



CAP online

This document confirms that factory **Deepes Textstyles Pvt Ltd. (Dankuni Unit)** has been audited against the ICS **social** audit framework on **29/04/2021** by **Bureau Veritas** on behalf of **Casino**.

The total rating of this audit is **B 93%**.

Deepes Textstyles Pvt Ltd. (Dankuni Unit)

If your factory is identified under a GLN (Global Location Number - <https://www.gs1.org/standards/id-keys/gln>), please specify it :

Country

India

Factory address (updated from audit if so)

Kalachora village . P.S. - Chanditala, Hooghly District West Bengal - 712702

Factory city

Hooghly

Retailer

Casino AMC

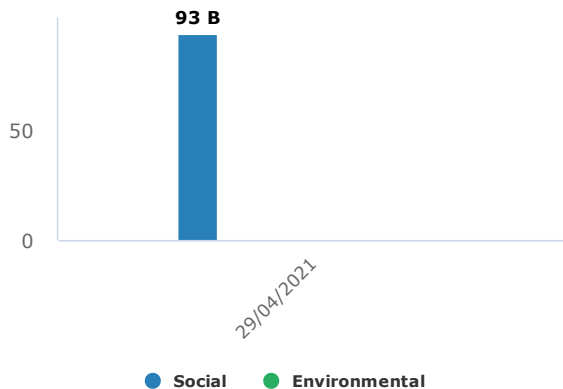
Audit type

Initial audit

Audit category

Social

RATING %



Visit date

29/04/2021

Overall rating

B 93%

Last CAP target date

30/06/2021

Last audit date: 29/04/2021

AN	Chapter	Letter and % rating
0	Management System, Transparency and Traceability	B 92%
1	Minimum age, Child labour and Young workers	A 100%
2	Forced labour	A 100%
3	Discrimination	A 100%
4	Disciplinary Practices, Harassment and Abuse	A 100%
5	Freedom of association and Grievance Mechanisms	A 100%
6	Working hours and Overtime	A 100%
7	Remuneration and Benefits	C 70%
8	Health and Safety	C 73%

C

0.20 Do the statements provided by the factory in the "products and the production processes" section of the Factory profile seem to be accurate and reflect the reality during the factory visit?

Description of Non-conformance: It was noted during management interaction and review of records that factory subcontract printing & Embroidery process to outside subcontractor. Further they had not declared such process in the factory profile completed prior to audit. Also noted during management interaction that they have not started business with client yet. Factory management does keep records of incoming and outgoing material sent and received from said subcontractor in inward and outward register. Sub-Contract Processes – Printing . Factory Name: Deeps Textstyles Pvt Ltd Factory New Mukherjee para Road , Akra Krishna nagar ,new Mukherjee para Road Akra Krishna nagar , South 24 Parganas Kolkata- 700140 Contact Person: Mr Atouno Mukherjee Tel.: + 9874221665 Embroidery M/s Unify Embrods 86/1/2 Topsia Road South, Kolkata -700046 Contact Person Mr. Mujumdar – 9163640122 Client Requirement: The factory should disclose the subcontracting processes and main processes in the factory profile.

Overdue

Target date **30/06/2021**Status **Waiting evidences**

Recommendation: It is recommended that factory shall disclose all subcontracting processes in the factory profile prior to audit.

Audit company - 05/05/2021 01:00:02

The corrective Action will be taken at the earliest

Factory - 05/05/2021 01:00:02

D

7.3 Is the payment method in accordance with local law?

Description of Non Conformance : It was noted from the audit process and review of the document that the facility has not compensated 100% of wages for all workers during lockdown period. It was noted that Government of India declared complete lock down from March 24, 2020 to May 10, 2020 to prevent spread of COVID 19. On March 29, 2020, Ministry of Home Affaires (MHA) issued notification stating that leave with wage should be paid to all the employees without any deduction. Hence the facility has resumed its operation on 1st of June 2020. Facility has paid wages as per below detail - 1. For the Month of March 2020 the facility has paid 100% of wages to all employees for the period of 23rd march to 31st March. 2. For the month of April 2020 the facility has paid 50% of wages to all employees for the period of 1st April to 30th April. 3. For the month of May 2020 the facility has Paid 50% of wages to all employees for the period of 1st May to 31 st May 2020. Further 1st May 2020 which is a declared holiday the facility has paid 100 %.wages along with the May 2020 wages In the meantime some of the companies has filed Writ petition in Supreme Court of India against MHA notification. Case is pending in court for final verdict. In the meantime court has issued interim order to the companies to negotiate payment for locked down period with workers.

Overdue

Recommendation :The facility shall pay the remaining amount based on the final judgement by the honorable supreme court of India on writ petition10983/2020

Target date **30/06/2021**

Audit company - 05/05/2021 01:00:02

Status **Waiting evidences**

The corrective Action will be taken at the earliest

Factory - 05/05/2021 01:00:02

D 8.4 Does the number of floors in the existing building match with the original number of floors on the building plan or certificate ?

