Monitoring summary report for Deeps Texstyles Pvt Ltd.
MONITORING ID: 24-0260352-1

Monitored Party	amfori ID	Address
Deeps Texstyles Pvt Ltd.	**356-002275-000**	**VIIL-KALACHARA P.S-CHANDITALA,DISTRICT HOOGHLY P.S CHANDITALA, 712702 Kolkata, West Bengal, India**

Monitoring Activity	Monitoring Type	Monitoring Partner
amfori Social Audit - Manufacturing	**Follow-up Monitoring**	**Intertek**

Monitoring Start Date	Closing Meeting Finished Date	Submission Date
16/06/2025	**20/06/2025**	**20/06/2025**

Expiration Date	Announcement Type
03/07/2026	**Semi Announced**

Site	Site amfori ID
Deeps Texstyles Pvt Ltd.	**356-002275-001**

This is an extract of the online Monitoring Result, generated on 20/06/2025, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available on the amfori Sustainability Platform - The English version is the legally binding one.

OVERALL RATING

A | B | **C** | D | E | None

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	**D**	
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	**A**	
PA 13: Ethical Business Behaviour	**A**	

GENERAL DESCRIPTION

Name of lead auditor: Kushan Banerjee: APSCA membership number: CSCA 21700718

Name of team auditor (if applicable): Nil
Name of observers, translators, trainees, advisors/consultants (if applicable): None
Monitoring partner name: Intertek India Pvt. Ltd.
Audit schedule details: Audit Date: 16/06/2025 & as per Amfori BSCI minimum audit length is 1.5 man-days, further 1.0 man-days applied for onsite audit day (01 auditors in 1 day) & remaining 0.5 man-day utilized for offsite report preparation.

Announcement Type: Semi-announced; Follow Up

Business partner information: The Facility – Business license # 20088 is valid till December 31, 2028 for 50 employees & 50 HP. The audited site name – Deeps Texstyles Pvt Ltd & it is located at– Vill- Kalachara, P.S. - Chanditala, District: Hooghly, P. S.: Chanditala, P. O.: Chanditala S.O, Pin: 712702, India
The facility has started their operation from the existing location since April 2012.
Scope of the audit period covered from July 2024 to May 2025
The facility is engaged in manufacturing of garments, . The production process as follows: Raw Material received – Cutting – Stitching - Finishing - Checking - Packing – Dispatch.
As stated by management facilities there is peak no season in last 12 months.
Audited location information: The total land area occupied by the facility is about 1616.50 square meter & the constructed/ built-up area is about 1707.60 square meter
Facility owned this site with 1 main building with ground floor, first floor, second floor in which audited facility main production going on only in ground floor as per below details -
Building 1 / Ground Floor – Raw material storage, cutting, office
First floor – Stitching, Finishing, Pressing, checking, packing
Second floor – WIP and fabric store
Terrace – Director room, rest area
Periphery – Security room, toilets, generator

Operating shifts & hours: As stated by management & as per shift approval, Employees work 6 days a week in 01 general shift & the facility's working hours as follows:

Factory & Security -
Working Hours: 09:00 AM to 06:00 PM
Lunch Break: 01:00 PM to 02:00 PM
Weekly off: Sunday.

Time recording system: Facility had implemented biometric attendance system for in/Out monitoring of employees for all employees with IN time & Out time.

Salary payment details: All the workers' wages are calculated on monthly basis & employees were paid once in a month before 07th of every following month. All the employees are paid through bank (100%).
Worker number information: A total of 28 employees (male- 19; female- 09) are currently working in the facility. Out of 28 employees, 03 are non-production employees (all male) & 25 are production employees (male – 16; female- 09).
All 28 employees were from direct company payroll & there was no , agency, migrant, physically disabled workers or any other vulnerable workers working in the facility.

Good practices: None
Worker organization details: Workers Committees along with grievance committee, Health & safety committee, internal complaint committee (POSH). Worker's representatives were selected through an election.
Circumstances: There was no special circumstance during the audit & facility management was found co-operative during the audit & shown keen interest to take corrective actions for the Non-Compliance's raised.

Summary of findings: There were non-compliance observed in the area of PA 1, PA 2, PA 7 and PA 13 in Previous initial full audit dated June 29, 2024. Thus, all these performance areas were verified in this audit. Further there were non-compliance observed in the area of PA 7 in this follow up audit. Please refer to “Finding Report” section for details. Status of corrective actions are mentioned in the report. Further rest PAs like PA 3, PA 4, PA 8, PA 9, PA 10, PA 11, PA 12 not verified and not included in the scope of the audit, whereas rated as 'Yes' since 'Not rated' option not available. However as per process PA 5 & PA 6 sections verified though there were no findings observed in last audit.

