SMETA
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Sedex Members Ethical Trade Audit Report

Version 7

Sedex, 18 St Swithin's Lane, London, EC4N 8AD, United Kingdom

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9. No harsh or inhumane treatment is allowed

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Attachments

Audit content

(1) A SMETA audit was conducted which included some or all of labour standards, health and safety, environment and business ethics. The SMETA minimum requirements were applied and the SMETA auditor manual was followed. The scope of workers included all types at the site e.g. direct employees, agency workers, workers employed by service providers and workers provided by other contractors. Any deviations from the SMETA methodology are stated (with reasons for deviation) in the SMETA declaration.

The audit scope includes an assessment of the Workplace Requirements and the Management Systems Assessment against the code areas below.

2-pillar audits include:

- Labour standards:
  - 0. Enabling accurate assessment
  - 1. Employment is freely chosen
  - 1.A. Responsible recruitment and entitlement to work
  - 2. Freedom of association and right to collective bargaining are respected
  - 4. Child labour shall not be used
  - 5. Legal wages are paid
  - 5.A. Living wages are paid
  - 6. Working hours are not excessive
  - 7. No discrimination is practiced
  - 8. Regular employment is provided
  - 8.A. Sub-contracting and homeworkers are used responsibly
  - 9. No harsh or inhumane treatment is allowed
- Health and safety:
  - 3. Working conditions are safe and hygienic
- Environment:
  - 10.A. Environment 2-pillar

4-pillar audits include, in addition to the above:

- Environment:
  - 10.B. Environment 4-pillar
- Business ethics:
  - 10.C. Business ethics

(2) Where appropriate, non-compliances or non-conformances were raised where either local law or the base code were not met, and recorded as non-compliances on both the audit report, CAPR and on the Sedex Platform.

(3) Any non-conformance against customer code shall not be uploaded to Sedex, but sent directly to the customer in question.

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Findings →

Audit details

Site details

Sedex site reference	ZS411169293	**Site name**	Addos Corporation
Business name	Addos Corporation	**Site address**	Addos Street, Harrar, Wazirabad Road, Sialkot. Sialkot PK 51310

Audit details

Sedex company reference	ZC404607474	**Auditor company name**	Control Union
Audit company address	Stationsplein 13,, Zwolle, NL, 8011CW		
Date of audit	2026-03-16	**Audit conducted by**	Aamir Mukhtar
Audit pillars	Labour Standards | Health and safety | Environment 4-Pillar | Business ethics		

Time in and out	Day 1	
	In	11:05
	Out	17:10
Audit type	Periodic	
Was the audit announced?	Semi announced	
Was the Sedex SAQ available for review?	Yes	

← Contents

Findings →

Who signed and agreed CAPR?	Mr. Khurram Humayun / CEO
Any conflicting information SAQ/Pre-Audit Info	No
Is further information available?	No

Audit attendance

	Senior management	Worker representative	Union representative
A: Present at the opening meeting?	Yes	Yes	No
B: Present at the audit?	Yes	Yes	No
C: Present at the closing meeting?	Yes	Yes	No
Reason for absence at the opening meeting	No union in facility as it is not mandatory by law		
Reason for absence during the audit	No union in facility as it is not mandatory by law		
Reason for absence at the closing meeting	No union in facility as it is not mandatory by law		

SMETA declaration

Auditor team

SMETA declaration	I declare that the audit underpinning the following report was conducted in accordance with SMETA Minimum Requirements and the SMETA Auditor Manual. 1. Where appropriate non-compliances/ non-conformances were raised against the Base Code and local law and recorded as non-compliances/ non-conformances on both the audit report, CAPR and on the Sedex Platform. 2. Any non-conformance against customer code alone shall not be uploaded to Sedex, and will be shared directly with the customer in question. This report provides a summary of the findings and other applicable information found/gathered during the social audit conducted on the above date only and does not officially confirm or certify compliance with any legal regulations or industry standards. The social audit process requires that information be gathered and considered from records review, worker interviews, management interviews and visual observation. More information is gathered during the social audit process than is provided here. The audit process is a sampling exercise only and does not guarantee that the audited site prior, during or post–audit, are in full compliance with the Code being audited against. The provisions of this Code constitute minimum and not maximum standards and this Code should not be used to prevent companies from exceeding these standards. Companies applying this Code are expected to comply with national and other applicable laws and where the provisions of law and this Code address the same subject, to apply that provision which affords the greater protection. The ownership of this report remains with the party who has paid for the audit. Release permission must be provided by the owner prior to release to any third parties.
Any exceptions to the SMETA Methodology must be recorded here (e.g. different sample size)	NA

Lead auditor	Aamir Mukhtar	**APSCA Number**	21703026
Additional auditor	Muhammad Hassan	**APSCA Number**	32400833
Date of declaration	2026-03-16		

← Contents

Findings →

Site representation

Declaration	I acknowledge that details from this report can change during the review process and that I will be given the opportunity to dispute the content once the review has been published.
Full name	Mr. Khurram Humayun
Title	CEO
Date of declaration	2026-03-16

← Contents

Findings →

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
2. Freedom of association and right to collective bargaining are respected	2.D Give appropriate time and space for worke...	Base code	NC ZAF601370051
3. Working conditions are safe and hygienic	3.E Provide and record health and safety trai...	Base code	NC ZAF601370049
	3.M Ensure all machinery is installed, mainta...	Base code	NC ZAF601370047
	3.N Ensure that all hazardous substances (e.g...	Base code	NC ZAF601370048
8. Regular employment is provided	8.A Provide a written contract or other bindi...	Local law Base code	NC ZAF601370050

← Contents
Management systems →

Management systems

	Policies and procedures	Resources	Communication and training	Monitoring
1. Employment is freely chosen	✓	✓	✓	✓
1.A. Responsible recruitment and entitlement to work	✓	✓	✓	✓
2. Freedom of association and right to collective bargaining are respected	✓	✓	ⓘ	✓
3. Working conditions are safe and hygienic	ⓘ	ⓘ	ⓘ	ⓘ
4. Child labour shall not be used	✓	✓	✓	✓
5. Legal wages are paid	✓	✓	✓	✓
6. Working hours are not excessive	✓	✓	✓	✓
7. No discrimination is practiced	✓	✓	✓	✓
8. Regular employment is provided	ⓘ	ⓘ	ⓘ	ⓘ

✗ Not addressed

⚠ Fundamental improvements required

ⓘ Some improvements recommended

✓ Robust management systems

← Summary of findings
Site details →

	Policies and procedures	Resources	Communication and training	Monitoring
8.A. Sub-contracting and homeworkers are used responsibly	✓	✓	✓	✓
9. No harsh or inhumane treatment is allowed	✓	✓	✓	✓
10.A. Environment 2-Pillar	✓	✓	✓	✓
10.C. Business ethics	✓	✓	✓	✓

✗ Not addressed

⚠ Fundamental improvements required

ⓘ Some improvements recommended

✓ Robust management systems

← Summary of findings

Site details →

Site details

Company and site details

Sedex company reference	ZC404607474	
Sedex site reference	ZS411169293	
Company name	Addos Corporation	
Business ownership type	GOODS	
Site name	Addos Corporation	
Site name in local language	Addos Corporation	
GPS location	**GPS address**	Addos Street, Harrar, Wazirabad Road, Sialkot.
	Coordinates	32.4937701, 74.4855955
Is the worksite in a remote location, far from habitation?	No	
Site contact	**Contact name**	Mr. Khurram Humayun
	Job title	CEO
	Phone number	03219615553
	Email	khurram@addos.net
Applicable business and other legally required business license numbers and documents	NTN Certificate # 1463220-9 Labour Registration Certificate Ref # 2023013400868 Above mentioned certificates are valid to do business and has no expiry Civil Defense Certificate Ref # CDS/2026/936 dated 15.11.2025 valid for six months	

