

CATALOGUE 2024-25

Private Ltd
YOUSAF Nawwab

Knit To Pack Apparels, Bags, Footballs And Sports Accessories Manufacturer



Briefly:

In the name of the creature of this universe who is the most beneficent and merciful Yousaf Nawab (Pvt) Ltd. presents sincere compliments to all our valued customers and everyone assisted us to grow up as a manufacturer of top quality sportswear's, sports goods and sports bags. Here comes copy of our new catalog showing the wide range of quality products been produced under one roof relating to the sports and leisure especially the game of football, rugby, basketball, hockey, tennis and cricket.

Yousaf Nawab (Pvt) Ltd, started its journey in 2002 and slowly growing up today we have our own 3 unit buildings in the heart of Sialkot city having covered area of around 100000 SQF

we have fully equipped knit to pack production unit for high quality sports wears for all games team wears, corporate and casual wears, sports and travel bags, hand stitched and machine stitched balls. our focus on quality of products is playing key role in the promotion of our valued customer business and we are very glad to see that our customers are also growing up as a well knows top quality brand suppliers in there markets,

Mission:

Yousaf Nawab (Pvt) Ltd. simply believes in setting the standards of excellence exceptional services and always willing to go beyond limits for meeting customer needs according to new challenges, we understand the needs of present time to meet customer requirements either it is matter of exclusive material development or short time quick deliveries or taking stock of extra materials or payment relaxations we are always standing at front with our customers to meet their demands with total quality satisfaction.

Samples:

Yousaf Nawab (Pvt) Ltd fully understands that samples are backbone of business and without samples orders cannot be generated that is why we have fully developed separate sampling department to meet our customer requirements. if you wish to see sample of any item in our catalog of your interest with total customization of your brand name feel free to ask us samples will be produced free of any charge for you while samples delivery charges are on customer's account.

Any suggestions or questions from your end will be highly appreciated!

With Best Regards,

Mr. Adnan Yousaf (CEO)

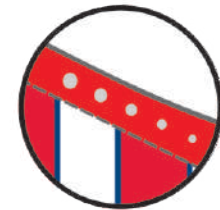
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YNP-100-A
Sublimation



Neck Style



Laser Cut Hole



HD Print Logo



Sleeve Cuff



Bottom side Rib

Embroidery Logo



Woven Label



Short Applique Logo



Printed



High Quality Socks 100% Nylon





Features of Kit's:

- * Made of 100% polyester Soft touch (Quick Dry) fabrics in various knitting styles.
- * AZO reactive, anti-static, anti-stain and non-bleeding dyed fabric in color selection of your choice.
- * Sharp looking, elegant and long lasting sublimation uniform's with in your target price range.
- * Customization of logo's and name via embroidery, applique badge and transfer printing.
- * Your company logo and named finest quality woven label's inside and outside of the garments.

YNP-102-B
Cut & Sew Kit



YNP-102-A
Cut & Sew Kit



YNP-102-D
Cut & Sew Kit



YNP-102-C
Cut & Sew Kit



YNP-102-E
Cut & Sew Kit



Jersey Fabric: 4Way Stretch
Shorts Fabric: Rip stop Stretch

Sublimation Rugby Shirt (Pro-Fit)



Neck Style



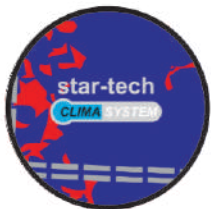
HD Print Logo



HD Print Logo



Woven Label



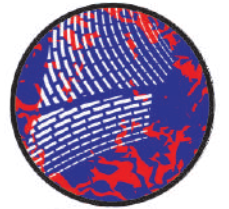
Printed



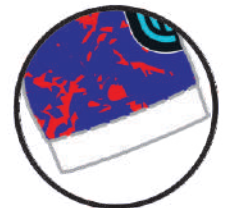
GPS POCKET



Sleeve Logo



Gel Grip



Sleeve Hem



Inside Hem Silicon Elastic

Sublimation Rugby Short



Ladies
YNP-103-A



Eden Neck
YNP-103-C



Polo Neck
YNP-103-B



Single Layer
Reversible 1

YNP-103-D



YNP-103-D



Golf Polo Shirt YNP-104-A



Golf 1/4 Zip Top
YNP-104-B



Down Jacket
YNP-104-C



Golf Short
YNP-104-D



Golf Pant
YNP-104-E



Golf Gillet
YNP-104-F



Golf P-Cap
YNW-104-G



Ladies Reversible
Basketball Kit
YNP-105-A



Basketball Kit
YNP-105-B



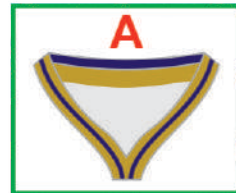
Basketball Kit
YNP-105-C



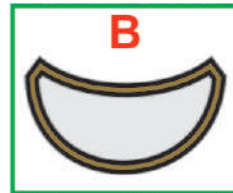
Reversible Kit
YNP-105-D



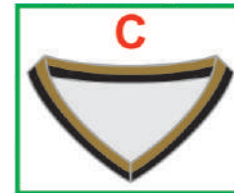
Wishbone



Round



V-Neck



V-Neck Shirt
YNP-106-A



Baseball Cap
YNW-106-B



Full Button Jersey
YNP-106-C



Full Button Shirt
YNP-106-D



Baseball Jacket
YNP-106-E



Wind Stopper
YNW-106-F



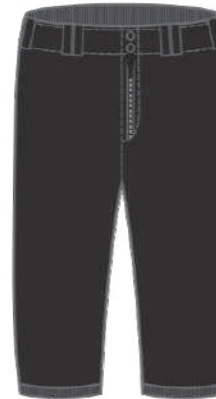
Sling Short
YNW-106-G



Full Length Pant
YNW-106-H



3/4 Length Pant
YNW-106-J



2 Button Shirt
YNW-106-K





ICE HOCKEY Short
YNP-107-A



Fan Jersey
YNP-107-B



PADDED SKATE JACKET
YNP-107-C



ICE HOCKEY Sock
YNP-107-E



PADDED SKATE TROUSER
YNP-107-D



ICE HOCKEY BAG
YNP-107-E



Training Top
YNP-108-A



3/4 Player Training Trousers
YNW-108-E



Bobble Hat
YNP-108-F



Travel Suit
YNP-108-B



Training T-Shirt
YNP-108-C



Training Short
YNP-108-H



Polo Shirt
YNP-108-D



Casual & Travel Short
YNP-108-J



Rain Jacket
YNP-108-G



Player Bag
YNP-108-K

Life Style Training Short (A)



6 Pocket Short (B)



Golf Short (C)



Sublimated Swim Short (D)



Shield Short / Casual Short (E)



Leisure / Gym Short (F)



Tennis Short (G)



Gym Short (H)



Running Short (J)



Boxing Short (K)



