Monitoring summary report for Abdul WAHID OOMER & CO

MONITORING ID: 25-0330728

amfori
Trade with purpose

Monitored Party **Abdul WAHID OOMER & CO**	amfori ID **586-001193-000**	Address **D-196 Metroville Site Karachi, 75700 Karachi, Sindh, Pakistan**
Monitoring Activity **amfori Social Audit - Manufacturing**	Monitoring Type **Full Monitoring**	Monitoring Partner **TUV Rheinland**
Monitoring Start Date **17/06/2025**	Closing Meeting Finished Date **23/06/2025**	Submission Date **23/06/2025**
Expiration Date **23/06/2027**	Announcement Type **Semi Announced**	
Site **Abdul WAHID OOMER & CO**	Site amfori ID **586-001193-001**	

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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, 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: Mohammad Adnan APSCA Membership No: CSCA 21701584

Name of team auditor: Rashid Mansoor APSCA Membership No:21701621

Name of observers, translators, trainees, advisors/consultants (if applicable): Muhammad Alamgir (Observer from TÜV Rheinland) attended this audit to qualify for APSCA registration.

Monitoring partner name: TÜV Rheinland

Audit schedule details: This is 2 man-days audit including report writing. Total 1.5 Onsite Mondays used except 0.5 offsite reporting. The audit is planned for 2 Auditors x 0.75 man day (onsite) in 1 day on June 17, 2025, while 0.5 man day is allocated offsite for reporting.
Announcement Type: Semi Announced Initial Audit.

Business partner information was established in 2002 at Plot No. D/196, Metrovile, Site Karachi, Pakistan. The business license is valid, and address is valid. The factory is specialized in knitted garments such as; T-shirts, Hoodies, Trousers, Polo etc. The main production processes are Cutting, Stitching, Finishing and Packing. The factory has no peak production months.

Audited location information: The ownership of the building belongs to audited facility, no shared premises and the facility solely operates in its own building. The factory consists of 1 building. floor wise layout is as follows;

Ground Floor: Checking, Pressing, Finishing, Offices, Generator Area, Dinning Area, Generator area, Hydrant Pump, Security offices, Waste Area and Workers Washroom.
Mezzanine: Offices and Conference Room
First floor: Cutting, Stitching, Office and Ladies washroom.
Second Floor: Cutting, Stitching, Accessories Store Finished goods and Merchandise office.
Third floor: Pressing, Checking, Finishing, Inspection Room and Sample room
Fourth Floor: Fabric Warehouse
Roof Top: Solar system installed.

The approximate area of the building is 54655 square feet.

Operating Shifts and Hours: Their normal working hours are from 09:00 AM to 06:00 PM. Workers are allowed one-hour meal breaks as per their shift and 15 Minutes rest breaks in morning and evening. Security department run in 3 shifts as shift-1,2 & 3. timings are 07:00am to 03:00pm, 03:00pm to 11:00pm, 11:00pm to 07:00am and half hour break in each shift. Sunday is weekly holiday/rest day for all workers except security guards and security holiday/rest is in alternative days.

Time recording System: The factory uses a biometric and face recognition time keeping system.

Salary payment details: The factory pays between 01-07th of each month, 70% employee's payments are paid in cash and 30% employee's payment paid via bank transfer. Last month payment done on dated:03-June 2025 for the month of May 2025.

Worker number information:
* There are total 100 employees including workers and management staffs.
* There are total 80 Production workers (76 male and 04 female)
* There is no vulnerable worker number (e.g., foreign migrant, young, women, pregnant, seasonal, temporary, disabled, home-based workers).
* There are no other special group workers (interns, apprentices, contractor workers etc.)
Good practices:

None

Worker organization details: Factory management established workers committee named work council. Election was held on January 03, 2025 and last meeting was done on dated May 31, 2025. There are 06 members in the committee. Workers found familiar with the workers representative, committee members and its purpose of foundation. Workers committee conduct meetings on quarterly basis. Topics discussed were health and safety, working hours and compensation. There was no union in the factory and no CBA established.