← Management systems

Worker analysis →

Site activities

Site function	Factory Processing/Manufacturer	
Site activities	**Primary**	Manufacture of other sports goods
	Secondary	Manufacture of wearing apparel (clothing), except fur apparel
	Other	
Product type	Manufacturer & Exporter of Apparel and Sportswear	
Process overview	Process: Cutting, stitching, Pressing, Inspection, finishing and packing. Products: Sports Wear including Jackets, Shorts, Shirts and Hoodies Machines: Cutting Machines, Stitching Machines, Sublimation + Laser Cutting, Heat Transfer over-lock machines & embroidery. 6 production lines	
What level of mechanization best describes the work at this site?	Fair mechanisation / manual Labour	

Site scope

Is the audited site a physically continuous area?	Yes
What is the area of audited site to its boundary?	3358m²

← Site details

Worker analysis →

Site scope

Building 1	**Last construction works on site**	2020
	If building is shared, provide details	N/A
	Number of floors	5
	Description of floor activities	Basement: Embroidery, Car Parking,Waste Store Ground: Offices, Store, 1st: Offices, Finishing & Packing 2nd: Sublimation, Heat Transfer, Cutting, Prayer / Rest Area 3rd: Stitching, Finishing,

Is there any difference between the site scope of the audit and the Sedex site profile?	No
Does the scope of the audit subdivide any building or is limited to particular processes, products or businesses within the physical site?	No
Is any activity conducted onsite not included within the scope of the audit?	No

Worker accommodation and transport

Are there any site-provided worker accommodation buildings?	No
Does the site organise worker transport to the worksite?	Not applicable The facility does not provide worker transport as most employees live in close proximity to the factory. Additionally, there is no legal requirement to offer transport to workers.

← Site details

Worker analysis →

Work patterns

Approximate workers on site per month (% of peak)	**January**	90-100%	**February**	90-100%
	March	90-100%	**April**	90-100%
	May	90-100%	**June**	90-100%
	July	90-100%	**August**	90-100%
	September	90-100%	**October**	90-100%
	November	90-100%	**December**	90-100%
Is there any night shift work at the site?	No			

Site assessments

Does this site hold any certifications that address labour standards, human rights, corruption or environmental impact?	No
Has the site assessed for negative impacts on the human rights, lands, resources, territories, livelihoods or food security of indigenous peoples or the local community?	No Not assessed
Has there been a Human Rights Impact Assessment (HRIA) conducted within the last three years at this site?	No Not conducted

Worker analysis

Gender disaggregated data available	Men and women

Worker totals

	Men		Women		Other		Total	
Number of workers	59	*(96.7%)*	2	*(3.3%)*	-	-	61	*(100%)*

Workers by type

	Men		Women		Other		Total	
Permanent workers (employees)	59	*(96.7%)*	2	*(3.3%)*	-	-	61	*(100%)*
Temporary or fixed term employees	0	-	0	-	-	-	0	*(0%)*
Agency or subcontracted workers	0	-	0	-	-	-	0	*(0%)*
Seasonal workers	0	-	0	-	-	-	0	*(0%)*
Self-employed workers	0	-	0	-	-	-	0	*(0%)*
Informal workers including home workers	0	-	0	-	-	-	0	*(0%)*
Apprentices, trainees or interns	0	-	0	-	-	-	0	*(0%)*

* % of total workforce

← Site details

Worker interviews →

Migrant workers

	Men		Women		Other		Total	
Domestic migrant workers	0	-	0	-	-	-	0	(0%)
International migrant workers	0	-	0	-	-	-	0	(0%)
Total migrant workers	0	-	0	-	-	-	0	(0%)

* % of total workforce

Where workers have migrated internally, list the most common internal states workers have moved from	All workers from Sialkot

Workers by age

	Men		Women		Other		Total	
18 - 24 years old	4	(100%)	0	(0%)	-	-	4	(6.6%)
15 - 17 years old	0	-	0	-	-	-	0	(0%)
Under 15 years old	0	-	0	-	-	-	0	(0%)

* % of total workforce

← Worker analysis

Worker interviews →

Is the worker analysis data relevant for peak season and current to the audit?	Yes
Please list the nationalities of all workers, with the three most common nationalities listed first	Pakistani

Most common nationalities as approximate % of workforce

	Men	Women	Other	Total
Pakistani	97%	3%	-	100%

Workers by remuneration type

	Men		Women		Other		Total	
Workers paid per unit (piece rate)	0	-	0	-	-	-	0	*(0%)*
Workers paid based on a mix of 'piece work' and hourly rate	0	-	0	-	-	-	0	*(0%)*
Workers paid hourly / daily rate	0	-	0	-	-	-	0	*(0%)*
Salaried workers	59	*(96.7%)*	2	*(3.3%)*	-	-	61	*(100%)*

* % of total workforce

← Worker analysis

Worker interviews →

Workers by payment cycle

	Men		Women		Other		Total	
Paid daily	0	-	0	-	-	-	0	*(0%)*
Paid weekly	0	-	0	-	-	-	0	*(0%)*
Paid monthly	59	*(96.7%)*	2	*(3.3%)*	-	-	61	*(100%)*
Other	0	-	0	-	-	-	0	*(0%)*

* % of total workforce

If other payment cycle entered, please provide details	Monthly

People in managerial, supervisorial and administrative roles

	Men		Women		Other		Total
Employees in management positions	6	*(75%)*	2	*(25%)*	-	-	8
Supervisors or team leaders	11	*(100%)*	0	*(0%)*	-	-	11
Administrative staff	3	*(100%)*	0	*(0%)*	-	-	3

← Worker analysis

Worker interviews →

Worker interview summary

Gender disaggregated data available	Men and women
Which methods of worker engagement were used?	Individual interviews Group interviews

Digital worker survey participants

	Men	Women	Other	Total
Number of workers	-	-	-	-

Were any of the audit findings attributable to the survey?	
Was the interview sample representative of all types of nationality and employment types of workers?	Yes
Was the interview sample representative of the gender composition of the workforce?	Yes
Number and size of group interviews	1 group of 5
Did workers understand the purpose of the audit?	Yes
Were interviews conducted in circumstances to ensure privacy, with the confidentiality of the interview process communicated to the workers?	Yes

← Worker analysis
Measuring workplace impact →

Was there any indication that workers had been 'coached' in how they should respond to questions?	No
What was the general attitude of the workers towards their workplace?	Favorable

Attitude of workers

In which areas did workers raise significant concerns or complaints?	Other (provide details) No concern raised by the workers
What did the workers like the most about working at this site?	Pay
Additional comments	10 workers were randomly selected from different departments. Interviews were conducted in 1 group of 5 and also 05 individual interviews were conducted. Auditors explained the confidentiality of interviews to the workers so that they can speak freely. All workers confirmed that they are satisfied with the facility practices. Also, they are satisfied with the wage structure and working hours of the facility. Also, employees stated that the remunerations paid by the facility is comparative in the market. All employees confirmed that overtime is voluntary, and they can leave the facility anytime in any emergency. Employees also confirmed that there isn't any child labour in the facility. Employees confirmed that they haven't submitted any original documentations, and all original documents are in custody of employees. Employees were aware of WMC roles and responsibilities and confirmed that they can approach directly to facility management in case of any issue.
Attitude of workers' committee/union representatives	From the interview, the general attitude of Worker Management Council was a positive and favorable. No comment or complaint observed from them. The workers were freely and comfortable to express their comments to the Worker Management Council. The interviewed workers like working environment in the factory. They had periodic meetings and minute of meetings displayed on notice board for worker's reference.

← Worker analysis
Measuring workplace impact →

Attitude of workers

Attitude of managers	The factory management had a system in place to check their current practices against their clients' requirements and the local law, and they took notice of the findings of the internal audit team and had implemented a Health & Safety committee to take care of health and safety concerns. Manager HR is responsible for implementing legal and code standards and responsible to conduct internal audits. Management of the facility found very co-operative and positive towards audit process and showed commitment to fulfil all pointed out non conformances on immediate basis.

