

Monitoring result for HOMESTYLE MERCHANDISE PRIVATE LIMITED on site Site 1

Monitoring

Monitored Party	: HOMESTYLE MERCHANDISE PRIVATE LIMITED
amfori ID	: 356-001535-000
Site	: Site 1
Site amfori ID	: 356-001535-001
Address	: 306-A MAHATMA GANDHI ROAD, BHARATHI NAGAR NORTH, KARUR : 639002, KARUR : Tamil Nadu : India
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Submission Date	: 31/05/2022
Expiration Date	: 31/05/2024

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Overall rating



Section rating

PA1: Social Management System	B
PA 2: Workers Involvement and Protection	A
PA 3: The Rights of Freedom of Association and Collective Bargaining	A
PA 4: No Discrimination	A
PA 5: Fair Remuneration	A
PA 6: Decent Working Hours	A
PA 7: Occupational Health and Safety	A
PA 8: No Child Labour	A
PA 9: Special Protection for Young Workers	A

PA 10: No Precarious Employment	A
PA 11: No Bonded Labour	A
PA 12: Protection of the Environment	A
PA 13: Ethical Business Behaviour	A

General description

Monitoring Partner: TUV India Pvt. Ltd.
Monitoring Person: Hemamalini Ganesan
Audit type: Semi-announced
Audit date: 14.05.2022

M/s. Homestyle Merchandise Private Limited is situated at # 306-A, Mahatma Gandhi Road, Bharathi Nagar North, Karur – 639 002, Tamilnadu, India was established in the year 2008. The auditee is engaged in the Manufacture and Export of Home Textiles

Legal Status: Partnership Firm

Rented Building:

The auditee is spread over 1302 Square meters area which includes Basement + Ground + 3 floors.

Basement: 114.46 Square meters, Activities: Stock storage

Ground Floor: 302.20 Square meters, Activities: Office, Conference hall, Fabrics / Made-ups storage, Checking hall, Lift, Toilet

First Floor: 316.98 square meters, Activities: Checking, Packing, Lift, Toilet

Second Floor: 311.98 Square meters, Activities: Checking hall, Lift, Toilet

Third Floor: 311.98 Square meters, Activities: Stitching, Dining, Sample room, Lift, Toilet

Business license: Business license verified and is valid and corresponds to the auditee.

Circumstances: Production Capacity is 16,80,000 metres / annum.

A total of 29 employees (Male - 12 and Female – 17) are currently working in the facility and present on the day of audit – 26 (Male – 11, Female – 15). The manpower mentioned in the Questionnaire dated 16.03.2022 is 31 (Male – 13, Female – 18). All the employees are directly engaged.

The attendance records were cross-checked against production records and no inconsistencies regarding working hours were found.

Summary of findings: According to the client, Suborders are not given Main processes are: Receipt of Grey Fabric / Yarn, Fabric Inspection, Cutting, Stitching, Trimming, Ironing, Finishing, Final inspection & Despatch. Outsourced – Dyeing, Weaving, Embroidery, Printing, Stitching (Partially), Polywadding, Cotton Filling, Quilting

The auditee has the website: www.home-style.in

The factory established a policy / Procedure that will never employ and use any child labour.

The factory verifies all workers' original Identification documents (employees' school leaving certificates, Transfer certificates, Aadhar cards, Voter id, Driving License, and medical certificates, which display the employees' names and dates of birth) at the time of recruitment and keeps the photocopies in the personnel files.

Sufficient numbers of employees' personal files were provided for review. Each employee file includes a bio-data sheet, a recent photo, and the age documentation

All workers are provided with written and understandable information about their employment conditions before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid.

The auditee communicates this Code to all employees by training as confirmed by training records and worker interviews and the awareness among the interviewed personnel was found adequate.

It is verified through document review, factory tour, management interview, and employee interview that no Home-working is used by this factory.

The auditee works 6 days a week in one shift. The weekly Holiday is Sunday.

The auditee uses a Biometric system to record the working hours of employees.

Working Time: 09.30 to 19.00 ; Lunch Break : 13.30 – 15.00 ; Tea Breaks : 11.30 to 11.45 & 16.30 to 16.45.

Regular hours are 48hrs/week. All employees receive at least one day off every seven-day period.

The wages are applicable as per the Minimum wages notification for Home Textiles Industry notified as per the Government of Tamilnadu whereas the auditee pays above the minimum wages of the Home Textiles Industry.

Employee wages are calculated and paid monthly through Bank Transfer. Pay stubs are issued to employees and the employees sign the payroll records. There are no deductions for disciplinary actions.

Attendance and Wage records of 6 employees were verified (June 2021, October 2021, and April 2022 (Recent month)).

