

Monitoring summary report for Paras Fashions

MONITORING ID: 25-0323577



Monitored Party Paras Fashions	amfori ID 586-000719-000	Address F/284-C S.I.T.E AREA, 75700 Karachi, Sindh, Pakistan
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner TUV Rheinland
Monitoring Start Date 22/05/2025	Closing Meeting Finished Date 22/05/2025	Submission Date 04/06/2025
Expiration Date 04/06/2027	Announcement Type Semi Announced	
Site Paras Fashions	Site amfori ID 586-000719-001	

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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, Violence or Harassment	A	
PA 5: Fair Remuneration	A	
PA 6: Decent Working Hours	A	
PA 7: Occupational Health and Safety	A	

PA 8: No Child Labour	A	
PA 9: Special Protection for Young Workers	A	
PA 10: No Precarious Employment	A	
PA 11: No Bonded, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	B	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Name of Lead Auditor : Mohammad Adnan APSCA Membership No: CSCA 21701584

Name of team auditor: Habib Ur Rehman APSCA Membership No: CSCA 32200428 (The auditor participated as Trainee Lead Auditor to get further qualification)

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

Monitoring partner name: TÜV Rheinland

Audit schedule details: The audit is planned for 2 Auditors x 0.75 man day (onsite) in one day on May 22, 2025, while 0.5 man day is allocated offsite for reporting.

Announcement Type: Semi-announced

Business partner information: Paras Fashions was established in 2021 at F/284-C S.I.T.E Area, Karachi, Pakistan. The business license and address is valid no discrepancy noticed. The factory has process of manufacturing of knitted tops and bottoms and its export. Products include Pants, Shirts, Trousers, Jackets, polo shirts etc. The auditee has following processes Cutting, Stitching, Finishing (Cropping, Checking, Pressing & Packing) & Dispatch. The factory have no peak production months.

Audited location information: The ownership of the building belongs to audited facility, no shared premises and the facility solely operates in its own building. The factory consists of 1 building. Floor occupancy is as follow.

Ground floor: Cutting, Fabric Store, Accessories Store. Time office/Security Reception & generator area.

Mezzanine: Offices, Washroom & Showroom.

First Floor: Stitching, Finishing (Cropping, Checking, Pressing & Packing) and Worker toilets.

Second Floor: Stitching, Finishing (Cropping, Checking, Pressing & Packing), Finished goods area Workers washroom.

Third Floor: Prayer Area and Empty Area.

Roof top: Vacant

The approximate area of the building is 59892 square feet.

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

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

Salary payment details: The factory pays between 01-07th of each month, 60% employee's payments are paid in cash and 40% employee's payment paid via bank transfer. Last month payment done on dated 05 May 2025 for the month of April 2025.

Worker number information:

- There are total 98 employees (90 Male and 08 female) including workers and management staffs.
- There are total 78 Production workers (73 male and 05 female) and 12 No production workers (Security & Stores)
- There are total 08 management (05 male and 03 female)
- There is no vulnerable worker number (e.g., foreign migrant, young, women, pregnant, seasonal, temporary, disabled, home-based workers).
- There is no other special group workers (interns, apprentices, contractor workers etc.)

Good practices:

None

Worker organization details: Factory management established workers committee named work council. Election was held on October 14, 2024, and last meeting was done on dated May 14, 2025. There are 06 members in the committee. Workers found familiar with the workers representative, committee members and its purpose of foundation. Workers committee conduct meetings on quarterly basis. Topics discussed were health and safety, working hours and compensation. There was no union in the factory and no CBA established.

Circumstances: There was no special circumstance during the audit.

Summary of findings:

Findings were detected in PA1, PA2, PA5, PA7 and PA12

PA-1: Incomplete management system implementation.

PA-2: Employee were unfamiliar with amfori BSCI code requirement.

PA-5: Factory had not calculated living wage to ensure a decent standard of living.

PA-7: Some gaps were noted related to electrical wiring, hygiene, machine safety and PPE's

PA-12: Training not provided to employees on water reduction/consumption and facility has not dedicated waste area for hazardous and non-hazardous waste.

Living wage calculation:

#Living Wage:

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

Attachments:

Below documents & photos are not applicable to this factory.

