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Auditee :	<b>XL Enterprises Limited</b>
Audit Date From :	<b>23/12/2020</b>
Audit Date To :	<b>23/12/2020</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the amfori BSCI platform</b>
Auditing Company :	<b>SGS</b>
Auditor's Name(s) :	<b>Arunkarthik VT(Lead)</b>
Auditing Branch (if applicable) :	<b>SGS INDIA</b>

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This is an extract of the on line Audit Report. The complete report is available in the amfori BSCI Platform.  
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Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence																																							
<p><b>A</b> <b>Very Good</b></p>	<ul style="list-style-type: none"> <li>• Minimum 7 Performance Areas rated A</li> <li>• No Performance Areas rated C, D or E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	B	B	B	A	A	A	A	A	A	A	B	B	B	B	B	B	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
A	A	A	A	A	A	A	A	A	A	A	A	A																													
A	A	A	A	A	A	A	A	A	A	B	B	B																													
A	A	A	A	A	A	A	B	B	B	B	B	B																													
<p><b>B</b> <b>Good</b></p>	<ul style="list-style-type: none"> <li>• Maximum 3 Performance Areas rated C</li> <li>• No Performance Areas rated D or E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr> <tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td></tr> </table>	A	A	A	A	A	A	B	B	B	B	B	B	B	A	A	A	A	A	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	C	C	C	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
A	A	A	A	A	A	B	B	B	B	B	B	B																													
A	A	A	A	A	B	B	B	B	B	B	B	C																													
B	B	B	B	B	B	B	B	B	B	C	C	C																													
<p><b>C</b> <b>Acceptable</b></p>	<ul style="list-style-type: none"> <li>• Maximum 2 Performance Areas rated D</li> <li>• No Performance Areas rated E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td></tr> <tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr> </table>	A	A	A	A	A	A	A	A	A	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	D	C	C	C	C	C	C	C	C	C	C	C	D	D	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
A	A	A	A	A	A	A	A	A	C	C	C	C																													
A	A	A	A	A	B	B	B	B	C	C	C	D																													
C	C	C	C	C	C	C	C	C	C	C	D	D																													
<p><b>D</b> <b>Insufficient</b></p>	<ul style="list-style-type: none"> <li>• Maximum 6 Performance Areas rated E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>E</td></tr> <tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	E	D	D	D	D	D	D	D	E	E	E	E	E	E	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
A	A	A	A	A	A	A	A	A	A	D	D	D																													
A	A	A	B	B	B	C	C	C	D	D	D	E																													
D	D	D	D	D	D	D	E	E	E	E	E	E																													
<p><b>E</b> <b>Unacceptable</b></p>	<ul style="list-style-type: none"> <li>• Minimum 7 Performance Areas rated E</li> </ul> <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	E	E	E	E	E	E	E	A	A	B	B	C	D	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	<p>amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.</p>
A	A	A	A	A	A	E	E	E	E	E	E	E																													
A	A	B	B	C	D	E	E	E	E	E	E	E																													
E	E	E	E	E	E	E	E	E	E	E	E	E																													
<p><b>Zero Tolerance</b></p>	<p>A Zero Tolerance issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)</p>	<p>Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.</p>																																							

**Main Auditee Information**

Name of producer :	<b>XL Enterprises Limited</b>		
DBID number :	<b>328827</b>		
Audit ID :	<b>202068</b>		
Address :	<b>Plot No-1623, Zone-9, LPG-Phase-1, Calcutta Leather complex, District: South 24 Parganas, PS: KLC, P.O: Bhojerhat - 743502 Bhojerhat</b>		
Province :	<b>Bengal</b>	Country :	<b>India</b>
Management Representative :	<b>Mr. Utpal Chakraborty</b>		
Contact person:	<b>Mr. Utpal Chakraborty</b>	Sector :	<b>Non-Food</b>
Industry Type :	<b>Textiles, clothing, leather</b>	Product group :	<b>hangbags, belts and shoes</b>
Product Type :	<b>Bags, Belts, Small Accessories</b>		

**Audit Details**



Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural <input type="checkbox"/> Small Producer
Audit Announcement :	<input type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced <input checked="" type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No	
Audit extent (if applicable) :	none	
Audit interferences or contingencies (if applicable) :	none	
Overall rating :	B	
Need of follow-up :		If YES, by :

Rating per Performance Area (PA)												
PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
C	A	A	A	A	A	A	A	A	A	A	A	A

