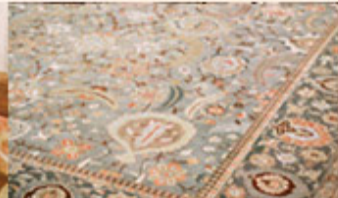




# SOCIAL ACCOUNTABILITY



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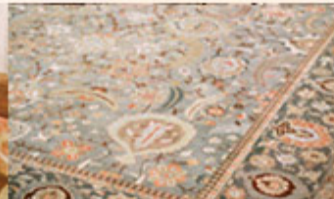


# Compliance in the Factory

- Voluntarily opted for certification under SA 8000 in the year 2004.
- Regular Internal audits in place.
- Continuous improvements since certification, demonstrated in surveillance audits.
- Zero tolerance policy on child labour and bonded labour.
- No employment under 18 years of age in factory.

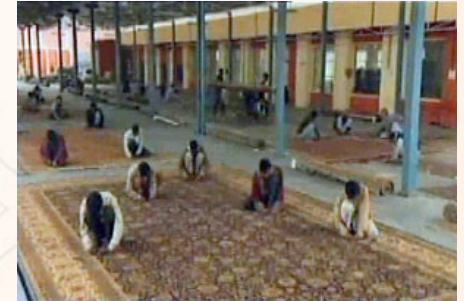


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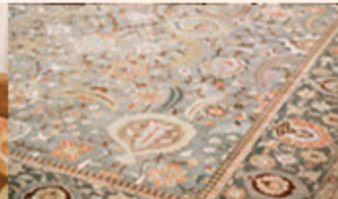


# Compliance in the Factory

- No worker required to lodge any deposits or any of his original identity papers.
- Workers free to leave at the end of duty hours.
- Safe and Healthy workplace environment provided.
- Continuous efforts to minimise work related risk to health & safety.
- Workers' rights to association and collective bargaining recognised.
- Oldest worker's union operative in the factory.



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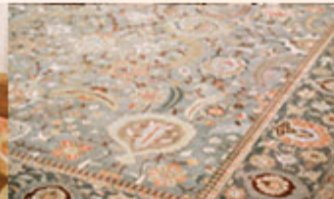


# Compliance in the Factory

- No discrimination in hiring.
- Disciplinary practices only in accordance with law.
- Working hours in accordance with law.
- Overtime voluntary.
- All workers, including contractors, paid at least the minimum wages.
- Workers provided all legal benefits & amenities.
- Controls also exercised on supporting manufacturers /contractors to the best practicable extent.




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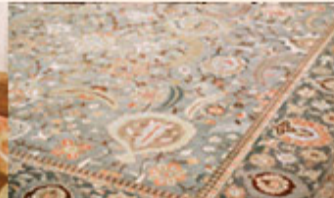
# CONTROLS ON SUPPORTING MANUFACTURERS

- All supporting manufacturers (SM) to submit undertaking for not using any child labour.
- Also to declare outside their premises for not employing anybody under 16 years.
- Weavers' photographs with age details recorded.

Category	Supporting Manufacturer (Tufted)	
Depot Code	20	OBEETEEGANJ TUFTED
Inspection Date	24/03/2008	
Code	7264	O.G.J.CARPET
Weaver's Name	SURESH YADAV	6026
Father's Name	KHILODHAR	
Address 1	SARIPUR	
	2	S.R.N, Bhadohi
State	UP	
Year Of Birth	1975	Relation
Age Proof Available	Na	Hired



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# CONTROLS ON SUPPORTING MANUFACTURERS

- SMs required to maintain attendance and wages register.
- Records taken after every month end and checked.
- Production staff inspects periodically for weaving progress, quality as well as Child Labour.
- Production staff submit certificates each month for non-employment of child labour in their area of jurisdiction.



