

# Sedex Members Ethical Trade Audit Report

Version 7



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# Audit content

(1) A SMETA audit was conducted which included some or all of Labour Standards, Health & Safety, Environment and Business Ethics. The SMETA Minimum Requirements were applied and the SMETA Auditor Manual was followed. The scope of workers included all types at the site e.g. direct employees, agency workers, workers employed by service providers and workers provided by other contractors. Any deviations from the SMETA Methodology are stated (with reasons for deviation) in the SMETA Declaration.

The audit scope includes an assessment of the Workplace Requirements and the Management Systems Assessment against the following Code Areas:

## Included in a 2-Pillar audit:

1. Labour Standards Code Areas:
  - 0: Enabling accurate Assessment
  - 1: Employment is Freely Chosen
  - 1.A: Responsible Recruitment & Entitlement to Work
  - 2: Freedom of Association and Right to Collective Bargaining are Respected
  - 4: Child Labour Shall Not be Used
  - 5: Legal Wages are Paid
  - 5.A: Living Wages are Paid
  - 6: Working Hours are Not Excessive
  - 7: No Discrimination is Practiced
  - 8: Regular Employment is Provided
  - 8.A: Sub-contracting and Homeworkers are Used Responsibly
  - 9: No Harsh or Inhumane Treatment is Allowed
2. Health & Safety Code Area:
  - 3: Working Conditions are Safe and Hygienic
3. Environment Code Area:
  - 10.A: Environment 2-Pillar

## Included in a 4-Pillar audit:

1. Labour Standards Code Areas
  - As 2-pillar
2. Health & Safety Code Area
  - As 2-pillar
3. Environment Code Area:
  - 10.A: Environment 2-Pillar
  - 10.B: Environment 4-Pillar
4. Business Ethics Code Area:
  - 10.C: Business Ethics

- (2) Where appropriate, non-compliances or non-conformances were raised where either local law or the Base Code were not met, and recorded as non-compliances on both the audit report, CAPR and on the Sedex Platform.
- (3) Any non-conformance against customer code shall not be uploaded to Sedex, but sent directly to the customer in question.

# Audit and site details

## Audit details

Sedex company reference	ZC5000018392	Auditor company name	Control Union
Date of audit	2025-02-13	Audit conducted by	Sedex member
Audit pillars	Labour Standards   Health and safety   Environment 4-Pillar   Business ethics		

## Site details

Sedex site reference	ZS1000020776	Site name	KAI HSUN ENTERPRISE
Business name	KAI HSUN ENTERPRISE CO. LTD.	Site address	74110 102/48 Moo. 3, Tha Sao, Krathum Baen, Samut Sakhon, TH
Site phone	034-473975	Site email	HR@kaihsun.co.th

# Audit parameters

Time in and out	Day 1		Day 2	
	In	08:40	In	08:30
	Out	18:00	Out	12:20
Audit type	Periodic			
Was the audit announced?	Announced			
Was the Sedex SAQ available for review?	Yes			
Who signed and agreed CAPR?	Mr.Khachonchak Suphantamanon / Managing Director			
Any conflicting information SAQ/Pre-Audit Info	No			
Is further information available?	No			

# Audit attendance

	Senior management	Worker representative	Union representative
A: Present at the opening meeting?	Yes	Yes	No
B: Present at the audit?	Yes	Yes	No
C: Present at the closing meeting?	Yes	Yes	No
Reason for absence at the opening meeting	No Trade Union in the factory.		
Reason for absence during the audit	No Trade Union in the factory.		
Reason for absence at the closing meeting	No Trade Union in the factory.		



# SMETA declaration

## Auditor team

SMETA declaration	I declare that the audit underpinning the following report was conducted in accordance with SMETA Minimum Requirements and the SMETA Auditor Manual.		
	<div><div><div>1. Where appropriate non-compliances/ non-conformances were raised against the Base Code and local law and recorded as non-compliances/ non-conformances on both the audit report, CAPR and on the Sedex Platform.</div><div>2. Any non-conformance against customer code alone shall not be uploaded to Sedex, and will be shared directly with the customer in question.</div></div><div><p>This report provides a summary of the findings and other applicable information found/gathered during the social audit conducted on the above date only and does not officially confirm or certify compliance with any legal regulations or industry standards. The social audit process requires that information be gathered and considered from records review, worker interviews, management interviews and visual observation. More information is gathered during the social audit process than is provided here. The audit process is a sampling exercise only and does not guarantee that the audited site prior, during or post-audit, are in full compliance with the Code being audited against. The provisions of this Code constitute minimum and not maximum standards and this Code should not be used to prevent companies from exceeding these standards. Companies applying this Code are expected to comply with national and other applicable laws and where the provisions of law and this Code address the same subject, to apply that provision which affords the greater protection. The ownership of this report remains with the party who has paid for the audit. Release permission must be provided by the owner prior to release to any third parties.</p></div></div>		
Any exceptions to the SMETA Methodology must be recorded here (e.g. different sample size)	Nil		
Lead auditor	Kittikun Kornkasem	APSCA Number	21703180
Additional auditor	Thanatip Promkoh	APSCA Number	21703081
	Orrathai Chaipho	APSCA Number	32400344
Date of declaration	2025-02-14		

## Site representation

<b>Declaration</b>	I acknowledge that details from this report can change during the review process and that I will be given the opportunity to dispute the content once the review has been published.
<b>Full name</b>	Mr.Khachonchak Supphanthamanon
<b>Title</b>	Managing Director
<b>Date of declaration</b>	2025-02-14





































## Summary of findings

Code area	Workplace requirement	Local law	Finding
3. Working conditions are safe and hygienic	3.H Where identified as necessary to reduce r...	§1	NC <a href="#">ZAF600827515</a>
	3.N Maintain a log of all hazardous substance...	§2	NC <a href="#">ZAF600827516</a>
	3.N Maintain a log of all hazardous substance...	§3	NC <a href="#">ZAF600827517</a>

# Local law issues

\$1	Occupational Safety, Health and Working Environment Act B.E. 2554 Section 8: The employer must provide suitable PPE according to standards to the employees who work with risk task.
\$2	Ministry of Industry Announcement, 25 April 2022, on Safety Measures for Chemical Management in Industrial Plants, B.E. 2022Section 8. Factory operators must provide labels in Thai or chemical safety instructions in Thai on chemical containers.
\$3	Ministry of Industry Announcement, 25 April 2022, on Safety Measures for Chemical Management in Industrial Plants, B.E. 2022. Chapter 3 Safety measures for the storage of hazardous chemicals: The factory shall have measures to prevent and suppress spills of hazardous chemicals.

# Management systems

	Policies and procedures	Resources	Communication and training	Monitoring
1. Employment is freely chosen				
1.A. Responsible recruitment and entitlement to work				
2. Freedom of association and right to collective bargaining are respected				
3. Working conditions are safe and hygienic				
4. Child labour shall not be used				
5. Legal wages are paid				
6. Working hours are not excessive				
7. No discrimination is practiced				
8. Regular employment is provided				



Not addressed



Fundamental improvements required



Some improvements recommended



Robust management systems

	Policies and procedures	Resources	Communication and training	Monitoring
8.A. Sub-contracting and homeworkers are used responsibly	✔	✔	✔	✔
9. No harsh or inhumane treatment is allowed	✔	✔	✔	✔
10.A. Environment 2-Pillar	✔	✔	✔	✔
10.C. Business ethics	✔	✔	✔	✔

- ✖

Not addressed
- ⚠

Fundamental improvements required
- i

Some improvements recommended
- ✔

Robust management systems

# Site details

## Company and site details

Sedex company reference	ZC5000018392	
Sedex site reference	ZS1000020776	
Company name	KAI HSUN ENTERPRISE CO. LTD.	
Business ownership type	GOODS	
Site name	KAI HSUN ENTERPRISE	
Site name in local language	บริษัท ไคซัน เอ็นเตอร์ไพรส์ จำกัด	
GPS location	GPS address	No.102/48, Moo 3, Thasao, Krathum Baen, Samutsakhon, 74110, Thailand.
	Coordinates	13.615965, 100.263944
Is the worksite in a remote location, far from habitation?	No	
Site contact	Contact name	Mr.Khachonchak Suphanthamanon
	Job title	Managing Director
	Phone number	034-473-975
	Email	HR@kaihsun.co.th
Applicable business and other legally required business license numbers and documents	Factory license no.Jor3-28(1)-8/65SorKor, 20740211725657 issued since 13/12/2022 No expire date. Business registration no.0105548067973 issued since 24/05/2005.	