Workers interviewed by type

	Total
Permanent workers	10
Temporary or fixed-term employees	0
Agency or subcontracted workers	0
Seasonal workers	0
Other workers	0
Total number of workers interviewed	10

Workers interviewed by group/individual

	Men	Women	Other	Total
Workers interviewed in groups	5	0	-	5

← Worker analysis

Measuring workplace impact →

Workers interviewed by group/individual

Workers interviewed individually	4	1	-	5

Migrant workers interviewed

	Men	Women	Other	Total
Domestic migrant workers interviewed	0	0	-	0
International migrant workers interviewed	0	0	-	0
Total migrant workers interviewed	0	0	-	0

← Worker interviews

Measuring workplace impact →

Measuring workplace impact

Gender disaggregated data available	Men and women

Annual worker turnover (%)*

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	0.0%	-	0.0%
Last full calendar year (2025)	1.0%	0.0%	-	1.0%
Previous full calendar year (2024)	1.0%	0.0%	-	1.0%

* Number of workers leaving in last 12 months as a % of average total number of workers on site over the year.

Rate of absenteeism (%)*

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	0.0%	-	0.0%
Last full calendar year (2025)	0.0%	0.0%	-	0.0%
Previous full calendar year (2024)	0.0%	0.0%	-	0.0%

Number of days lost through job absence in the year, calculated as: (Number of days lost through job absence in the year) / [(Number of employees on 1st day of the year + Number of employees on the last day of the year) / 2] * (Number of available workdays in the year).

← Worker interviews

Code area 0 →

Are accidents recorded?	Yes The factory maintains comprehensive records of all accidents and injuries, including minor incidents such as clipper cuts, slipping incidents, and other workplace injuries. These records are systematically documented in an Accident & Injury Logbook, ensuring that each incident is properly recorded, reviewed, and addressed.

← Worker interviews

Code area 0 →

Annual number of work related accidents and injuries (per 100 workers)*

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	0.0%	-	0.0%
Last full calendar year (2025)	0.0%	0.0%	-	0.0%
Previous full calendar year (2024)	0.0%	0.0%	-	0.0%

* Calculated as (number of work related accidents and injuries * 100) / number of total workers.

Lost day work cases (per 100 workers)*

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	0.0%	-	0.0%
Last full calendar year (2025)	0.0%	0.0%	-	0.0%
Previous full calendar year (2024)	0.0%	0.0%	-	0.0%

* Calculated as (number of lost days due to work accidents and work related injuries * 100) / number of total workers.

Percentage of workers that work on average more than 48 total hours in a given week

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	0.0%	-	0.0%
Last full calendar year (2025)	0.0%	0.0%	-	0.0%

← Measuring workplace impact   Code area 0 →

Percentage of workers that work on average more than 48 total hours in a given week

Previous full calendar year (2024)	0.0%	0.0%	-	0.0%

Percentage of workers that work on average more than 60 total hours in a given week

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	0.0%	-	0.0%
Last full calendar year (2025)	0.0%	0.0%	-	0.0%
Previous full calendar year (2024)	0.0%	0.0%	-	0.0%

← Measuring workplace impact
Code area 0 →

0. Enabling accurate assessment

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
		No findings	

Systems and evidence examined to validate this code section	1. All requested documents were provided adequately without any delay and allowed the auditor all requested area / departments of the facility during the facility tour. Auditor was facilitated to conduct confidential workers interview in confidential area. 2. Facility maintains Integrity policy, Ethical policy in Integrated Social Policy Manual. 3. The facility maintains Human Rights policy in Integrated Social Policy Manual. Evidence examined Documents review: 1.Integrity policy review 2.Human rights policy 3.Workers interview 4.Management interview 5.Facility tour

← Measuring workplace impact

Code area 1 →

0. Enabling accurate assessment

Data points

Has the site received an official notice, fine, prosecution, or withhold release order (WRO) for non-compliance with legislation, regulation, consent, or permits within the last three years, relating to Health and Safety, labour rights or the environment?	No
Did any workers selected by the auditor decline to be interviewed?	No
Were any external stakeholders such as consultants, customer representatives, industry experts etc. present during the audit?	No

← Code area 0

Code area 1 →

1. Employment is freely chosen

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	1. Facility has detailed policy and procedure on Social Compliance Manual ref.# AD/SC/01 dated 10-Jan-2023. 2. Facility has appointed person Mr. Khurram Humayun (CEO) for implementation and further development of procedures, appointed person has proper knowledge of the standards related responsibilities. 3. Facility is practice to train and communicate workers on policies and procedures dated: all workers were found trained 21-April-2025. 4. Facility has internal check and controls to monitor the system. Facility has internal audit checklist last audit conducted by Mr. Khurram Humayun (CEO)

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
	No findings		

← Code area 0

Code area 1.A →

Systems and evidence examined to validate this code section	1. The facility does not require deposit money or original certificates offer the employment in the facility. 2. Workers were recruited directly from HR on permanent basis with 03 months probationary period. Facility maintains employee personal files with copies of documents. Workers were allowed in resign with 30 days advance notice period. 3. The facility does not use any forced, bonded or involuntary prison labor. 4. Facility has developed a policy to prevent any kind of prison labor or force labor. 5.Workers were paid in align with legal requirements. Evidence examined: 1.Workers Interview 2.Worker's employment contract review 3.Prohibition of Forced labor policy review 4. Pay records review

← Code area 0

Code area 1.A →

1. Employment is freely chosen

Data points

If required under local law, is there a published 'modern slavery' or similar statement?	Not Applicable
Does the site utilise any workers who are prisoners?	No
Does the site use the labour of persons required to work under any government scheme?	No

← Code area 1

Code area 1.A →

1.A. Responsible recruitment and entitlement to work

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	1. Facility has detailed policy and procedure on Social Compliance Manual ref.# AD/SC/01 dated 10-Jan-2023. 2. Facility has appointed person Mr. Khurram Humayun (CEO) for implementation and further development of procedures, appointed person has proper knowledge of the standards related responsibilities. 3. Facility is practice to train and communicate workers on policies and procedures dated: all workers were found trained 21-April-2025. 4. Facility has internal check and controls to monitor the system. Facility has internal audit checklist last audit conducted by Mr. Khurram Humayun (CEO)

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
No findings			

← Code area 1

Code area 2 →

Systems and evidence examined to validate this code section	1. The facility has developed a recruitment policy and they do not hire any employee below 15 years of age as per legal requirement but factory does not have any workers below 18 years of age. All workers are from local areas. 2. All employees are hired by the Human Resources Department and legal age proof documents maintained in individual personal files. 3. No young worker at the date of the audit. 4. The youngest employee was found is 18 years. Evidence examined: 1.Recruitment policy review 2.Workers contract review 3.Personnel files review 4.Workers interview and staff interview. 5. Facility has detailed policy and procedure on Integrated Social Policy Manual. 6. Hiring Policy 7. Worker Interviews 8. Management Interviews

← Code area 1

Code area 2 →

1.A. Responsible recruitment and entitlement to work

Data points

Labour hire

Does the site use labour providers and/or formal, temporary, seasonal or guest worker programmes?	Workers are recruited, selected, and hired directly by our company
How do the labour providers recruit and hire workers?	N/A - Recruitment providers not used
Where labour providers were used to recruit, what was the highest number of tiers identified in a workers recruitment journey?	0
Are there any subcontracted workers (excluding dispatched labour) on site?	No
Were all non-employee (e.g. agency or subcontracted) workers included within the scope of this audit for the purpose of document review and (if onsite on date of audit) interview?	Not Applicable
Were sufficient documents for non-employee (e.g. agency or other subcontracted) workers available for review?	Not Applicable

Migrant workers

Do any workers migrate across international borders to work at this site?	No

← Code area 1.A

Code area 2 →

Percentage of workers that are migrant	0%
Do any workers migrate from other states, provinces or regions within the country to work at this site?	No

Recruitment fees

Have any workers who started at this site in the last 12 months (new workers) paid any recruitment fees or associated costs, such as visas or travel, which have not been fully repaid?	No - there are no new workers

← Code area 1.A

Code area 2 →

2. Freedom of association and right to collective bargaining are respected

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Some Improvements Recommended
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	1. Facility has detailed policy and procedure on Social Compliance Manual ref.# AD/SC/01 dated 10-Jan-2023. 2. Facility has appointed person Mr. Khurram Humayun (CEO) for implementation and further development of procedures, appointed person has proper knowledge of the standards related responsibilities. 3. Facility is practice to train and communicate workers on policies and procedures dated: all workers were found trained 21-April-2025. 4. Facility has internal check and controls to monitor the system. Facility has internal audit checklist last audit conducted by Mr. Khurram Humayun (CEO).