Rugby Classic Shirt
YNP-109-A



Contact Top
YNP-109-B



Rain Jacket (BUR)
YNP-109-C



Bench Sub. Coat
YNP-109-H



Sweat Shirt (Nano)
YNP-109-E



Training Gym Vest
YNP-109-F



Gym Short
YNP-109-G



Reversible
Training Vest
YNP-109-J



Stadium Trouser
YNP-109-D



Softshell Jacket
YNP-110-A



Puffa Jacket
YNP-110-B



1/4 Zip Joey Jacket
YNP-110-C



Hybrid Google Puffa Jacket
YNP-110-D



Puffa Gillet
YNP-110-E



Button Jacket
YNP-110-F



Running Jacket
YNP-110-G



Winter Coaches Jacket
YNP-110-H

1/4 Midlayer Top
YNP-111-B



1/4 Sweat Top Irish
YNP-111-C



1/4 Player Top
YNP-111-D



1/4 Sweat Top
YNP-111-E



Sweat Top Crew Neck
YNP-111-F



1/4 Sweat Top Athleisure
YNP-111-G



Netball Kit
YNP-112-A



Baseball Kit
YNP-112-B



Volleyball Kit
YNP-112-C



Football Kit
YNP-112-D



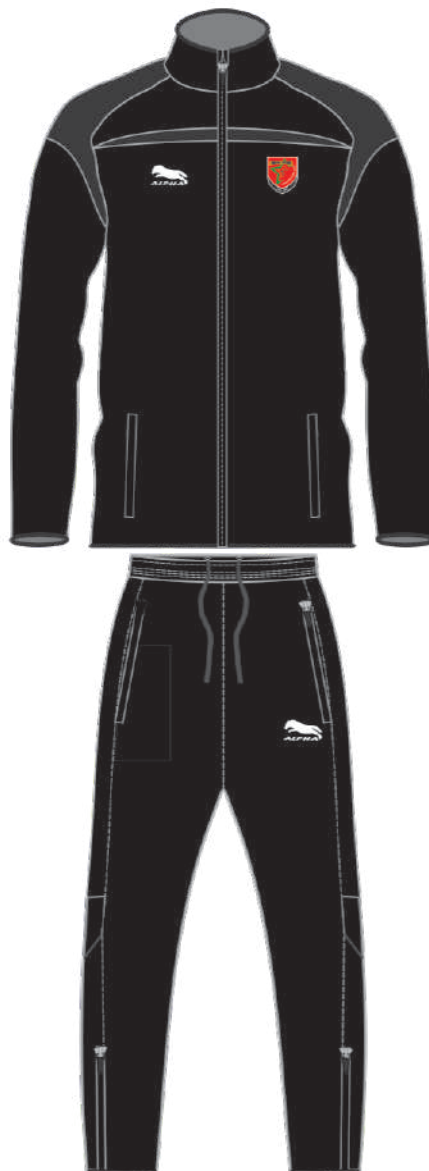
Polo Kit
YNP-112-E



YNP-113-A
Sublimated
Track Suit



YNP-113-B
Track Suit



YNP-113-C
Track Suit



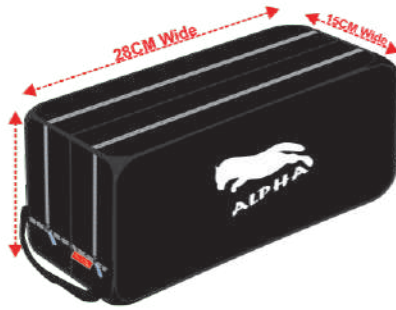
YNP-113-D
Casual Suit



GK Kit
YNP-114-A



Gloves Bag
YNP-114-B



Training Vest Senior
YNP-113-D



junior



Kids



Baselayer Kit
YNP-114-E



Lagging
YNP-114-F



Player Gloves
YNP-114-G





Hoodie
YNP-115-A



Hoodie
YNP-115-B



Hoodie
YNP-115-C



Hoodie
YNP-115-D



Chenille Embroidery
YNP-115-E



sweat shirt
YNP-116-A



Sweat Shirt Emboss Logo
YNP-116-B



Sweat Shirt
YNP-116-C



Sweat Top
YNP-116-D



trouser
YNP-116-E



Shorts
YNP-116-F