## Site activities

Site function	Factory Processing/Manufacturer
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## Site activities

Site activities	Primary	Manufacture of wearing apparel (clothing), except fur apparel
	Secondary	
	Other	
Product type	Manufacturing of Apparel	
Process overview	Raw material receiving => Printing => Pressing => Cutting => Screening => Sewing => Packing => Store (Short time) => Delivery	
What level of mechanization best describes the work at this site?	Low mechanisation / high manual Labour	

## Site scope

Is the audited site a physically continuous area?	Yes	
What is the area of audited site to its boundary?	4800m <sup>2</sup>	
Building 1	Last construction works on site	2022
	If building is shared, provide details	The factory does not share building.
	Number of floors	4
	Description of floor activities	Floor 1: Office, Showroom, Meeting Room, Fabric Storage, Fabric Inspection Floor 2: Printing, Pressing Floor 3: Sewing, Ironing, QC and Packing Floor 4: Cutting, Embroidery, and Screening
Building 2	Last construction works on site	2022
	If building is shared, provide details	Canteen (Eating Area)
	Number of floors	2
	Description of floor activities	Floor 1 and 2 are eating area.
Is there any difference between the site scope of the audit and the Sedex site profile?	No	



## Site scope

Does the scope of the audit subdivide any building or is limited to particular processes, products or businesses within the physical site? No

Is any activity conducted onsite not included within the scope of the audit? No

## Worker accommodation and transport

Are there any site-provided worker accommodation buildings? No

Does the site organise worker transport to the worksite? Not provided  
The factory does not provide transportation or accommodation.

## Work patterns

Approximate workers on site per month (% of peak)	January	50-75%	February	75-90%
	March	75-90%	April	25-50%
	May	50-75%	June	50-75%
	July	50-75%	August	90-95%
	September	90-95%	October	50-75%
	November	50-75%	December	50-75%

Is there any night or back shift work at the site? No

## Site assessments

Does this site hold any certifications that address labour standards, human rights, corruption or environmental impact?

Other certification

- 1) Green Industry Level2 issued by Ministry of Industrial (established and implemented program to reduce environment impact). Cert. no.GI(E)2-1076/2567 valid to 14/09/2027.
- 2) Global Recycled Standard Certificate no.CU1043330GRS-2024-00125398 valid to 21/11/2025.
- 3) Thailand Greenhouse Gas Management Organization: Verified Greenhouse gas emission registration date 26/11/2024 (Verification period 01/01/2023-31/01/2023).

Has the site assessed for negative impacts on the human rights, lands, resources, territories, livelihoods or food security of indigenous peoples or the local community?

Yes

The factory provides human rights policy and human rights assessment with process that identifies and prioritizes the potential or actual negative effects of a project, policy, or business activity on human rights (document announcement on 02/08/2023).

Has there been a Human Rights Impact Assessment (HRIA) conducted within the last three years at this site?

Yes

The factory has conducted Human Right Due Diligence (HRDD) in order to indicate prevention and mitigation approaches associated with the UN Guiding Principles on Business and Human Rights (UNGPR) with human rights issues which may occur from business operations. It is expected that businesses associated with. The factory complies with the human right policy. This is compulsory for the business to take actions to respond to the policy properly. Updated 01/01/2025.

# Worker analysis

Gender disaggregated data available

Men and women

## Worker totals

	Men	Women	Other	Total
Number of workers	129 (41%)	186 (59%)	- -	315 (100%)

## Workers by type

	Men	Women	Other	Total
Permanent workers (employees)	61 (38.6%)	97 (61.4%)	- -	158 (50.2%)
Temporary or fixed term employees	0 -	0 -	- -	0 (0%)
Agency or subcontracted workers	68 (43.3%)	89 (56.7%)	- -	157 (49.8%)
Seasonal workers	0 -	0 -	- -	0 (0%)
Self-employed workers	0 -	0 -	- -	0 (0%)
Informal workers including home workers	0 -	0 -	- -	0 (0%)
Apprentices, trainees or interns	0 -	0 -	- -	0 (0%)

\* % of total workforce

## Migrant workers

	Men	Women	Other	Total
Domestic migrant workers	0 -	0 -	- -	0 (0%)
International migrant workers	98 (41.9%)	136 (58.1%)	- -	234 (74.3%)
Total migrant workers	98 (41.9%)	136 (58.1%)	- -	234 (74.3%)

\* % of total workforce

Where workers have migrated internally, list the most common internal states workers have moved from

Not applicable.

## Workers by age

	Men	Women	Other	Total
18 - 24 years old	18 (46.2%)	21 (53.8%)	- -	39 (12.4%)
15 - 17 years old	0 -	0 -	- -	0 (0%)
Under 15 years old	0 -	0 -	- -	0 (0%)

\* % of total workforce

Is the worker analysis data relevant for peak season and current to the audit?

Yes

Please list the nationalities of all workers, with the three most common nationalities listed first

Burmese  
Thai

Most common nationalities as approximate % of workforce

	Men	Women	Other	Total
Burmese	24%	76%	-	100%
Thai	27%	73%	-	100%

## Workers by remuneration type

	Men	Women	Other	Total
Workers paid per unit (piece rate)	0 -	0 -	- -	0 (0%)
Workers paid based on a mix of 'piece work' and hourly rate	0 -	0 -	- -	0 (0%)
Workers paid hourly / daily rate	88 (36.4%)	154 (63.6%)	- -	242 (76.8%)
Salaried workers	40 (54.8%)	33 (45.2%)	- -	73 (23.2%)

\* % of total workforce

## Workers by payment cycle

	Men	Women	Other	Total
Paid daily	0 -	0 -	- -	0 (0%)
Paid weekly	0 -	0 -	- -	0 (0%)
Paid monthly	129 (41%)	186 (59%)	- -	315 (100%)
Other	0 -	0 -	- -	0 (0%)

\* % of total workforce

If other payment cycle entered, please provide details

All workers were paid monthly on 5th of the month

## People in managerial, supervisory and administrative roles

	Men	Women	Other	Total
Employees in management positions	2 (100%)	0 (0%)	- -	2
Supervisors or team leaders	2 (100%)	0 (0%)	- -	2
Administrative staff	1 (9.1%)	10 (90.9%)	- -	11

# Worker interview summary

Gender disaggregated data available	Men and women
Which methods of worker engagement were used?	Group interviews Individual interviews

## Digital worker survey participants

	Men	Women	Other	Total
Number of workers	-	-	-	-

Were any of the audit findings attributable to the survey?	
Was the interview sample representative of all types of nationality and employment types of workers?	Yes
Was the interview sample representative of the gender composition of the workforce?	Yes
Number and size of group interviews	4 groups of 5 workers.
Did workers understand the purpose of the audit?	Yes
Were interviews conducted in circumstances to ensure privacy, with the confidentiality of the interview process communicated to the workers?	Yes
Was there any indication that workers had been 'coached' in how they should respond to questions?	No
What was the general attitude of the workers towards their workplace?	Favorable



## Attitude of workers

In which areas did workers raise significant concerns or complaints?	Training and development
What did the workers like the most about working at this site?	Workplace benefits (e.g. child care provisions) Work atmosphere (e.g. treatment by supervisors)
Additional comments	Benefits are provided to all employees according to the local law requirement, such as 30 days paid for sick leave, at least 6 days paid vacation day, at least 13 days paid for holiday and 98 days paid for maternity leave (45 days paid by factory and 45 days paid by Social Security Fund Office).
Attitude of workers' committee/union representatives	It is not applicable to the factory to have worker committee due to number of workers does not reach local law required. Also, no union established. However, the workers can raise their concerns to their representative or human resource. Workers have positive attitude toward factory.
Attitude of managers	Managers are having a good attitude toward the audit. They are aware of social compliance requirement.

## Workers interviewed by type

	Total
Permanent workers	15
Temporary or fixed-term employees	0
Agency or subcontracted workers	11
Seasonal workers	0
Other workers	0
Total number of workers interviewed	26

## Workers interviewed by group/individual

	Men	Women	Other	Total
Workers interviewed in groups	10	10	-	20

## Workers interviewed by group/individual

Workers interviewed individually	3	3	-	6
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## Migrant workers interviewed

	Men	Women	Other	Total
Domestic migrant workers interviewed	0	0	-	0
International migrant workers interviewed	7	7	-	14
Total migrant workers interviewed	7	7	-	14

# Measuring workplace impact

Gender disaggregated data available

Men and women

## Annual worker turnover (%)\*

	Men	Women	Other	Total
Last full quarter (90 days)	3.7%	1.7%	-	2.2%
Last full calendar year (2024)	25.8%	13.8%	-	16.9%
Previous full calendar year (2023)	17.4%	13.6%	-	14.6%

\* Number of workers leaving in last 12 months as a % of average total number of workers on site over the year.