Summary of findings

Code area	Workplace requirement	Area of NC	Finding

← Code area 1.A

Code area 3 →

2. Freedom of association and right to collective bargaining are respected	2.D Give appropriate time and space for worke...	Base code	NC	ZAF601370051

Systems and evidence examined to validate this code section

1. Factory has defined freedom of association policy and procedure, as per policy company respects the just, legal, ethical, and social rights, facilities and needs of all employees. Purely on non-discriminatory basis, all employees of the company possess freedom and right to associate and collectively bargain by just, ethical, and legal means to protect their rights. On parallel means, all employees are free to elect their representatives for their rights protections.
2. There is a Worker Management Council which consists of 8 members, of which, 4 elected worker members, out of the worker nominations and 4 nominated Management representatives.
3. Worker Management Council election was conducted on 12-January-2026 for the period of Two years.
4. WMC conducts meeting on quarterly basis. Last meetings were conducted on 16-January-2025. Council discussed few housekeeping issues. Records of the same were verified.

Evidence Examined:
1. Freedom of Association policy and procedure
2. Worker Management Council election records
3. Worker Management Council meeting minutes
4. Interviews and discussion with workers

← Code area 1.A

Code area 3 →

Findings: non-compliances

ZAF601370051

Non-compliance

Due 2026-07-04

Code area

2 Freedom of association and right to collective bargaining are respected

Workplace requirement

2.D Give appropriate time and space for worker representatives to operate. Ensure all workers are aware of who their representative is, their activities and how they can engage with them.

Issue title

130 - No/inadequate training provided to worker representatives

Description

During record review it is observed that no training of workers representative found available

Status

Closed (2026-05-21)*

Time given to resolve

90 days

Verification method

Desktop audit

Area of non-compliance/non-conformance

Base code

Corrective and preventative actions

it is recommended to the facility that all workers representative msut have training

* PDF generated at 15:04 (UTC) on 21 May 2026. View this finding on the Sedex platform for live updates and closure details.

← Code area 2

Code area 3 →

2. Freedom of association and right to collective bargaining are respected

Data points

Are trade unions allowed by law in the national context?	Yes
Are there any registered trade unions in the workplace?	No
Are they active?	
Does the employer recognise the trade union?	Not Applicable
Are there alternative worker representative bodies in place?	Yes, worker committee
Are the worker representative bodies, trade union or otherwise, accessible to all workers, including more vulnerable workers (such as female, migrant, agency, and seasonal workers)?	Yes
Are the worker representatives freely elected by the workforce as a whole?	Yes
Does union/worker committee membership reflect the gender composition of the workforce?	Yes
Does the membership reflect the nationality composition of the workforce?	Not Applicable

← Code area 2

Code area 3 →

Has there been any industrial action (e.g. strikes, unrest, or cases raised to formal tribunals or labour courts) in the past two years?	No

← Code area 2

Code area 3 →

3. Working conditions are safe and hygienic

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Some Improvements Recommended
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Some Improvements Recommended
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Some Improvements Recommended
Monitor the effectiveness of procedures to meet policy and workplace requirements	Some Improvements Recommended
Explanation for management systems grades	1. Facility has detailed policy and procedure on Social Compliance Manual ref.# AD/SC/01 dated 10-Jan-2023. 2. Facility has appointed person Mr. Khurram Humayun (CEO) for implementation and further development of procedures, appointed person has proper knowledge of the standards related responsibilities. 3. Facility is practice to train and communicate workers on policies and procedures dated: all workers were found trained 21-April-2025. 4. Facility has internal check and controls to monitor the system. Facility has internal audit checklist last audit conducted by Mr. Khurram Humayun (CEO) Effectiveness of management system found not satisfactory as some gaps were identified.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding

← Code area 2

Code area 4 →

3. Working conditions are safe and hygienic	3.E Provide and record health and safety trai...	Base code	NC	ZAF601370049
	3.M Ensure all machinery is installed, mainta...	Base code	NC	ZAF601370047
	3.N Ensure that all hazardous substances (e.g...	Base code	NC	ZAF601370048

Systems and evidence examined to validate this code section	1. Based on the facility tour, the work environment appeared clean. The floor is maintained clean regularly. The factory has provided first aid boxes appropriate and adequate medicines. All the fire extinguishers are fully charged, with marking of the current inspection date. 2. The facility conducts firefighting, evacuation drill and first aid training on regularly basis. Last firefighting training conducted by Civil Defense dated: 15.11.2025 Certificate Ref: CDS/189/2025 3. Access to clean toilets is provided to all employees and potable water coolers are provided on each production floors. 4. Fire extinguishers were installed in different location. Fire alarm call point was found on every exit of production floors. At least two fire exits were provided at each floor. Evidence Examined 1. Building Stability Certificate (Form K) 2. Health & Safety Policy 3. Fire drill records 4. Firefighting records 5. First aid training records 6. Health & Safety training records 7. Hygiene Cards of employees 8. Electrical inspection was done by YESCO dated:27.05.2025 Ref No. YES/INS/465 9. Waste contract with Green Oak Solutions dated: 01.01.2026 till for 1 year.

← Code area 2 Code area 4 →

Findings: non-compliances

ZAF601370049

Non-compliance

Due 2026-05-05

Code area

3 Working conditions are safe and hygienic

Workplace requirement

3.E Provide and record health and safety training to all new workers, prior to exposure to risks. Provide continued training to existing workers, as appropriate for the hazards and levels of risk identified.

Issue title

166 - No/inadequate health and safety training for managers

Description

During manager interview it is observed that he has no proper knowledge of Health & safety

Status

Closed (2026-05-21)*

Time given to resolve

30 days

Verification method

Desktop audit

Area of non-compliance/non-conformance

Base code

Corrective and preventative actions

It is recommended that manager must have training on health & safety

* PDF generated at 15:04 (UTC) on 21 May 2026. [View this finding on the Sedex platform] for live updates and closure details.

ZAF601370047

Non-compliance

Due 2026-07-04

Code area

3 Working conditions are safe and hygienic

Workplace requirement

3.M Ensure all machinery is installed, maintained, and used in a safe manner.

Issue title

864 - Isolated failures of machinery safety processes not causing an immediate or significant risk of injury

Description

During site visit it is observed that LPG cylinders were not stored with proper safety arrangement

Status

Closed (2026-05-21)*

Time given to resolve

90 days

Verification method

Desktop audit

Area of non-compliance/non-conformance

Base code

← Code area 3

Code area 4 →

Corrective and preventative actions

It is recommended to the facility that LPG cylinder should be stored with safety arrangement i.e. in cage etc

Evidence

LPG cylinder.jpeg

* PDF generated at 15:04 (UTC) on 21 May 2026. View this finding on the Sedex platform for live updates and closure details.

ZAF601370048

Non-compliance

Due 2026-07-04

Code area

3 Working conditions are safe and hygienic

Workplace requirement

3.N Ensure that all hazardous substances (e.g. chemicals and pesticides) are officially registered where possible, Material Safety Data Sheets are used, and they are managed appropriately at all times in line with registration and safety instructions, including storage, use and disposal.

Issue title

869 - Isolated failures of chemical safety processes not causing an immediate or significant risk of injury

Description

During site visit it is observed that Ink found in ink store on ground floor without labeling, MSDS display and secondary containment

Corrective and preventative actions

It is recommended to the facility that all chemicals must have labeling MSDS display and secondary containment

Evidence

Status

Closed (2026-05-21)*

Time given to resolve

90 days

Verification method

Desktop audit

Area of non-compliance/non-conformance

Base code

← Code area 3

Code area 4 →

chemical handling (NC).jpeg

* PDF generated at 15:04 (UTC) on 21 May 2026. View this finding on the Sedex platform for live updates and closure details.

