



Social Audit Report

January 2009

BSCI 7-01/09

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FTA – Foreign Trade Association, Brussels – gsm Global Sustainable Management GmbH, Cologne – Migros-Genossenschafts-Bund, Zürich – Sustain Consulting GmbH, Hamburg

Social Audit Report

Factory Name:	LINTAS EXPORTS		
Factory Address:	699/2, R.M. & BROS INDUSTRIAL COMPLEX, PALLADAM ROAD, TIRUPUR 641 604, INDIA		
Management Representative:	MR.G.MOHAN DASS, PROPRIETOR		
Audit Results for BSCI Social Requirements Part B:	Good ¹ <input type="checkbox"/>	Improvement Needed <input checked="" type="checkbox"/>	Non-compliant <input type="checkbox"/>
Audit Results for Best Practice for Industry Part C:	Good <input type="checkbox"/>	Improvement Needed <input checked="" type="checkbox"/>	
Audit initiated by:	BSCI Member : <input checked="" type="checkbox"/>	Supplier: <input checked="" type="checkbox"/>	
Auditing Company Name:	RINA INDIA PRIVATE LIMITED		
Audit report number:	09/IQ/MR/225		
DBID number:			
Lead Auditor's name and SAAS certificate number:	SUBBURAJA AYYASAMY		
Auditing Company Address:	607/608, 'B' WING, EVEREST CHAMBERS, ANDHERI-KURLA ROAD, ANDHERI EAST, MUMBAI 400 059.		
Audit Date:	29.06.2009		
Date of the new BSCI to be started: (3 years from the initial audit)	28.06.2012		
Number of Initial audits performed at this facility (Cycle number 1, 2, 3..):	1		
Agreed date for closing the CAP (if applicable):	29.07.2009		
Date, Signature & Stamp:	29.06.2009		

¹ Due to the sampling nature of the auditing exercise, absence of findings during an assessment does not assure the full compliance of the facility nor does it guarantee that violations may not appear in the future. BSCI and the auditing company do not accept responsibility for conditions at other locations that may be used in the supply chain of the relevant product or service since this report covers the production site listed under "audited company" only.

BSCI Social Audit Report	Name of Company	Audit Date	DBID number	
	LINTAS EXPORTS	29.06.2009		Page 3 of 10

Lead-Auditor	SUBBURAJA AYYASAMY	Additional Auditor	KAMARUNNISA ABDUL SAMATH
Audit Date	29.06.2009	Number of man days applied	2

A. Master Data – For full details on the business structure of the company, see complete Master Data in the Audit Questionnaire.

Location of audited Company		Basic Data	
Name of Company	LINTAS EXPORTS	Year of foundation	2007
http://www.		Legal status	PROPRIETORSHIP
Street	699/2, R.M. & BROS INDUSTRIAL COMPLEX, PALLADAM ROAD	Language(s) spoken in company	ENGLISH / TAMIL
City	TIRUPUR	Total production capacity per month	30,000 PCS PER MONTH
Zip Code	641 604	Contact Person	
Country	INDIA	Name	MR.G.MOHAN DASS
Phone	+91 421 2217415	Position / Language	PROPRIETOR / TAMIL NADU ENGLISH
Fax	+91 421 4244555	Phone	+91 421 2217415
DBID Number		E-mail	dass@lintasexports.com

Business Activities			
Clothing:	<input type="checkbox"/>	Construction Material:	<input type="checkbox"/>
Eyewear (Glasses):	<input type="checkbox"/>	Furniture:	<input type="checkbox"/>
Machinery:	<input type="checkbox"/>	Other hard goods:	<input type="checkbox"/>
Textiles:	<input checked="" type="checkbox"/>	Toys:	<input type="checkbox"/>
		Electronic Groups:	<input type="checkbox"/>
		Leather Goods (except shoes):	<input type="checkbox"/>
		Shoes:	<input type="checkbox"/>
		Textiles raw material or accessories	<input type="checkbox"/>

B. Audit Assessment Part B BSCI Mandatory Social Requirements

		Results			
		2	1	0	NA
B.1	Management Practice	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.2	Documentation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.3	Working Time	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.4	Compensation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.5	Child Labour / Young Employees	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.6	Forced Labour / Prisoner Labour / Disciplinary Measures	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.7	Freedom of Association / Collective Bargaining	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.8	Discrimination	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.9	Working Conditions	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.10	Health and Social Facilities	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
B.11	Occupational Health and Safety	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
B.12	Dormitories	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
B.13	Environment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Total Result:	Good <input type="checkbox"/>	Improvements Needed <input checked="" type="checkbox"/>	Non-compliant <input type="checkbox"/>
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Remarks

THE COMPANY IMPLEMENTED THE BSCI REQUIREMENTS AND ALL LEGAL REQUIREMENTS HAVE BEEN TAKEN CARE OF. THE COMPANY PROVIDED SOCIAL SECURITY BENEFITS TO ALL THE EMPLOYEES.