YNP-117-A

YNP-117-B

YNP-117-C

YNP-117-D

YNP-117-E

YNP-117-F

YNP-117-G



YNP-117-H

YNP-117-J

YNP-117-K

YNP-117-L

YNP-117-M

YNP-117-N

YNP-117-O

Sling Sack
YNP-118-A



Toiletry Bag
YNP-118-B



Bum Bag
YNP-118-C



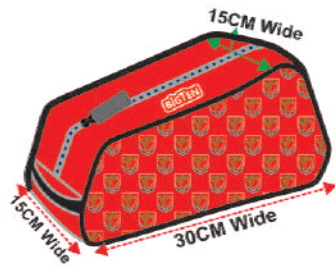
Book Bag
YNP-118-E



Drawsting
YNP-118-D



Cross Body Bag
YNP-118F



Shoe / Gloves Bag (STD)
YNP-118-G

Casual Vest
YNP-118-H



Casual Short
YNP-118-J



Fans Scarf
YNP-118-K



Reversible Sublimated
Bucket Hat
YNP-118-L



Melange Bobble
Beanie Hat
YNP-118-M



Sublimated Snood
YNP-118-N

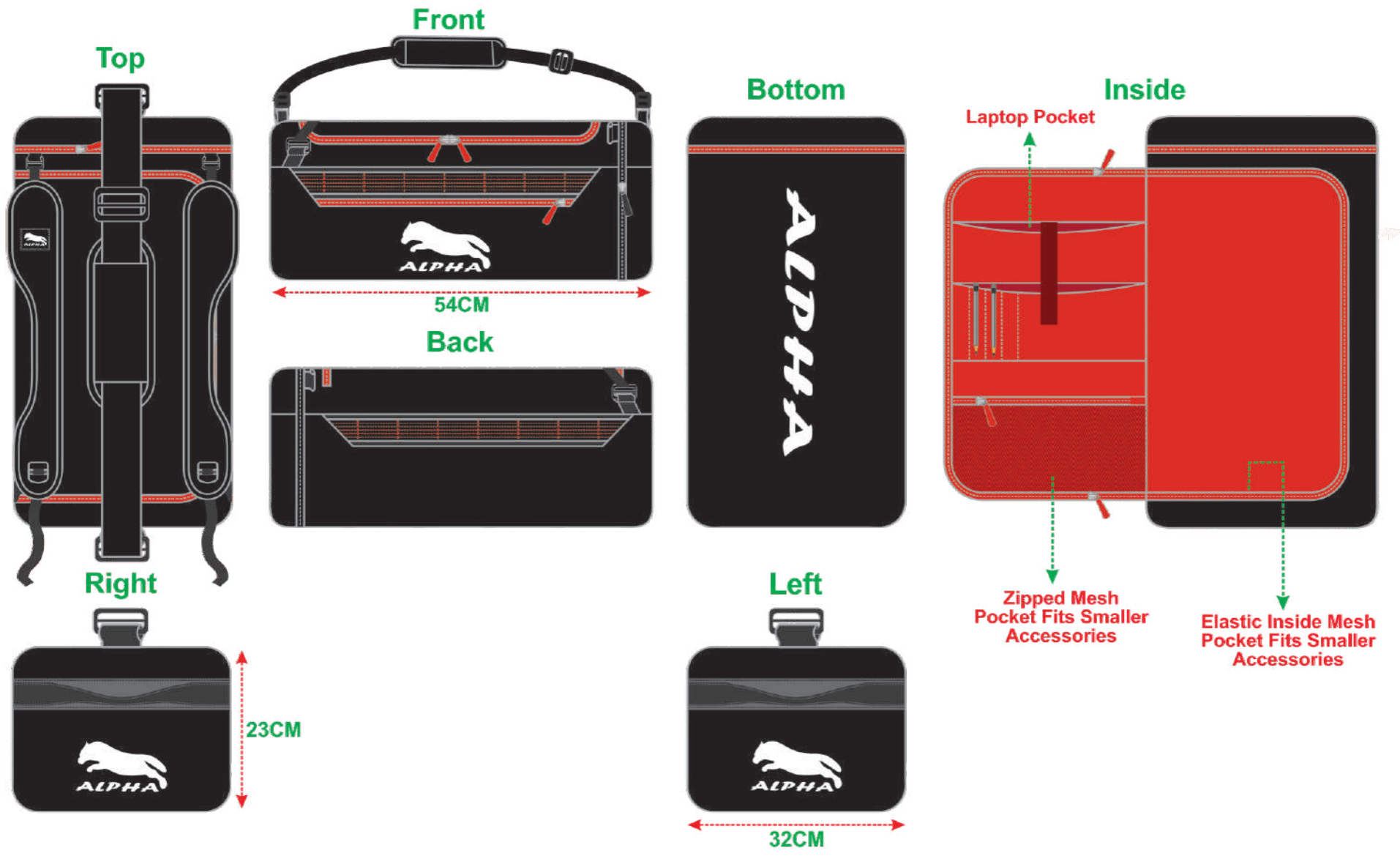


Sublimated
Swim Short
YNP-118-O



Sublimated
Swim Suit
YNP-118-P





Kit Bag (B)



Kit Bag (A)



Kit Bag (C)



Squad Gear Bag (D)



Duffle Bag (E)

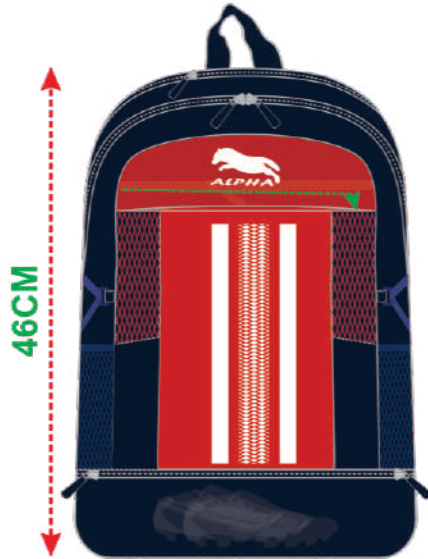


Kit Bag (PRO)



Large # 50Cm x 45Cm x 30Cm
Medium # 45Cm x 40Cm x 25Cm
Small # 40Cm x 35Cm x 20Cm

BackPack (A)



BackPack (B)



BackPack (D)



Sublimation Basketball
Back Pack (E)



BackPack (Mcgill) (F)

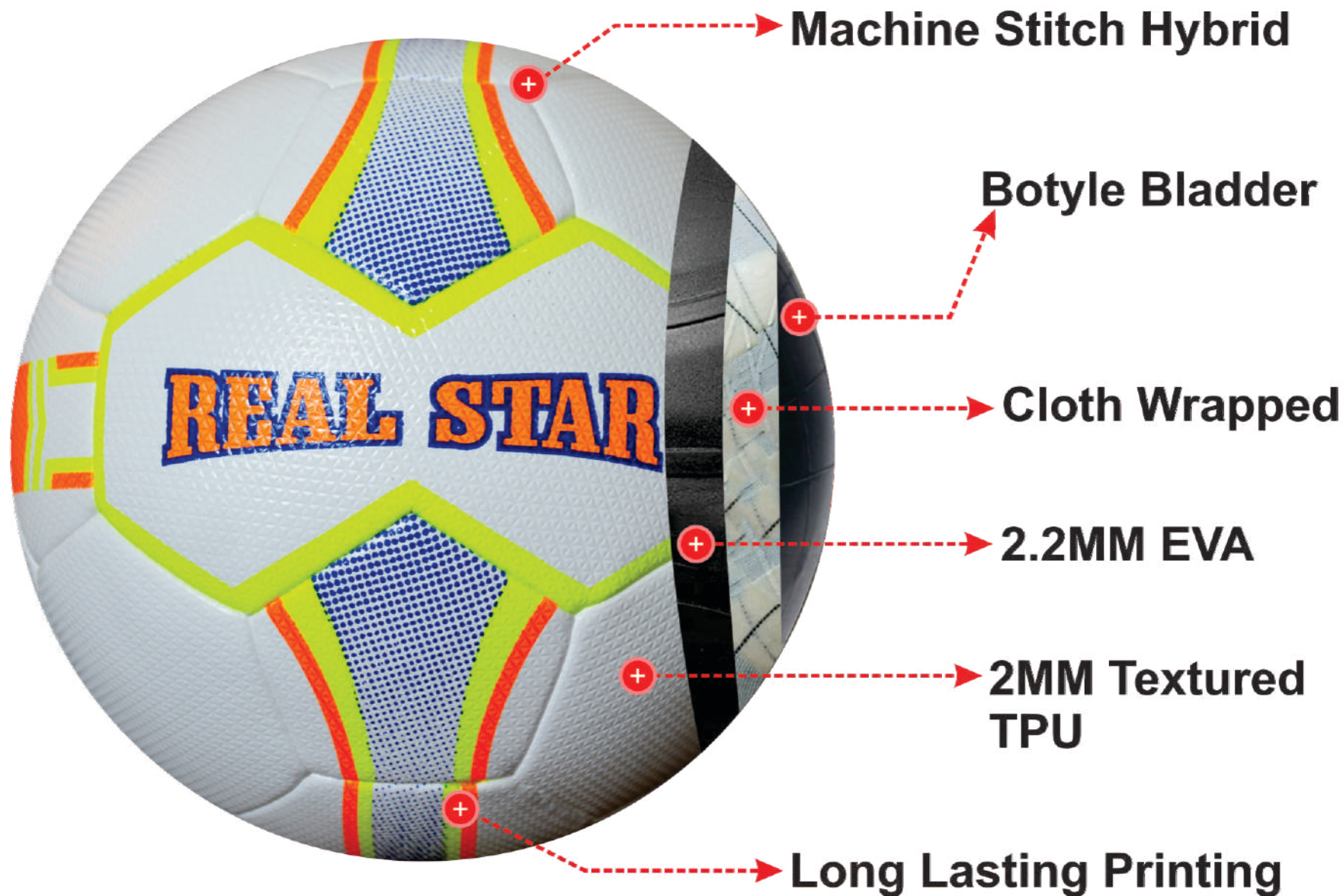


STD Backpack (G)



Backpack (BCN)







YNP-119-A (Hand Stitch)



YNP-119-B (Hand Stitch)



YNP-119-C (Hand Stitch)
CHAMPION FOOTBALL



YNP-119-D (Machine Stitch)



YNP-119-E (Machine Stitch)



YNP-119-F (Machine Stitch)



YNP-119-G (Machine Stitch)



YNP-119-H (Machine Stitch)



YNP-119-J (Machine Stitch)



YNP-119-K (Machine Stitch)



YNP-119-L (Machine Stitch)



YNP-119-M (Machine Stitch)