Executive summary of audit report
<p>XL Enterprises Limited is located at Plot No-1623, Zone-9, LPG-Phase-1, Calcutta Leather complex, District: South 24 Parganas, PS: KLC, P.O: Bhojhat - 743502.</p> <p>The factory was established in year 1991 and the main business activity of this factory is manufacturing and exporting of leather goods products.</p> <p>The total area of the factory is around 3000 square meter.</p> <p>There is one main own production building and the details are like below.</p> <p>Ground - Meeting hall, Stores, Cutting and Skiving section                      First floor - Office, edge coloring, QC checking and Packing sections                      Second floor - Assembly, Production, Sampling and office block                      Third floor - Dining hall, office and Production assembly</p> <p>This semi-announced full audit was conducted on 23 December 2020 and it was 1.0-man day on site audit.</p> <p>The opening meeting was attended by Management team along workers representatives. The auditor briefed the management about the audit requirements, the audit process and sought permission to take photographs. This was agreed to by the management without any reservation. The auditors took a factory tour to establish the health and safety systems prevalent in the factory, prevalence of child labour/young labour, and forced labour.</p> <p>During closing meeting, the auditor greeted and thanked the management for their co-operation during the audit. The non-conformance's found during the audit were explained to the management. The corrective action plan was also discussed and signed. The auditor also invited any feedback from the management regarding the audit process and factory management were receptive to the findings and confirmed to take corrective action for the findings at the earliest.</p> <p>The below documents are not attached in the report.</p> <p>Contractor license and registration certificate - No contract employees employed in place. Hence, NA.                      Government waiver – no waiver been obtained by the company.                      Collective bargaining agreement - No union in place. Hence, not applicable.</p> <p>Audit Team:</p> <p>Lead Auditor: VT Arunkarthik                      APSCA Number: RA 21701614</p>

**Ratings Summary**



Auditee's background information			
Auditee's name :	<b>XL Enterprises Limited</b>	Legal status :	<b>Limited</b>
Local Name :	<b>एक्सल इंटरप्राइजेज लिमिटेड</b>	Year in which the auditee was founded :	<b>1991</b>
Address :	<b>Plot No-1623, Zone-9, LPG-Phase-1, Calcutta Leather complex, District: South 24 Parganas, PS: KLC, P.O: Bhojerhat - 743502</b>	Contact person (please select) :	<b>Mr. Utpal Chakraborty</b>
Province :	<b>Bengal</b>	Contact's Email :	<b>hr@execfashions.com</b>
City :	<b>Bhojerhat</b>	Auditee's official language(s) for written communications :	<b>English</b>
Region :	<b>South Asia</b>	Other relevant languages for the auditee :	<b>Bengali</b>
Country :	<b>India</b>	Website of auditee (if applicable) :	<b>www.exelfashions.com</b>
GPS coordinates :	<b>22.29.33 N" - 88.30.26 E"</b>	Total turnover (in Euros) :	<b>2226427.69</b>
Sector :	<b>Non-Food</b>	Of which exports % :	<b>100.00</b>
Industry :	<b>Textiles, clothing, leather</b>	Of which domestic market % :	<b>0.00</b>
If other, please specify :	<b>None</b>	Production volume :	<b>70,000 pcs / month</b>
Product Group :	<b>hangbags, belts and shoes</b>	Production cost calculation :	<b>Yes</b>
If other, please specify :	<b>None</b>	Lost time injury calculation cost :	<b>No</b>
Product Type :	<b>Bags, Belts, Small Accessories</b>		

Auditee's employment structure at the time of the audit			
Total number of workers :	<b>49</b>	Total number of workers in the production unit to be monitored (if applicable) :	<b>0</b>
	<b>MALE WORKERS</b>	<b>FEMALE WORKERS</b>	
Permanent workers	<b>44</b>	<b>5</b>	
Temporary workers	<b>0</b>	<b>0</b>	
In management positions	<b>8</b>	<b>3</b>	
Apprentices	<b>0</b>	<b>0</b>	
On probation	<b>0</b>	<b>0</b>	
With disabilities	<b>0</b>	<b>0</b>	
Migrants (national citizens)	<b>0</b>	<b>0</b>	
Migrants (foreign citizens)	<b>0</b>	<b>0</b>	
Workers on the permanent payroll	<b>36</b>	<b>2</b>	
Production based workers	<b>0</b>	<b>0</b>	
With shifts at night	<b>0</b>	<b>0</b>	
Unionised	<b>0</b>	<b>0</b>	
Pregnant	<b>-</b>	<b>0</b>	
On maternity leave	<b>-</b>	<b>0</b>	

**Finding Report**



**Performance Area 1 : Social Management System and Cascade Effect**

Full Audit [Audit Id - 202068] Audit Date: 23/12/2020 PA Score: C

Deadline date:22/02/2021

**GOOD PRACTICES:**

**AREAS OF IMPROVEMENT:**

1.1 - It was noted from the document review that, the workers dining hall was not updated correctly in the approved building plan.

Law: The West Bengal rules – 1958 3. Approval of site and plan

1.3 - Factory has list of raw material suppliers such as leather and packing materials. However, these business partners were not communicated with amfori BSCI Glossary, Reference and TOI for business partners and communicated with amfori BSCI coc.

Code: In accordance with amfori BSCI code - 1.3

**Remarks from Auditee:**

None

**Performance Area 2 : Workers Involvement and Protection**

Full Audit [Audit Id - 202068] Audit Date: 23/12/2020 PA Score: A

Deadline date:

**GOOD PRACTICES:**

**AREAS OF IMPROVEMENT:**

No non-compliances were observed during this audit.

