

Monitored Party MIGHTY OVERSEAS	amfori ID 356-000186-000	Address #137 & 169, Srinivasanagar, Nandhini Layout, Bangalore-560 096., 560096 Bangalore, Karnataka, India
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner SGS
Monitoring Start Date 03/04/2024	Closing Meeting Finished Date 05/04/2024	Submission Date 18/04/2024
Expiration Date 18/04/2026	Announcement Type Semi Announced	
Site Mighty Overseas	Site amfori ID 356-000186-002	

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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	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Audit Company name: SGS India Private Limited APSCA number: Lead Auditor: Dhanashree Gawde – CSCA 21702952
The below documents are not attached: Government waiver – no waiver been obtained by the company. Collective bargaining agreement - No CBA, No Agency Labour contract (RC) Contractor License

Name of lead auditor: Gawde Dhanashree; APSCA membership number: CSCA 21702952
Name of team auditor (if applicable): None

Name of observers, translators, trainees, advisors/consultants (if applicable): Mr. Balaraju Babu (Language expert)

Monitoring partner name: SGS India Pvt Ltd

Audit schedule details: The audit was planned for 1 auditor x 1.5 days.

Announcement Type:

This was a semiannounced audit performed and verified all PA's through, facility tour, document and records review along with workers interaction.

Business partner information:

MIGHTY OVERSEAS is a Proprietor owned company and located at#137 & 169, Srinivasanagar, Nandhini Layout, Bangalore-560 096., 560096 Bangalore. The factory was established in the year 2019 and is operating in the current premise since July 2019. The main business activity of this factory is manufacturing of Leather Jackets Euro rate - 90.527 INR on the day of the audit. Total production capacity of the factory is 100 pieces / day Main production processes include, Cutting, Ironing, Stitching, Finishing, Packing, Dispatch

Audited location information:

The facilities approx. covered area is 938.37 square meters and operates in 1 building

Basement: Cutting department, Raw material store, Toilet.

Ground Floor: Security area, managed by other entity on rent

First Floor: Finishing department - Checking, Packing, Thread cutting, Pressing, Dispatch.

Second Floor: Stitching department

Terrace - Lunch area.

Operating shifts and hours:

Factory Operates in 1 general shift. All workers are required to punch their attendance via the Biometric system. The shift timing is listed as below:

09:00 am to 05:30 pm. Lunch break is at 01:00 pm to 01:30 pm, Tea break is at 03:15 pm to 03:30 pm.

Sunday is given as weekly off to all employees.

Time recording system: Biometric time record keeping system is used to record working hours.

Salary payment details: Wages are paid on monthly basis on or before the 7th of each month.

Worker number information:

- Facility has total 53 (13 Male - 40 Female) employees.
- Directly hired are 53 (13 Male - 40 Female) employees. No indirectly hired employees
- Production worker number 47
- No Vulnerable workers employed.
- No Trainees, apprentices,
- Security workers are employed.2

Good practices: None

Worker organization details: Facility has grievance committee, health & safety committee, works committee and POSH committee. No Union at site. There is no separate Collective Bargaining Agreement. Regular meetings are conducted for each meeting and minutes of the meetings are recorded. Worker representatives are elected from among the workers.

Circumstances:

None

Summary of findings:

Findings were raised under PA1, PA7

Living wage calculation:

As there is no GLWC living wage available for this location and living wage not provided by audited company. Hence, as per technical team guidance Manually calculated living wage during an employee interview was considered for this audit.

Below documents & photos are not applicable for this factory.

Collective bargaining agreements - The facility does not have a collective bargaining agreement and hence it is not applicable.

Government Waivers – No Government Waivers was obtained.

High-risk health and safety areas - no such activity was found.

SITE DETAILS

Site
Mighty Overseas

Site amfori ID
356-000186-002

GICS Classification

Sector	Industry Group	Industry
Consumer Discretionary	Consumer Durables & Apparel	Textiles, Apparel & Luxury Goods

Sub Industry
Textiles

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	44	Workers
Legal minimum wage in local currency	11,541.51	Monthly
Lowest wage paid for regular work at the site	11,542	Monthly
Calculated living wage in local currency	7,705.5	Monthly
Total sample	14	Workers

Other Metrics

Male workers	12	Workers
Female workers	32	Workers
Non-binary workers	0	Workers
Permanent workers - Male	11	Workers
Permanent workers - Female	38	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	2	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	11	Workers
Workers hired directly - Female	38	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	11	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Mighty Overseas | Site amfori ID: 356-000186-002

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

1. Based on audit process there were findings raised in PA 1, PA7

Ref: In accordance with amfori BSCI COC 1.1

2. Based on review of records, factory has not obtained the fire advisory report from the concerned authority. However, factory has applied to get the same on 07.01.2024.

Law: According to CHAPTER IV SAFETY Precautions in case of fire. Section no 38. Precautions in case of fire. (1)



PA 7: Occupational Health and Safety

Site: Mighty Overseas | Site amfori ID: 356-000186-002

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

During factory tour it was noted that 2 finishing employees handling adhesive chemical were not using appropriate PPE while working.

Law: According to Section 7A (1) of The Factories Act 1948.