



# Social Audit Report

January 2009

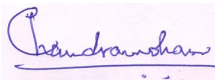

BSCI 7-01/09

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# Social Audit Report

<b>Factory Name:</b>	PARAMOUNT HOME COLLECTION		
<b>Factory Address:</b>	Gate 2A, 2B, Paramount Enclave, Delhi Road, Choudharpur, J. P. Nagar Vill. Choudharpur, PIN-244001 -INDIA-		
<b>Management Representative:</b>	MR. SALEEM- BSCI MEMBER- METRO		
Audit Results for BSCI Social Requirements Part B:	Good <sup>1</sup> <input checked="" type="checkbox"/>	Improvement Needed <input type="checkbox"/>	Non-compliant <input type="checkbox"/>
Audit Results for Best Practice for Industry Part C:	Good <input type="checkbox"/>	Improvement Needed <input checked="" type="checkbox"/>	
Audit initiated by:	BSCI Member : <input checked="" type="checkbox"/>	Supplier: <input type="checkbox"/>	
Auditing Company Name:	RINA INDIA PVT.LTD		
Audit report number:	2009IQMR253		
DBID number:			
Lead Auditor's name and SAAS certificate number:	K T CHANDRAMOHAN 005/2004		
Auditing Company Address:	304-305, DURGA COMPLEX, LSC, MAYUR VIHAR PHASE-2, DELHI-110091		
Audit Date:	30 <sup>th</sup> JULY 2009		
Date of the new BSCI to be started: (3 years from the initial audit)	29 <sup>th</sup> July 2012		
Number of Initial audits performed at this facility (Cycle number 1, 2, 3..):	1		
Agreed date for closing the CAP (if applicable):	NIL		
Date, Signature & Stamp:	 		

<sup>1</sup> Due to the sampling nature of the auditing exercise, absence of findings during an assessment does not assure the full compliance of the facility nor does it guarantee that violations may not appear in the future. BSCI and the auditing company do not accept responsibility for conditions at other locations that may be used in the supply chain of the relevant product or service since this report covers the production site listed under "audited company" only.

<b>BSCI</b> Social Audit Report	Name of Company	Audit Date	DBID number	
	PARAMOUNT HOME COLLECTION	30th JULY 2009		Page 3 of 9

<b>Lead-Auditor</b>	K T CHANDRAMOHAN	<b>Additional Auditor</b>	
<b>Audit Date</b>	30 <sup>th</sup> JULY 2009	<b>Number of man days applied</b>	1 AT SITE

**A. Master Data – For full details on the business structure of the company, see complete Master Data in the Audit Questionnaire.**

Location of audited Company		Basic Data	
Name of Company	PARAMOUNT HOME COLLECTION	Year of foundation	2008
http://www.		Legal status	PRIVATE LIMITED CO.
Street	Gate 2A, 2B, Paramount Enclave, Delhi Road, Choudharpur, J. P. Nagar Vill. Choudharpur,	Language(s) spoken in company	HINDI, ENGLISH
City	J.P.NAGAR	Total production capacity per month	30 CONTAINERS
Zip Code	244001	<b>Contact Person</b>	
Country	INDIA	Name	MR. SALEEM
Phone	0591-2470112, 2223041	Position / Language	HR MANAGER
Fax	0591-2470945	Phone	09897686944
DBID Number		E-mail	qa@paramounthomecollections.com

**B. Audit Assessment Part B BSCI Mandatory Social Requirements**

		Results			
		2	1	0	NA
B.1	Management Practice	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.2	Documentation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.3	Working Time	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.4	Compensation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.5	Child Labour / Young Employees	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.6	Forced Labour / Prisoner Labour / Disciplinary Measures	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.7	Freedom of Association / Collective Bargaining	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.8	Discrimination	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.9	Working Conditions	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.10	Health and Social Facilities	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.11	Occupational Health and Safety	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.12	Dormitories	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
B.13	Environment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

<b>Total Result:</b>	<b>Good</b> <input checked="" type="checkbox"/>	<b>Improvements Needed</b> <input type="checkbox"/>	<b>Non-compliant</b> <input type="checkbox"/>
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**Remarks**

