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Auditee :	<b>Deluxe Knitting Mill</b>
Audit Date From :	<b>28/08/2015</b>
Audit Date To :	<b>28/08/2015</b>
Expiry Date of the Audit :	<b>28/08/2016</b>
Auditing Company :	<b>EUROCERT</b>
Auditor's Name(s) :	<b>Moses P.(Lead)</b>
Auditing Branch (if applicable) :	<b>Eurocert India</b>

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This is an extract of the on line Audit Report. The complete report is available in the BSCI Platform.  
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**Rating Definitions**



Rating	A combination of ratings per performance area where:	Consequence																																													
<p><b>A</b> <b>OUTSTANDING</b></p>	<p>o Minimum 7 performance area rated A                      o No Performance area rated C, D or E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	B	B	B	B	A	A	A	A	A	A	A	A	B	B	B	B	B	B	B	<p>The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.</p>
A	A	A	A	A	A	A	A	A	A	A	A	A	A	A																																	
A	A	A	A	A	A	A	A	A	A	A	B	B	B	B																																	
A	A	A	A	A	A	A	A	B	B	B	B	B	B	B																																	
<p><b>B</b> <b>GOOD</b></p>	<p>o Maximum 3 performance area rated C                      o No performance area rated D or E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr> <tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> </table>	A	A	A	A	A	A	B	B	B	B	B	B	B	B	B	A	A	A	A	A	A	B	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	B	C	C	C	C	<p>The auditee has the level of maturity to maintain its improvement process without needing follow-up audit.</p>
A	A	A	A	A	A	B	B	B	B	B	B	B	B	B																																	
A	A	A	A	A	A	B	B	B	B	B	B	B	B	C																																	
B	B	B	B	B	B	B	B	B	B	B	C	C	C	C																																	
<p><b>C</b> <b>ACCEPTABLE</b></p>	<p>o Maximum 2 performance areas rated D                      o No performance area rated E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr> <tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	C	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	C	D	D	C	C	C	C	C	C	C	C	C	C	C	C	C	D	D	<p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p>
A	A	A	A	A	A	A	A	A	A	C	C	C	C	C																																	
A	A	A	A	A	B	B	B	B	C	C	C	C	D	D																																	
C	C	C	C	C	C	C	C	C	C	C	C	C	D	D																																	
<p><b>D</b> <b>INSUFFICIENT</b></p>	<p>o Maximum 6 performance area rated E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td><td>D</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td></tr> <tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	A	D	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	D	E	E	D	D	D	D	D	D	D	D	E	E	E	E	E	E	E	<p>The auditee needs follow up on its progress. The auditee develops a remediation plan within 60 days following the completion of the audit.</p>
A	A	A	A	A	A	A	A	A	A	A	D	D	D	D																																	
A	A	A	B	B	B	C	C	C	D	D	D	D	E	E																																	
D	D	D	D	D	D	D	D	E	E	E	E	E	E	E																																	
<p><b>E</b> <b>UNACCEPTABLE</b></p>	<p>o Minimum 7 performance areas rated E</p> <p><i>These are three examples:</i></p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	E	E	E	E	E	E	E	E	E	A	A	B	B	C	D	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	<p>BSCI participants shall closely oversee the auditee's progress as it may represent a higher risk than other business partners</p>
A	A	A	A	A	A	E	E	E	E	E	E	E	E	E																																	
A	A	B	B	C	D	E	E	E	E	E	E	E	E	E																																	
E	E	E	E	E	E	E	E	E	E	E	E	E	E	E																																	
<p><b>Zero Tolerance</b></p>	<p>A Zero Tolerance issue was identified (see Annex 5)</p>	<p>Immediate actions are required. The BSCI Zero Tolerance Protocol is to be followed.</p>																																													

**Producer : Deluxe Knitting Mill**

DBID : 16099 and Audit Id : 36001

Audit Date : 28/08/2015

Audit Type : Full Audit

**Main Auditee Information**

Name of producer :	<b>Deluxe Knitting Mill</b>		
DBID number :	<b>16099</b>		
Audit ID :	<b>36001</b>		
Address :	<b>SF No 50, Delaxe Avenue, Kasipalayam Road, Opp Nallur Eswaran Kovil, Kangayam Road, Tirupur</b>		
Province :	<b>Tamil Nadu</b>	Country :	<b>India</b>
Management Representative :	<b>Mr. Damodharan S.</b>		
Contact person:	<b>Deluxe Knitting Mill</b>	Sector :	<b>Non-Food</b>
Industry Type :	<b>Textiles, clothing, leather</b>	Product group :	<b>Apparel</b>
Product Type :	<b>All kind of Readymade garments</b>		

