

# Monitoring result for Ruby International on site

## Ruby International

### Monitoring

Monitored Party : **Ruby International**  
amfori ID : **586-000066-000**  
Site : **Ruby International**  
Site amfori ID : **586-000066-002**  
Address : **P. 41-42, MILLAT GARMENTS CITY, DRY PORT ROAD,**  
: **Faisalabad**  
: **Punjab**  
: **Pakistan**  
Monitoring Activity : **amfori Social Audit - Manufacturing**  
Monitoring Type : **Full Monitoring**  
Submission Date : **08/01/2022**  
Expiration Date : **08/01/2024**

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### Overall rating



### Section rating

PA1: Social Management System	B
PA 2: Workers Involvement and Protection	B
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	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 Labour	A
PA 12: Protection of the Environment	C
PA 13: Ethical Business Behaviour	A

## General description

Ruby International is a proprietorship company established in 2015. Factory is located at Plot no P-41, P-42, Millat Garments City, Dry Port Road, Faisalabad- Pakistan, with a total land area of 30117 square feet.

### Audit process:

Assessment Services ALGI Pakistan auditors (Mr. Muhammad Haseeb Lead Auditor APSCA Membership ID# RA21700905, Miss. Umama Rizwan Team Auditor APSCA Membership ID# ASCA21705105) conducted the opening meeting, facility tour, worker/worker representative/ management interviews, document review and the closing meeting. It was noted that the Admin / Compliance department was directly involved in risk assessment and helped reduce risk wherever possible.

### Opening Meeting:

The audit process began with an opening meeting conducted at 09:05 AM. Mr. Maqsood Ahmad (G.M Production), Mr. Kashif Munir (H.R. Manager), Mr. Tariq Ali (H&S Member) and Mr. Muhammad Shahid Hameed (JWC Member) were present.

The Auditors described the entire audit process, BSCI standards and scope. They also explained the amfori BSCI code of conduct alongside the amfori BSCI holistic approach in detail and the extent to which local laws applied to the audit.

The management was extremely compliant and assured the auditors that they would help throughout the process. All the necessary documents were provided in time and a separate room to conduct employee interviews was also provided.

The assessment auditors explained and presented ALGI's Gifts and Gratuity letter to the facility management. Mr. Kashif Munir (H.R. Manager) agreed and signed the document.

Overall, at the time of the facility visit, the attitude of the facility management was good.

### Health and Safety tour:

A tour of the entire premises of the facility was conducted during the audit, visiting the following areas: Cutting, stitching, checking, finishing and packing.

Factory management has provided masks to workers due to COVID-19.

### Facility Overview:

The factory consists of 1 building and the layout was as follows:

Basement is occupied by accessories store, cutting section, sample room, final checking and cropping section, pressing section, electrician room, offices, washrooms and fabric store.

Ground floor is occupied by time office, security office, offices, carton ware house, stitching section, packing section, generator area, yarn store and washrooms.

### Interview and Payroll review:

15 permanent employees were randomly selected, from different production sections, for an interview. On a sample basis payroll records and time records for the month of November 2021 (current paid month), July 2021 (random paid month) and December 2020 (initial paid month) were reviewed. Moreover, the attendance register, production records, product inspection report and broken needle register were reviewed by the auditors.

Productions workers and Management employee's working hours starts from 9:00 AM to 6:00 PM .

Security department operates in 2 shifts from 7:00 AM to 3:00 PM and 3:00 PM to 11:00 PM.

Sunday is a weekly rest day for all production and management staff.

Security get their weekly rest day on a rotation basis.

The factory maintains attendance records through an electronic system. Their employees receive wages on a monthly basis in local currency (PKR). And the factory's minimum wage is PKR 20000 per month which meets the legal minimum wage of the Province.

Overtime is compensated at 200% of the normal wages, in accordance with legal requirements.

### Closing Meeting:

At the end of all the audit processes, a closing meeting was conducted by the assessment auditors at 4:30 PM in the presence of Mr. Maqsood Ahmad (G.M Production), Mr. Kashif Munir (H.R. Manager), Mr. Tariq Ali (H&S Member) and Mr. Muhammad Shahid Hameed (JWC Member).

The assessment auditors thanked the facility management for spending their valuable time in aiding through the audit and applauded their cooperation throughout every stage of the audit. Then, the assessment auditors explained, in great detail, the observations that were found during the audit process. The facility management was receptive to the observations and assured to take the necessary steps to correct them at the earliest.

Mr. Kashif Munir (H.R. Manager) and Mr. Muhammad Shahid Hameed (JWC Member) agreed and signed the summary of findings.

Attitude of workers:

Through interviews with workers, it was noted that all workers are content with the factory. Their relationship with the management appeared to be cordial. They were also content with the housekeeping in the production area. It was noted that the factory management is very co-operative in solving workplace related issues on time.