## Rate of absenteeism (%)\*

	Men	Women	Other	Total
Last full quarter (90 days)	1.2%	0.5%	-	0.7%
Last full calendar year (2024)	0.4%	0.1%	-	0.2%
Previous full calendar year (2023)	0.3%	0.2%	-	0.2%

\* Number of days lost through job absence in the year, calculated as (the number of employees on 1st day of the year + number employees on the last day of the year) / 2)\* number available workdays in the year\*100

Are accidents recorded?

Yes

Yes, accident records available for review.

## Annual number of work related accidents and injuries (per 100 workers)\*

	Men	Women	Other	Total
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## Annual number of work related accidents and injuries (per 100 workers)\*

Last full quarter (90 days)	0.0%	0.0%	-	0.0%
Last full calendar year (2024)	0.0%	0.0%	-	0.0%
Previous full calendar year (2023)	0.0%	0.0%	-	0.0%

\* Calculated as (number of work related accidents and injuries \* 100) / number of total workers.

## Lost day work cases (per 100 workers)\*

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	0.0%	-	0.0%
Last full calendar year (2024)	0.0%	0.0%	-	0.0%
Previous full calendar year (2023)	0.0%	0.0%	-	0.0%

\* Calculated as (number of lost days due to work accidents and work related injuries \* 100) / number of total workers.

## Percentage of workers that work on average more than 48 standard hours in a given week

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	0.0%	-	0.0%
Last full calendar year (2024)	0.0%	0.0%	-	0.0%
Previous full calendar year (2023)	0.0%	0.0%	-	0.0%

## Percentage of workers that work on average more than 60 standard hours in a given week

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	0.0%	-	0.0%

Percentage of workers that work on average more than 60 standard hours in a given week

Last full calendar year (2024)	0.0%	0.0%	-	0.0%
Previous full calendar year (2023)	0.0%	0.0%	-	0.0%

# 0. Enabling accurate assessment

## Summary of findings

Code area	Workplace requirement	Local law	Finding
No findings			
Systems and evidence examined to validate this code section	<p>Current status:</p> <ul style="list-style-type: none"><li>-The company provides full access to auditor there is no obstruction.</li><li>-No bribery offered or threaten the auditor.</li><li>-Human rights policy statement that is approved at the most senior level Managing Director communicated to all personnel and trained.</li><li>-Necessary training provided to all employees.</li></ul> <p>Evidence examined:</p> <ul style="list-style-type: none"><li>-Site audit</li><li>-Review human rights policy</li><li>-Training record</li></ul>		

0. Enabling accurate assessment

Data points

Has the site received an official notice, fine, prosecution, or withhold release order (WRO) for non-compliance with legislation, regulation, consent, or permits within the last three years, relating to Health and Safety, labour rights or the environment?	No
Did any workers selected by the auditor decline to be interviewed?	No
Were sufficient documents for non-employee (e.g. agency or other subcontracted) workers available for review?	<p>Yes</p> <p>The factory provide sufficient documents for non-employee workers and available for review.</p>

# 1. Employment is freely chosen

## Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	<ul style="list-style-type: none"> <li>-The factory allows auditor to conduct audit at their site without any obstruction.</li> <li>-Policy on human rights has been established and provided training to the employees. Updated and effective since 01/01/2025</li> <li>-The policies also posted on the communication board.</li> <li>- Training to the employees on 02/12/2024</li> </ul>

## Summary of findings

Code area	Workplace requirement	Local law	Finding
	No findings		
Systems and evidence examined to validate this code section	<p>Current systems:</p> <ul style="list-style-type: none"> <li>-The factory has established factory rules and regulation and communicated to employees by orientation for new employees and posted at notification board.</li> <li>-The factory has provided written employment contract to all employee's sign in employees' language, signed by both parties and a copy was provided to them.</li> <li>-No home-worker is employed in the factory.</li> <li>-The factory paid recruitment fee at any stage of the recruitment process for migrant worker.</li> </ul> <p>Evidence examined:</p> <ul style="list-style-type: none"> <li>-Site tour</li> <li>-Seen policies and procedures established and implemented</li> <li>-Review documents, records, and inspection reports</li> </ul>		



1. Employment is freely chosen

Data points

If required under local law, is there a published 'modern slavery' or similar statement?	No
Does the site utilise any workers who are prisoners?	No
Does the site use the labour of persons required to work under any government scheme?	No

# 1.A. Responsible recruitment and entitlement to work

## Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	<p>-The company has established human rights policies effective since 2024, human rights risk assessment established however, there are some points to take action as a management system e.g. diligence on local broker and monitor them to ensure their compliance to requirement.</p> <p>- Training to the employees on 02/12/2024</p> <p>- Responsible person for Human rights is Ms. Pornchanok HR.</p>

## Summary of findings

Code area	Workplace requirement	Local law	Finding
	No findings		

**Systems and evidence examined to validate this code section**

**Current systems:**

- The factory has established factory rules and regulation and communicated to employees by orientation for new employees and posted at notification board.
- The factory does not provide recruitment fee policy and not communicated to migrant worker.
- The factory has provided written employment contract to all employee's sign in employees' language (Myanmar), signed by both parties and a copy was provided to them.
- No home-worker is employed in the factory.
- The factory paid recruitment fee at any stage of the recruitment process for migrant worker.

**Evidence examined:**

- Site observation
- Policies and procedure review
- Inspection report and records review
- Interview with responsible persons

## 1.A. Responsible recruitment and entitlement to work

### Data points

#### Labour hire

Does the site use labour providers and/or formal, temporary, seasonal or guest worker programmes?	Workers are recruited, selected, and hired directly by our company
How do the labour providers recruit and hire workers?	Directly
Where labour providers were used to recruit, what was the highest number of tiers identified in a workers recruitment journey?	2
Are there any subcontracted workers (including dispatched labour) on site?	Yes
How many contractors are present and what are the names of the employer(s)?	1. B.I.G. INTERGUARD CO., LTD. (Security Guard Service Provider) 2. RUNGSIAMGARMENT CO., LTD. (Production Provider)
Were all non-employee (e.g. agency or subcontracted) workers included within the scope of this audit for the purpose of document review and (if onsite on date of audit) interview?	Yes
Were sufficient documents for non-employee (e.g. agency or other subcontracted) workers available for review?	Yes

#### Migrant workers

Do any workers migrate across international borders to work at this site?	Yes
List the sending countries	Myanmar
Percentage of workers that are migrant	74%

Do any workers migrate from other states, provinces or regions within the country to work at this site?

No

## Recruitment fees

Were you able to detect recruitment fees and costs paid by workers during the recruitment and employment process?

No  
The recruitment fees and costs paid by the factory.

Were recruitment fees or costs identified during worker interviews?

No  
The recruitment fees and costs paid by the factory.

## 2. Freedom of association and right to collective bargaining are respected

### Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	<ul style="list-style-type: none"> <li>-No union established in the factory.</li> <li>-The Welfare Committee has been established by election as local law required.</li> <li>-Welfare committee has been conducted meeting with management representative in regularly (at least every three months).</li> <li>-Based on Welfare committee interview; there is not discrimination on the committee as per interviewed with them.</li> <li>-Grievance and Complain process established for reporting, Management, HR Department, Welfare Committee, Health and Safety Committee and Suggestion box are available as channel for employee's communication with management.</li> <li>- Training to the employees on 02/12/2024</li> <li>- Responsible person for Human rights is Ms. Pornchanok HR.</li> </ul>

### Summary of findings

Code area	Workplace requirement	Local law	Finding
	No findings		

**Systems and evidence examined to validate this code section**

**Current status:**

-Grievance and Complain process established for reporting, Management, HR Department, Welfare Committee, Health and Safety Committee and Suggestion box are available as channel for employee's communication with management.

