

# Monitoring result for XL Enterprises Limited on site Site 1

## Monitoring

Monitored Party	: XL Enterprises Limited
amfori ID	: 356-001626-000
Site	: Site 1
Site amfori ID	: 356-001626-001
Address	: Plot No-1623, Zone-9, LPG-Phase-1, Calcutta Leather complex, District: South 24 Parganas, PS: KLC, P.O : Bhojerhat. : 743502, Kolkata : West Bengal : India
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Monitoring Partner	: SGS
Monitoring Start Date	: 22/02/2023
Closing Meeting Finished Date	: 23/02/2023
Submission Date	: 10/03/2023
Expiration Date	: 10/03/2025

This is an extract of the online monitoring result, generated on 10/03/2023, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available [here](#) - The English version is the legally binding one.



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## Overall rating



## Section rating

PA1: Social Management System	A
PA 2: Workers Involvement and Protection	A
PA 3: The Rights of Freedom of Association and Collective Bargaining	A
PA 4: No Discrimination	A
PA 5: Fair Remuneration	B
PA 6: Decent Working Hours	A

PA 7: Occupational Health and Safety	A
PA 8: No Child Labour	A
PA 9: Special Protection for Young Workers	A
PA 10: No Precarious Employment	A
PA 11: No Bonded Labour	A
PA 12: Protection of the Environment	A
PA 13: Ethical Business Behaviour	A

## General description

XL Enterprises Limited, is a Limited company and located at Kolkata Leather Complex, 1st Gate, Zone 9, Plot No. 1623, South 24 Parganas, Pin-743502, West Bengal, India. The factory was established in year 2011 and the factory products is Manufacturing of Leather goods , small accessories and smoking accessories. The facility has written GICS Classification: Apparel, Accessories & Luxury Goods but they are in production of Leather bags , wallet , small accessories and smoking accessories.

The total area of the factory is approx. 1000.96 square meter & built-up area is 3000 square meter and the below are the building details. The facility has only one Building.

Ground floor : Showroom, Stores , Cutting & skiving, Maintenance room

1st floor : edge coloring, Office section, Inspection, & packing

2nd floor : Assembly, Production, sampling & office

3rd floor : Dining hall , office and production

On the day of audit it was noted that the facility has added 4th floor with temporary shed which was under construction on the day of audit, which is not added in approved building plan, the management stated that after completion of the floor will add in to approved layout.

Audit was conducted by SGS India Private Limited.

It was semi announced audit was conducted on 1.5 Man days onsite by 1 Auditor. The opening meeting was attended by Management Team along with worker 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 factory tour to establish the health and safety systems prevalent in the factory, prevalence of child labour/young labour, and forced labour etc..

Factory does not have a Union but formed Works committee, grievance redressal committee, Health & safety committee, and Internal compliant committee to address issues related to employees. The facility has installed suggestion boxes for workers. The facility has appointed senior management personnel for the implementation of the amfori BSCI system. Senior management is aware of the requirement of new amfori BSCI code of conduct and maintain the appropriate records. The facility maintains the production records and production capacity planning for review and verification. Mr. Soham Sarkar- HR executive is responsible for implementing the amfori BSCI COC in the facility. The amfori BSCI Code of Conduct was displayed prominently on the Notice Board.

The facility has installed suggestion boxes for workers. There is no child or young worker employed in the facility.

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 for audit CAP was also discussed and signed. The auditor also invited any feedback from the management regarding the audit process.

Additional Notes:

The documents which were not uploaded

1. Collective bargaining agreement not uploaded since there is no union, hence not applicable
2. No Government waiver, hence not applicable.

Photos not uploaded:

1. There is no dormitory provided, hence not applicable.

NOTE:

1. Due to workers confidentiality, the names of workers are not mentioned in sampled worker section and written Worker 1 to Worker 10.
2. As per Apparel, Accessories & Luxury Goods but they are in production of "Leather bags, valets, small accessories and smoking accessories."
3. Observation: The facility Name on the Provident fund website and challans shown as XL enterprises private limited, but the facility name has been changed as XL enterprises limited.

Audit Agency: SGS India Pvt Ltd

Lead Auditor: Giriraj Jajware (CSCA 21702233)

## Site Details

Site : Site 1

Site amfori ID : 356-001626-001

### GICS Classification

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Sector : Consumer Discretionary

Industry Group : Consumer Durables & Apparel

Industry : Textiles, Apparel & Luxury Goods

Sub Industry : Apparel, Accessories & Luxury Goods

### amfori Process Classifications

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N.A.

### NACE Classification

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N.A.

### GS1 Classifications

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N.A.

### Water Stress Situation

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N.A.

## Metrics

### Key Metrics

Total workforce	52 Workers
Legal minimum wage in local currency	9784 Monthly
Lowest wage paid for regular work at the site	10200 Monthly
Calculated living wage in local currency	9411 Monthly
Total sample	12 Workers

### Other Metrics

Male workers	48 Workers
Female workers	4 Workers
Permanent workers - Male	35 Workers
Permanent workers - Female	1 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	20 Workers
Management - Female	3 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	0 Workers
Workers on probation - Female	0 Workers
Workers with night shift - Male	0 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	0 Workers
Domestic migrant workers - Female	0 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	0 Workers
Workers hired directly - Female	0 Workers
Workers hired indirectly - Male	0 Workers
Workers hired indirectly - Female	0 Workers
Unionised workers - Male	0 Workers
Unionised workers - Female	0 Workers
Workers under CBA - Male	0 Workers
Workers under CBA - Female	0 Workers
Pregnant workers	0 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	0 Workers
Sample - Male	11 Workers
Sample - Female	1 Workers

## Findings

### PA 5: Fair Remuneration

During review of records, it was noted that 3 out of 3 sampled months wages paid late for 1 to 6 days, instead of 7th of every month as per law . Law : According to Minimum wages Central Rules 1950 (i)

### PA 7: Occupational Health and Safety

During factory tour it was noted that 7 out 10 sampled employees are not using the provided PPE such as Hand gloves , face mask etc. Law : According to Section 7A (1) of The Factories Act 1948

During review of records, it was noted that the facility approved building layout plan not included with 3rd floor Lunch area, further noted that the facility 4th floor (temporary shed) was under construction. Law: The west Bengal Rules 1958, (3)Approval of site and plan