Workers informed, the auditors, that the factory does not discriminate between workers in any manner, be it in terms of pay, promotion or training. The management treats all of them equally with respect and dignity. No evidence of corporal punishment, threats of violence or other forms of physical, mental, sexual, verbal harassment and abuse was found. Wages are paid on time and overtime opportunities are provided fairly. Overtime is voluntary.

Workers stated that there are several channels of communication with management in this factory. No negative comment was received. Workers stated that there are several channels of communication with management in this factory.

Attitude of factory management:

The factory management was receptive, positive and extended their full cooperation throughout the audit. They showed a positive attitude towards the compliance requirements and were very supportive in providing the document needed for verification, during the audit. Furthermore, they have agreed with the non-compliance issues identified during full audit and given a time scale for correction. The factory management is certain that they would correct the issues within the planned time frame, mentioned in the corrective action plan.

## Site Details

Site : Ruby International

Site amfori ID : 586-000066-002

### GICS Classification

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Sector : Industrials

Industry : Industrial Conglomerates

Industry Group : Capital Goods

Sub Industry : Industrial Conglomerates

### GS1 Classifications

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N.A.

### Product Process Classifications

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N.A.

## Metrics

### Key Metrics

Total workforce	96 Workers
Legal minimum wage in local currency	20000 Monthly
Lowest wage paid for regular work at the site	20000 Monthly
Calculated living wage in local currency	22000 Monthly
Total sample	15 Workers

### Other Metrics

Male workers	86 Workers
Female workers	10 Workers
Permanent workers - Male	86 Workers
Permanent workers - Female	10 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	16 Workers
Management - Female	0 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	3 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	0 Workers
Domestic migrant workers - Female	0 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	86 Workers
Workers hired directly - Female	10 Workers
Workers hired indirectly - Male	0 Workers
Workers hired indirectly - Female	0 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	10 Workers
Sample - Female	5 Workers

## Findings

### PA1: Social Management System

Noted during factory walkthrough, workers and management interviews that management of factory has developed a moderate level of management system in their facility. However, it comes under notice that whistle blowing policy is not developed properly to protect any employee, business partner etc. Addition that factory does have some violations in other performance area's of the amfori BSCI like PA2, PA3, PA5, PA7, PA10 & PA12.

### PA 2: Workers Involvement and Protection

Noted during factory walkthrough and management interviews that complain registering procedure was not posted with complain box in the factory.

Noted during documents reviews and management interviews that facility management has not developed any goals and objectives in order to maintain and develop systems and compliance according to local laws, amfori BSCI COC and other customers code of conducts.

### PA 3: The Rights of Freedom of Association and Collective Bargaining

Noted through documents reviews and management interviews that facility has formed a workers council committee in their facility to solve workers day to day issues. However through documents reviews no pictorial evidence (applications, vote counting pictures, ballot papers) has been provide to ensure the positive elections has been conducted in the factory. Also noted that no pictorial photos evidences of worker council meeting were maintained into the documented records.

### PA 5: Fair Remuneration

Noted during documents reviews and management interviews that factory is paying 20000 PKR minimum wage as per law. However factory has not calculated living wages in the facility to maintained the decent living standards of their workers.

### PA 7: Occupational Health and Safety

Noted through documents reviews and management interviews that risk assessment has been developed according to their production process. However some risks were not covered in risk assessment i.e. young workers, finishing section, sharp tool controlling system, waste controlling system, offices area, noise and at generator area, compressor area, neighborhoods, heat prevention at pressing section, carton stacking at packing section and parking area.

Noted through documents reviews (fire drill, first aid and firefighting trainings) that factory has conducted last training in the month of November 2021. However the training records were not properly maintained. i.e. no trained fire fighter and first aider list, type of drill announced/ unannounced, notices, complete evidences (photos) of active drill, first aid and firefighting demonstration maintained into training record.

Noted during factory walkthrough that oil cans were found without secondary containment at generator area and also generator filling and refilling procedure were developed by the factory.

Noted during factory walkthrough that one main electrical panel and generator electrical panel found without rubber mat, danger and voltage signs at generator area. Local law ref: Electricity rules 1937.

Noted during factory walkthrough that flush system was not installed in male and female workers washrooms and gender sign in native/ local language were posted at workers washrooms. Also noted that soap and tissues were not provided at workers washrooms at basement and ground floor. Local law ref: Punjab factory rules 1978 Section 21 LATRINES AND URINALS 42.

Noted through factory walkthrough that steam pipes in pressing section are not isolated with isolation rope and isolation material to prevent from heat in the pressing section.

### PA 10: No Precarious Employment

Noted during sample workers personal files reviews that factory has not maintained hygiene card, job application and age / back ground information and verification form into workers personal files.

## PA 12: Protection of the Environment

Noted through documents reviews that factory has not obtained environmental permits from government agency PEPA by conducting EIA (Environmental Impact Assessment) for their company. Local law ref: Punjab environmental protection agency regulations 2012 section 4.

Noted during facility walkthrough that factory has not established segregated hazardous and non-hazardous waste in waste storage area.