YNP-119-N
AMERICAN FOOTBALL



YNP-119-O
RUGBY BALL



YNP-119-P
BEACH RUGBY BALL



YNP-119-Q
VOLLEY BALL



YNP-119-R (Machine Stitch)



YNP-119-S Beach Volleyball



YNP-119-T



YNP-119-U



Private Ltd
Yousaf Nawab

Private Ltd
Yousaf Nawab

MANUFACTURERS & EXPOTERS
Knit To Pack Apparels, Bags & Sports Accessories Manufacturers



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+92 3008612662/3008612663/3028612664



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Kamran@yousafnawab.com



yni786/www.yousafnawab.com



CERTIFICATE

Certification No : 08555/YOU09U
Initial Certification Date : 04.06.2024
Recertification Date : --
Issue Date : 04.06.2024
Expiration Date : 03.06.2025
Revision Date / No : 04.06.2024/00



This is to certify that the Management System of:

YOUSAF NAWAB (PVT) LTD

5-KM, Daska Road, Pakki Kotli Sialkot-Pakistan

has been assessed and found to be in accordance with the requirements of:

ISO 9001:2015 Quality Management System

Scope: Manufacturing Of Sportswear, Sports Bags And Sports Balls.

General Manager
Chris Markopolo





Certificate

OEKO-TEX® STANDARD 100

Zhejiang Hengyi Petrochemicals Co., Ltd.

is granted the OEKO-TEX® STANDARD 100 certification
and the right to use the trademark.

SCOPE

Polyester (including cationic dyeable polyester) filament yarns (including POY, FDY and DTY) and staple fiber, raw white, dull white, bright white, brightened or dope-dyed in black, partly finished with flame retardant products accepted by OEKO-TEX®

PRODUCT CLASS

I (baby articles) - Annex 6



This certificate SHYO 058758 is valid until
31.08.2024.

SUPPORTING DOCUMENTS

- ✓ Test report : SH005 223894.2
- ✓ Declaration of conformity in accordance with EN ISO 17050-1 as required by OEKO-TEX®
- ✓ OEKO-TEX® Terms of Use (ToU)

Matz Bachmann
Managing Director

Faisal Rizal
Ecology Team Leader

Further compliance information (REACH, SVHC, POP, GB18401 etc.) can be found on oeko-tex.com/en/faq.

The certificate is based on the test methods and requirements of the OEKO-TEX® STANDARD 100 that were in force at the time of evaluation.

Zurich, 2023-08-22





Certificate

OEKO-TEX® STANDARD 100

浙江恒逸石化有限公司

获得 OEKO-TEX® STANDARD 100 认证
及商标使用许可权

认证范围

涤纶 (包括阳离子可染涤纶) POY 纱、DTY 纱、FDY 纱和短纤, 本白色、全消光白色、有光白色、荧光增白或纺前着色成黑色, 部分使用 OEKO-TEX® 所接受的具有阻燃性质的产品进行后整理

产品级别

I (婴幼儿产品) - 附录 6



证书 SHYO 058758 有效期至 31.08.2024.

支持文件

- ✓ 测试报告: SH005 223894.2
- ✓ 符合 EN ISO 17050-1 标准的 OEKO-TEX® 符合性声明
- ✓ OEKO-TEX® 使用条款 ToU

Matz Bachmann
Managing Director

Faisal Rizal
Ecology Team Leader

更多法规符合性信息 (REACH, SVHC, POP, GB18401 等) 可在 oeko-tex.com/en/faq 查看。

认证基于 OEKO-TEX® STANDARD 100 评估时生效的测试方法及要求。

Zurich, 2023-08-22





Certificate

OEKO-TEX® STANDARD 100

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is granted the OEKO-TEX® STANDARD 100 certification
and the right to use the trademark.

SCOPE

Polyester (including cationic dyeable polyester) filament yarns (including POY, FDY and DTY) and staple fiber, raw white, dull white, bright white, brightened or dope-dyed in black, partly finished with flame retardant products accepted by OEKO-TEX®

PRODUCT CLASS

I (baby articles) - Annex 6



This certificate SHYO 058758 is valid until
31.08.2024.

SUPPORTING DOCUMENTS

- ✓ Test report : SH005 223894.2
- ✓ Declaration of conformity in accordance with EN ISO 17050-1 as required by OEKO-TEX®
- ✓ OEKO-TEX® Terms of Use (ToU)

Matz Bachmann
Managing Director

Faisal Rizal
Ecology Team Leader

Further compliance information (REACH, SVHC, POP, GB18401 etc.) can be found on oeko-tex.com/en/faq.

The certificate is based on the test methods and requirements of the OEKO-TEX® STANDARD 100 that were in force at the time of evaluation.

Zurich, 2023-08-22





Certificate

OEKO-TEX® STANDARD 100

浙江恒逸石化有限公司

获得 OEKO-TEX® STANDARD 100 认证
及商标使用许可权

认证范围

涤纶 (包括阳离子可染涤纶) POY 纱、DTY 纱、FDY 纱和短纤, 本白色、全消光白色、有光白色、荧光增白或纺前着色成黑色, 部分使用 OEKO-TEX® 所接受的具有阻燃性质的产品进行后整理

产品级别

I (婴幼儿产品) - 附录 6



STANDARD 100 SHYO 058758
TESTEX

证书 SHYO 058758 有效期至 31.08.2024.

支持文件

- ✓ 测试报告: SH005 223894.2
- ✓ 符合 EN ISO 17050-1 标准的 OEKO-TEX® 符合性声明
- ✓ OEKO-TEX® 使用条款 ToU

Matz Bachmann
Managing Director

Faisal Rizal
Ecology Team Leader

更多法规符合性信息(REACH, SVHC, POP, GB18401 等)可在 oeko-tex.com/en/faq 查看。

认证基于 OEKO-TEX® STANDARD 100 评估时生效的测试方法及要求。

Zurich, 2023-08-22





Transaction Certificate (TC)

Transaction Certificate Number: CUC-02918596
for products certified to
GLOBAL RECYCLED STANDARD (GRS)

1. Certification Body Control Union Certifications B.V. Meeuwenlaan 4-6 8011 BZ Zwolle Overijssel, NL-OV Netherlands, NL Licensing Code of Certification Body: CUC	2. Seller of Certified Products Fujian Cyclone Trading Co., Ltd. NO. 168, XINGLONG ROAD, FENGTING TOWN 351100 Xianyou County Fujian Sheng, CN-FJ China, CN SC number: CU1010109GRS-2023-00068922 License No.: CUC-1010109
3. Buyer of Certified Products [a] YOUSAF NAWAB PRIVATE LTD DASKA ROAD NEAR HONDA FALCON, 51310 SIALKOT 51310 SIALKOT Punjab Punjab, PK-PB Pakistan, PK	4. Gross Shipping Weight 50,707.52 kg
	5. Net Shipping Weight 46,992.00 kg
	6. Certified Weight GRS 46,992.00 kg
7. Declarations by Certification Body This is to certify that, based on the relevant documentation provided by the seller named in Box 2 "Seller of Certified Products": i. the raw material(s) for the products as further detailed/referred to in Box 10 "Certified Products", Box 11 "Certified Raw Materials and Declared Country/area of Origin" and quantified in Box 4 "Gross Shipping Weight", Box 5 "Net Shipping Weight" and Box 6 "Certified Weight" has/have been produced in accordance with the GRS and ii. the products in Box 10 "Certified Products" have been processed in accordance with the GRS. Conformity with the standard is audited and monitored systematically under responsibility of the certification body named in Box 1. Certification of the organic material used for the products listed complies with: This transaction certificate does not entitle the Box 3 "Buyer of the Certified Product" to use the GRS logo or make reference to the GRS. The rules for the labeling of GRS certified products are outlined in the Textile Exchange TE-301 Standards Claims Policy, (available on www.TextileExchange.org). To authenticate this certificate, please visit www.TextileExchange.org/Certificates .	