3. Working conditions are safe and hygienic

Data points

Is someone within the company responsible for health and safety?	Yes, senior manager or business owner
Do workers operate high risk or heavy machinery or vehicles as part of their jobs?	No
Do workers handle or have access to hazardous substances (e.g. chemicals or pesticides)?	No
Who organises accommodation for workers?	Not applicable
Who organises worker transportation between accommodation and worksite?	Workers organise their own transport
Who organises worker transportation while at work?	Workers organise their own transport
Do all structural additions (e.g. added floors) have a valid permit/inspection report as per local law?	Yes Factory has Building Stability Certificate FORM – K Issued By: R.Q. ASSOCIATES PCTAP Registration # A-1952 Dated: 15-01-2023
Does the visual appearance of the building give you any immediate concerns about the structural integrity of the building?	No
Are there any cracks observed in the walls, floors, ceilings or other areas of the facility, both internally or externally?	No

← Code area 3 Code area 4 →

Does the site have a structural engineer evaluation?	Yes

4. Child labour shall not be used

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	1. Facility has detailed policy and procedure on Social Compliance Manual ref.# AD/SC/01 dated 10-Jan-2023. 2. Facility has appointed person Mr. Khurram Humayun (CEO) for implementation and further development of procedures, appointed person has proper knowledge of the standards related responsibilities. 3. Facility is practice to train and communicate workers on policies and procedures dated: all workers were found trained 21-April-2025. 4. Facility has internal check and controls to monitor the system. Facility has internal audit checklist last audit conducted by Mr. Khurram Humayun (CEO).

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
	No findings		

← Code area 3

Code area 5 →

Systems and evidence examined to validate this code section	1. Factory has defined child labour policy and procedure in the factory. 2. Factory has communicated the policy through notices & signs at main gate of the factory and also through awareness session. Last awareness session was held on 25-August-2025. 3. No workers below 18 years are employed in the factory. 4. As per hiring procedure prospective workers with authentic age verification documents will be considered. 5. HR department ascertains workers age during appointment through documents and interview, workers age verification documents were kept in their personal files for verification. Evidence Examined: 1. Child labour policy and procedure. 2. Personal file for age proof documents like CNIC, Birth certificates and educational certificates. 3. Child remediation plan. 4. Facility visits, interview with suspected workers.

← Code area 3

Code area 5 →

4. Child labour shall not be used

Data points

Percentage of workers that are age 24 or younger	6%
Enter the legal age of employment	18
Enter the age of the youngest worker identified	18
Enter the number of workers under local legal minimum age	0
Enter the number of workers under 15 years old	0
Percentage of workers that are apprentices, trainees or interns	0.0%
Were there children present on the work floor but not working at the time of audit?	No
Do children live at the accommodation provided to workers?	Not Applicable

← Code area 4

Code area 5 →

5. Legal wages are paid

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	1. Facility has detailed policy and procedure on Social Compliance Manual ref.# AD/SC/01 dated 10-Jan-2023. 2. Facility has appointed person Mr. Khurram Humayun (CEO) for implementation and further development of procedures, appointed person has proper knowledge of the standards related responsibilities. 3. Facility is practice to train and communicate workers on policies and procedures dated: all workers were found trained 21-April-2025. 4. Facility has internal check and controls to monitor the system. Facility has internal audit checklist last audit conducted by Mr. Khurram Humayun (CEO).

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
	No findings		

← Code area 4

Code area 5.A →

Systems and evidence examined to validate this code section	1. Facility has Compensation & Benefits policy and procedure. As per policy, Company provides compensations and benefits to all the employees as per state law. 2. Employees are paid their salary / wages in form of Bank transfer / Cash along with itemized pay stub. 3. Over time hours are compensated at double rate than that of average pay /wages. 4. Company facilitates all the employees with legal benefits like social security, group insurance, old age benefits, bonus (as per company's annual profit), annual leaves (or encashment) maternity and other leaves. 5. During documents review and workers interview it was noted that factory was paying PKRs 40,000 per month and PKRs 1538 per day as minimum wage to unskilled workers. 6. Facility pays the salary before the end of 5nd day of each month. 7. Manager HR is responsible person to act on complaint/ objection logged / raised and discuss this matter in WMC meeting and resolve it on priority basis. 8. Factory was keeping record of the workers wage and wage slips were provided to the workers. 9. Factory pays Old age benefit insurance of workers. 10. All employees are covered through Group Life Insurance program. 11. Factory provides Social security benefit to workers. Social security and EOBI contribution payment records were reviewed for last 03 months and found maintained. 12. Facility is paying Provident Fund to all employees at the time of their resignation orseparation from their services. For verification, full and final settlement records were reviewed. 13. Factory has paid 1 bonuses in last 12 months which is one gross pay. 14. Remuneration records for 10 sample workers were verified for the month of Feb 2026, September 2025 & April 2025 were verified. Evidence Examined: 1. Remuneration record of 10 workers record check for the month of Feb 2026, September 2025 & April 2025 2. Production records for the month of Feb 2026, September 2025 & April 2025. 3. Wage slips of the workers 4. Record of Social Security and EOBI contribution slips (Last 3 months) 5. Record of group insurance (Jubliee Life Insurance) 6. Leave Record of the workers 7. Worker Interviews

← Code area 4 Code area 5.A →

5. Legal wages are paid

Data points

What is the basic wage paid to workers?	The legal minimum wage
Does the site use digital payment methods (i.e. money paid directly into a bank account) to pay workers?	Only digital payments
How much as a percentage of their pay does a worker receive as 'payment-in-kind' benefits?	None
Where the site has undertaken a Living Wage gap analysis against a credible Benchmark which Benchmark have they used?	Not Applicable

Worker renumeration

Which benefits are provided to permanent or full-time workers that are not provided to temporary or part-time workers?	Life insurance Disability and invalidity coverage Retirement provision

Summary information

Is legal wage/legally recognised CBAs data available for any of these options?	Monthly
Is actual wage data available on site for any of these options?	Monthly

← Code area 5 Code area 5.A →

Maximum legal working hours	**Max hours per day**	8.0
	Max hours per week	48.0
	Max hours per month	208.0
Actual required working hours	**Required hours per day**	8.0
	Required hours per week	48.0
	Required hours per month	208.0
Maximum legal overtime hours	**Max hours per day**	2.0
	Max hours per week	12.0
	Max hours per month	48.0
Actual overtime hours	**Max hours per day**	2.0
	Max hours per week	6.0
	Max hours per month	11.0
Minimum legal wage	**Min per hour**	193.0
	Min per day	1539.0
	Min per week	9131.0
	Min per month	40000.0
Actual minimum wage	**Actual per hour**	193.0
	Actual per day	1539.0
	Actual per week	9131.0
	Actual per month	40000.0

← Code area 5

Code area 5.A →

Minimum legal overtime wage	**Min per hour**	386.0
	Min per day	772.0
	Min per week	4632.0
	Min per month	18528.0
Actual minimum overtime wage	**Actual per hour**	386.0
	Actual per day	772.0
	Actual per week	2316.0
	Actual per month	4246.0

Wage analysis

Number of workers' records checked	10
Provide the date and details of the records	10 workers record for the month of February 2026, September and April 2025.
Are there different legal minimum/ legally recognised CBAs wage grades?	Yes Compnay is paying legal minimum wage as per minimum wage Gazette from 1st July, 2025
For the lowest paid workers, are wages paid for standard/contracted hours (excluding overtime) below or above the legal minimum/ legally recognised CBAs?	Above legal minimum
Indicate the breakdown of workforce per earnings	10% worker are on legal minimum wage. 90% worker are above legal minimum wage.
Are there any bonus schemes used?	Yes One gross salary

← Code area 5 Code area 5.A →

Were accurate records shown at the first request?	Yes
Were any inconsistencies found?	No

[← Code area 5] [Code area 5.A →]

5.A. Living wages are paid

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
No findings			

Systems and evidence examined to validate this code section	1. Factory has internal procedure on how to conduct Living wage. 2. SAAS based formula has been used while calculating the Living wage that includes region-specific and considers family size & basic needs. 3. Manager HR is responsible to make sure the calculation has been implemented as per SAAS benchmark and make sure that Living wage is updated annually or local wage revision or as per need. 4. Factory has calculated its living wage and implemented it accordingly. Current living wage calculated by the factory which is PKRs 45,480. Evidence Examined: 1. Living wage procedure 2. Living wage calculation 3. Pay slips 4. Payroll record 5. Worker interview

← Code area 5 Code area 6 →

6. Working hours are not excessive

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	1. Facility has detailed policy and procedure on Social Compliance Manual ref.# AD/SC/01 dated 10-Jan-2023. 2. Facility has appointed person Mr. Khurram Humayun (CEO) for implementation and further development of procedures, appointed person has proper knowledge of the standards related responsibilities. 3. Facility is practice to train and communicate workers on policies and procedures dated: all workers were found trained 21-April-2025. 4. Facility has internal check and controls to monitor the system. Facility has internal audit checklist last audit conducted by Mr. Khurram Humayun (CEO).