Please fill in under results			
2 = Good	1 = Improvements Needed	0 = Non-compliant	NA = Not Applicable
No deviation from requirements or only minor deviations and full protection of employees is given	Deviations in the minority of requirements and no crucial points	Deviations in 50% or in the majority of requirements or/and in crucial points (double framed)	Requirements do not match to the company structure

BSCI Social Audit Report	Name of Company	Audit Date	DBID number	
	LINTAS EXPORTS	29.06.2009		Page 5 of 10

Audit Corrective Action Plan (CAP) Part B BSCI Mandatory Social Requirements		
	Findings and Necessary Improvements	Implementation Date
Management Practice	NO IMPROVEMENTS NEEDED	N.A
Documentation	NO IMPROVEMENTS NEEDED	N.A
Working Time	NO IMPROVEMENTS NEEDED	N.A
Compensation	NO IMPROVEMENTS NEEDED	N.A
Child Labour / Young Employees	NO IMPROVEMENTS NEEDED	N.A
Forced Labour / Prisoner Labour / Disciplinary Measures	NO IMPROVEMENTS NEEDED	N.A
Freedom of Association and Collective Bargaining	NO IMPROVEMENTS NEEDED	N.A
Discrimination	NO IMPROVEMENTS NEEDED	N.A
Working Conditions	NO IMPROVEMENTS NEEDED	N.A
Health and Social Facilities	NO IMPROVEMENTS NEEDED	
Occupational Health and Safety	B. 11. 2a - NEEDLE GUARDS ARE NOT INSTALLED IN SINGLE NEEDLE SEWING MACHINES B. 11. 5a - HAMMER TO BREAK THE FIRE ALARM GLASS IS NOT BEING PROVIDED	29 TH JULY 2009 29 TH JULY 2009

Please fill in under results			
2 = Good	1 = Improvements Needed	0 = Non-compliant	NA = Not Applicable
No deviation from requirements or only minor deviations and full protection of employees is given	Deviations in the minority of requirements and no crucial points	Deviations in 50% or in the majority of requirements or/and in crucial points (double framed)	Requirements do not match to the company structure

BSCI Social Audit Report	Name of Company	Audit Date	DBID number	
	LINTAS EXPORTS	29.06.2009		Page 6 of 10

Dormitories	NOT APPLICABLE	
Environment	NO IMPROVEMENTS NEEDED	

29.06.2009

Date / signature / stamp Auditor

Signature / stamp Company

Please fill in under results			
2 = Good	1 = Improvements Needed	0 = Non-compliant	NA = Not Applicable
No deviation from requirements or only minor deviations and full protection of employees is given	Deviations in the minority of requirements and no crucial points	Deviations in 50% or in the majority of requirements or/and in crucial points (double framed)	Requirements do not match to the company structure

BSCI Social Audit Report	Name of Company	Audit Date	DBID number	
	LINTAS EXPORTS	29.06.2009		Page 7 of 10

C. Audit Assessment Part C Best Practice for Industry - Voluntary implementation but auditing is mandatory

		Results		
		2	1	NA
C.1	Policy	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
C.2	Planning and Implementation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
C.3	Management Review	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
C.4	Control of Subcontractors / Suppliers / Sub-suppliers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
C.5	Control of Homeworkers	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
C.6	Compensation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
C.7	Child Labour	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
C.8	Evasion	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
C.9	Outside Communication	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

Ripe for SA8000 Certification with regard to audit results B. and C.: YES NO

Training and assistance necessary but SA8000 certifiable YES NO

Remarks
THE COMPANY IMPLEMENTED SA 8000 REQUIREMENTS.