1. Collective bargaining agreement is not applicable.
2. No inconsistencies between time and production records.
3. Factory has no dormitories and not mandatory as per law.
4. No foreign migrant workers.
5. As per risk assessment, there are no major health and safety risks..
6. Factory has no canteen and not mandatory as per law.
7. Factory has no medical facility/doctor/hospital agreement as it is not mandatory as per law.

SITE DETAILS

Site
Paras Fashions

Site amfori ID
586-000719-001

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

Other Metrics

Male workers	88	Workers
Female workers	7	Workers
Non-binary workers	0	Workers
Permanent workers - Male	90	Workers
Permanent workers - Female	8	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	5	Workers
Management - Female	3	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	2	Workers
Workers on probation - Female	1	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	2	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	0	Workers
Domestic migrant workers - Female	0	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	90	Workers
Workers hired directly - Female	8	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	0	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	13	Workers
Sample - Female	2	Workers
Sample - Non-binary	0	Workers

FINDINGS

PA1: Social Management System

Site: Paras Fashions | Site amfori ID: 586-000719-001

Question: 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

ENGLISH

Finding

Based on documents & record review, management and workers interview and through site tour, it was noted that auditee management has established social management system manual as per amfori BSCI requirements, however, some gaps found in implementation of social management system PA1, workers involvement and protection, fair remuneration, occupational health and safety, and protection of the environment. This question rated partially because facility has followed most of legal and amfori BSCI requirement [Reference: Requirement of amfori BSCI system manual]

PA 2: Workers Involvement and Protection

Site: Paras Fashions | Site amfori ID: 586-000719-001

Question: 2.4 Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?

ENGLISH

Finding

During workers interview process and documents review, it was noted that auditee management has provided training on amfori BSCI code of conduct however 05 out of 15 employee were unfamiliar with amfori BSCI code requirement. This question rated partially because factory provided training on amfori BSCI code.[Reference: Requirement of amfori BSCI system manual]

PA 5: Fair Remuneration

Site: Paras Fashions | Site amfori ID: 586-000719-001

Question: 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

ENGLISH

Finding

Based on remuneration document review and management interview, it was noted that factory had not calculated living wage to ensure a decent standard of living. This question is rated partially because the facility has ensured minimum wages. Also, mostly workers were getting more than the minimum wage and respected BSCI requirements. [Reference: Requirement of amfori BSCI system manual]

PA 7: Occupational Health and Safety

Site: Paras Fashions | Site amfori ID: 586-000719-001

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

ENGLISH

Finding

On the basis of document review and site observation, it was noted that facility management established and implemented health and safety procedure however, electrical wiring, hygiene, machine safety and PPE's related issues noted during site visit. This question rated partially because factory followed most of legal and amfori BSCI requirement [Reference: Requirement of amfori BSCI system manual]

Question: 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH

Finding

Based on site tour and workers interview, it was noted that Approx 10% stitching machine operators were found working without face mask at 1st and 2nd floor. This question rated partially because other workers were using PPE's during work. [Reference: Section 18. (1) Sindh Factories Act 2015.]

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

ENGLISH

Finding

During site tour, exposed electrical wiring was observed in Cutting Section, (loose and taped wiring noted in heat transfer machine) at ground floor. This question rated partially because rest of electrical wiring found satisfactory [Reference: Rule 62 (1), Sindh Factory Rules 1975]

Question: 7.17 Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?

ENGLISH

Finding

Based on site tour and worker's interview. it was noted that facility has not installed needle guards on approx. 8% single needle machines at 1st & 2nd floor. This question rated partially because safety guards installed in rest of machines [Reference: Section 30 (1) Sindh Factories Act 2015]

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

ENGLISH

Finding

Based on site tour and worker's interview, soap found missing near wash basin in gent's toilet at ground floor. This question rated partially because factory provided toilet facilities [Reference: Rule 42 (c) Sindh Factory Rules 1975.]

PA 12: Protection of the Environment

Site: Paras Fashions | Site amfori ID: 586-000719-001

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

ENGLISH

Finding

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

Question: 12.5 Is there satisfactory evidence that water is managed in a way that respects the environment, particularly but not limited to preserving local water sources?

ENGLISH

Finding

Based on documents and records review and interview with the workers, it was noted that the factory had not given training to employees on water reduction/consumption, and a site visit revealed no signs promoting water conservation. This question rated partially because the facility implemented rest of the environmental requirement. [Reference: Requirement of Amfori BSCI System Manual]