**Evidence examined:**

- Site observation
- Policies and procedure review
- Inspection report and records review
- Interview with responsible persons

## 2. Freedom of association and right to collective bargaining are respected

### Data points

Are trade unions allowed by law in the national context?	Yes
Are there any registered trade unions in the workplace?	No
Are they active?	
Does the employer recognise the trade union?	Not Applicable
Are the worker representative bodies, trade union or otherwise, accessible to all workers, including more vulnerable workers (such as female, migrant, agency, and seasonal workers)?	Yes
Are the worker representatives freely elected by the workforce as a whole?	Yes
Does union/worker committee membership reflect the gender composition of the workforce?	Yes
Does the membership reflect the nationality composition of the workforce?	Yes
Has there been any industrial action (e.g. strikes, unrest, or cases raised to formal tribunals or labour courts) in the past two years?	No



## 3. Working conditions are safe and hygienic

### Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Some Improvements Recommended
Monitor the effectiveness of procedures to meet policy and workplace requirements	Some Improvements Recommended
Explanation for management systems grades	<p>-While there are policies and procedures, risk assessment established and implemented however, the new machine (Fire pump) safety process needs to review for appropriate PPE and secondary containment of fuel.</p> <p>- Health and safety manual in Thai and Burmese established and effective since 01/04/2024.</p> <p>- Safety Policy is established and announced to all employees (Thai, and Burmese) on behalf of Managing Director Mr. Khachonchak Supphanthamanon.</p> <p>-Letter of assignment Responsible person on Health and Safety issued on 05/01/2025 signed by the MD.</p>

### Summary of findings

Code area	Workplace requirement	Local law	Finding
3. Working conditions are safe and hygienic	3.H Where identified as necessary to reduce r...	§1	NC <a href="#">ZAF600827515</a>
	3.N Maintain a log of all hazardous substance...	§2	NC <a href="#">ZAF600827516</a>
	3.N Maintain a log of all hazardous substance...	§3	NC <a href="#">ZAF600827517</a>

## Systems and evidence examined to validate this code section

### Current status:

#### Safety Management

- Factory license No. 20740211725657
- Business registration no. 0105548067973
- Health and safety manual in Thai and Burmese established and effective since 01/04/2024.
- Safety Policy is established and announced to all employees (Thai, and Burmese) on behalf of Managing Director Mr. Khachonchak Supphanthamanon.
- Letter of assignment Responsible person on Health and Safety issued on 05/01/2025 signed by the MD.
- Safety committee elected by the workers and valid to from June 2024 – June 2026. Seen evidence of training latest in January 2022 submitted documents to local labour authority on 26/06/2024. Meeting latest on 28/01/2025.
- 1 safety officer at professional level Mr. Apichat Baithong , 1 Safety officer at Management level and 15 safety officers at supervisor level.
- Risk assessments conducted updated latest on 18/05/2024
- Safety training for new employee arranged on 02/12/2024, 4 new employees joined the training.
- Safety plan established for Year 2024 and 2025
- Safety report submit to local labour department for period of July – December 2024 on 13/01/2025

#### Chemical management

- Name and symbol are identified on the container e.g. 18/01/2025
- Safety Data Sheet(s) of all the chemicals are available at the point of use and storage area.
- Secondary containment and absorbent provided to prevent land and drainage contamination of leakage and spillage at chemical storage area. Emergency eyewash was available at chemical storage area.
- Work environment light, noise, heat, chemical fume in the workplace conducted on 07/05/2024 by external vendor Pinthong Group Management and Consultant Co., Ltd.
- Chemical leakage drill conducted on 17/12/2024 by safety officer a professional level and relevant employees from printing and screen departments.
- Chemical list submitted to local labor department on 13/01/2025.
- Safety and Chemical safety training provided to workers regularly, the latest was on 18/01/2025

#### Machines, equipment and tools

- Inspection and preventive maintenance programs are in place and implemented to ensure the safety function works. Seen the record on 13/02/2025.
- Ground resistance was connected in each machine and equipment
- Boiler: Boiler emergency drill conducted on 09/08/2024 by safety officer and all employees.
- LPG (for fabric Steamed machine) emergency drill conducted on 09/08/2024 all employees attended.
- Boiler inspection conducted by qualified engineer on 29/05/2024. Boiler Controller is Mr. Sontaya license valid until 31/12/2027.
- 1 material transportation lift, inspected by qualified engineer on 17/10/2024.
- Replacement of some equipment needs and the factory replaced the equipment, re-inspected by qualified engineer on 16/11/2024. Daily inspection conducted by the internal staff on 13/02/2025
- LPG station permit issued on 26/12/2024. Inspection by qualified engineer on 29/10/2024

#### Electrical system

- The annual safety inspection of the electrical system last on 03/04/2024. The report was submitted the government on 23/04/2024.

#### Emergency Preparedness and Response

- A procedure has been established, implemented and maintained for emergency preparedness and response in cases of emergency fire.
- Firefighting drill conducted on 06/08/2024 60 employees attended.
- Fire evacuation drill conducted on 06/08/2024 all employees attended. The training provided by Banpaew Local government authority.
- Emergency response equipment was inspected as periodically such as fire alarm, fire extinguisher, etc were inspected on 13/01/2025. An emergency response team has

been assigned and trained their responsibility.  
-Building safety patrol conducted by safety officer at professional level on 15/03/2024.

#### Incident and Accident Investigation

-Incident and accident investigation form established and use by relevant employees.  
-Seen records of accident on 01/02/2025 scissors cut finger, little injured. First aid on site and can back to work.  
-Incidents are reported by the person involved. Each incident is investigated in a timely manner. Appropriate investigation methods are used to identify immediate and root causes. Corrections and corrective actions are defined for each incident.

#### Health Check Up

-The annual health check-up as risk factor was performed lasted 06/11/2024 by Bangpakok 9 International hospital e.g. toluene in urinate, pulmonary efficiency, occupational eye vision. Abnormal case submitted to the labour authority on 13/01/2025.  
-Seen occupational health check-up for the new worker e.g. started working since 02/12/2024 (Printing) had health check up on 11/12/2024 by Vichaivej hospital.

#### First Aid

-First aid kit provided and responsible by safety officer supervisor level  
-First aid training provided on 13/12/2023 and during fire evacuation training in December 2024.

#### Drinking water and Toilet

-Drinking water provided on site with regularly tested. The latest test was on 09/05/2024  
-Toilet provided separate by gender

#### Accommodation

-Company did not provided for accommodation to employees.

#### Evidence examined:

-Site observation  
-Policies and procedure review  
-Inspection report and records review  
-Interview with responsible persons

# Findings: non-compliances

ZAF600827515

Non-compliance

Due 2025-04-02

<b>Code area</b> 3 Working conditions are safe and hygienic	<b>Status</b> Closed (2025-03-30)*
<b>Workplace requirement</b> 3.H Where identified as necessary to reduce residual risk, provide (without charge to workers) and ensure the use of appropriate personal protective equipment (PPE).	<b>Time given to resolve</b> 30 days
<b>Issue title</b> 277 - Workers are not issued with Personal Protective Equipment, or it is not appropriate to the risk - isolated	<b>Verification method</b> Desktop audit
<b>Description</b> During site tour found that the maintenance worker who responsible for checking fire alarm operation (statrting the engine) did not provide Personal Protective Equipment (PPE) for noise reduction.	<b>Area of non-compliance/non-conformance</b> Local law Base code
<b>Corrective and preventative actions</b> The factory shall ensure appropriate PPE is provided and use by the worker when working.	
<b>Local law reference</b> Occupational Safety, Health and Working Environment Act B.E. 2554 Section 8: The employer must provide suitable PPE according to standards to the employees who work with risk task.	

Evidence



[NC\\_No PPe provide for maintenance worker operate the Fire pump \(noise reduction\)..jpg](#) 


\* PDF generated at 11:11 (UTC) on 30 Mar 2025. [View this finding on the Sedex platform](#) for live updates and closure details.

ZAF600827516

Non-compliance

Due 2025-05-02

## Code area

3 Working conditions are safe and hygienic

## Workplace requirement

3.N Maintain a log of all hazardous substances (e.g. chemicals and pesticides) on site. Ensure that these are managed appropriately at all times in line with safety instructions, including storage, use and disposal.

## Issue title

231 - Material safety data sheet (MSDS) is incomplete/inaccurate/not in worker language/not understood by workers

## Description

During site tour it was noted that Safety Data sheet (SDS) of 2 chemicals (JUT-36W, HyperCone Retardton) at chemical storage room were not in employee local language.

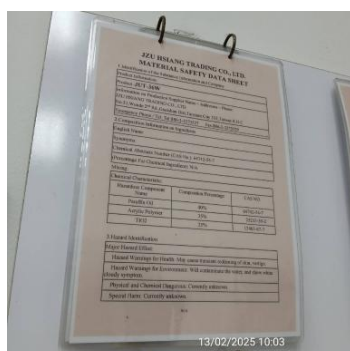
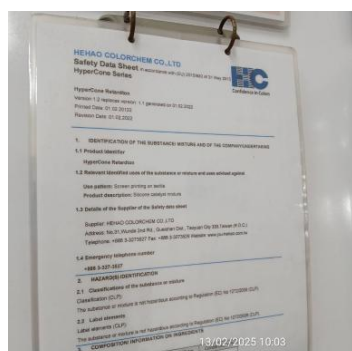
## Corrective and preventative actions

The factory shall ensure that SDS provided are in employee local language.