Description of Non-conformance: It was noted that physical layout does not match with approved layout. In approved layout area is shown for sewing process, however now fabric & Surplus goods storage is taking place in 2nd floor of main building . Further Visitors room & pantry located on terrace and the facility does not have approved plan for terrace. Legal Requirement: In Accordance with The West Bengal Factories Rules, 1958 - Rule 3-A. The chief inspector may require, for the purpose of the Act, submission of plan of any factory which was either in existence on the date of commencement of the Act or which has not been constructed or extended since then. Such plans shall be drawn to scale showing: (a) the site of the factory and immediate surroundings including adjacent buildings and other structures, roads, drainage, etc.; (b) the plan, elevation and necessary cross section of the factory buildings indicating all relevant details relating to natural lighting, ventilation and means of escape in case of the fire and the position of the plant and machinery, aisles and passage ways, and (c) such other particulars as the State Government may require.)

Overdue

Recommendation: The facility shall ensure that the facility is laid out per approved layout

Audit company - 05/05/2021 01:00:02

Target date **30/06/2021**

The corrective Action will be taken at the earliest

Status **Waiting evidences**

Factory - 05/05/2021 01:00:02

D 8.14 Are emergency exit paths accessible and unobstructed?

Description of Non Compliance: Based on the Facility It was noted that 01 out of 03 secondary aisles were partially blocked by a Concrete beams in sewing Section of first floor which, connected with the Exit in main building. Legal Requirement: In Accordance with West Bengal Factories Rules, 1958- Rule 61. Means of escape in case of fire:- (1) Every factory shall be provided with adequate means of escape in case of fire for the persons employed therein and without prejudice to generality of the foregoing provision:- Each room of a factory building shall in relation to its size and the number of persons employed in it be provided with an adequate number of exits for use in case of fire though not necessarily confined to such use, so positioned that each person will have a reasonably free and unobstructed passage from his work-place to an exit

Overdue

Recommendation: The facility shall ensure that all the Aisles in the floors are kept unobstructed.

Audit company - 05/05/2021 01:00:02

Target date **30/06/2021**

The corrective Action will be taken at the earliest

Status **Waiting evidences**

Factory - 05/05/2021 01:00:02

D 8.16 Do emergency exit doors comply with local requirements?

Description of Non Compliance: Based on the facility tour it was noted that the following Exits was not opening outwards a) 01 of 02 exit in the First Floor (sewing & Checking section) of main building was not opening in the direction of evacuation, however it was opening inward and the collapsible gate was provided . b) 01 of 02 exit in the ground floor (Cutting Section) of Main building was not opening in the direction of evacuation, however it was installed with overhead rolling shutters, Further noted that the facility has not provided the locking mechanism to remain the doors open during Working hours Legal requirement: In Accordance with Factories Act 1948: Chapter IV Section 9: Fire Exits (u); Exit doorways shall open outwards, that is, away from the room but shall not obstruct the travel along any exit. No door when opened shall reduce the required width of a stairway or landing too less than 90 cm. Over head or sliding doors shall not be installed for this purpose.

Overdue

Recommendation The facility shall ensure that all the exits are opening outward in the direction of evacuation

Audit company - 05/05/2021 01:00:02

Target date **30/06/2021**

The corrective Action will be taken at the earliest

Status **Waiting evidences**

Factory - 05/05/2021 01:00:02

D 8.18 Are there at least two emergency exits on every floor of the facility?

Description of Non Compliance: It was noted the facility has not provided a secondary Exit for the terrace floor wheres the Pantry and Visitor Room located . Further noted the remaining Floors are provided with two exits . Legal Requirement: In Accordance The West Bengal Factories Rules, 1958- Rule 61 (1) Every factory shall be provided with adequate means of escape in case of fire for the persons employed therein and without prejudice to generality of the foregoing provision:- (c) In the case of a factory building or part of a factory building more than one storey and in which less than twenty persons work at any one time, there shall be provided at least one substantial stairway permanently constructed either inside or outside the building and which affords direct and unimpeded access to ground level .

Overdue

Recommendation: The facility shall ensure that all the floors provided with atleast two exits .

Audit company - 05/05/2021 01:00:02

Target date **30/06/2021**

The corrective Action will be taken at the earliest

Status **Waiting evidences**

Factory - 05/05/2021 01:00:02

D 8.22 Is emergency lighting and all emergency equipment connected to a secondary power source?

Description of Non Compliance: Based on the facility tour it was noted that 01 of 02 exit in the ground floor has not installed with industrial grade Emergency lights , Further noted that 01 of 02 installed Emergency lights was not operational . Legal Requirement: In accordance with the West Bengal Factories Rules (1958), Rule 61(10)(e) (e) The exits shall be clearly visible and suitably illuminated with suitable arrangement by whatever artificial lighting adopted for this purpose, to maintain the required illumination in case of failure of the normal sources of electric supply.

Overdue

Recommendation: The facility shall ensure that all the Exits are installed with Emergency Lights and operational .

Audit company - 05/05/2021 01:00:02

Target date **30/06/2021**

The corrective Action will be taken at the earliest

Status **Waiting evidences**

Factory - 05/05/2021 01:00:02