Place and Date of Issue
Zwolle, 2023-12-04



Certification Body



Standard



On behalf of the Managing Director
Lifu Wang, Certifier

This electronically issued document is the valid original version.



Control Union Certifications B.V.
POST · Meeuwenlaan 4-6 · 8011 BZ · Zwolle · Overijssel, NL-OV · Netherlands, NL
T · +31 38 426 0100 · F · +31 38 423 7040 · certifications@controlunion.com

Seller Licence Number: 1010109

Template for Transaction Certificate v3.0 issued Oct 6 2021

Page 1 / 3



Transaction Certificate Number: CUC-02918596
GLOBAL RECYCLED STANDARD (GRS)

8. Certified Input References			
Input TCs:	02299740; 02425632; 02769144		
9. Shipments			
Shipment No.:	1	Consignee name and address:	
Shipment Date:	2023-11-11	YOUSAF NAWAB PRIVATE LTD	
Shipment Doc No.:	COAU8044336760	DASKA ROAD NEAR HONDA FALCON, 51310	
Gross Shipping Weight:	50,707.52 kg	SIALKOT 51310 SIALKOT	
Invoice References:	NSLMYGM230392	Punjab	
		Punjab, PK-PB	
		Pakistan, PK	
10. Certified Products			
Shipment/Product No.:	1 / 1	Product Category:	Greige yarns (PC0030)
Order No.:	YSF20231020	Product Detail:	Filament (PD0069)
Article No.:	8-1100492R	Material composition:	100.0% Recycled post-consumer Polyester (RM0189)
Number of Units:	427.00 cartons	Standard (Label Grade):	GRS (GRS)
Net Shipping Weight:	14,091.00 kg	Additional Info:	DTY 100D/144F
Supplementary Weight:	0.00 kg	Last Processor:	Undisclosed
Certified Weight:	GRS 14,091.00 kg	- License Number:	Undisclosed
Production Date:	2023-01-10	- Country:	China, CN
Shipment/Product No.:	1 / 2	Product Category:	Greige yarns (PC0030)
Order No.:	YSF20231020	Product Detail:	Filament (PD0069)
Article No.:	6-2150418R	Material composition:	100.0% Recycled post-consumer Polyester (RM0189)
Number of Units:	285.00 cartons	Standard (Label Grade):	GRS (GRS)
Net Shipping Weight:	9,405.00 kg	Additional Info:	DTY 150D/144F
Supplementary Weight:	0.00 kg	Last Processor:	Undisclosed
Certified Weight:	GRS 9,405.00 kg	- License Number:	Undisclosed
Production Date:	2023-06-15	- Country:	China, CN
Shipment/Product No.:	1 / 3	Product Category:	Greige yarns (PC0030)
Order No.:	YSF20231020	Product Detail:	Filament (PD0069)
Article No.:	8175636R	Material composition:	100.0% Recycled post-consumer Polyester

Place and Date of Issue
Zwolle, 2023-12-04

Certification Body



Standard



On behalf of the Managing Director
Lifu Wang, Certifier

This electronically issued document is the valid original version.



Control Union Certifications B.V.

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Transaction Certificate Number: CUC-02918596
GLOBAL RECYCLED STANDARD (GRS)

Number of Units:	712.00 cartons	(RM0189)
Net Shipping Weight:	23,496.00 kg	Standard (Label Grade): GRS (GRS)
Supplementary Weight:	0.00 kg	Additional Info: DTY 75D/72F
Certified Weight:	GRS 23,496.00 kg	Last Processor: Undisclosed
Production Date:	2022-09-30	- License Number: Undisclosed
		- Country: China, CN

10a. Certified Components

11. Certified Raw Materials and Declared Geographic Origin

1	Recycled post-consumer Polyester (RM0189)	Geographic information is not available
	Certified Weight:	
	GRS 46,992.00 kg	

12. Declarations by Seller of Certified Products

The certified product(s) covered in this certificate have been outsourced to a subcontractor: YES NO
Continue to box11 Country of origin: China; State/Province: Fujian

Place and Date of Issue
Zwolle, 2023-12-04



Certification Body



Standard



On behalf of the Managing Director
Lifu Wang, Certifier

This electronically issued document is the valid original version.



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Transaction Certificate (TC)

Transaction Certificate Number IDF-None, version 1

for products certified to

GRS

1. Certification Body IDFL Laboratory and Institute Jinlu Yinzuo Building 1 Floor 5 Tonghui Mid-Road 688 Xiaoshan Hangzhou, 311208 Zhejiang China Licensing Code of Certification Body: CB-IDF	2. Seller of Certified Products Zhejiang Liheng Chemical Fiber Co., Ltd. 1st Floor, No. 30, Lane 310, Shangbo Road, Jiangdong Street, Yiwu, Jinhua, 322022 Zhejiang China SC Number: IDF-23-506423 Textile Exchange-ID (TE-ID): TE-99971229 IDFL Client No: 009744
3. Buyer of Certified Products Suzhou Spark Textile Technology Co.,Ltd North Market Road,Shenze Town,Wujiang Area,Suzhou Jiangsu China	4. Gross Shipping Weight 4835.00 kg
	5. Net Shipping Weight 4642.00 kg
	6. Certified Weight (GRS): 4642.00 kg
7. Declarations by Certification Body This is to certify that, based on the relevant documentation provided by the seller named in Box 2 "Seller of Certified Products": i. the raw material(s) for the products as further detailed/referred to in Box 10 "Certified Products", Box 11 "Certified Raw Materials and Declared Country/area of Origin" and quantified in Box 4 "Gross Shipping Weight", Box 5 "Net Shipping Weight" and Box 6 "Certified Weight" has/have been produced in accordance with the GRS, and ii. the products in Box 10 "Certified Products" have been processed in accordance with the GRS. Conformity with the standard is audited and monitored systematically under responsibility of the certification body named in Box 1. This transaction certificate does not entitle the Box 3 "Buyer of the Certified Product" to use the GRS logo or make reference to GRS. The rules for the labeling of GRS certified products are outlined in the Textile Exchange TE-301 Standards Claims Policy, (available on www.TextileExchange.org). To authenticate this certificate, please visit www.TextileExchange.org/Certificates .	
8. Certified Input References Input TCs:	