**Audit Details**



Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural
Audit Announcement :	<input checked="" type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced <input type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No	
Audit extent (if applicable) :	none	
Audit interferences or contingencies (if applicable) :	none	
Overall rating :	C	
Need of follow-up :	Yes	If YES, by : 28/08/2016

**Rating per Performance Area (PA)**

PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
B	D	A	A	D	A	B	B	A	A	A	B	A

**Executive summary of audit report**

Deluxe Knitting Mill the manufacturer of Knitted Garments is situated at SF No 50, Deluxe Avenue, Kasipalayam Road, Opp Nallu, Eswaran Kovil, kangayam Road, Tirupur 641606 with the Factory License number as TP 11468 which is valid till 31 Dec 2016. The factory at this location is established in the year 2004 as the partner ship concern. The total area of the factory is 2.5 acres and the built up area is 18000 Sq Ft where the construction of the building has ground and first floor comprising of the activity from fabric inward to finished knitted garment despatch. The factory runs on the timing from 8.30 am to 5.30 pm with two tea breaks at 10.15 am to 10.30 am and 3.15 pm to 3.30 pm with a lunch break of 1 hour between 12.30 noon to 1.30 pm. There were 35 workers working in the factory, on the day of audit including 6 female workers. The production capacity of the factory is 20000 pcs per month and the major customer of the company are TIDEM, CARODEL, SUNCITY, SICEM, TKO, S Group etc..

**Ratings Summary**



Auditee's background information			
Auditee's name :	<b>Deluxe Knitting Mill</b>	Legal status :	<b>Partner Ship</b>
Auditee aliases :		Year in which the auditee was founded :	<b>2004</b>
Address :	<b>SF No 50, Delaxe Avenue, Kasipalayam Road, Opp Nallur Eswaran Kovil, Kangayam Road,</b>	Contact person (please select) :	<b>Deluxe Knitting Mill</b>
Province :	<b>Tamil Nadu</b>	Contact's Email :	<b>newstyle@delaxe.com</b>
City :	<b>Tirupur</b>	Auditee's official language(s) for written communications :	<b>English</b>
Region :	<b>South Asia</b>	Other relevant languages for the auditee :	<b>Tamil</b>
Country :	<b>India</b>	Website of auditee (if applicable) :	<b>NA</b>
GPS coordinates :	<b>None</b>	Total turnover (in Euros) :	<b>1875000.00</b>
Sector :	<b>Non-Food</b>	Of which exports % :	<b>100.00</b>
Industry :	<b>Textiles, clothing, leather</b>	Of which domestic market % :	<b>0.00</b>
If other, please specify :		Production volume :	<b>20000 pcs per month</b>
Product Group :	<b>Apparel</b>	Production cost calculation :	<b>No</b>
If other, please specify :		Lost time injury calculation cost :	<b>No</b>
Product Type :	<b>All kind of Readymade garments</b>		

Auditee's employment structure at the time of the audit			
Total number of workers :	<b>35</b>	Total number of workers in the production unit to be monitored (if applicable) :	<b>0</b>
	<b>MALE WORKERS</b>	<b>FEMALE WORKERS</b>	
Permanent workers	<b>29</b>	<b>6</b>	
Temporary workers	<b>0</b>	<b>0</b>	
In management positions	<b>3</b>	<b>0</b>	
Apprentices	<b>0</b>	<b>0</b>	
On probation	<b>0</b>	<b>0</b>	
With disabilities	<b>0</b>	<b>0</b>	
Migrants (national citizens)	<b>0</b>	<b>0</b>	
Migrants (foreign citizens)	<b>0</b>	<b>0</b>	
Workers on the permanent payroll	<b>26</b>	<b>6</b>	
Production based workers	<b>0</b>	<b>0</b>	
With shifts at night	<b>0</b>	<b>0</b>	
Unionised	<b>0</b>	<b>0</b>	
Pregnant	<b>-</b>	<b>0</b>	
On maternity leave	<b>-</b>	<b>0</b>	