## Local law reference

Ministry of Industry Announcement, 25 April 2022, on Safety Measures for Chemical Management in Industrial Plants, B.E. 2022Section 8. Factory operators must provide labels in Thai or chemical safety instructions in Thai on chemical containers.

## Evidence



[NC\\_SDS not local language-2.jpg](#)

[NC\\_SDS not local language-1.jpg](#)



\* PDF generated at 11:11 (UTC) on 30 Mar 2025. [View this finding on the Sedex platform](#) for live updates and closure details.

**ZAF600827517**

**Non-compliance**

**Due 2025-04-02**

## Code area

3 Working conditions are safe and hygienic

## Status

Closed (2025-03-30)\*

## Workplace requirement

3.N Maintain a log of all hazardous substances (e.g. chemicals and pesticides) on site. Ensure that these are managed appropriately at all times in line with safety instructions, including storage, use and disposal.

## Issue title

240 - No/inadequate safety measures/anti-explosion measures for chemicals (e.g. no anti-leaking system/secondary container/unbunded)

## Description

It was noted that empty diesel containers were temporary placed without secondary containments (Near by fire pump room).

## Corrective and preventative actions

The factory should ensure that chemical containers are provided with secondary containment.

## Local law reference

Ministry of Industry Announcement, 25 April 2022, on Safety Measures for Chemical Management in Industrial Plants, B.E. 2022. Chapter 3 Safety measures for the storage of hazardous chemicals: The factory shall have measures to prevent and suppress spills of hazardous chemicals.

## Evidence



[NC No secondary Containment diesel containers.jpg](#)



\* PDF generated at 11:11 (UTC) on 30 Mar 2025. [View this finding on the Sedex platform](#) for live updates and closure details.

### 3. Working conditions are safe and hygienic

## Data points

Is someone within the company responsible for health and safety?	Yes, qualified safety officer
Do workers operate high risk or heavy machinery or vehicles as part of their jobs?	No
Do workers handle or have access to hazardous substances (e.g. chemicals or pesticides)?	Yes  Thinner and colour for printing on the fabric.
Who organises accommodation for workers?	Workers independently arrange their own accommodation
Who organises worker transportation between accommodation and worksite?	Workers organise their own transport
Who organises worker transportation while at work?	Workers organise their own transport
Do all structural additions (e.g. added floors) have a valid permit/inspection report as per local law?	Yes  The permit was issued since 2022.
Does the visual appearance of the building give you any immediate concerns about the structural integrity of the building?	No
Are there any cracks observed in the walls, floors, ceilings or other areas of the facility, both internally or externally?	No
Does the site have a structural engineer evaluation?	Yes

## 4. Child labour shall not be used

### Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	<ul style="list-style-type: none"> <li>-Human rights policy including no child labor effective since 2024.</li> <li>-The company rule and regulation states youngest worker shall minimum age 18 years old.</li> <li>-Responsible person assigned Human resource department.</li> <li>-Training to relevant employees provided all section.</li> <li>- Training to the employees on 02/12/2024</li> <li>- Responsible person for Human rights is Ms. Pornchanok HR.</li> </ul>

### Summary of findings

Code area	Workplace requirement	Local law	Finding
	No findings		
Systems and evidence examined to validate this code section	<p>Current status:</p> <ul style="list-style-type: none"> <li>-No child and young labor are employed in the factory.</li> <li>-Based on personnel file and documents review, such as copy of ID card, house registration, education certificate and passport of migrant employees, there was no underage employee working in the factory.</li> <li>-The youngest employee found during the audit was over 18 years old.</li> </ul> <p>Evidence examined:</p> <ul style="list-style-type: none"> <li>-The company rule and regulation.</li> <li>-Evidence of age proof keeps in employee's file.</li> <li>-Youngest worker found during onsite.</li> </ul>		



4. Child labour shall not be used

Data points

Percentage of workers that are age 24 or younger	12%
Enter the legal age of employment	18
Enter the age of the youngest worker identified	21
Enter the number of workers under local legal minimum age	0
Enter the number of workers under 15 years old	0
Percentage of workers that are apprentices, trainees or interns	0.0%
Were there children present on the work floor but not working at the time of audit?	No
Do children live at the accommodation provided to workers?	Not Applicable

## 5. Legal wages are paid

### Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	<p>-The factory has following minimum wage required by the government, policy and procedure have been implemented.</p> <p>-The factory provides new rate from 1 January 2025, Notification of the wage committee on minimum wage rate (no.13), the 372 THB minimum daily wage rate shall be enforced in Samutsakhon.</p> <p>- Training to the employees on 02/12/2024</p> <p>- Responsible person for Human rights is Ms. Pornchanok HR.</p>

### Summary of findings

Code area	Workplace requirement	Local law	Finding
	No findings		

## Systems and evidence examined to validate this code section

### Current systems:

- Employees' wage is calculated on a monthly rate and daily rate basis.
- Wage is paid once a month on 30th of the month. Wage pay-slip are provided, the payments of employees are transmitted through bank.
- The factory has provided pay slip in employees' language to employees.
- Social security and tax have been deducted from employee's wage as local law requirement.
- The factory has paid the social security fund to Department of Public Welfare in every month, latest submitting for January 2025.
- Benefits are provided to all employees according to the local law requirement, such as 30 days paid for sick leave, at least 6 days paid vacation holiday, at least 13 days paid and maternity leave, at 98 days (45 days paid by the factory and 45 days paid by Social Security Fund Office).
- The minimum wage has been paid to employee is THB 372 per day which complied with local law in year 2025.
- The factory has paid overtime hours at premium rate as per local law required, 150% for overtime on normal working day, 200% for working on holiday and 300% for overtime on holiday.
- Daily employee's wage has been paid once a month on 5th of next month (Calculate: Working day on 1st of current month - the end of current month, Overtime calculates same period).
- Monthly employee's wage has been paid once a month on 5th of next month (Calculate: Working day on 1st of current month-the end of current month, Overtime calculates same period).
- All payments of employees are transmitted through the bank.

The sub-contractor company (B.I.G. INTERGUARD CO., LTD.)  
(Security Guard Service Provider)

- Daily employee's wage has been paid twice a month as 1-15 of month paid on 25th of month and 16-30 of month paid on 10th of next month.

### Evidence examined:

- Site observation
- Policies and procedure review
- Inspection report and records review  
(Time Attendance/Payroll/Pay-slip)
- Interview with responsible persons

## 5. Legal wages are paid

### Data points

What is the basic wage paid to workers?	The legal minimum wage
Does the site use digital payment methods (i.e. money paid directly into a bank account) to pay workers?	Only digital payments
How much as a percentage of their pay does a worker receive as 'payment-in-kind' benefits?	Between 1 and 10%

### Worker remuneration

Which benefits are provided to permanent or full-time workers that are not provided to temporary or part-time workers?	Health care
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### Summary information

Is legal wage/legally recognised CBAs data available for any of these options?	Daily Monthly	
Is actual wage data available on site for any of these options?	Daily Monthly	
Maximum legal working hours	Max hours per day	8.0
	Max hours per week	48.0
	Max hours per month	Non applicable
Actual required working hours	Required hours per day	8.0
	Required hours per week	48.0
	Required hours per month	Non applicable
Maximum legal overtime hours	Max hours per day	Non applicable
	Max hours per week	36.0
	Max hours per month	Non applicable

Actual overtime hours	Max hours per day	2.0
	Max hours per week	12.0
	Max hours per month	Non applicable
Minimum legal wage	Min per hour	Non applicable
	Min per day	372.0
	Min per week	Non applicable
	Min per month	11160.0
Actual minimum wage	Actual per hour	Non applicable
	Actual per day	372.0
	Actual per week	Non applicable
	Actual per month	11160.0
Minimum legal overtime wage	Min per hour	69.75
	Min per day	Non applicable
	Min per week	Non applicable
	Min per month	Non applicable
Actual minimum overtime wage	Actual per hour	69.75
	Actual per day	Non applicable
	Actual per week	Non applicable
	Actual per month	Non applicable