9. Shipments			
Shipment No.:	1	Consignee Name and Address:	
Shipment Date:	2024-05-29	Suzhou Spark Textile Technology Co.,Ltd	
Shipment Doc No.:	LH211475	North Market Road,Shenze Town,Wujiang Area,Suzhou	
Gross Shipping Weight:	4835.00 kg	Jiangsu China	
10. Certified Products			
Product No.:	1 (Shipment No.: 1)	Product Category:	Dyed Fabrics (PC0025)
Order No.:	NM240517-08	Product Detail:	Woven Fabrics (PD0059)
Article No.:	NM240517-08	Material Composition:	100% Recycled Post-Consumer Polyester (RM0189)
Number of Units:	162Rolls	Standard (Label Grade):	GRS (GRS)
Net Shipping Weight:	4642.00 kg	Additional Info:	108gsm,50D*50D
Supplementary Weight:	0.00 kg	Last Processor:	Undisclosed
Certified Weight:	4642.00 kg	- TE-ID:	Undisclosed
Production Date:	2024-05-23	- Country/Area:	China
10a. Certified Components			
11. Certified Raw Materials and Declared Geographic Origin			
Recycled Post-Consumer Polyester (RM0189)	Not Available		
Certified Weight:	4642.00 kg		
12. Declarations by Seller of Certified Products			
The certified product(s) covered in this certificate have been outsourced to a subcontractor: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No			



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SCOPE CERTIFICATE

Scope Certificate Number: CU1201175GRS-2023-00049652

Control Union Certifications certifies that
PT YKK ZIPPER INDONESIA

License Number: CB-CUC- 1201175
Jl R.P. Soeroso No.7, Kel. Cikini, Kec. Menteng, Kota Adm. Jakarta Pusat, Prov. DKI Jakarta
10330 Jakarta , Jawa , ID-JW , Indonesia , ID

has been audited and found to be in conformity with the
Global Recycled Standard (GRS)
- Version 4.0 -

Product categories mentioned below (and further specified in the product appendix) conform with the standard(s):
Product categories: Functional accessories (PC0017), Greige yarns (PC0030)

Process categories carried out under responsibility of the above-mentioned company for the certified products cover:
Trading (PR0030), Dyeing (PR0008), Finishing (PR0012), Manufacturing (PR0016), Packing (PR0020), Warehousing,
distribution (PR0031), Extrusion (PR0010), Pre-treatment (PR0021), Preparatory (PR0022), Spinning (PR0027), Weaving
(PR0033)

*The processes marked with an asterisk may be carried out by subcontractors.

This certificate is valid until:
2024-06-29

Audit criteria:
Global Recycled Standard V4.0; Content Claim Standard V3.1; Textile Exchange Standard Claims Policy V1.2

Place and date of issue:



Zwolle, 2023-06-30
Last updated: 2023-06-30

On behalf of the Managing Director
Bani Hayat | Certifier

Certification Body Licensed by: Textile Exchange ; Licensing Code: CB-CUC
Accredited by: Sri Lanka Accreditation Board (SLAB), Accreditation No: CP 004-01
Inspection Body: Control Union Certifications B.V.

This Scope Certificate provides no proof that any goods delivered by its holder are GRS certified. Proof of GRS certification of goods delivered is provided by a valid Transaction Certificate (TC) covering them.

The issuing body may withdraw this certificate before it expires if the declared conformity is no longer guaranteed.
To authenticate this certificate, please visit www.TextileExchange.org/Certificates.

Certification Body



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Scope Certificate Number: CU1201175GRS-2023-00049652 (continued)
PT YKK ZIPPER INDONESIA
Global Recycled Standard (GRS)

Products Appendix

Under the scope of this certificate, the following products are covered:

Product category	Product details	Material composition(*)	Standard (Label grade)	Facility number
Functional accessories (PC0017)	Zippers (PD0037)	27.0%Metal (RM0246)	GRS (GRS)	1061028
		39.0%Zinc (RM0300)		1210654
		25.0%Recycled post-consumer Polyester (RM0189)		
		9.0%Polyester (RM0186)		
Functional accessories (PC0017)	Zippers (PD0037)	29.0%Zinc (RM0300)	GRS (GRS)	1061028
		29.0%Metal (RM0246)		1210654
		27.0%Recycled post-consumer Polyester (RM0189)		
		15.0%Polyester (RM0186)		
Functional accessories (PC0017)	Zippers (PD0037)	38.0%Zinc (RM0300)	GRS (GRS)	1061028
		34.0%Recycled post-consumer Polyester (RM0189)		1210654
		28.0%Polyester (RM0186)		
Functional accessories (PC0017)	Zippers (PD0037)	35.0%Metal (RM0246)	GRS (GRS)	1210652
		15.0%Polyester (RM0186)		1210654
		24.0%Zinc (RM0300)		
		26.0%Recycled post-consumer Polyester (RM0189)		
Functional accessories (PC0017)	Zippers (PD0037)	35.0%Zinc (RM0300)	GRS (GRS)	1061028
		27.0%Polyester (RM0186)		1210654
		38.0%Recycled post-consumer Polyester (RM0189)		
Functional accessories (PC0017)	Zippers (PD0037)	30.0%Polyester (RM0186)	GRS (GRS)	1061028
		34.0%Zinc (RM0300)		1210654
		36.0%Recycled post-consumer Polyester (RM0189)		
Functional accessories (PC0017)	Zippers (PD0037)	26.0%Polyester (RM0186)	GRS (GRS)	1061028
		36.0%Recycled post-consumer Polyester (RM0189)		1210654
		38.0%Zinc (RM0300)		
Functional accessories (PC0017)	Zippers (PD0037)	16.0%Zinc (RM0300)	GRS (GRS)	1061028
		10.0%Polyester (RM0186)		1210654
		41.0%Metal (RM0246)		
		33.0%Recycled post-consumer Polyester (RM0189)		

Place and date of issue:

Certification Body

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Zwolle, 2023-06-30
 Last updated: 2023-06-30

On behalf of the Managing Director
 Bani Hayat | Certifier





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Scope Certificate Number: CU1201175GRS-2023-00049652 (continued)
PT YKK ZIPPER INDONESIA
Global Recycled Standard (GRS)

Product category	Product details	Material composition(*)	Standard (Label grade)	Facility number
Functional accessories (PC0017)	Zippers (PD0037)	42.0%Recycled post-consumer Polyester (RM0189) 24.0%Polyester (RM0186) 34.0%Zinc (RM0300)	GRS (GRS)	1061028 1210654
Functional accessories (PC0017)	Zippers (PD0037)	57.0%Zinc (RM0300) 42.0%Recycled post-consumer Polyester (RM0189) 1.0%Polyester (RM0186)	GRS (GRS)	1061028 1210654
Functional accessories (PC0017)	Zippers (PD0037)	29.0%Recycled post-consumer Polyester (RM0189) 44.0%Metal (RM0246) 19.0%Zinc (RM0300) 8.0%Polyester (RM0186)	GRS (GRS)	1210654
Functional accessories (PC0017)	Zippers (PD0037)	44.0%Metal (RM0246) 11.0%Zinc (RM0300) 35.0%Recycled post-consumer Polyester (RM0189) 10.0%Polyester (RM0186)	GRS (GRS)	1061028 1210654
Functional accessories (PC0017)	Zippers (PD0037)	44.0%Polyester (RM0186) 32.0%Zinc (RM0300) 24.0%Recycled post-consumer Polyester (RM0189)	GRS (GRS)	1061028 1210654
Functional accessories (PC0017)	Zippers (PD0037)	24.0%Polyester (RM0186) 44.0%Zinc (RM0300) 32.0%Recycled post-consumer Polyester (RM0189)	GRS (GRS)	1061028 1210654
Functional accessories (PC0017)	Zippers (PD0037)	45.0%Recycled post-consumer Polyester (RM0189) 29.0%Zinc (RM0300) 26.0%Polyester (RM0186)	GRS (GRS)	1061028 1210654
Functional accessories (PC0017)	Zippers (PD0037)	46.0%Metal (RM0246) 25.0%Recycled post-consumer Polyester (RM0189) 22.0%Zinc (RM0300) 7.0%Polyester (RM0186)	GRS (GRS)	1061028 1210654

