

# Validated Audit Report

Audit Reference Number	VAR-20180124-91-05A01
Audited Facility	Aequs Engineered Plastics Private limited
Audit Date	24/01/18
Overall Audit Score	143.0

## Conformance Results

Overall Score	Conformance	Risk of NC	Minor NC	Major NC	Priority NC	Total Scored Questions	Not Applicable Questions
143.0	74	0	6	6	0	89	3

\*NC= Non-conformance to EICC Code of Conduct

Audit Information	
Audit Reference Number	VAR-20180124-91-05A01
Audit Start Date	24/01/18
Closing Meeting Date	25/01/18
Audit Type	INITIAL_AUDIT
Audit Firm	BSI
Audit Category	VAP
Auditor	Ranju Sharma ranju.sharma@bsigroup.com

Facility Information	
Company Name	Aequs Engineered Plastics Private limited
Facility Name	Aequs Engineered Plastics Private limited
EICC Facility ID	ZS0002083
Facility Address	Aequs Special Economic Zone, 437/A, Hattargi Village, Hukkeri Taluk, Belgaum
Facility Country	India
Facility Point Of Contract	
Total Number Of Workers	652

## Executive Summary

"The audit is performed at M/S Aequs Engineered Products against the Electronic Industries Code of Conduct (EICC/RBA) and compliance with both state and national laws on 24th and 25th January, 2018 covering complete scope of the facility operations. There is no exception management during the audit. Audit approaches include onsite confidential interviews with workers, document/ record review, site observations during facility tour and detailed tour and management interviews. Conclusions are drawn based on a limited yet thorough sampling and collaborated information from different sources. The audit team has conducted a thorough review of the facility practices and management systems for Labor, Ethics, Environment and Health & safety Components of RBA code. Office area, periphery and all supporting facilities are visited and the corresponding workforce and management are interviewed during the audit. Working hour template was filled up for 28 workers. Total of 12 findings (06 Major as 01 in Labor, 04 in Health and Safety and 01 in Environment + 06 Minor as 02 in Labor, 02 in Health and Safety and 02 in Management System. The details of the non-compliance are as ; Major; Labor; 1) A4.4d The facility is calculating the deductions or withholding correctly for all workers including contractor workers. Deductions or withholding as provident fund and employee state insurance for the on roll workers are submitted to the appropriate government agency within the local law time frame by 15th of next month. Deductions or withholding as provident fund and employee state insurance for the for security guards by labor contractors are not to the appropriate government agency by 15th of next month within the local law time frame and are delayed by 7 days. Health and Safety; 2) B 1.2b The facility has controlled the worker exposure to potential safety hazards (for example electrical and other energy sources, fire, vehicles, and fall hazards) through proper design controls and has established safe work procedures. The facility has not controlled the worker exposure to potential safety hazards (e.g. electrical and other energy sources, fire, vehicles, and fall hazards) through administrative and engineering controls as access to the port hole for flue gas emission monitoring in two out of three paint shop stacks are not provided with support railing and platform and no eye shower provided outside. 3) B 1.3 b the facility has provided Appropriate Personal Protective Equipment (PPE) to employees. The facility has provided Appropriate Personal Protective Equipment (PPE) to employees. Personal Protective Equipment (PPE) is not consistently and correctly used in the

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paint shop as required to control safety hazards and worker exposure. 04 worker in paint shop are not wearing vapor protecting masks. 4) B 2.3 The facility has identified and assessed all potential emergencies that could affect the site and adequate and effective emergency preparedness and response programs (plans/procedures) are established. The emergency muster point is blocked with finished goods and stored materials on both audit days. No internal muster point is identified. 5) B2.4 The facility has effective emergency exit access, exits, and exit discharges. The exit discharge are not properly maintained and readily accessible as emergency exit discharge 04 out of 04 doors do not have illuminated emergency Exit signage is not available on the door in raw material /chemical storage area, no push bar installed on one unidentified emergency exit door in the raw material cum chemical storage area and 02 aisles are partially blocked with stored material. Environment; 6) C 5.1 b the facility has identified and characterized the emissions and emissions are treated prior to discharge. The monitoring for the identified emissions is not effective as no stack emission monitoring is conducted for paint shop from last 9 months against the set requirement of six months. And air emission control systems are not routinely monitored for performance. The present discharge limits are not available as no monitoring and testing conducted from last 9 months. Minor: Labor; 7) A 3..2 -4 % out of 28 workers in February 2017, 4% out of 28 workers in June 2017 have not received one day off in every seven days. Average 2.4 % of workers have not received one day off in seven day working in the sampled months February, 2017 (Peak), June 2017 (Average) and December 2017 (Low). 8) A3.3 The facility has established written policies and system/procedures to determine, communicate record, manage and control working hours including overtime, including reliable and detailed records of workers' regular and overtime working hours. Controlling and monitoring of regular and overtime working hours is not effective as 2.4 % of workers have not received one day off in seven day working in the sampled months February, 2017 (Peak), June, 2017 (Average) and December, 2017 ( Low) respectively. Health and Safety; 9) B 2.6 b The facility has provided the designated emergency response personnel with adequate and effective personnel protective equipment and training on an annual basis is provided to all emergency response team members. Different colored attire or colored badges are provided to identify emergency response team personnel. 02 out of 06 Emergency response team personnel are not wearing provided colored attire or colored badges. 10) B6.2b The facility has implemented a machine-safeguarding program and workers operate machinery safely. Machine safe program is not adequate and effective as exhaust fan in compressor room is unguarded and is installed at low height. 11) E1.1 The facility has established adequate and effective policies/code that are endorsed by executive management affirming commitment to compliance and continual improvement covering A) Labor B) Health & Safety C) Environment and D) Ethics. Policy statement commitment statement for Environment, Health and Safety endorsed by director are displayed in the language which employees understand. No policy commitment statements are displayed for Labor and Ethics element in the language workers can understand. 12) E 4.1 The facility has established adequate risk management process to identify, assess, and minimize/ mitigate/control its risks in the areas of: A) Labor B) Health & Safety C) Environment and D) Ethics. The risk management process is not effective due to several non-conformance identified in labor, health, safety and environment elements of RBA code.



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