**Finding Report**



<b>Performance Area 1 : Social Management System and Cascade Effect</b>		
<b>GOOD PRACTICES</b>	<b>AREAS OF IMPROVEMENT</b>	<b>DEADLINE DATE</b>
Full Audit [36001] Audit Date: 28/08/2015 PA Score: B		
	(1.4) During the document verification it was noted that the company has not properly organised workforce capacity to meet the expectations of the delivery order or contracts.	08/09/2015
<b>Remarks from Auditee:</b>		
<b>Performance Area 2 : Workers Involvement and Protection</b>		
<b>GOOD PRACTICES</b>	<b>AREAS OF IMPROVEMENT</b>	<b>DEADLINE DATE</b>
Full Audit [36001] Audit Date: 28/08/2015 PA Score: D		
	(2.3) During the document verification and Management / Workers interview it was not that the company has not taken any specific steps to make workers aware of their rights and responsibilities. (2.5) During the document verification it was found that company has not established effective operational grievance mechanism for individuals.	10/09/2015
<b>Remarks from Auditee:</b>		
<b>Performance Area 3 : The rights of Freedom of Association and Collective Bargaining</b>		
<b>GOOD PRACTICES</b>	<b>AREAS OF IMPROVEMENT</b>	<b>DEADLINE DATE</b>
Full Audit [36001] Audit Date: 28/08/2015 PA Score: A		
<b>Remarks from Auditee:</b>		
<b>Performance Area 4 : No Discrimination</b>		
<b>GOOD PRACTICES</b>	<b>AREAS OF IMPROVEMENT</b>	<b>DEADLINE DATE</b>
Full Audit [36001] Audit Date: 28/08/2015 PA Score: A		
<b>Remarks from Auditee:</b>		
<b>Performance Area 5 : Fair Remuneration</b>		
<b>GOOD PRACTICES</b>	<b>AREAS OF IMPROVEMENT</b>	<b>DEADLINE DATE</b>
Full Audit [36001] Audit Date: 28/08/2015 PA Score: D		
	(5.1) During the document verification it was noted the company has not implemented the Revised Minimum Wages issued and published by the Tamil Nadu Minimum Wages act on 03 Dec 2014 for Garment Sector how ever the company holds a interim stay from the High court referring the details as given: MP No.2 of 2015 in WP. No. 14496/2015.	16/12/2015
<b>Remarks from Auditee:</b>		

Performance Area 6 : Decent Working Hours		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [36001] Audit Date: 28/08/2015 PA Score: A		
Remarks from Auditee:		
Performance Area 7 : Occupational Health and Safety		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [36001] Audit Date: 28/08/2015 PA Score: B		
	(7.7) During the Site tour it was noted that the Gen Set installed in the company (SI No F6-2001/9510; 06-1690/0300068) is Acoustically not covered and kept open involving in the release of the hazardous substances in the environment. (7.8) During the document verification it was that the company has not developed and implemented accident and emergency procedure. (7.11) During the site tour it was noted the few of the Sewing machines are not with the Foot mat which is unsafe for the workers. (7.13) During the document verification it was noted the the company has not appointed a competent person for the electrical installation check and inspection. (7.17) During the site tour it was noted the Gen Set installed in the company (SI No F6-2001/9510; 06-1690/0300068) is not protected with a proper fencing in order to make it safe to work around. (7.19) During the document verification it was noted that the company does not have in writing to deal with cases of trauma or serious illness. (7.23; N/A) As the employees are the resident of local and in and around the factory premises, the workers are not in need of the transportation by the company.	20/01/2016
Remarks from Auditee:		
Performance Area 8 : No Child Labour		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [36001] Audit Date: 28/08/2015 PA Score: B		
	(8.4) During the document verification it was noted that the company has not formulated adequate remedial policies and procedures to provide for further protection incase children are found to be working.	07/09/2015
Remarks from Auditee:		
Performance Area 9 : Special protection for young workers		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [36001] Audit Date: 28/08/2015 PA Score: A		
Remarks from Auditee:		
Performance Area 10 : No Precarious Employment		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [36001] Audit Date: 28/08/2015 PA Score: A		
Remarks from Auditee:		

Performance Area 11 : No Bonded Labour		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [36001] Audit Date: 28/08/2015 PA Score: A		
Remarks from Auditee:		
Performance Area 12 : Protection of the Environment		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [36001] Audit Date: 28/08/2015 PA Score: B		
	(12.4) During the site tour it was found that the stack height of the gen set installed in the company (SI No F6-2001/9510; 06-1690/0300068) is not as per the legal norms and the gen set which is with out acoustic leads to the pollution of the environment.	20/01/2016
Remarks from Auditee:		
Performance Area 13 : Ethical Business Behaviour		
GOOD PRACTICES	AREAS OF IMPROVEMENT	DEADLINE DATE
Full Audit [36001] Audit Date: 28/08/2015 PA Score: A		
Remarks from Auditee:		



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DBID : 16099 and Audit Id : 36001

Audit Date : 28/08/2015

Audit Type : Full Audit

**Summary**



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	28/08/2015	36001	B	D	A	A	D	A	B	B	A	A	A	B	A	C

**Producer : Deluxe Knitting Mill**

DBID : 16099 and Audit Id : 36001

Audit Date : 28/08/2015

Audit Type : Full Audit

**Producer Photos**



No Photos Available