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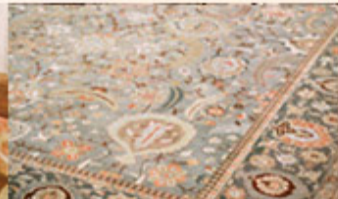


# INSPECTIONS AT SUPPORTING MANUFACTURERS

- Separate Social Accountability (SA) Cell comprising of independent officers.
- Periodic inspections by SA Cell only for checking compliance. ([Annexure-1](#))
- Production Head apprised for violations observed.
- Corrective actions taken and subsequently verified by SA Cell.
- Critical or major non compliances viewed seriously.
- May result in withdrawal of orders.
- Same controls exercised on processing contractors also.



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**Social Accountability Inspection Report  
(For Tufted Supporting Manufacturers)**

**3-F-7**

Name Of Supporting Manufacturer : Adarsh Carpets [12037]

Visit Date : 07/03/2009

Parent Party : Adarsh Carpets [12037]

Name Of Inspector : MR. V. K. SONKAR

Depot Code : Obecteganj Tufted[20]

SL No	Issues Verified	Category Of Non-Compliance	NumberOr Yes/No/NA	Date Of Compliance	Remarks If Any
1	Number Of Looms Registered/Applied For Registration	Major	13		
2	Loom Registration No. Painted On Looms	Minor	Yes		
3A	How Many Looms Found Working	Info	8		
3B	EDP No. Written On On-Loom Pieces	Info	Yes		
4	No. Of Weavers Found Working	Info	11		
5	Any Child/Forced Labour Found On Visit (Give Details-Name, Age)	Critical	No		
6	Any Family Child Found Working (Give Details-Name, Age)	Minor	No		
7	If Yes, Does He Attend School (Give Name Of The School)	Major	NA		
8	Declaration For Non Employment Of Child Labour Hanged/Painted	Info	Yes		
9	Age Proof Certificate Available For Young Workers	Major	Yes		
10	Declaration Of Working Hours And Rest Day Hanged/Painted	Minor	Yes		
11	Declaration OF Minimum Rate Of Wages	Minor	Yes		
12	Production And Wages Register Maintained	Major	Yes		
13	Attendance/Wages Register Is Maintained	Major	Yes		
14	Any Discrimination On Caste, Religion etc. (Find Out By Interviews)	Major	No		
15	Do Workers Form Their Groups?Any Grievance Handling System In Practice	Major	Yes		
16	No. Of Toilets	Info	1		
17	Toilets Are Maintained In Clean Condition	Major	Yes		
18	Potable Drinking Water Is Available	Major	Yes		
19	First Aid Box Is Available With Appropriate Medicines	Major	Yes		
20	Wires And Electrical Fittings Are Installed Safely	Minor	Yes		
21	Are Light Conditions Reasonable?	Minor	Yes		
22	Are Work Places Reasonably Ventilated?	Minor	Yes		
23	Fire Fighting Arrangements Exists	Minor	Yes		
24	General Cleanliness Of The Work Place	Minor	Yes		
25	Woollen Yarn Kept In Clean/Safe Condition	Minor	Yes		
26	Are Passages Between Frames Adequate	Minor	Yes		
27A	Does The SM Use Sub-Contractors (Give Details)	Minor	Yes		
27B	If Yes, Whether Physical Verification Done By SM/Contractor	Minor	Yes		

**NOTE :** **CRITICAL** - Immediate corrective action/decision required.  
**MINOR** - Educate and persue for compliance.

**MAJOR** - Give chance for improvement.  
**INFO** - For information only.

**GRADING :**

**CATEGORY-A** : No critical, no major non-compliances during two months inspections.

**CATEGORY-B** : No critical but major non-compliances two times during two months inspections.

**CATEGORY-C** : No critical and/or thrice times major non-compliances during two months inspections.

**CATEGORY-D** : Once critical non-compliance and/or more than thrice major non-compliances during two months inspections.

**BACK ▲**

(Signature Of SM/Loom Owner)

(Signature Of Inspector)