ALL LEGAL DOCUMENTS VERIFIED AND COPIES OBTAINED. SUB CONTRACTORS MONITORING RECORDS VERIFIED. COMPANY IS PREPARING FOR SA 8000 CERTIFICATION. TRAINING PERIODICITY MAY BE IMPROVED TO CREATE MORE AWARENESS AMONG WORKERS FOR BETTER COMPLIANCE TO CODE OF CONDUCT AND ENVIRONMENT REQUIREMENTS

Please fill in under results			
2 = Good	1 = Improvements Needed	0 = Non-compliant	NA = Not Applicable
No deviation from requirements or only minor deviations and full protection of employees is given	Deviations in the minority of requirements and no crucial points	Deviations in 50% or in the majority of requirements or/and in crucial points (double framed)	Requirements do not match to the company structure

<b>BSCI</b> Social Audit Report	Name of Company	Audit Date	DBID number	
	PARAMOUNT HOME COLLECTION	30th JULY 2009		Page 5 of 9

<b>Audit Corrective Action Plan (CAP) Part B BSCI Mandatory Social Requirements</b>		
	<b>Findings and Necessary Improvements</b>	<b>Implementation Date</b>
<b>Management Practice</b>	NO IMPROVEMENT REQUIRED	
<b>Documentation</b>	NO IMPROVEMENT REQUIRED	
<b>Working Time</b>	NO IMPROVEMENT REQUIRED	
<b>Compensation</b>	NO IMPROVEMENT REQUIRED	
<b>Child Labour / Young Employees</b>	NO IMPROVEMENT REQUIRED	
<b>Forced Labour / Prisoner Labour / Disciplinary Measures</b>	NO IMPROVEMENT REQUIRED	
<b>Freedom of Association and Collective Bargaining</b>	NO IMPROVEMENT REQUIRED	
<b>Discrimination</b>	NO IMPROVEMENT REQUIRED	
<b>Working Conditions</b>	NO IMPROVEMENT REQUIRED	
<b>Health and Social Facilities</b>	NO IMPROVEMENT REQUIRED	
<b>Occupational Health and Safety</b>	NO IMPROVEMENT REQUIRED	

Please fill in under results			
2 = Good	1 = Improvements Needed	0 = Non-compliant	NA = Not Applicable
No deviation from requirements or only minor deviations and full protection of employees is given	Deviations in the minority of requirements and no crucial points	Deviations in 50% or in the majority of requirements or/and in crucial points (double framed)	Requirements do not match to the company structure

<b>BSCI</b> Social Audit Report	Name of Company	Audit Date	DBID number	
	PARAMOUNT HOME COLLECTION	30th JULY 2009		Page 6 of 9

<b>Dormitories</b>	NOT APPLICABLE	
<b>Environment</b>	NO IMPROVEMENT REQUIRED	



Date / signature / stamp Auditor

Signature / stamp Company

Please fill in under results			
2 = Good	1 = Improvements Needed	0 = Non-compliant	NA = Not Applicable
No deviation from requirements or only minor deviations and full protection of employees is given	Deviations in the minority of requirements and no crucial points	Deviations in 50% or in the majority of requirements or/and in crucial points (double framed)	Requirements do not match to the company structure

<b>BSCI</b> Social Audit Report	Name of Company	Audit Date	DBID number	
	PARAMOUNT HOME COLLECTION	30th JULY 2009		Page 7 of 9

**C. Audit Assessment Part C Best Practice for Industry - Voluntary implementation but auditing is mandatory**

		Results		
		2	1	NA
C.1	Policy	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
C.2	Planning and Implementation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
C.3	Management Review	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
C.4	Control of Subcontractors / Suppliers / Sub-suppliers	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
C.5	Control of Homeworkers	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
C.6	Compensation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
C.7	Child Labour	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
C.8	Evasion	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
C.9	Outside Communication	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

**Ripe for SA8000 Certification with regard to audit results B. and C.:**       YES       NO

**Training and assistance necessary but SA8000 certifiable**       YES       NO

**Remarks**

THE ORGANISATION REQUIRES PROPER TRAINING TO UNDERSTAND THE REQUIREMENTS OF SA 8000 STANDARD. PRESENT COMPLIANCE IS LIMITED TO BASIC SOCIAL REQUIREMENTS AS PER BSCI CODE OF CONDUCT. MORE SYSTEMATIC TRAINING AND IMPLEMENTATION IS REQUIRED BEFORE THEY CAN GO FOR SA 8000 CERTIFICATION.