Please fill in under results		
2 = Good	1 = Improvements Needed	NA = Not Applicable
No deviation from requirements	Deviation from requirements	Requirements do not match to the company structure

BSCI Social Audit Report	Name of Company	Audit Date	DBID number	
	LINTAS EXPORTS	29.06.2009		Page 8 of 10

Audit Corrective Action Plan (CAP) Part C Best Practice for Industry

	Findings and Necessary Improvements	Agreed		Implementation Date
		Yes	No	
Policy	NO IMPROVEMENTS NEEDED	<input type="checkbox"/>	<input type="checkbox"/>	
Planning and Implementation	NO IMPROVEMENTS NEEDED	<input type="checkbox"/>	<input type="checkbox"/>	
Management Review	MANAGEMENT REVIEW MEETING TO BE CONDUCTED AND RECORDS TO BE MAINTAINED	<input checked="" type="checkbox"/>	<input type="checkbox"/>	29 TH JULY 2009
Control of Suppliers / Subsuppliers	NO IMPROVEMENTS NEEDED	<input type="checkbox"/>	<input type="checkbox"/>	
Control of Homeworkers	NO IMPROVEMENTS NEEDED	<input type="checkbox"/>	<input type="checkbox"/>	
Compensation	NO IMPROVEMENTS NEEDED	<input type="checkbox"/>	<input type="checkbox"/>	
Child Labour	NO IMPROVEMENTS NEEDED	<input type="checkbox"/>	<input type="checkbox"/>	
Evasion	NO IMPROVEMENTS NEEDED	<input type="checkbox"/>	<input type="checkbox"/>	
Outside Communication	COMMUNICATION ON BSCI REQUIREMENTS AND IMPLEMENTATION TO BE SENT TO INTERESTED PARTIES AND RECORDS TO BE MAINTAINED	<input checked="" type="checkbox"/>	<input type="checkbox"/>	29 TH JULY 2009

29.06.2009

Date / signature / stamp Auditor

Signature / stamp Company

BSCI Social Audit Report	Name of Company	Audit Date	DBID number	
	LINTAS EXPORTS	29.06.2009		Page 9 of 10

List of Audit Attachments

	Obligatory Attachments	Attached?
1.	Employees Interview Sheet	YES
2	Photos: outside factory compound, production floor, canteen, dormitories, display of the code of conduct, nursery, etc.	YES
3	Child Labour Record Sheet	YES

	Required copies to be available as part of the audit pack, if no legal prohibition for collecting the record, according to local law.	Available with the audit files?
4	Collective Bargaining Agreement	NIL
5	Personnel File sample	YES
6	Time Record sample	YES
7	Payslip sample	YES
8	Payment to Social Insurance Fund	YES
9	Wage List sample	YES
10	Maternity Leave sample	NIL
11	Work Rules	
12	Documentation on Health and Safety Training	YES
13	Documentation on Social Issues made by officials or other social audit	NIL
14	Agreement with a union or other worker representative	NIL
15	Authorization for exemptions from statutory regulations	NIL
16		
17		
18		
19		
20		
21		
22		
23		
24		

BSCI Social Audit Report	Name of Company	Audit Date	DBID number	
	LINTAS EXPORTS	29.06.2009		Page 10 of 10
25				

BSCI Audit Questionnaire	Name of Company	Audit Date	DBID number	
	LINTAS EXPORTS	29.06.2009		Page 31 of 39

Employees Interview Sheet

	Number		Number
Employees interviewed in total	16	Female employees interviewed	8
• Employees aged < 18 years interviewed		• Seasonal workers interviewed	
• Pregnant employees interviewed		• Migrant workers interviewed	
• Apprentices interviewed		• Interviews conducted on site	20
• Disabled persons interviewed		• Interviews conducted off site	
• Full time workers interviewed	16	• Individual interviews conducted	8
• Part time workers interviewed		• Group interviews conducted	2x4
Language(s) used for employee interviews	TAMIL		
	Yes	No	
Was an interpreter used?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