## Wage analysis

Number of workers' records checked	26
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Provide the date and details of the records	<p>Sample in 3 months, February 2024, August 2024, and January 2025</p> <p>The factory:</p> <ul style="list-style-type: none"> <li>-Employees' wage is calculated on a daily and monthly rate basis.</li> <li>-The factory has provided pay slip in employees' language to employees.</li> <li>-Social security fund and personal income tax have been deducted from employee's wage as local law requirement.</li> <li>-The factory has paid the social security fund to SSO in every month.</li> <li>-Benefits are provided to all employees according to the local law and requirement.</li> <li>-Employees' wage is calculated on a daily rate and monthly rate basis.</li> <li>-The minimum wage has been paid to employee is THB 372 per day which complied with local law. by the way since 1 January 2025, Notification of the wage committee on minimum wage rate (no.13), the 372 THB minimum daily wage rate shall be enforced in Samutsakhon.</li> <li>-The factory has paid overtime hours at premium rate as per local law required, 150% for overtime on normal working day, 200% for working on holiday and 300% for overtime on holiday.</li> <li>-The factory has paid the social security fund to SSO in every month, latest submitting was in January 2025.</li> <li>-No deduction for penalty's purpose noted. Social security fund and tax will be deducted from employees' basic wage which was complied with local law.</li> </ul>
Are there different legal minimum/ legally recognised CBAs wage grades?	No
For the lowest paid workers, are wages paid for standard/contracted hours (excluding overtime) below or above the legal minimum/ legally recognised CBAs?	Above legal minimum
Indicate the breakdown of workforce per earnings	<ul style="list-style-type: none"> <li>-Wage is calculated on daily rate basis.</li> <li>-The minimum wage has been paid to employee is THB 363 per day which complied with local law.</li> <li>-From 1 January 2025, Notification of the wage committee on minimum wage rate (no.13), the 372 THB minimum daily wage rate shall be enforced in Samutsakhon.</li> </ul>
Are there any bonus schemes used?	No
Were accurate records shown at the first request?	Yes
Were any inconsistencies found?	No

# 5.A. Living wages are paid

## Summary of findings

Code area	Workplace requirement	Local law	Finding
No findings			
Systems and evidence examined to validate this code section	<p>Current systems:</p> <ul style="list-style-type: none"><li>-The factory provides wage improvement plan that aims to pay all workers a living wage within a stated timeframe in year 2025.</li></ul> <p>Evidence examined:</p> <ul style="list-style-type: none"><li>-Site observation</li><li>-Policies and procedure review</li><li>-Inspection report and records review</li><li>-Interview with responsible persons</li></ul>		

## 6. Working hours are not excessive

### Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	<ul style="list-style-type: none"> <li>- Working hours control, recording, and policy procedures are available for review.</li> <li>- Factory rule and regulation established in both languages and communicated to employees on 02/12/2024</li> <li>- Training to the employees on 02/12/2024</li> <li>- Responsible person for Human rights is Ms. Pornchanok HR.</li> </ul>

### Summary of findings

Code area	Workplace requirement	Local law	Finding
	No findings		
Systems and evidence examined to validate this code section	<p>Current systems:</p> <ul style="list-style-type: none"> <li>-Finger scan and manual time record are used to record all employees' working hours.</li> <li>-Working day as follows Office and Production work 6 days a week (Monday to Saturday and Sunday is a weekly day off).</li> <li>-Working time of office is 08.30 A.M.-05.30 P.M. with one hour for meal break.</li> <li>-Working time (day) of productions is 08.30 A.M.-05.30 P.M. with one hour for meal break (12.00 P.M.-01.00 P.M.).</li> <li>-Working time (night) of productions is 08.00 P.M.-05.00 P.M. with one hour for meal break (00.00 A.M.-01.00 A.M.).</li> <li>-Thirty minutes break provided in case of overtime working more than two hours.</li> </ul> <p>Evidence examined:</p> <ul style="list-style-type: none"> <li>-Site observation</li> <li>-Policies and procedure review</li> <li>-Inspection report and records review</li> <li>-Interview with responsible persons</li> </ul>		





## 6. Working hours are not excessive

### Data points

Is the sample size the same as in the wages section?	Yes
Normal day overtime premium as a percentage of standard wages	150%
If the site pays an overtime premium of less than 125% and this is allowed under local law, are there other considerations?	The factory has paid overtime hours at premium rate as per local law required, 150% for overtime on normal working day, 200% for working on holiday and 300% for overtime on holiday.
Excluding overtime, what are the regular working hours per week for workers at this site?	48.0
Including overtime, what is the average number of working hours per week for full-time workers at this site?	60.0
In the sample, what was the maximum number of hours worked in a single week, including overtime, for any worker at this site?	60.0
Maximum number of days worked without a day off in sample	6

## 7. No discrimination is practiced

### Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	<ul style="list-style-type: none"> <li>-Policy related to non-discriminatory practice established and provided training to the employees.</li> <li>- No discrimination Policy including in the human rights policies updated on 01/01/2025.</li> <li>- Training to the employees on 02/12/2024</li> <li>- Responsible person for Human rights is Ms. Pornchanok HR.</li> </ul>

### Summary of findings

Code area	Workplace requirement	Local law	Finding
	No findings		
Systems and evidence examined to validate this code section	<p>Current systems:</p> <ul style="list-style-type: none"> <li>-Employee interviews; confirmed factory's implementation of equal salary for equal work for male and female employees.</li> <li>-Migrant worker (Myanmar) are provided with the same welfare benefits as that provided to the Thai employees.</li> </ul> <p>Evidence examined:</p> <ul style="list-style-type: none"> <li>-Site observation</li> <li>-Policies and procedure review</li> <li>-Inspection report and records review</li> <li>-Interview with responsible persons</li> </ul>		

## 7. No discrimination is practiced

### Data points

Percentage of women workers in skilled or technical roles (e.g. where specific qualifications are needed, such as engineer/laboratory analyst)?	10%
Representation of women in managerial roles (ratio of women workers to women managers)	0%
Representation of women in supervisory roles (ratio of women workers to women supervisors)	0%
Three most common nationalities in managerial and supervisory roles	Thai

## 8. Regular employment is provided

### Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	<ul style="list-style-type: none"> <li>-Policy and procedure communication on the requirement has been implemented and provided training to the employees.</li> <li>- Training to the employees on 02/12/2024</li> <li>- Responsible person for Human rights is Ms. Pornchanok HR.</li> </ul>

### Summary of findings

Code area	Workplace requirement	Local law	Finding
	No findings		
Systems and evidence examined to validate this code section	<p>Current systems:</p> <ul style="list-style-type: none"> <li>-The factory has established Factory rules a regulation and communicated to employees by orientation for new employees and posted at notification board.</li> <li>-The factory has provided written employment contract to all employee's sign in employees' language, signed by both parties and a copy was provided to them.</li> <li>-No home-worker is employed in the factory.</li> </ul> <p>Evidence examined:</p> <ul style="list-style-type: none"> <li>-Site observation</li> <li>-Policies and procedure review</li> <li>-Inspection report and records review</li> <li>-Interview with responsible persons</li> </ul>		

8. Regular employment is provided

# Data points

Percentage of workers that are permanently or temporarily employed	50.16%
Percentage of workers that have been engaged via irregular, sub-contracted or non-employment models of labour, rather than permanent or temporary contracts of employment	49.84%
Percentage of workers employed as apprentices, trainees or interns	0.0%

## 8.A. Sub-contracting and homeworkers are used responsibly

### Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	-Policy and procedure communication on the requirement has been implemented and provided training to the employees.

### Summary of findings

Code area	Workplace requirement	Local law	Finding
	No findings		
Systems and evidence examined to validate this code section	Current systems: -No subcontracting employed in the factory. -No home worker employed in the factory.  Evidence examined: -Site observation -Policies and procedure review -Inspection report and records review -Interview with responsible persons		

## 8.A. Sub-contracting and homeworkers are used responsibly

### Data points

Are homeworkers employed directly or engaged through an agent? Not applicable

Gender disaggregated data available

### Number of homeworkers used

	Men	Women	Other	Total
Number of workers	-	-	-	-

What processes are carried out by homeworker?

Are full records of homeworkers available at the site?