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
	No findings		

← Code area 5.A

Code area 7 →

Systems and evidence examined to validate this code section	1. Factory has defined working hour's policy and procedure in its social compliance manual as per policy the management of company is committed to ensure working hours in compliance to legal requirements. Management ensures that regular working hours don't exceed 48 hours per week and overtime hours don't exceed 12 hours per week. Management ensures that 7th day weekly rest is ensured. However, in case of "Urgent Business Needs" work can be performed on weekly rest provided all legal compliance is ensured. 2. Urgent business needs can be considered in following business circumstances: a. Strike in the city and loss of production. b. Limited to delays / interruptions in production caused by c. Natural Calamities d. unscheduled power failures. 3. No repetitive production deadlines or unforeseen circumstances which are beyond employer's control". 4. During audit, it was noted that factory works in below mention shift schedule: General Shift: 08:00 To 17:00 for management and workers including 01 hour break. 5. Factory has installed automated thumb and face scan machine for recording working hours in the factory. 6. All workers have at least one day off in a week. Working hours in the factory is 8 hours per day and 48 hours per week. Maximum 2 hours a day and 12 hours per week overtime is allowed in the factory, however no overtime was observed during workers sample. Evidence Examined: 1. Factory policy and procedure for working hours in the factory. 2. 10 samples from February 2026 (current month) 3. 10 samples from September 2025(random month) 4. 10 samples from April 2025 (random month) 5. Production Records for the month of Feb 2026, September 2025 & April 2025

← Code area 5.A
Code area 7 →

6. Working hours are not excessive

Data points

Is the sample size the same as in the wages section?	Yes
Normal day overtime premium as a percentage of standard wages	200%
If the site pays an overtime premium of less than 125% and this is allowed under local law, are there other considerations?	Site is paying 200% of ordinary rate of pay as overtime
Excluding overtime, what are the regular working hours per week for workers at this site?	48.0
Including overtime, what is the average number of working hours per week for full-time workers at this site?	52.0
In the sample, what was the maximum number of hours worked in a single week, including overtime, for any worker at this site?	54.0
Maximum number of days worked without a day off in sample	6

← Code area 6

Code area 7 →

7. No discrimination is practiced

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	1. Facility has detailed policy and procedure on Social Compliance Manual ref.# AD/SC/01 dated 10-Jan-2023. 2. Facility has appointed person Mr. Khurram Humayun (CEO) for implementation and further development of procedures, appointed person has proper knowledge of the standards related responsibilities. 3. Facility is practice to train and communicate workers on policies and procedures dated: all workers were found trained 21-April-2025. 4. Facility has internal check and controls to monitor the system. Facility has internal audit checklist last audit conducted by Mr. Khurram Humayun (CEO).

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
	No findings		

← Code area 6

Code area 8 →

Systems and evidence examined to validate this code section	1. The facility pays, promotes and terminates the workers on the basis of their ability to do the job rather than on the basis of personnel characteristics or beliefs such as but not limited to gender, race, religion, nationality, political opinion, or any social or ethnic relations. 2. The company has covered this in code of ethics and is documented as that explicitly prohibits discrimination. 3. Discrimination & Equity policy is in place and well aligned. 4. Employment practices ensure fairness and inclusion, with no mandatory health checks during hiring or employment unless legally required, preventing unjust exclusion due to health conditions such as pregnancy or HIV/AIDS. 5. An internal grievance system is in place, and workers sampled during the audit showed clear understanding of how to report discrimination concerns. 6. No cases of sexual harassment or discrimination were reported. The facility received grievance through various channels, all of which have been addressed and corrective actions has taken. 7. Suggestion boxes were observed, mostly located in toilet areas. 8. Factory has provided training to the employees on anti-discrimination & equity and last training was conducted on 20-August-2025. 9. The facility promotes equal opportunities in hiring, training, career progression, and pay. 10. Employees performing the same roles receive equal wages, and the right to form trade unions is fully respected. 11. All practices comply with applicable regulations under Code Area 7. Evidence examined: 1. Written anti-discrimination policy 2. Records of promotions 3. Trainings Records 4. Recruitment policy 5. Grievance log and grievance mechanism 6. Workers interview

← Code area 6

Code area 8 →

7. No discrimination is practiced

Data points

Percentage of women workers in skilled or technical roles (e.g. where specific qualifications are needed, such as engineer/laboratory analyst)?	0%
Representation of women in managerial roles (ratio of women workers to women managers)	100%
Representation of women in supervisory roles (ratio of women workers to women supervisors)	0%
Three most common nationalities in managerial and supervisory roles	Pakistani

← Code area 7

Code area 8 →

8. Regular employment is provided

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Some Improvements Recommended
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Some Improvements Recommended
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Some Improvements Recommended
Monitor the effectiveness of procedures to meet policy and workplace requirements	Some Improvements Recommended
Explanation for management systems grades	1. Facility has detailed policy and procedure on Social Compliance Manual ref.# AD/SC/01 dated 10-Jan-2023. 2. Facility has appointed person Mr. Khurram Humayun (CEO) for implementation and further development of procedures, appointed person has proper knowledge of the standards related responsibilities. 3. Facility is practice to train and communicate workers on policies and procedures dated: all workers were found trained 21-April-2025. 4. Facility has internal check and controls to monitor the system. Facility has internal audit checklist last audit conducted by Mr. Khurram Humayun (CEO).

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
8. Regular employment is provided	8.A Provide a written contract or other bindi...	Local law Base code	NC ZAF601370050

← Code area 7

Code area 8.A →

Systems and evidence examined to validate this code section	1. The factory has developed a comprehensive policy on recruitment, dismissalss and termination. 2. Workers are provided with written contracts in local language i.e. Urdu, clearly detailing employment terms and conditions in line with legal requirements. 3. The factory maintains comprehensive personal files for all employees (including canteen, cleaning and security), including appointment letters and relevant personal information, which are stored in their respective files. 4. Each worker is issued an identity card as proof of employment. For all tasks including cleaning, loading and security facility has its own workers. 5. The factory conducts all hiring directly, without involving labor agencies, and ensures that no temporary workers, apprentices, or home workers are employed, as confirmed during the assessment. 6. The factory meets its contractual and legal obligations in cases of dismissal, termination, or redundancy. 7. The factory does not involve in recruiting apprentice, temporary, irregular, subcontracted workers. 8. Wages and overtime allowances are disbursed by the 2nd day of the following pay period, in full compliance with labor laws, with no instances of wage withholding. 9. Employees who wish to resign are required to provide a 30-day notice as per law. 10. The factory also maintains service books for each employee as part of its recordkeeping practices. 11. To ensure compliance and promote worker awareness, the factory provides regular training sessions on employee rights, compensation and benefits policies. 12. Mr. Khurram Humayun (CEO), the responsible manager, oversees employee records, wage administration, and compliance with internal policies, ensuring workers are well-informed about their rights and benefits. Evidence examined: 1. Recruitment policy and record, signed employment contracts 2. Record of dismissals, termination, records of worker type 3. Workers interview

← Code area 7

Code area 8.A →

Findings: non-compliances

ZAF601370050

Non-compliance

Due 2026-05-05

Code area

8 Regular employment is provided

Workplace requirement

8.A Provide a written contract or other binding agreement that specifies the terms and conditions of employment, that meet all legal requirements, in a language workers can understand.