Summary of findings:
Findings were detected in PA1, PA2, PA7 and PA12

PA1: Gaps were found in amfori BSCI performance areas, Social Management System, Workers Involvement and Protection, Occupational Health and Safety and Protection of the Environment

PA 2: Gaps were found in identifying long term goals and few employee found unfamiliar with amfori BSCI code.

PA 7: Gaps found like PPE's, electrical, machines safety and housekeeping issues noted.

PA 12: Gap found that waste area was not identified and segregated.

Living wage calculation:
#Living Wage:
1. GWLC living wage is not available for this region hence used company own calculated living wage.
2. Food cost PKR.47295, Housing cost PKR.7773, education cost PKR.4292, healthcare cost PKR 3481, Other non-food non-housing (NFNH) costs PKR.19550, additional fund/saving PKR.2900
3. This estimates the living wage for the workers in Punjab region of Pakistan. The report based on the data collected from filed investigation, Government statistics, research papers and discussion with various stakeholders.
4.Website of Pakistan Bureau of Statistics: http://www.pbscensus.gov.pk

Attachments:
Below documents & photos are not applicable to this factory.
1. Collective bargaining agreement is not applicable.
2. No inconsistencies between time and production records.
3. Factory has no dormitories and not mandatory as per law.
4. No foreign migrant workers.
5. As per risk assessment, there are no major health and safety risks.
6. Factory has no canteen and not mandatory as per law.
7. Factory has no medical facility/doctor/hospital agreement as it is not mandatory as per law.
8. There is no agency workers and contract is not applicable.
9. There is no government waivers and related document is not applicable.

SITE DETAILS

Site
Abdul WAHID OOMER & CO

Site amfori ID
586-001193-001

GICS Classification

Sector
Consumer Discretionary

Industry Group
Consumer Durables & Apparel

Industry
Textiles, Apparel & Luxury Goods

Sub Industry
Textiles

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	**98**	**Workers**
Legal minimum wage in local currency	**37,000**	**Monthly**
Lowest wage paid for regular work at the site	**37,000**	**Monthly**
Calculated living wage in local currency	**46,910**	**Monthly**
Total sample	**15**	**Workers**

Other Metrics

Male workers	**96**	**Workers**
Female workers	**2**	**Workers**
Non-binary workers	**0**	**Workers**
Permanent workers - Male	**96**	**Workers**
Permanent workers - Female	**4**	**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	**5**	**Workers**
Management - Female	**0**	**Workers**
Management - Non-binary	**0**	**Workers**
Apprentices - Male	**0**	**Workers**
Apprentices - Female	**0**	**Workers**
Apprentices - Non-binary	**0**	**Workers**
Workers on probation - Male	**0**	**Workers**
Workers on probation - Female	**0**	**Workers**
Workers on probation - Non-binary	**0**	**Workers**
Workers with night shift - Male	**5**	**Workers**
Workers with night shift - Female	**0**	**Workers**
Workers with night shift - Non-binary	**0**	**Workers**
Workers with disabilities - Male	**0**	**Workers**
Workers with disabilities - Female	**0**	**Workers**
Workers with disabilities - Non-binary	**0**	**Workers**
Domestic migrant workers - Male	**0**	**Workers**
Domestic migrant workers - Female	**0**	**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	**96**	**Workers**
Workers hired directly - Female	**4**	**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	**1**	**Workers**
Sample - Non-binary	**0**	**Workers**

FINDINGS

PA1: Social Management System

Site: Abdul WAHID OOMER & CO | Site amfori ID: 586-001193-001

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

Based on documents & records review, management and workers interview and through site visit, it was noted that auditee management has established social management system manual as per amfori BSCI requirements, however, suppliers or business partners records, long term amfori BSCI goals were not align as per amfori BSCI requirement and findings observed in the following amfori BSCI performance areas- social management system, worker involvement & protections, occupational health and safety and protection of the environment. This question rated partially because facility has followed most of legal and amfori BSCI requirement [Reference: Requirement of amfori BSCI system manual]

