

Monitored Party <b>Ankur Exports</b>	amfori ID <b>356-000779-000</b>	Address <b>17D, PHASE-V, SECTOR 53, HSI IDC, Kundli, Sonipat, 131001 Sonipat, Haryana, India</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Follow-up Monitoring</b>	Monitoring Partner <b>TÜV NORD CERT GmbH</b>
Monitoring Start Date <b>10/06/2025</b>	Closing Meeting Finished Date <b>11/07/2025</b>	Submission Date <b>11/07/2025</b>
Expiration Date <b>24/07/2026</b>	Announcement Type <b>Semi Announced</b>	
Site <b>Ankur Exports</b>	Site amfori ID <b>356-000779-002</b>	

This is an extract of the online Monitoring Result, generated on 14/07/2025, 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.





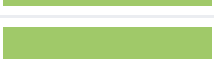

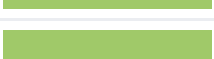
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## OVERALL RATING



## SECTION RATING

PA1: Social Management System	<b>B</b>	
PA 2: Workers Involvement and Protection	<b>A</b>	
PA 3: The Rights of Freedom of Association and Collective Bargaining	<b>A</b>	
PA 4: No Discrimination, Violence or Harassment	<b>A</b>	
PA 5: Fair Remuneration	<b>A</b>	
PA 6: Decent Working Hours	<b>A</b>	
PA 7: Occupational Health and Safety	<b>A</b>	

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PA 8: No Child Labour	<b>A</b>	
PA 9: Special Protection for Young Workers	<b>A</b>	
PA 10: No Precarious Employment	<b>A</b>	
PA 11: No Bonded, Forced Labour or Human Trafficking	<b>A</b>	
PA 12: Protection of the Environment	<b>A</b>	
PA 13: Ethical Business Behaviour	<b>A</b>	

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## GENERAL DESCRIPTION

Name of lead auditor: Munish Joshi; APSCA membership number: CSCA 21704129

Name of team auditor (if applicable): Not applicable; APSCA membership number: Not applicable

Name of observers, translators, trainees, advisors/consultants (if applicable): Not applicable

Monitoring partner name: TÜV NORD CERT GmbH

Audit schedule details: This audit was planned for 1 day on site with one auditor.

Announcement Type: This was a semi-announced, follow-up audit conducted to verify the corrective actions taken by the auditee in response to previous audit findings. The performance areas covered during this audit were 1, 2, 5, 6, 7, and 13.

Business partner information:

Legal Entity: Partnership, started in 2020.

Office & physical address: 17D, PHASE-V, SECTOR 53, HSIIDC, Kundli, Sonipat, 131001 Scope: Manufacture and Supply of Stainless Steel Utensils.

Processes are Sheet Cutting, Circle Cutting, Pressing, Punching, Checking, Packing, Dispatch.

Audited location information:

The plant is being taken on rent from sister concern of M/s Shapes Products Pvt Ltd which has plant adjacent to this facility.

Total land area is 10899.59 Square feet and covered area is 20737 square feet.

The facility operates in a three story building with basement and detail as follows:

Basement : Material Storage

Ground Floor : Show Room, Pressing area

First Floor : Office, Checking and Packing

Second Floor :Polishing and Checking

Periphery area: Security Room The building is not shared with anyone.

There is no dormitory or canteen provided as there is no legal requirement to the same.

Operating shifts and hours:

The company works 6 days in a week in single shift with Sunday as weekly off.

Working Time: 0900-1730 including meal breaks of half an hour and two tea breaks of 15 minutes in each half of shift.

Regular hours are 48hrs/week.

All employees receive at least one day off in every seven-day period. Time recording system: The auditee uses biometric attendance recording system.

Salary payment details: Auditee pays as per minimum wages as defined by state government by accounts transfer to all employees on monthly basis by 7th of each month.

Worker number information:

- Total worker number (production and management workers) : 91 (Including Management)
- Production worker number : Female-27, Males-55
- Vulnerable worker number (e.g., domestic and foreign migrant, young, women, pregnant, seasonal, temporary, disabled, home-based workers) : None
- Any other special group workers (interns, apprentices, contractor workers etc.): None
  
- Good practices: None

Worker organization details:

It was noted that there wasn't union in the factory. Worker committee was established. worker representatives were elected. There are committees formed, workers committee, H&S committee, ICC, grievance committee and meetings are conducted at predefined intervals.

Circumstances: There was no special circumstance during the audit.

Summary of findings: There were gaps observed in Performance Area 1: Social Management System (1.1), Performance Area 7 Occupational Health and Safety (7.3).

Living wage calculation: #LivingWage Audit team calculated living wage by collecting the data from the workers' and market rates. The methodology used as formula from social accountability international. The calculation is uploaded at

platform as well. Total 12 workers' were interviewed to get the information on living wages.

Auditee is not using any confidential information for any purpose other than performing their duties for the company and not disclose it to any third party without the prior consent of the employee.

#### Documentation

1. Contractor license/permit – Not applicable and hence not uploaded.
2. Agency labour contract – Not applicable and hence not uploaded.
3. Government waivers – Not applicable and hence not uploaded.
4. Collective bargaining agreements – Not applicable and hence not uploaded.
- 5.

S4C – not applicable in this area of the country as of now

## SITE DETAILS

Site  
**Ankur Exports**

Site amfori ID  
**356-000779-002**

### GICS Classification

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Sector  
**Consumer Discretionary**

Industry Group  
**Consumer Durables & Apparel**

Industry  
**Household Durables**

Sub Industry  
**Housewares & Specialties**

### amfori Process Classifications

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N.A.

### GS1 Classifications

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N.A.

### NACE Classification

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N.A.

### Water Stress Situation

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N.A.

# METRICS

## Key Metrics

Total workforce	70	Workers
Legal minimum wage in local currency	11,257.12	Monthly
Lowest wage paid for regular work at the site	11,258	Monthly
Calculated living wage in local currency	11,258	Monthly
Total sample	12	Workers

## Other Metrics

Male workers	50	Workers
Female workers	20	Workers
Non-binary workers	0	Workers
Permanent workers - Male	55	Workers
Permanent workers - Female	27	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	8	Workers
Management - Female	1	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	55	Workers
Workers hired directly - Female	27	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	10	Workers
Sample - Female	2	Workers
Sample - Non-binary	0	Workers

## FINDINGS



### PA1: Social Management System

Site: Ankur Exports | Site amfori ID: 356-000779-002

**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

Previous Issue:

It was noted during documents review, site tour and interviews that auditee established the system for AMFORI BSCI COC and implemented, however gaps were observed in performance areas of PA 1,2,5,7 and 13.

Partially Closed:

It was noted during interviews, document review, and factory tour that the auditee had taken effective corrective actions for the previous audit findings and demonstrated adequate implementation. However, one gap was observed under Performance Area 7, which has been recorded under the relevant clause. Therefore, the status has been marked as partial for this area.



### PA 7: Occupational Health and Safety

Site: Ankur Exports | Site amfori ID: 356-000779-002

**Question:** 7.3 Is there satisfactory evidence that the auditee set up an effective management system that ensures they regularly carry out risk assessments for safe, healthy and hygienic working conditions?

#### ENGLISH

##### Finding

New Finding: It was noted during the document review that the auditee had assessed the risks associated with its processes, and a mitigation plan was in place. The frequency for reviewing the risk assessment was set to once a year. However, it was not defined under what situations or conditions the risk assessment should be reviewed earlier than the scheduled annual review." It does not meet the expectation of AMFORI BSCI COC clause 7.3 requirements fully as regards to risk assessment management system. Hence, it's marked as partial.