Issue title

920 - Isolated occurrence of workers not being given a copy of their contracts or letter of appointment (including digital copy)

Description

During interview 2 out of workers did not confirm the receiving of employment contract on hiring

Corrective and preventative actions

It is recommended that all workers must have the copy of contract

Local law reference

HE INDUSTRIAL AND COMMERCIAL EMPLOYMENT (STANDING ORDERS) ORDINANCE, 1968 [2A. Terms and conditions of service to be given in writing:__Every workman at the time of his appointment, transfer or promotion shall be provided with an order in writing, showing the terms and conditions of his service

Status

Closed (2026-05-21)*

Time given to resolve

30 days

Verification method

Desktop audit

Area of non-compliance/non-conformance

Local law

Base code

* PDF generated at 15:04 (UTC) on 21 May 2026. View this finding on the Sedex platform for live updates and closure details.

← Code area 8

Code area 8.A →

8. Regular employment is provided

Data points

Percentage of workers that are permanently or temporarily employed	100.0%
Percentage of workers that have been engaged via irregular, sub-contracted or non-employment models of labour, rather than permanent or temporary contracts of employment	0.0%
Percentage of workers employed as apprentices, trainees or interns	0.0%

← Code area 8

Code area 8.A →

8.A. Sub-contracting and homeworkers are used responsibly

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	1. Facility has detailed policy and procedure on Social Compliance Manual ref.# AD/SC/01 dated 10-Jan-2023. 2. Facility has appointed person Mr. Khurram Humayun (CEO) for implementation and further development of procedures, appointed person has proper knowledge of the standards related responsibilities. 3. Facility is practice to train and communicate workers on policies and procedures dated: all workers were found trained 21-April-2025. 4. Facility has internal check and controls to monitor the system. Facility has internal audit checklist last audit conducted by Mr. Khurram Humayun (CEO).

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
	No findings		

← Code area 8

Code area 9 →

Systems and evidence examined to validate this code section	At present, no subcontractor and home workers are used. All production processes are done in-house. Evidence: Production record, Workers interview

8.A. Sub-contracting and homeworkers are used responsibly

Data points

Are homeworkers employed directly or engaged through an agent?	Not applicable
Gender disaggregated data available	

Number of homeworkers used

	Men	Women	Other	Total
Number of workers	-	-	-	-

What processes are carried out by homeworker?	
Are full records of homeworkers available at the site?	
Does the supplier buy products or services from suppliers that use homeworkers?	Information not available No such condition found

Sub-contracting

Are there any concerns about unrecorded work or undeclared sub-contracting on site, giving considerations to the workers' capacity?	No No sub-contracting

← Code area 8.A

Code area 9 →

Are any sub-contractors used?	No

[← Code area 8.A] [Code area 9 →]

9. No harsh or inhumane treatment is allowed

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	1. Facility has detailed policy and procedure on Social Compliance Manual ref.# AD/SC/01 dated 10-Jan-2023. 2. Facility has appointed person Mr. Khurram Humayun (CEO) for implementation and further development of procedures, appointed person has proper knowledge of the standards related responsibilities. 3. Facility is practice to train and communicate workers on policies and procedures dated: all workers were found trained 21-April-2025. 4. Facility has internal check and controls to monitor the system. Facility has internal audit checklist last audit conducted by Mr. Khurram Humayun (CEO).

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
	No findings		

← Code area 8.A

Code area 10.A →

Systems and evidence examined to validate this code section	1. There is no evidence of harsh or inhumane treatment of employees. 2. All employees are treated with respect and dignity. 3. Facility's disciplinary policies are explained to all employees and all employees are well aware about their rights. 3A. No evidence of physical abuse, sexual or any other harassment / verbal abuse is observed / reported. 4. Facility has formed Prevention of Sexual Harassment committee to discuss and resolve the issues. Last meeting was held on 11-August-2025. 5. As per employee interview security guards do not conduct bodily searches. However, for non-bodily searches the facility ensures workers' privacy, and the search conducted by the member of the same gender. 6. Comprehensive training is provided to all employees, especially those in high-risk or supervisory roles, to raise awareness and prevent such treatment. 7. Facility has formed anti-sexual harassment committee. 8. Audit observation and employee interviews confirm the facility's full compliance with all applicable legal requirements under Code Area 9. Evidence examined: 1. Policy Prohibiting Harsh Treatment and Gender-Based Violence 2. Policy communication record 3. Disciplinary Policy and Procedures 4. Risk Identification and Control Measures 5. Training for Workers and Supervisors 6. Grievance Mechanism 7. Workers interview

← Code area 8.A

Code area 10.A →

9. No harsh or inhumane treatment is allowed

Data points

Is there a formal process for workers to report concerns, complaints, or problems ('grievance mechanism')?	Yes, there is a formal grievance process
What type of grievance mechanism(s) are available?	Suggestion & Complaint Boxes, Worker committees, Open door policy.
Number of grievances raised in the last 12 months	8
Number of grievances resolved in the last 12 months	8

← Code area 9 Code area 10.A →

10.A. Environment 2-Pillar

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	1. Facility has detailed policy and procedure on Environment in Social Compliance Manual ref.# AD/SC/01 dated 10-Jan-2023. 2. Facility has appointed person Mr. Khurram Humayun (CEO) for implementation and further development of procedures, appointed person has proper knowledge of the standards related responsibilities. 3. Facility is practice to train and communicate workers on policies and procedures dated: all workers were found trained 21-April-2025. 4. Facility has internal check and controls to monitor the system. Facility has internal audit checklist last audit conducted by Mr. Khurram Humayun (CEO).

Summary of findings

Code area	Workplace requirement	Area of NC	Finding

No findings

← Code area 9

Code area 10.B →

Systems and evidence examined to validate this code section	1. Facility has defined environmental policy and EMS manual. 2. Facility has maintained all documents related Environmental Management System verified during documents review moreover facility has also appointed relevant Manager to address environmental issues. During review of documents and interviews with concerns persons it was noted that facility was aware of the significant environmental impacts of their site and its processes. Internal environmental risk assessment report was reviewed Dated; July 2025. 3. Facility has defined waste management policy and procedure. During facility tour, it was noted that facility has segregated different types of waste e.g., product waste, solid waste, medical waste etc. 4. It was noted that facility was aware of the significant environmental impacts of their site and its processes, in which operational activities, environmental aspects, potential environmental impacts, severity level, potential causes of failure and current control /preventive measures were analysed. Facility has defined Environmental 5. Targets to reduce waste, energy usage and water usage. 6. Factory has also waste contract with approved 3rd party dated August 2025 which is valid for 1 year for collection and disposal hazardous waste. 7. Facility has conducted noise, drinking / effluent water and emission monitoring from WELCOS dated: 19.02.2026 Documents reviewed; - Legal permits - Test reports - Policies and procedures

← Code area 9 Code area 10.B →

10.A. Environment 2-Pillar

Data points

Has the site received an official notice, fine or prosecution for any non-compliances with environmental legislation, regulation, consent or permits (within the last three years)?	No
Does the site have any valid environmental or energy management certificates?	No environmental or energy management system is available
Are there any other sustainability certifications present (e.g. Forest Stewardship Council (FSC), Marine Stewardship Council (MSC)?	No
Has the site implemented or made plans to implement any adaptive measures to protect workers from the impact of climate change?	No