Does the supplier buy products or services from suppliers that use homeworkers? Information not available  
no Sub-contracting and homeworkers

### Sub-contracting

Are there any concerns about unrecorded work or undeclared sub-contracting on site, giving considerations to the workers' capacity? No  
no Sub-contracting

Are any sub-contractors used? No



## 9. No harsh or inhumane treatment is allowed

### Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	<ul style="list-style-type: none"> <li>-Policy related to no harsh or inhumane treatment established and provided training to the employees.</li> <li>- Training to the employees on 02/12/2024</li> <li>- Responsible person for Human rights is Ms. Pornchanok HR.</li> </ul>

### Summary of findings

Code area	Workplace requirement	Local law	Finding
	No findings		
Systems and evidence examined to validate this code section	<p>Current systems:</p> <ul style="list-style-type: none"> <li>-No sign of sexual harassment during factory observation and employees' interview.</li> <li>-All interviewees confirmed no physical or verbal abuse, any sorts of threat or intimidations, sexual or other harassments from the management or colleagues for that matter.</li> <li>-Grievance and Complain process was established for reporting, Management, HR Department, welfare committee, H&amp;S committee and Suggestion box are available as channel for employee's communication with management.</li> </ul> <p>Evidence examined:</p> <ul style="list-style-type: none"> <li>-Site observation</li> <li>-Policies and procedure review</li> <li>-Inspection report and records review</li> <li>-Interview with responsible persons</li> </ul>		

## 9. No harsh or inhumane treatment is allowed

### Data points

<b>Is there a formal process for workers to report concerns, complaints, or problems ('grievance mechanism')?</b>	<p>Yes, there is a formal grievance process</p> <p>The grievance process is available to all workers</p> <p>The grievance process is available to members of the local community</p>
<b>What type of grievance mechanism(s) are available?</b>	<p>The grievance process is available to Thai workers and Migrant worker. The grievance mechanism provided e.g. using of suggestion box, raise thier concerns via welfare committee (workers committee).</p>
<b>Number of grievances raised in the last 12 months</b>	0
<b>Number of grievances resolved in the last 12 months</b>	0

## 10.A. Environment 2-Pillar

### Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	<ul style="list-style-type: none"> <li>- Environmental policy was established by Managing Director on 01/02/2023</li> <li>- Green house gas (GHG) Policy established and signed by Top management of the factory Mr.Khachonchak Supphanthamanon / Managing Director</li> <li>- Environment assessment Procedure effective 01/06/2023</li> <li>- Environmental risk assessment (aspect) conducted latest on 01/06/2024 by Safety officer at Professional level and relevant departments.</li> <li>-use gas (GHG) Policy established and signed by Top management of the factory</li> <li>-The factory has registered with Ministry of Industrial work as waste generator.</li> <li>-Safety officer and his team responsible for Environmental management.</li> </ul>

### Summary of findings

Code area	Workplace requirement	Local law	Finding
	No findings		
Systems and evidence examined to validate this code section	<p>Current systems:</p> <ul style="list-style-type: none"> <li>-Environmental policy was established by Managing Director.</li> <li>-Greenhouse gas (GHG) Policy established and signed by Top management of the factory.</li> <li>-Hazardous waste collected by authorized company seen the records on database of Ministry of Industrial.</li> <li>-The factory has registered with Ministry of Industrial work as waste generator.</li> </ul> <p>Evidence examined:</p> <ul style="list-style-type: none"> <li>-Site observation</li> <li>-Policies and procedure review</li> <li>-Inspection report and records review</li> <li>-Interview with responsible persons</li> </ul>		



## 10.A. Environment 2-Pillar

### Data points

Has the site received an official notice, fine or prosecution for any non-compliances with environmental legislation, regulation, consent or permits (within the last three years)?	No
Does the site have any valid environmental or energy management certificates?	-Green Industry Level 2 issued by Ministry of Industrial (established and implemented program to reduce environment impact). Cert. no.GI(E)2-1076/2567 valid to 14/09/2027. -Thailand Greenhouse Gas Management Organization: Verified Greenhouse gas emission registration date 26/11/2024.
Are there any other sustainability certifications present (e.g. Forest Stewardship Council (FSC), Marine Stewardship Council (MSC)?	Yes  Global Recycled Standard Certificate no.CU1043330GRS-2024-00125398 valid to 21/11/2025.
Has the site implemented or made plans to implement any adaptive measures to protect workers from the impact of climate change?	No

# 10.B. Environment 4-Pillar

## Summary of findings

Code area	Workplace requirement	Local law	Finding
No findings			
Systems and evidence examined to validate this code section	<p>Current systems:</p> <ul style="list-style-type: none"><li>-Environment assessment Procedure effective 01/06/2023</li><li>-Environmental risk assessment (aspect) conducted latest on 01/06/2024 by Safety officer at Professional level and relevant departments</li><li>-Waste water tested by qualified vendor on 12/06/2024 the result pass local law requirements.</li><li>-Air emission quality from Fabric steam machine tested by qualified vendor on 14/06/2024 the result pass local law requirements.</li><li>-Chemical concentration in workplace inspected by qualified vendor on 07/05/2024 e.g. Toluene, total dust, responsible dust by Pinthong Group Management and Consultants Co., Ltd.</li><li>-Environmental training provided on 11/05/2024 by Safety officer at professional level</li><li>-General wastes were collected by Chock Orranat Recycled Co., Ltd. seen evidence of payment in January 2025 and contract number 6604/001</li></ul> <p>Evidence examined:</p> <ul style="list-style-type: none"><li>-Site observation</li><li>-Policies and procedure review</li><li>-Inspection report and records review</li><li>-Interview with responsible persons</li></ul>		

## 10.B. Environment 4-Pillar

### Data points

Has the site conducted a risk assessment on the environmental impact of the site, including implementation of controls to reduce identified risks?	Yes
What additional specific environmental policies does the site capture?	Sustainable material sourcing
Is there a system for managing client's requirements and legislation in the destination countries regarding environmental and chemical issues?	Yes Mr.Khachonchak Supphanthamanon / Managing Director and his team will dealing with client and get information for futher arrangement.
Does the site have reduction targets in place to manage climate related risks?	Yes, to reduce scope 1 greenhouse gases (GHGs) Yes, to reduce scope 2 greenhouse gases (GHGs) Yes, to reduce scope 3 greenhouse gases (GHGs)
Are any of these science-based targets?	No, and we do not intend to set one in the next two years
Does the site have reduction targets in place for environmental aspects (e.g. water consumption and discharge, waste, energy and green-house gas emissions: (Scope 1, 2 & 3))?	Yes Since 2023 the factory has plan to reduce usage of energy 5% and plan to reduce GHG emission 5% within 2027.
Has the site checked that any sub-contracting agencies or business partners operating on the premises have the appropriate permits and licences and are conducting business in line with environmental expectations of the facility?	Yes The site checks their buisness partner via factory license and need to submit qualification on line.

### Usage/discharge analysis

	Last full calendar year (2024)	Previous full calendar year (2023)
Total electricity consumption from non-renewable sources (kWh)	627,144	690,864
Total electricity consumption from renewable sources (kWh)	28,560	23,190
Sources of renewable energy used	Onsite generated	Onsite generated

Types of renewable energy used	Solar	Solar
Total natural gas consumption (kWh)	0	0
Usage of other purchased fuels	10752	7536
Has the site completed any carbon footprint analysis?	Yes	Yes
	<b>Scope 1: 48 (tCO<sub>2</sub>e)</b> <b>Scope 2: 117 (tCO<sub>2</sub>e)</b> <b>Scope 3: 1779 (tCO<sub>2</sub>e)</b>	<b>Scope 1: 49 (tCO<sub>2</sub>e)</b> <b>Scope 2: 118 (tCO<sub>2</sub>e)</b> <b>Scope 3: 1779 (tCO<sub>2</sub>e)</b>
Water sources	local water authority	local water authority
Does the site use mercury or mercury compounds?	No	No
Water volume used (m3)	1,717.2	1,536.3
Water discharged	Recycled and used in the factory.	Recycled and used in the factory.
Water volume discharged (m3)	697.2	784.6
Water volume recycled (m3)	620	700
Total waste produced (mt)	30.2	20.7
Total hazardous waste produced (mt)	0.1	0.6
Waste to recycling (mt)	30	20
Waste to landfill (mt)	0.2	0.1
Waste to other (mt)	0	0
Total product produced (mt)	117.8	88.8



## 10.C. Business ethics

### Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	-The factory established Business ethics, anti-corruption policy and communicated to all employees. The policy signed by Top Management issued on 02/05/2024. - Training to the employees on 12/12/2024.