Living wage calculation:
Living Wage: 1. The facility has using manual calculation method for Basic Need wage calculation based on the survey conducted by the facility from their employees staying in & around factory.
2. Data used for living wage calculation is employee interviews & worker survey.
3. By taking into account of food & non-food expenses & arrived by using the below formula Living Wage: [Basic food basket x (1 / % of avg. household expenditure spent on food) x (0.5 x avg. household size) x 1.1] The BMW is INR 9123.59 per month
4. The auditor calculated living wage found around INR 9790.00 per month
5. Cost of living analysis with help of local markets including grocery shop.

Auditor Note 1: Below documents & photos are not applicable for this factory.
1.Collective bargaining agreements is not uploaded as no such agreement was in place.
2. Transportation, dormitories/ housing , canteen, dining was not provided, however there is no such legal requirement, accordingly, 7.23 & 7.24 rated as not applicable.
3. High-risk health & safety areas (No such activity was performed)
4. Inconsistencies between time & production records (No such issue was found)
5. Government Waivers is not uploaded as no such waiver/exemption was available.
6. Production planning document & production records document is not uploaded as facility has not shared copy of same though it was shared with auditor for review. However, policy is uploaded.
Auditor Note 2: No recruitment fees/related cost is charged to the employees. The facility has policy is in place to minimize & eliminate such recruitment cost. No recruitment agency is engaged in recruitment of the manpower. No reimbursement plan as no recruitment/hiring fee is charged to hired employees.
Auditor Note 3: During the days of audit, 23 employees (male- 15; female- 08) were found working against total workforce of 28 (male- 19; female-09) in general. The facility management stated that around 05 employees (male – 04; female-01) are absent due to their personnel reason after local festival.
Auditor Note 4: The youngest worker found in sample 27 years
Auditor Note 5: Last fire drill was conducted on dated May 16, 2025, health & safety committee meeting on dated May 14, 2025. Last training on gender equality & zero tolerance to violence conducted on dated January 20, 2025 to all employees.
Auditor Note 6: Workers representatives are elected by election. "Speak for change" poster was not available.
Auditor Note 7: There was no night shift in the facility accordingly all samples taken from general shift.

Auditor Note 8: Wages & time records were reviewed in this follow up audit (last audit conducted on dated - conducted on dated June 29, 2025) from last 11 months (from July 2024 to May 2025) current month May 2025, August 2024 (random month) & January 2025 (random month).
The working hours are as follows:
The working hours details are as follows:
May 2025 (latest pay period)- 48 hours (Standard working hours) + 06 hours OT in a week
January 2025 (random month) - 48 hours (Standard working hours) + 07 hours OT in a week
August 2024 (random month) - 48 hours (Standard working hours) + 05.8 hours OT in a week
Overtime work is performed by the employees in case of urgent work. Through audit process, it was noted that employees are engaged in overtime work however all overtime hours found within legal limit i.e. 02 hours per day and 12 hours per week. All OT hours were compensated with 200% of regular wage, as per legal requirement. Weekly rest day is provided to all the employees. Normal working hours of the facility does not exceed 08 hours per day and 48 hours per week.

Due to space limit legal wages, facility wages details mentioned in respective PA like PA5

Auditor Note- ZT note added in PA #7.15

SITE DETAILS

Site
Deeps Texstyles Pvt Ltd.

Site amfori ID
356-002275-001

GICS Classification

Sector
Consumer Discretionary

Industry Group
Consumer Durables & Apparel

Industry
Textiles, Apparel & Luxury Goods

Sub Industry
Apparel, Accessories & Luxury Goods

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

This site is located in a high or extremely high water stressed region

METRICS

Key Metrics

Total workforce	23	**Workers**
Legal minimum wage in local currency	9,533	**Monthly**
Lowest wage paid for regular work at the site	10,694	**Monthly**
Calculated living wage in local currency	9,123.59	**Monthly**
Total sample	5	**Workers**

Other Metrics

Male workers	15	**Workers**
Female workers	8	**Workers**
Non-binary workers	0	**Workers**
Permanent workers - Male	19	**Workers**
Permanent workers - Female	9	**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	2	**Workers**
Management - Female	0	**Workers**
Management - Non-binary	0	**Workers**
Apprentices - Male	0	**Workers**
Apprentices - Female	0	**Workers**
Apprentices - Non-binary	0	**Workers**
Workers on probation - Male	0	**Workers**
Workers on probation - Female	0	**Workers**
Workers on probation - Non-binary	0	**Workers**
Workers with night shift - Male	0	**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	**19**	**Workers**
Workers hired directly - Female	**9**	**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	**3**	**Workers**
Sample - Female	**2**	**Workers**
Sample - Non-binary	**0**	**Workers**