← Code area 10.A

Code area 10.B →

10.B. Environment 4-Pillar

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
	No findings		

Systems and evidence examined to validate this code section	1. Facility has defined environmental policy and EMS manual. 2. Facility has maintained all documents related Environmental Management System verified during documents review moreover facility has also appointed relevant Manager to address environmental issues. During review of documents and interviews with concerns persons it was noted that facility was aware of the significant environmental impacts of their site and its processes. Internal environmental risk assessment report was reviewed Dated; July 2025. 3. Facility has defined waste management policy and procedure. During facility tour, it was noted that facility has segregated different types of waste e.g., product waste, solid waste, medical waste etc. 4. It was noted that facility was aware of the significant environmental impacts of their site and its processes, in which operational activities, environmental aspects, potential environmental impacts, severity level, potential causes of failure and current control /preventive measures were analysed. Facility has defined Environmental 5. Targets to reduce waste, energy usage and water usage. 6. Factory has also waste contract with approved 3rd party dated August 2025 which is valid for 1 year for collection and disposal hazardous waste. 7. Facility has conducted noise, drinking / effluent water and emission monitoring from WELCOS dated: 31.05.2025 Documents reviewed; - Legal permits - Test reports - Policies and procedures

← Code area 10.A

Code area 10.C →

10.B. Environment 4-Pillar

Data points

Has the site conducted a risk assessment on the environmental impact of the site, including implementation of controls to reduce identified risks?	Yes
What additional specific environmental policies does the site capture?	Zero-waste and recycling protocols Packaging optimization Sustainable material sourcing
Is there a system for managing client's requirements and legislation in the destination countries regarding environmental and chemical issues?	Not Applicable
Does the site have reduction targets in place to manage climate related risks?	Yes, to reduce scope 3 greenhouse gases (GHGs) Yes, to increase low-carbon energy consumption or production Yes, a net-zero target
Are any of these science-based targets?	No, but we anticipate setting one in the next two years
Does the site have reduction targets in place for environmental aspects (e.g. water consumption and discharge, waste, energy and green-house gas emissions: (Scope 1, 2 & 3))?	Yes Facility has environmental reduction the plan for the reduction of water, waste, energy and green-house gases emissions the target is to reduce the consumptions up 5% within the year 2026.
Has the site checked that any sub-contracting agencies or business partners operating on the premises have the appropriate permits and licences and are conducting business in line with environmental expectations of the facility?	Yes Punjab Environmental Protection Agency approval is required for business partner who operates on the premises i.e. Waste Contract

← Code area 10.B

Code area 10.C →

Usage/discharge analysis

	Last full calendar year (2025)	Previous full calendar year (2024)
Total electricity consumption from non-renewable sources (kWh)	91,199	88,109
Total electricity consumption from renewable sources (kWh)	0	0
Sources of renewable energy used	None	None
Types of renewable energy used	Data not available	Data not available
Total natural gas consumption (kWh)	0	0
Usage of other purchased fuels	none	none
Has the site completed any carbon footprint analysis?	No	No
Water sources	Ground water	Ground water
Does the site use mercury or mercury compounds?	No	No
Water volume used (m3)	122.3	113.5
Water discharged	Municipal Drains	Municipal Drains
Water volume discharged (m3)	118	106
Water volume recycled (m3)	0	0

← Code area 10.B

Code area 10.C →

Total waste produced (mt)	0.4	0.4
Total hazardous waste produced (mt)	0	0
Waste to recycling (mt)	0.1	0.1
Waste to landfill (mt)	0	0
Waste to other (mt)	0	0
Total product produced (mt)	263	245

← Code area 10.B

Code area 10.C →

10.C. Business ethics

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	1. Facility has detailed policy and procedure on environment in the section of Environmental Compliance in Social Compliance Manual ref.# AD/SC/01 dated 10-Jan-2023. 2. Facility has appointed person Mr. Khurram Humayun (CEO) for implementation and further development of procedures, appointed person has proper knowledge of the standards related responsibilities. 3. Facility is practice to train and communicate workers on policies and procedures dated: all workers were found trained 21-April-2025. 4. Facility has internal check and controls to monitor the system. Facility has internal audit checklist last audit conducted by Mr. Khurram Humayun (CEO).

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
	No findings		

← Code area 10.B

Systems and evidence examined to validate this code section	1. Facility has defined anti-fraud and bribery policy. As per policy facility is committed to the prevention, deterrence and detection of fraud, bribery and all other corrupt business practices. 2. Facility has zero tolerance towards such behaviors of bribery or corruption. 3. Facility has provided trainings on dated 01-August-2025. Evidence examined: 1. Business ethical policy and procedure 2. Anti-bribery policy and procedure 3. Social policy and procedure 4. Training records

← Code area 10.B

10.C. Business ethics

Data points

Has the site received an official notice, fine or prosecution for any non-compliances with business ethics legislation, regulation, consent or permits (within the last three years)?	No
Provide any certified anti-bribery management systems for the site	N/A

← Code area 10.C

Attachments

Bio-Matric Machine.jpeg

Assmbly Point.jpeg

Accessories Storage Area.jpeg

Basen Area.jpeg

Call Point.jpeg

Brooken Needle Management.jpeg

Chemical Store.jpeg

Company Policy 1.jpeg

Drinking Water Point.jpeg

DP.jpeg

Emergency Exit 1.jpeg

Drinking Water.jpeg

[Electrical Panel.jpeg]

[Company Policy.jpeg]

[Cutting Area 1.jpeg]

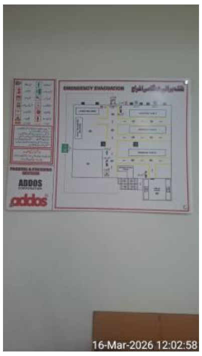
[Cutting Area.jpeg]

[Dust Bin.jpeg]

[Emergency Exit Line.jpeg]

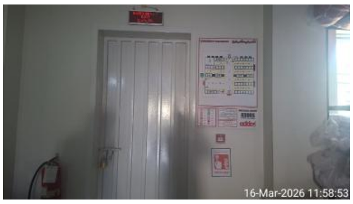
[Exit Light.jpeg]

[Emergency Exit.jpeg]



[Evacuation Map 2.jpeg]

[Evacuation Map 1.jpeg]



[Evacuation Map.jpeg]

[Fire Extinguasher 6.jpeg]

[Fire Extinguasher 4.jpeg] [Emergency Siren.jpeg] [Emergency Exit Way.jpeg] [Factory Over-View.jpeg]

[Fire Alarm Panel.jpeg] [Fire Extinguasher 3.jpeg] [Fire Extinguasher 7.jpeg] [Eye Guard.jpeg]

[Fire Extinguasher 1.jpeg] [Fire Extinguasher 5.jpeg] [Fire Extinguasher.jpeg] [Fire Extinguasher 2.jpeg]

[First Aid 1.jpeg]

[Fire System Valve.jpeg]

[First Aid Box (Pyidine).jpeg]

[First Aid Box.jpeg]

[Generator.jpeg]

[Hoze Reel 1.jpeg]

[Mobile NA Sign.jpeg]

[No Child Labour.jpeg]

[Non authorized Person NA Notice.jpeg]

[Idol Stitching Line.jpeg]

[Hoze Reel.jpeg]

[Ironing Area.jpeg]

Motor Belt Cover.jpeg

Plotter.jpeg

Material Store.jpeg

Storage Area.jpeg

Wash Room.jpeg

Sublimation Printing Plotter.jpeg

H.T Area.jpeg

Laser Cutting & H.T Area.jpeg

Non-Filled Fire Extinguasher Storage Area.jpeg

Pattern Storage Area.jpeg

Sand Bucket.jpeg

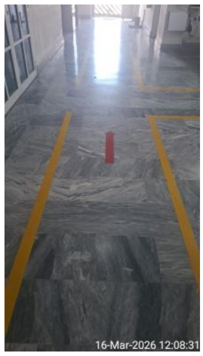
Sublimation Machine.jpeg

Gas Sylender.jpeg

Stitching Line 1.jpeg

Stitching Line.jpeg

Tied Clipper.jpeg



Thread Storage Area.jpeg

Idol Stitching Line 1.jpeg

Smoke Detector.jpeg

Emergency Exit Line 1.jpeg

Force Labour Policy.jpeg

First Aid Box 1.jpeg

Addos Corporation CAP UPdated.pdf