Please fill in under results		
2 = Good	1 = Improvements Needed	NA = Not Applicable
No deviation from requirements	Deviation from requirements	Requirements do not match to the company structure

<b>BSCI</b> Social Audit Report	Name of Company	Audit Date	DBID number	
	PARAMOUNT HOME COLLECTION	30th JULY 2009		Page 8 of 9

### Audit Corrective Action Plan (CAP) Part C Best Practice for Industry

	Findings and Necessary Improvements	Agreed		Implementation Date
		Yes	No	
<b>Policy</b>	NO IMPROVEMENT REQUIRED	<input type="checkbox"/>	<input type="checkbox"/>	
<b>Planning and Implementation</b>	PERIODIC TRAINING AND AWARENESS PROGRAMME ON SA 8000 STANDARD NEED TO BE INCORPORATED AND CARRIED OUT. PRESENTLY SA 8000 REQUIREMENTS ARE NOT BEING UNDERSTOOD BY ALL	<input checked="" type="checkbox"/>	<input type="checkbox"/>	31/12/09
<b>Management Review</b>	STRUCTURED MANAGEMENT REVIEW NEEDS TO BE CARRIED OUT PERIODICALLY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	31/12/09
<b>Control of Suppliers / Subsuppliers</b>	SUPPLIERS/SUB CONTRACTORS MONITORING NEED IMPROVEMENT	<input checked="" type="checkbox"/>	<input type="checkbox"/>	31/12/09
<b>Control of Homeworkers</b>	NOT APPLICABLE	<input type="checkbox"/>	<input type="checkbox"/>	
<b>Compensation</b>	BASIC NEED WAGE IMPLEMENTATION PLAN TO BE MADE AND WAGES IMPLEMENTED AS PER SAME FOR SA 8000 COMPLIANCE.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	31/12/09
<b>Child Labour</b>	ENOUGH SYSTEM AVAILABLE TO ENSURE VERIFICATION OF AGE AT THE TIME OF RECRUITMENT OR MEDICAL CHECK UP CARRIED OUT BEFORE EMPLOYMENT. RECORDS ARE MAINTAINED-NO IMPROVEMENT REQUIRED	<input type="checkbox"/>	<input type="checkbox"/>	
<b>Evasion</b>	NO IMPROVEMENT REQUIRED	<input type="checkbox"/>	<input type="checkbox"/>	
<b>Outside Communication</b>	NO PROCEDURE WITH REPECT TO COMMUNICATION TO INTERESTED PARTIES ESTABLISHED TO INFORM SA 8000 IMPLEMENTATION.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	31/12/09



RINA INDIA  
K.T. Chandranathan

Date / signature / stamp Auditor

Signature / stamp Company

BSCI Social Audit Report	Name of Company	Audit Date	DBID number	
	PARAMOUNT HOME COLLECTION	30th JULY 2009		Page 9 of 9

### List of Audit Attachments

	Obligatory Attachments	Attached?
1.	Employees Interview Sheet	YES
2	Photos: outside factory compound, production floor, canteen, dormitories, display of the code of conduct, nursery, etc.	YES
3	Child Labour Record Sheet	NA

	Required copies to be available as part of the audit pack, if no legal prohibition for collecting the record, according to local law.	Available with the audit files?
4	Collective Bargaining Agreement	NA
5	Personnel File sample	YES
6	Time Record sample	YES
7	Payslip sample	YES
8	Payment to Social Insurance Fund	YES
9	Wage List sample	YES
10	Maternity Leave sample	YES
11	Work Rules	YES
12	Documentation on Health and Safety Training	YES
13	Documentation on Social Issues made by officials or other social audit	NO
14	Agreement with a union or other worker representative	YES
15	Authorization for exemptions from statutory regulations	NA
16		
17		
18		
19		
20		