Working days and wages in Timesheets, Wage slips, and wage register are matching.

No overtime working hours were noted on statutory holidays.

The auditee is adequately ventilated and meets the basic requirements. Room Temperature, Lighting conditions are within the acceptable levels

Ms. P. Kavitha, HR In-charge is responsible for compliance with the code and appointed as SMR.

Mr. K. Subramanian, Checker is a worker representative. Mr. S. Sivakumar, Accountant is appointed as HSR and EMR.

No Strike / Walkout or Protest in the last 12 months.

Documentation Necessary official approvals and/or certificates to run operations: Factory Registration no. KRR 00689 for 50

Workers with 50 HP valid up to 31.12.2022. Fire License no. 183/2021 dated 21.03.2022 valid for 1 year.

Approved Building plan no. NE 3222/2015 dated 21.09.2015.

Structural / Building stability Certificate dated 25.03.2022 valid for 3 years by Er. M. Senthil Kumar, M/s. Senthil Safety Solutions Private Limited.

Approved Standing order no. D/3847/2015 dated 19.10.2015.

GSTIN : 33AACCH0979A1Z0.

Electrical Inspectorate Certificate for Genset – 25 KVA dated 02.11.2015.

Goods Lift examination report (Cap - 544 kgs) dated 12.03.2022 valid for 6 months by Er. M. Rajasekaran, M/s. RK Associate. IE Code no. 0408026952.

EPF Establishment code no. CBTRY0076588000.

ESI Establishment code no. 63000250110000108.

Sanitary certificate no. 1940/A6/2021 dated 07.07.2021 by Deputy Director for Health Services, Karur.

Labour welfare fund for the year 2022 was paid 15.03.2022 for 31 workers.

Rent agreement dated 28.03.2022 valid for two years.

Collective Bargaining agreements: The auditee respects the worker's right to bargain collectively but the Collective bargaining agreement is not available.

Environmental Licences: Environmental clearance not required for white category industries (cotton & woolen hosiery) - as per Environment Ministry release dated 05.03.2016 wherein pollution index score less than 20.

Contractor Licence / Permit: Recruitment through contractor not applicable.

Verified the contract with Mr. R. Gnanasekar, Project Manager, Center for Rural Development Trust dated 25.04.2022 valid for 1 year.

Agency Labour Contract: There are no agencies used by the auditee and hence labour contract is not applicable

Government Waivers, if any: There are no waivers and hence not applicable

Improvement points are identified under performance areas. PA1, PA2, PA12.

Auditee has fulfilled the requirements in the Performance Areas, PA3, PA4, PA5, PA6, PA7, PA8, PA9, PA10, PA11, PA13.

Confidential interviews were conducted with employees from different departments.

A closing meeting was held with the Auditee representatives and all of the findings were discussed Mr. K. Suresh Kumar, Managing Director, and Mr. K. Subramanian, Checker (Worker Representative) signed the onsite CAP and agreed to take corrective actions and prepare/upload the remediation plan in Platform within 60 days.

Site Details

Site : Site 1
Site amfori ID : 356-001535-001

GICS Classification

Sector : Consumer Discretionary
Industry Group : Consumer Durables & Apparel

Industry : Textiles, Apparel & Luxury Goods
Sub Industry : Textiles

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	29 Workers
Legal minimum wage in local currency	7015 Monthly
Lowest wage paid for regular work at the site	9500 Monthly
Calculated living wage in local currency	8500 Monthly
Total sample	6 Workers

Other Metrics

Male workers	12 Workers
Female workers	17 Workers
Permanent workers - Male	12 Workers
Permanent workers - Female	17 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	7 Workers
Management - Female	3 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	0 Workers
Workers on probation - Female	0 Workers
Workers with night shift - Male	0 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	1 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	0 Workers
Domestic migrant workers - Female	0 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	5 Workers
Workers hired directly - Female	14 Workers
Workers hired indirectly - Male	0 Workers
Workers hired indirectly - Female	0 Workers
Unionised workers - Male	0 Workers
Unionised workers - Female	0 Workers
Workers under CBA - Male	0 Workers
Workers under CBA - Female	0 Workers
Pregnant workers	0 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	0 Workers
Sample - Male	3 Workers
Sample - Female	3 Workers

Findings

PA1: Social Management System

The findings are raised in other performance areas.

PA 2: Workers Involvement and Protection

During the interaction with the auditee, it was noted that the short-term and long-term goals are defined, however, the same wasn't documented.

PA 12: Protection of the Environment

The auditee has identified the service providers for the waste management, however, the agreement for the disposal of e-waste and used oil weren't demonstrated.