No. of interview	Essentials (If the number of rows is not enough, please add pages as needed and include with the attachments).
	GROUP AND INDIVIDUAL EMPLOYEES FROM VARIOUS DEPARTMENTS LIKE CUTTING, SEWING, CHECKING, IRONING AND PACKING RANDOMLY SELECTED.
	EMPLOYEES ARE FULLY AWARE OF BSCI CODE OF CONDUCT WHICH IS DISPLAYED IN LOCAL LANGUAGE IN THE FACILITY
	THE EMPLOYEES ARE WORKING IN THE ORGANISATION FOR ABOUT 1 TO 2 YEARS. WHATEVER GRIEVANCES REPORTED TO THE MANAGEMENT ARE BEING TAKEN CARE OF IMMEDIATELY. AS PER THE EMPLOYEES NORMALLY THERE ARE NO GRIEVANCES SINCE THE MANAGEMENT IS PROACTIVE AND TAKING ALL NECESSARY STEPS TO FULFILL THE NEEDS OF THE EMPLOYEES.
	AWARENESS ON AGE LIMIT FOR THE EMPLOYMENT IS QUITE GOOD AND THE EMPLOYEES ARE AWARE OF CHILD LABOUR REMEDIATION
	THE EMPLOYEES ARE NOT FORCED TO DO OVERTIME. THE EMPLOYEES ARE OF THE OPINION THAT THE SUPERVISORS AND MANAGERS ARE NOT FORCING THEM FOR OVERTIME AND THEY ARE FREE AT WORKPLACE. EMPLOYEES ARE FREE TO LEAVE THE WORK PLACE AFTER THE WORK IS OVER. EMPLOYEES ARE COMING TO WORK AT 830AM IN THE MORNING AND LEAVING AT 530PM IN THE EVENING. ALL EMPLOYEES ARE USING MANUAL TIME CARD FOR ENTERING IN AND OUT TIMINGS.
	ALL EMPLOYEES ARE GETTING ATLEAST MINIMUM WAGES STIPULATED BY THE GOVERNMENT AS PER THE NOTIFICATION AND THE RATE OF MINIMUM WAGES APPLICABLE FOR THIS TYPE OF INDUSTRY IS DISPLAYED IN THE NOTICE BOARD. EMPLOYEES ARE AWARE OF THE SAME. THERE IS NO ILLEGAL DEDUCTIONS MADE FROM THE WAGES AND DEDUCTIONS ARE FOR SOCIAL SECURITY BENEFITS SUCH AS EMPLOYEES PROVIDENT FUNDS AND EMPLOYEES STATE INSURANCE. THE WAGES ARE PAID MONTHLY ON OR BEFORE 5TH OF EVERY MONTH. IN THE EVENT OF 5TH BEING A HOLIDAY THE WAGES ARE PAID ON PREVIOUS DAY.
	EMPLOYEES ARE AWARE OF THE PROCEDURES TO BE FOLLOWED DURING EMERGENCY AND TRAINING PROGRAMMES SUCH AS FIRE FIGHTING TRAINING, ETC, WHERE CONDUCTED. FIRST AID TRAINING WAS IMPARTED TO EMPLOYEES TO TAKE CARE OF THE FIRST AID REQUIREMENTS AND THE EMPLOYEES ARE AWARE WHOM TO CONTACT IN CASE OF EMERGENCY. CLEAN DRINKING WATER IS PROVIDED TO THE EMPLOYEES. EMPLOYEES FEEL THAT THE WASH/TOILET FACILITY PROVIDED BY THE COMPANY IS ADEQUATE. EMPLOYEES ARE AWARE OF THE USAGE OF PERSONNEL PROTECTIVE EQUIPMENTS.
	THERE IS NO UNION EXISTING IN THE COMPANY AND THERE IS A WORKERS COMMITTEE AND THE REPRESENTATIVES ARE ELECTED BY THE EMPLOYEES AND THEY ARE TAKING CARE OF THE GRIEVANCES IF ANY OF THE EMPLOYEES. IF ANY GRIEVANCE ARISES THE REPRESENTATIVES WILL SORT OUT IN CONSULTATION WITH THE MANAGEMENT. THE COMMITTEE MEETINGS ARE HAPPENING DURING WORKING HOURS. THE REPRESENTATIVES ARE NOT BEING HARASSED OR INTIMIDATED BY THE MANAGEMENT. THERE IS A CORDIAL