Place and date of issue:



Zwolle, 2023-06-30
 Last updated: 2023-06-30

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Scope Certificate Number: CU1201175GRS-2023-00049652 (continued)
PT YKK ZIPPER INDONESIA
Global Recycled Standard (GRS)

Product category	Product details	Material composition(*)	Standard (Label grade)	Facility number
Functional accessories (PC0017)	Zippers (PD0037)	28.0%Polyester (RM0186) 24.0%Zinc (RM0300) 48.0%Recycled post-consumer Polyester (RM0189)	GRS (GRS)	1061028 1210654
Functional accessories (PC0017)	Zippers (PD0037)	26.0%Recycled post-consumer Polyester (RM0189) 51.0%Polyester (RM0186) 23.0%Zinc (RM0300)	GRS (GRS)	1061028 1210654
Functional accessories (PC0017)	Zippers (PD0037)	19.0%Zinc (RM0300) 56.0%Polyester (RM0186) 25.0%Recycled post-consumer Polyester (RM0189)	GRS (GRS)	1061028 1210654
Functional accessories (PC0017)	Zippers (PD0037)	56.0%Zinc (RM0300) 42.0%Recycled post-consumer Polyester (RM0189) 2.0%Polyester (RM0186)	GRS (GRS)	1061028 1210654
Functional accessories (PC0017)	Zippers (PD0037)	30.0%Recycled post-consumer Polyester (RM0189) 12.0%Zinc (RM0300) 58.0%Polyester (RM0186)	GRS (GRS)	1210654
Functional accessories (PC0017)	Zippers (PD0037)	70.0%Recycled post-consumer Polyester (RM0189) 3.0%Polyester (RM0186) 27.0%Zinc (RM0300)	GRS (GRS)	1061028 1210654
Functional accessories (PC0017)	Zippers (PD0037)	70.0%Recycled post-consumer Polyester (RM0189) 2.0%Polyester (RM0186) 28.0%Zinc (RM0300)	GRS (GRS)	1061028 1210654
Functional accessories (PC0017)	Zippers [Continuous Zip] (PD0037)	49.0%Recycled post-consumer Polyester (RM0189) 51.0%Polyester (RM0186)	GRS (GRS)	1061028 1210654
Functional accessories (PC0017)	Zippers [Continuous Zip] (PD0037)	42.0%Polyester (RM0186) 58.0%Recycled post-consumer Polyester (RM0189)	GRS (GRS)	1210654
Functional accessories (PC0017)	Zippers [Continuous Zip] (PD0037)	34.0%Recycled post-consumer Polyester (RM0189) 66.0%Polyester (RM0186)	GRS (GRS)	1061028 1210654

Place and date of issue:

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Zwolle, 2023-06-30
 Last updated: 2023-06-30

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Scope Certificate Number: CU1201175GRS-2023-00049652 (continued)
PT YKK ZIPPER INDONESIA
Global Recycled Standard (GRS)

Product category	Product details	Material composition(*)	Standard (Label grade)	Facility number
Functional accessories (PC0017)	Zippers [Continuous Zip] (PD0037)	32.0%Recycled post-consumer Polyester (RM0189) 68.0%Polyester (RM0186)	GRS (GRS)	1061028 1210654
Functional accessories (PC0017)	Zippers [Continuous Zip] (PD0037)	42.0%Polyester (RM0186) 58.0%Recycled post-consumer Polyester (RM0189)	GRS (GRS)	1210654
Functional accessories (PC0017)	Zippers [Tape] (PD0037)	76.0%Recycled post-consumer Polyester (RM0189) 24.0%Polyester (RM0186)	GRS (GRS)	1061028 1210652
Functional accessories (PC0017)	Zippers [Tape] (PD0037)	22.0%Polyester (RM0186) 1.0%Polyamide (Nylon) (RM0182) 77.0%Recycled post-consumer Polyester (RM0189)	GRS (GRS)	1061028 1210652
Functional accessories (PC0017)	Zippers [Tape] (PD0037)	21.0%Polyester (RM0186) 1.0%Polyamide (Nylon) (RM0182) 78.0%Recycled post-consumer Polyester (RM0189)	GRS (GRS)	1061028 1210652
Functional accessories (PC0017)	Zippers [Tape] (PD0037)	17.0%Polyester (RM0186) 82.0%Recycled post-consumer Polyester (RM0189) 1.0%Polyamide (Nylon) (RM0182)	GRS (GRS)	1061028 1210652
Functional accessories (PC0017)	Zippers [Tape] (PD0037)	2.0%Polyamide (Nylon) (RM0182) 83.0%Recycled post-consumer Polyester (RM0189) 15.0%Polyester (RM0186)	GRS (GRS)	1061028 1210652
Functional accessories (PC0017)	Zippers [Tape] (PD0037)	85.0%Recycled post-consumer Polyester (RM0189) 14.0%Polyester (RM0186) 1.0%Polyamide (Nylon) (RM0182)	GRS (GRS)	1061028 1210652
Functional accessories (PC0017)	Zippers [Tape] (PD0037)	86.0%Recycled post-consumer Polyester (RM0189) 14.0%Polyester (RM0186)	GRS (GRS)	1061028 1210652
Functional accessories (PC0017)	Zippers [Tape] (PD0037)	1.0%Polyamide (Nylon) (RM0182) 74.0%Recycled post-consumer Polyester (RM0189) 25.0%Polyester (RM0186)	GRS (GRS)	1061028 1210652

Place and date of issue:



Zwolle, 2023-06-30
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Scope Certificate Number: CU1201175GRS-2023-00049652 (continued)
PT YKK ZIPPER INDONESIA
Global Recycled Standard (GRS)

Product category	Product details	Material composition(*)	Standard (Label grade)	Facility number
Functional accessories (PC0017)	Zippers [Zippers - Tape] (PD0037)	23.0%Polyester (RM0186) 77.0%Recycled post-consumer Polyester (RM0189)	GRS (GRS)	1061028 1210654
Greige yarns (PC0030)	Filament (PD0069)	100.0%Recycled post-consumer Polyester (RM0189)	GRS (GRS)	1061028 1210652
Greige yarns (PC0030)	Sewing threads (PD0041)	100.0%Recycled post-consumer Polyester (RM0189)	GRS (GRS)	1061028 1210652

Note: * Quantification (percentages) of material composition is optional. [] Square brackets refer to certified components of a product.