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 documents and management interview process, it was noted that the auditee has established an evaluation system to evaluate their suppliers for compliance with amfori BSCI code requirements. However, during review of the suppliers records, it was noted that suppliers periodical social compliance evaluation found missing for 06 out of 12 suppliers. This question rated partially because facility has mapped suppliers, signed amfori BSCI COC and suppliers evaluation found maintain for rest of suppliers. [Reference: Requirement of amfori BSCI system manual]

PA 2: Workers Involvement and Protection

Site: Abdul WAHID OOMER & CO | Site amfori ID: 586-001193-001

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

Based on the documents review and management interview, it was noted that the auditee has not identified long-term goals and objectives to ensure the protection of workers in alignment with the amfori BSCI Code of Conduct. [Reference: Requirement of the amfori BSCI System Manual] This question is rated as "No" because facility management was not aware of this requirement and had not defined any long-term goals.

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

During workers interview process and documents review, it was noted that auditee management has provided training on amfori BSCI code of conduct however 06 out of 15 employee were unfamiliar with amfori BSCI code requirement. This question rated partially because factory provided training on amfori BSCI code.[Reference: Requirement of amfori BSCI system manual]

PA 7: Occupational Health and Safety

Site: Abdul WAHID OOMER & CO | Site amfori ID: 586-001193-001

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

ENGLISH

Finding

It was noted during factory visit, documents review and interview process, the auditee partially maintain a good health and safety system in the workplace. However, the implementation found is not fully in compliance with requirements of the local law and amfori BSCI Code as there are some gaps identified in PPE's, Machine safety, electrical safety and hygiene. This question rated partially because factory followed most of legal and amfori BSCI requirement [Reference: Requirement of amfori BSCI system manual]

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 site visit and workers interview, approx 05% stitching workers found working without face mask on first floor. This question rated partially because other workers were using PPE's during work. [Reference: Local Law Ref: Section 18. (1) Sindh Factories Act 2015]

Question: 7.13 Is there satisfactory evidence that the auditee makes sure a competent person periodically checks the electrical installations and equipment?

ENGLISH

Finding

During site tour and management interview, it was noted that 01 out of 01 electrical duct found open where loose wiring and electrical jumper found expose in stitching department on first floor. This question rated partially because other electrical wiring found secured and insulated [Reference: Local Law Ref: Rule 62

Finding

(1), Sindh Factory Rules 1975].

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 site tour and management interview, it was noted that facility has not installed eye guards on approx. 10% stitching machines on first floor. This question rated partially because safety guards installed in rest of machines [Reference:Local Law Ref: Section 30 (1) Sindh Factories Act 2015]

Question: 7.22 Is there satisfactory evidence that the auditee provides workers with clean washing facilities, changing rooms and toilets that are also respectful of local customs?

ENGLISH

Finding

During site tour and workers interview, it was noted that bad housekeeping or unhygienic condition noted, further soap and towel found missing in washing area on ground floor near male toilet. This question rated partially because other washing facilities found compliant [Reference: Local Law Ref: Section 15 (1) Sindh Factories Act 2015].

PA 12: Protection of the Environment

Site: Abdul WAHID OOMER & CO | Site amfori ID: 586-001193-001

Question: 12.4 Is there satisfactory evidence that waste is managed in a way that does not lead to the pollution of the environment?

ENGLISH

Finding

Based on site visit, it was noted that waste area was dedicated but not identified and segregated as hazardous and non hazardous wise. This question rated partially because the facility implemented rest of the environmental requirement. [Reference: Hazardous Substance Rule 2003, Rule 19 (1) b]