FINDINGS

PA1: Social Management System

Site: Deeps Texstyles Pvt Ltd. | Site amfori ID: 356-002275-001

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	LOCAL LANGUAGE
Finding	
Full audit was conducted by Intertek on dated June 29, 2024: Finding: The management system is partially effective and there were findings noted in the audit under other performance areas. For details, please refer to performance area – PA 7 PA 1, PA 2, PA 7 & PA 13 1st follow up audit was conducted by Intertek on dated June 16, 2025 Status – Partially corrected Finding: During this follow up audit it was noted that facility has taken corrective action of a few findings and a few were still not corrected. The management system is partially effective and there were findings noted in the audit under other performance areas. For details, please refer to performance area – PA 7 Note: The facility has policy and procedure based on amfori BSCI Code of Conduct but there was insufficient implementation of them. They were in compliance with other requirement of the question, such as they have training system, organization for social compliance, internal monitoring, etc. Hence it was rated Partial.	Not applicable

PA 7: Occupational Health and Safety

Site: Deeps Texstyles Pvt Ltd. | Site amfori ID: 356-002275-001

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

ENGLISH	LOCAL LANGUAGE

Finding	
Full audit was conducted by Intertek on dated June 29, 2024: Finding: Based on the facility tour it was noted that facility has not provided handrail in one side in emergency staircase from 2nd floor to in-between landing (around 10-12 steps). In 2nd floor at present facility kept the WIP and fabric store. 1st follow up audit was conducted by Intertek on dated June 16, 2025 Status – Not corrected During facility tour it was noted that facility has not provided handrail in one side in emergency staircase from 2nd floor to in-between landing (around 10-12 steps). In 2nd floor at present facility kept the WIP and fabric store. Note - As the facility has provided hand-railing support of two main staircases (ground to second floor) apart from the above steps, so this question has been rated as "Partial".	Not applicable

Question: 7.11 Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?

ENGLISH	LOCAL LANGUAGE
Finding	
Full audit was conducted by Intertek on dated June 29, 2024: Finding: During document review and facility tour it was noted that the facility has constructed (in the year 2018) director room with rest area above 2nd floor, however it was not shown in approved building layout plan (approved on dated February 09, 2016). 1st follow up audit was conducted by Intertek on dated June 16, 2025 Status – Not corrected During document review and facility tour it was noted that the facility has not amended the plan layout yet. It was noted that facility has constructed (in the year 2018) director room with rest area above 2nd floor, however it was not shown in approved building layout plan (approved on dated	Not applicable

Finding	
February 09, 2016). Note – As the facility has obtained valid business license, stability certificate and also as facility has applied for the renewal of the fire license, so this question is rated Partial.	

Question: 7.15 CRUCIAL: Is there satisfactory evidence that the auditee ensures that escape routes, aisles and emergency exits in the production site are not blocked, easily accessible and clearly marked?

ENGLISH	LOCAL LANGUAGE
Finding	
Full audit was conducted by Intertek on dated June 29, 2024: Finding : During facility tour it was noted that in the sewing section (1st floor), the evacuation passage of 01 sewing line -near wall (around 4-5 employees were working) was not sufficient to escape in case of emergency. Further the passage was partially blocked with production materials. 1st follow up audit was conducted by Intertek on dated June 16, 2025 Status – Partially corrected During facility tour it was noted that facility has not taken corrective action partially. It was noted that in the sewing section (1st floor), the evacuation passage of 01 sewing line -near wall (no employees were working in that line, on day of audit) was not sufficient to escape in case of emergency. However all the passages were found clear for easy evacuation. Note – As the facility has sufficient number of unblocked exits and all are marked further the sufficient passage with marking provided in rest of the areas, so this question is rated Partial. ZT Note- As facility has provided adequate number of unblocked emergency exits and only 1 sewing line passage was found inadequate space so not raised ZT issue.	Not applicable

Question: 7.16 Is there satisfactory evidence that the auditee ensures evacuations plans meet legal requirements and that these plans are posted in relevant places so workers can see and understand them?

ENGLISH	LOCAL LANGUAGE
Finding	
Full audit was conducted by Intertek on dated June 29, 2024: Finding: During facility tour it was noted that facility has posted evacuation plan in ground floor was not showing the correct direction of the escape route/ passage as orientation of the plan was incorrect. Further none of the evacuation plan (03 out of 03) was pasted in plain white paper which may not be visible in case of emergency(smoke, darkness etc). 1st follow up audit was conducted by Intertek on dated June 16, 2025 Status – Not corrected During the facility tour it was noted that facility has not changed the evacuation plan yet. It was noted that posted evacuation plan in ground floor was not showing the correct direction of the escape route/ passage as orientation of the plan was incorrect. Further none of the evacuation plan (03 out of 03) was posted in plain white paper which may not be visible in case of emergency(smoke, darkness etc). Note – As facility has posted evacuation plan in all areas and 02 out of 03 plan provided with correct orientation so rated Partial.	Not applicable