**Remarks from Auditee:**

**Performance Area 3 : The rights of Freedom of Association and Collective Bargaining**

Full Audit [Audit Id - 202068] Audit Date: 23/12/2020 PA Score: A

Deadline date:

**GOOD PRACTICES:**

**AREAS OF IMPROVEMENT:**

No non-compliances were observed during this audit.

**Remarks from Auditee:**

**Performance Area 4 : No Discrimination**

Full Audit [Audit Id - 202068] Audit Date: 23/12/2020 PA Score: A

Deadline date:

**GOOD PRACTICES:**

**AREAS OF IMPROVEMENT:**

No non-compliances were observed during this audit.

**Remarks from Auditee:**

<b>Performance Area 5 : Fair Remuneration</b>	
Full Audit [Audit Id - 202068] Audit Date: 23/12/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<p>Observation: In the EPF site, the name of the factory is updated as XL Enterprises Pvt Ltd instead of XL Enterprises Ltd.</p> <p>No non-compliances were observed during this audit.</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 6 : Decent Working Hours</b>	
Full Audit [Audit Id - 202068] Audit Date: 23/12/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<p>No non-compliances were observed during this audit.</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 7 : Occupational Health and Safety</b>	
Full Audit [Audit Id - 202068] Audit Date: 23/12/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<p>No non-compliances were observed during this audit.</p> <p>7.23 - No transportation facility is been provided. Hence, not applicable.</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 8 : No Child Labour</b>	
Full Audit [Audit Id - 202068] Audit Date: 23/12/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<p>No non-compliances were observed during this audit.</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 9 : Special protection for young workers</b>	
Full Audit [Audit Id - 202068] Audit Date: 23/12/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<p>No non-compliances were observed during this audit.</p> <p>Note: The Factory has not employed a young worker. Hence, question numbers - 9.4, 9.5 and 9.6 are marked as NA. However, factory management found aware of legal requirements on young workers and maintained the policy, procedures and risk assessment procedures in place. Based on this evidence, question numbers 9.1,9.2 and9.3 are marked as Yes</p>	
<b>Remarks from Auditee:</b>	

<b>Performance Area 10 : No Precarious Employment</b>	
Full Audit [Audit Id - 202068] Audit Date: 23/12/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b> No non-compliances were observed during this audit.	
<b>Remarks from Auditee:</b>	
<b>Performance Area 11 : No Bonded Labour</b>	
Full Audit [Audit Id - 202068] Audit Date: 23/12/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b> No non-compliances were observed during this audit.	
<b>Remarks from Auditee:</b>	
<b>Performance Area 12 : Protection of the Environment</b>	
Full Audit [Audit Id - 202068] Audit Date: 23/12/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b> No non-compliances were observed during this audit.	
<b>Remarks from Auditee:</b>	
<b>Performance Area 13 : Ethical Business Behaviour</b>	
Full Audit [Audit Id - 202068] Audit Date: 23/12/2020 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b> No non-compliances were observed during this audit.	
<b>Remarks from Auditee:</b>	



**Summary**



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	23/12/2020	202068	C	A	A	A	A	A	A	A	A	A	A	A	A	B

Producer Photos



External photo(s) of the production unit(s)  
DSCN4678.jpg



External photo(s) of the production unit(s)  
DSCN4679.jpg



External photo(s) of the production unit(s)  
DSCN4681.jpg



External photo(s) of the production unit(s)  
DSCN4684.jpg



External photo(s) of the production unit(s)  
DSCN4690.jpg



Photo first aid facilities  
DSCN4711.jpg



Photo first aid facilities  
DSCN4712.jpg



Photo of chemical storage room (if applicable)  
DSCN4737.jpg



Photo of fire safety equipment  
DSCN4687.jpg



Photo of fire safety equipment  
DSCN4692.jpg



Photo of fire safety equipment  
DSCN4696.jpg



Photo of fire safety equipment  
DSCN4702.jpg



Photo of fire safety equipment  
DSCN4704.jpg



Photo of fire safety equipment  
DSCN4728.jpg



Photo of the canteen (if applicable)  
DSCN4743.jpg



Photo of the code of conduct on display  
DSCN4700.jpg



Photo of the inside of the main production hall  
DSCN4708.jpg



Photo of the inside of the main production hall  
DSCN4714.jpg



Photo of the inside of the main production hall  
DSCN4716.jpg



Photo of the inside of the main production hall  
DSCN4727.jpg



Photo of the inside of the main production hall  
DSCN4728.jpg



Photo of the inside of the main production hall  
DSCN4733.jpg



Photo of the inside of the main production hall  
DSCN4744.jpg



Photo of the personal protection equipments (if applicable)  
DSCN4716.jpg



Photo of the sanitary facilities  
DSCN4718.jpg



Photo of the sanitary facilities  
DSCN4719.jpg



Photo of the sanitary facilities  
DSCN4722.jpg