auditee:

Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 45157] Audit Date: 17/03/2016 PA Score: D	Deadline date:18/06/2016
GOOD PRACTICES:	
AREAS OF IMPROVEMENT: 7.8 The company has not formed the Emergency Response team. 7.15 The facility has provided spiral type staircase from first floor as exit, which cannot be used at the time of emergency.	
Remarks from Auditee:	
Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 45157] Audit Date: 17/03/2016 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 45157] Audit Date: 17/03/2016 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 45157] Audit Date: 17/03/2016 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 45157] Audit Date: 17/03/2016 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 45157] Audit Date: 17/03/2016 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 45157] Audit Date: 17/03/2016 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	

Summary

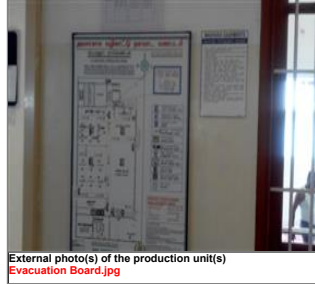


Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	17/03/2016	45157	A	A	A	A	A	A	D	A	A	A	A	A	A	C

Producer Photos



External photo(s) of the production unit(s)
Name board.jpg



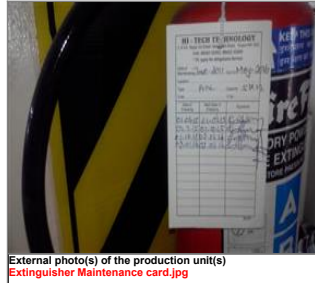
External photo(s) of the production unit(s)
Evacuation Board.jpg



External photo(s) of the production unit(s)
Name board.jpg



External photo(s) of the production unit(s)
Outside view.jpg



External photo(s) of the production unit(s)
Extinguisher Maintenance card.jpg



External photo(s) of the production unit(s)
Policies displayed.jpg



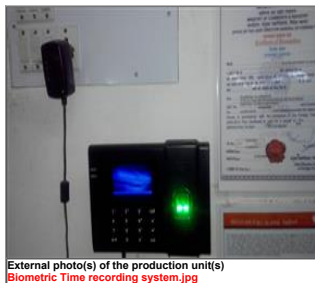
External photo(s) of the production unit(s)
Act Abstracts.jpg



External photo(s) of the production unit(s)
Fire Alarm MCP.jpg



External photo(s) of the production unit(s)
PPE instructions.jpg



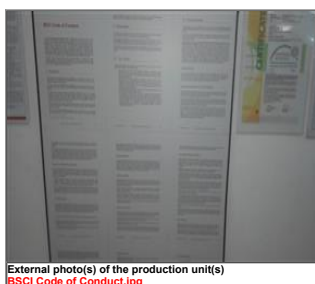
External photo(s) of the production unit(s)
Biometric Time recording system.jpg



External photo(s) of the production unit(s)
Fire Alarm.jpg



External photo(s) of the production unit(s)
Risk assessment and control procedure.jpg



External photo(s) of the production unit(s)
BSCI Code of Conduct.jpg



External photo(s) of the production unit(s)
Fire Buckets.jpg



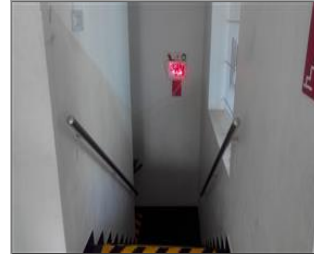
External photo(s) of the production unit(s)
Risk assessment and Control.jpg



External photo(s) of the production unit(s)
Checking workers with PPE.jpg



External photo(s) of the production unit(s)
Fire extinguisher with instructions.jpg



External photo(s) of the production unit(s)
Staircase with Emergency light.jpg



External photo(s) of the production unit(s)
Drinking Water.jpg



External photo(s) of the production unit(s)
Fire Training Photo.jpg



External photo(s) of the production unit(s)
Suggestion cum Complaint Box.jpg



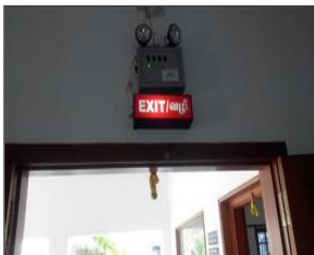
External photo(s) of the production unit(s)
Emergency Evacuation.jpg



External photo(s) of the production unit(s)
Genset.jpg



External photo(s) of the production unit(s)
Tailoring with PPE .jpg



External photo(s) of the production unit(s)
Emergency light.jpg



External photo(s) of the production unit(s)
Ironing worker with PPE.jpg