NAME BOARD



FACTORY OUTSIDE VIEW



OUTSIDE VIEW



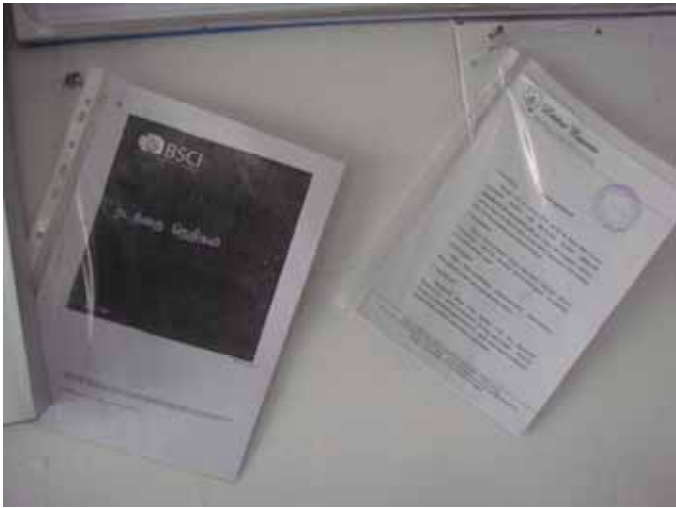
TIMINGS DISPLAY



LAWS ABSTARCT DISPLAY



NOTICE BOARD



BSCI CODE OF CONDUCT



EVACUATION PLAN



PRODUCTION



SEWING



SEWING



CHECKING



OFFICE



CUTTING



FIRE EXTINGUISHER AND ALARM



TOILET



NEEDLE GUARD MISSING



SICK ROOM

Audit Corrective Action Plan (CAP) Part B BSCI Mandatory Social Requirements

	Findings and Necessary Improvements	Implementable # Date
Management Practices	NO IMPROVEMENTS NEEDED	N/A
Documentation	NO IMPROVEMENTS NEEDED	N/A
Working Time	NO IMPROVEMENTS NEEDED	N/A
Compensation	NO IMPROVEMENTS NEEDED	N/A
Child Labour / Young Employees	NO IMPROVEMENTS NEEDED	N/A
Forced Labour / Prisoner Labour / Disciplinary Measures	NO IMPROVEMENTS NEEDED	N/A
Freedom of Association and Collective Bargaining	NO IMPROVEMENTS NEEDED	N/A
Discrimination	NO IMPROVEMENTS NEEDED	N/A
Working Conditions	NO IMPROVEMENTS NEEDED	N/A
Health and Social Facilities	NO IMPROVEMENTS NEEDED	
Occupational Health and Safety	5.11.2a - NEEDLE GUARDS ARE NOT INSTALLED ON SINGLE NEEDLE SEWING MACHINES 5.11.2b - HAMMER TO BREAK THE FIRE ALARM GLASS IS NOT BEING PROVIDED	29 th JULY 2009 29 th JULY 2009

Notes on corrective actions

1 - Issue	2 - Remedial Action	3 - Implementation	4 - BSCI Guidance
No needle guard requirements in any rules documents and full protection of employees is given	Remedies in the interests of employees and its social partner	Remedies in full in the majority of instances in the school for single needle sewing machines	Requirements do not exist in the existing structure

BSCI Social Audit Report	Name of Company LINTAS EXPORTS	Audit Date 29.08.2009	Order number	Page 6 of 20
Directives	NOT APPLICABLE			
Requirements	NO IMPROVEMENTS NEEDED			

29.08.2009

Date / signature / stamp Auditor



BINA INDIA
Sustainable Sourcing

For Lintas Exports

Date / signature / stamp Company

1 - Yes	2 - Improvement Needed	3 - Not Applicable	4 - Not Applicable
No deviation from requirements or only minor deviations and full compliance of employees in general	Compliance in the majority of requirements and no critical points	Compliance in 50% or in the majority of requirements, critical in crucial points (double threat)	Requirements do not match to the company situation

BSCI Social Audit Report	Name of Company LINTAS EXPORTS	Audit Date 29.06.2009	LINE number	Page 9 of 10
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Audit Corrective Action Plan (CAP) Part C Best Practice for Industry

	Findings and Necessary Improvements	Agreed		Implementation Date
		Yes	No	
Policy	NO IMPROVEMENTS NEEDED	<input type="checkbox"/>	<input type="checkbox"/>	
Planning and Implementation	NO IMPROVEMENTS NEEDED	<input type="checkbox"/>	<input type="checkbox"/>	
Management Review	MANAGEMENT REVIEW MEETING TO BE CONDUCTED AND RECORDS TO BE MAINTAINED	<input checked="" type="checkbox"/>	<input type="checkbox"/>	29 th JULY 2009
Control of Suppliers / Subsuppliers	NO IMPROVEMENTS NEEDED	<input type="checkbox"/>	<input type="checkbox"/>	
Control of Manufacturers	NO IMPROVEMENTS NEEDED	<input type="checkbox"/>	<input type="checkbox"/>	
Compensation	NO IMPROVEMENTS NEEDED	<input type="checkbox"/>	<input type="checkbox"/>	
Child Labour	NO IMPROVEMENTS NEEDED	<input type="checkbox"/>	<input type="checkbox"/>	
Eviction	NO IMPROVEMENTS NEEDED	<input type="checkbox"/>	<input type="checkbox"/>	
Outside Communication	COMMUNICATION ON BSCI REQUIREMENTS AND IMPLEMENTATION TO BE SENT TO INTERESTED PARTIES AND RECORDS TO BE MAINTAINED	<input checked="" type="checkbox"/>	<input type="checkbox"/>	29 th JULY 2009