### Summary of findings

Code area	Workplace requirement	Local law	Finding
	No findings		
Systems and evidence examined to validate this code section	<p>Current systems:</p> <ul style="list-style-type: none"> <li>-The factory established Business ethics and communicated to all employees. The policy signed by Top Management issued on 02/05/2024</li> <li>-The factory established Anti-corruption policy and communicated to all employees. The policy signed by Top Management issued on 02/05/2024</li> </ul> <p>Evidence examined:</p> <ul style="list-style-type: none"> <li>-Site observation</li> <li>-Policies and procedure review</li> <li>-Inspection report and records review</li> <li>-Interview with responsible persons</li> </ul>		

10.C. Business ethics

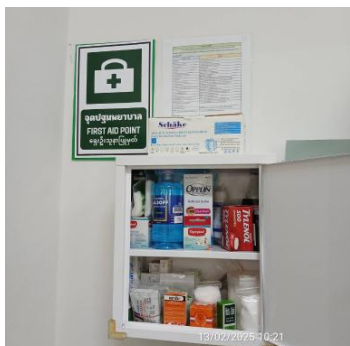
Data points

Has the site received an official notice, fine or prosecution for any non-compliances with business ethics legislation, regulation, consent or permits (within the last three years)?	No
Provide any certified anti-bribery management systems for the site	The factory does not have certificate related to anti-bribery Management Systems. However, the factory has established policies on anti-bribery. Policy established and signed by Top Management on 02/05/2024

## Attachments



[Drinking water provided.jpg](#)



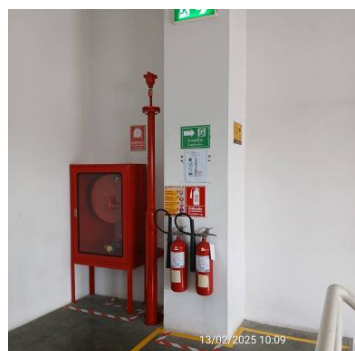
[First aid box.jpg](#)



[Fire alarm, evacuation map, Suggestion box.jpg](#)



[Emergency exit.jpg](#)



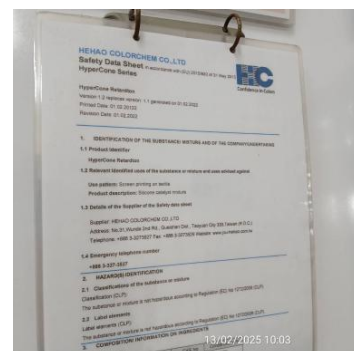
[Fire extinguishers-Hose-Exit sign.jpg](#)



[Emergency light.jpg](#)



[Toilets-2.jpg](#)



[NC\\_SDS not local language-2.jpg](#)



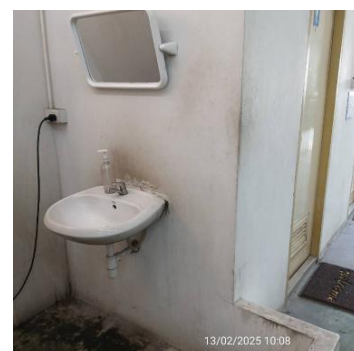
[Working hour records machine.jpg](#)



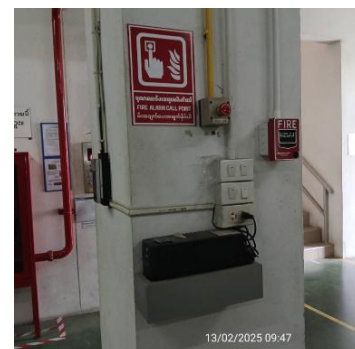
[Lockers.jpg](#)



[Fabric inspection.jpg](#)



[Wash basin.jpg](#)



[Bins \(Separate type of waste\).jpg](#)



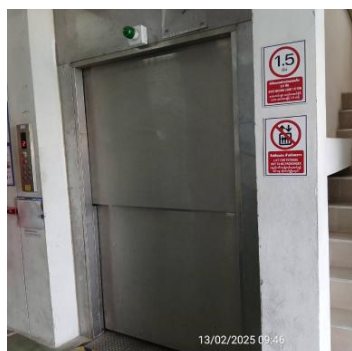
[Toilets-1.jpg](#)



[Guard house.jpg](#)



[Fire alarm.jpg](#)



[material transfer lift.jpg](#)



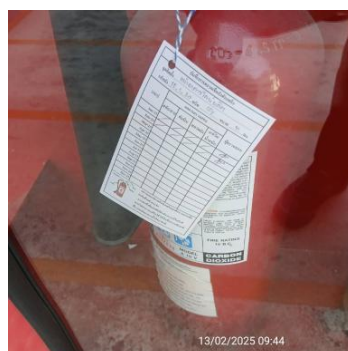
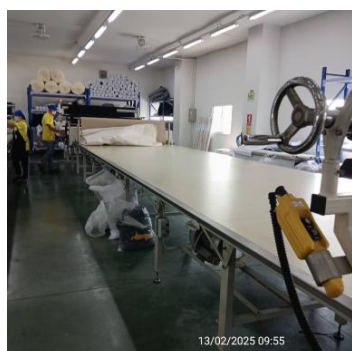
[Worker onsite - PPE use.jpg](#)



[Embroidery.jpg](#)



[Assembly area.jpg](#)



[Cutting tables.jpg](#)



[Spill kits provided.jpg](#)



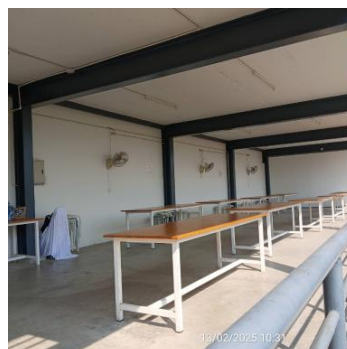
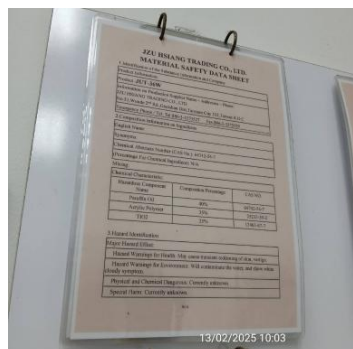
[Fire extinguisher.jpg](#)



[Eye guard at sewing machine \(2\).jpg](#)







[NC SDS not local language-1.jpg](#)



[NC No secondary Containment diesel containers.jpg](#)



[Eating area.jpg](#)



[Factory name plate \(Kai Hsun\).jpg](#)



[Factory building-Front gate.jpg](#)



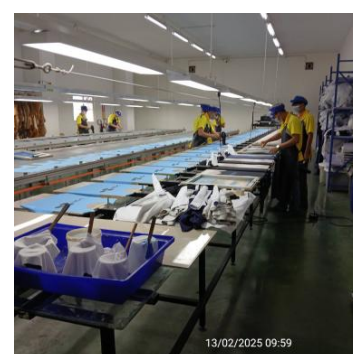
[Hydrant in front of factory.jpg](#)



[QC process.jpg](#)



[Loading area.jpg](#)



[MSDS provied..jpg](#)



[Eye guard at sewing machine.jpg](#)



[QC-packing.jpg](#)



[Screen process.jpg](#)





[Chemical storage.jpg](#)



[Information board - Code of Conduct.jpg](#)



[Emergency eyes wash.jpg](#)



[Overall production line 2.jpg](#)



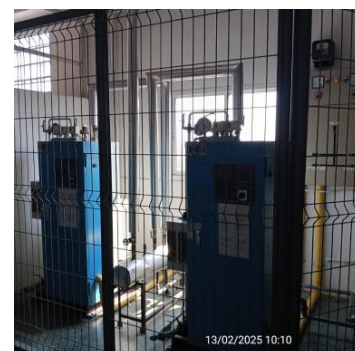
[Printing process.jpg](#)



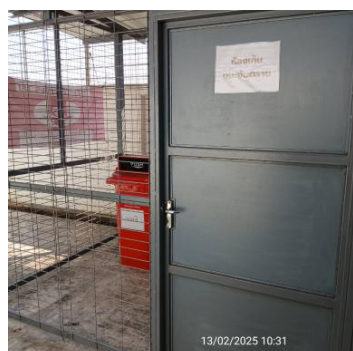
[Pregnant worker station.jpg](#)



[ironing tables.jpg](#)



[Electric boilers.jpg](#)



[Hazardous waste storage.jpg](#)



[NC No PPE provide for maintenance worker operate the Fire pump \(noise reduction\).jpg](#)



[Overall production line..jpg](#)

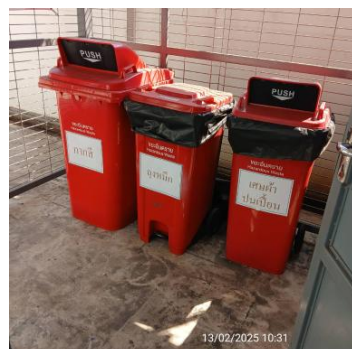


[Sewing lines.jpg](#)





[Accessory room.jpg](#)



[Hazardous waste bins \(only access by authorized person\).jpg](#)



[Signed CAP 13-14 Feb 2025.pdf](#)





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