29.06.2009

Date / signature  Rana Kumar

For Lintas Exports

Signature / stamp 



BSCI

Audit Questionnaire

Name of Company

LINTAS EXPORTS

Audit Date

28.06.2009

QMS Number

Page 14 of 20

Production Unit Record Sheet**Production Unit No. 1**

Name	LINTAS EXPORTS		
Street	BSC1, K.M. 6 BRIS INDUSTRIAL COMPLEX, PALLASAR ROAD,		
City, Zip Code, Country	TIRUPUR 641 004, INDIA		
Phone/Fax	+91 421 2337410 / 2337410		
E-mail	lindsay@lntasexports.com		
Contact Person	MR. S. MOHAN SHAN		
Active for the supplier since (date)	2007		
Own unit (share of production %)	1	Subcontractor (share of production %)	0
Supplier / Sub-Supplier (mark with a cross)			<input checked="" type="checkbox"/>
Social audited	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>		
2 yrs			
Audit Company			
Audit Number			
Date of Audit			
Result			
Associated with BSCI?			

For Lintas Exports
(A)

Production Unit No. 2

Name			
Street			
City, Zip Code, Country			
Phone/Fax			
E-mail			
Contact Person			
Active for the supplier since (date)			
Own unit (share of production %)		Subcontractor (share of production %)	
Supplier / Sub-Supplier (mark with a cross)			<input type="checkbox"/>
Social audited	Yes <input type="checkbox"/> No <input type="checkbox"/>		
2 yrs			
Audit Company			
Audit Number			
Date of Audit			
Result			
Associated with BSCI?			

Production Unit No. 3

Child Labour Record Sheet

Name	Involvement	Working hours	Employed during regular school hours	Not in full-time education	Employed in hazardous situation	Works when in company (B) or separately (B)	Working under sub-contractors (B) or separately (B)	Comments
1.								
2.								
3.								
4.								
5.								
6.								
7.								
8.								
9.								
10.								

Responsible Activities (incl. Glass Boxes) :
N.A.

BSCI Audit Questionnaire	Name of Company	Audit Date	BSCI Number	
	UNITAS EXPORTS	29.08.2009		Page 33 of 39

Declaration of consent

Company		Auditor	
Name of Company	UNITAS EXPORTS	Name of Audit Company	S&B INDIA PRIVATE LIMITED
Street	SRINIL, S.M. & SONS INDUSTRIAL COMPLEX, HULLAHAR ROAD,	Street	SATYAM, B WONG, EVEREST CHAMBERS, MARU, NANA, ARSHINI KURLA ROAD, ARSHINI EAST,
City, Zip Code	TIRUPUR 641 004	City, Zip Code	MUMBAI 400 055
Country	INDIA	Country	INDIA
Name of Representative	MR.L.MOHAN SAIRI	Name of Auditor	MR.SUBBUBASH ANJALAY MR.KANAKAVENKA ARJUN SARATHI

- The company agrees that the auditor may take photos of the factory and factory compound as well as take notes of business documents.
- The company agrees that the auditor may conduct confidential interviews with employees which are charge freely without any influence by the company.
- The company agrees that all audit information can be recorded in a database.
- The company agrees that the auditor may pass the Audit Questionnaire, Social Audit Report, Social Pre-Audit Report and address directly to the company's retail customer or company's retail customer's local office / agency being a member of the Business Social Compliance Initiative.
- The company agrees that data can be passed to third parties, but only within the framework of the Business Social Compliance Initiative. This refers to the following situations:
 - Delegation and cooperation with NGOs and other stakeholders at BSCI meetings for sustainability of BSCI
 - Cooperation with these stakeholders and the BSCI Secretariat to find solutions in connection with the BSCI Compliance Mechanism.

Data passed to these parties is treated confidentially by them. Auditing company and the BSCI Secretariat are not liable in case of misuse by other parties.
- The Company agrees that the audit can be subject to a surveillance measure. The surveillance aims to ensure audit quality in the BSCI system. Surveillance audits focus on the existing company performing the assessment, and have no impact on the performance or results of the social audit conducted at the company. The company agrees that in this case, access to the entity selected to survey the auditors will be allowed.

Date and signature company:

For Unitas Exports

[Handwritten Signature]