Site Appendix

Under the scope of this certificate, the following facilities have been audited and found to be in conformity:

Facility name & number	Address	Process categories
PT. YKK ZIPPER INDONESIA (main) 1061028	Jl. R. P. Soeroso No. 7, Desa/Kelurahan Cikini, Kec. Menteng, Kota Adm. Jakarta Pusat, Provinsi DKI Jakarta 10330 JAKARTA PUSAT Indonesia, ID	Trading (PR0030)
PT YKK ZIPPER INDONESIA - CIMANGGIS (facility) 1210654	Jl. Raya Jakarta - Bogor Km. 29, Desa/Kelurahan Tugu, Kec. Cimanggis, Kota Depok, Provinsi Jawa Barat 16451 Depok Indonesia, ID	Dyeing (PR0008) Finishing (PR0012) Manufacturing (PR0016) Packing (PR0020) Trading (PR0030) Warehousing, distribution (PR0031)
PT YKK ZIPPER INDONESIA - CIBITUNG (facility) 1210652	Kawasan Industri YKK, Kampung Mariuk, Desa/Kelurahan Gandasari, Kec. Cikarang Barat, Kab. Bekasi, Provinsi Jawa Barat 17520 Cikarang Jawa, ID-JW Indonesia, ID	Extrusion (PR0010) Manufacturing (PR0016) Packing (PR0020) Pre-treatment (PR0021) Preparatory (PR0022) Spinning (PR0027) Trading (PR0030) Warehousing, distribution (PR0031) Weaving (PR0033)

Associated Subcontractor Appendix

Subcontractor name & number	Address	Process categories
No subcontractors		

Place and date of issue:

Certification Body

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Zwolle, 2023-06-30
 Last updated: 2023-06-30

On behalf of the Managing Director
 Bani Hayat | Certifier



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Scope Certificate Number: CU1201175GRS-2023-00049652 (continued)
PT YKK ZIPPER INDONESIA
Global Recycled Standard (GRS)

Independently Certified Subcontractor Appendix

Subcontractor name & number	Certification body	Expiry date	Address	Process categories
No certified subcontractors				

Place and date of issue:



Zwolle, 2023-06-30
 Last updated: 2023-06-30

On behalf of the Managing Director
 Bani Hayat | Certifier

Certification Body



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Sedex Members Ethical Trade Audit Report

Version 6.1



Audit Details				
Sedex Company Reference: <i>(only available on Sedex System)</i>	ZC408300322	Sedex Site Reference: <i>(only available on Sedex System)</i>	ZS408833928	
Business name (Company name):	Yousaf Nawab (PVT.) LTD.			
Site name:	Yousaf Nawab (Pvt)Ltd			
Site address:	Daska Road Near Honda Falcon Showroom Paki Kotli Sialkot 51310 PK	Country:	PK	
Site contact and job title:	Mr. Mirza Abdul Farooq / General Manager			
Site phone:	052-3307204	Site e-mail:	adnan@yousafnawab.com	
SMETA Audit Pillars:	<input checked="" type="checkbox"/> Labour Standards	<input checked="" type="checkbox"/> Health and Safety (plus Environment 2-Pillar)	<input checked="" type="checkbox"/> Environment 4-pillar	<input checked="" type="checkbox"/> Business Ethics
Date of Audit:	2024-01-18			

Audit Company Name:
ALGI Pakistan

Audit Conducted By					
Affiliate Audit Company	<input checked="" type="checkbox"/>	Purchaser	<input type="checkbox"/>	Retailer	<input type="checkbox"/>
Brand owner	<input type="checkbox"/>	NGO	<input type="checkbox"/>	Trade Union	<input type="checkbox"/>
Multi-stakeholder	<input type="checkbox"/>	Combined Audit (select all that apply)			

Audit Content:

(1) A SMETA audit was conducted which included some or all of Labour Standards, Health & Safety, Environment and Business Ethics. The SMETA Best Practice Version 6.1 (March 2019) was applied. 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.

(2) The audit scope was against the following reference documents

2-Pillar SMETA Audit

- ETI Base Code
- SMETA Additions
 - Universal rights covering UNGP
 - Management systems and code implementation,
 - Responsible Recruitment
 - Entitlement to Work & Immigration,
 - Sub-Contracting and Home working,

4-Pillar SMETA

- 2-Pillar requirements plus
- Additional Pillar assessment of Environment
- Additional Pillar assessment of Business Ethics
- The Customer's Supplier Code (Appendix 1)

(3) Where appropriate non-compliances were raised against the ETI code / SMETA Additions & local law and recorded as non-compliances on both the audit report, CAPR and on Sedex.

(4) Any Non-Compliance against customer code shall not be uploaded to Sedex. However, in the CAPR these 'Variances in compliance between ETI code / SMETA Additions/ local law and customer code' shall be noted in the observations section of the CAPR.

SMETA Declaration

I declare that the audit underpinning the following report was conducted in accordance with SMETA Best Practice Guidance and SMETA Measurement Criteria.

- (1) Where appropriate non-compliances were raised against the ETI code / SMETA Additions & local law and recorded as non-compliances on both the audit report, CAPR and on Sedex.
- (2) Any Non-Compliance against customer code alone shall not be uploaded to Sedex. However, in the CAPR these 'Variances in compliance between ETI code / SMETA Additions/ local law and customer code' shall be noted in the observations section of the CAPR.

Auditor Team			
Lead Auditor:	Aarish Aleem Pasha	APSCA Number:	32200549
Additional Auditors:	Haris Safder		32200457
Date of declaration:	2024-01-18		

Note: The focus of this ethical audit is on the ETI Base Code and local law. The additional elements will not be audited in such depth or scope, but the audit process will still highlight any specific issues.

Site Representation	
Full Name:	Mr. Mirza Abdul Farooq
Title:	General Manager
Date of declaration:	2024-01-18
Comments:	<p><i>Any exceptions to this must be recorded here (e.g. different sample size):</i> <i>Sampled wage records from the past 5 months were provided for review (5 months only since the operation for digital thermometer just started last Sep 2020).</i> <i>The audit took 2.0 man-days (9AM-6PM per day). Audit time was extended until 8PM due to the extent of documentation; this was agreed upon with the factory representatives</i></p>
	N/A

Summary of Findings

Issue <small>(please click on the issue title to go direct to the appropriate audit results by clause)</small>	Area of Non-Conformity		Number of issues			Findings
	ETI	Local Law	NC	Obs	GE	
<u>0A - Universal rights covering UNGP</u>			0	1	0	Obs - ZAF600313709
<u>0B - Management systems and code implementation</u>			0	0	0	
<u>1 - Freely chosen employment</u>			0	0	0	
<u>2 - Freedom of association and right to collective bargaining are respected</u>			0	0	0	
<u>3 - Working conditions are safe and hygienic</u>	3.1 3.1 3.1 3.1 3.1	§1 §2 §3 §4 §5	6	0	0	NC - e65601e6-d834-4bae-94b8-dbfcb118363d NC - 4b94e2c2-8930-4402-bc57-d2f209150fed NC - 53a26316-3324-478d-add7-0284c9624e3c NC - 75b6acc5-dca4-43b5-aea2-81ea6ccc1aa1 NC - a7bc6a7b-2633-4fd7-947f-b514ea7a9ac5 NC - 4cdf1f1d-2077-4fac-b3d3-52eb11586a22
<u>4 - Child labour shall not be used</u>			0	0	0	
<u>5 - Living wages are paid</u>			0	0	0	
<u>6 - Working hours are not excessive</u>			0	0	0	
<u>7 - No discrimination is practiced</u>			0	0	0	
<u>8 - Regular employment is provided</u>			0	0	0	
<u>8A - Subcontracting and homeworking</u>			0	0	0	
<u>9 - No harsh or inhumane treatment is allowed</u>			0	0	0	
<u>10A - Entitlement to work and immigration</u>			0	0	0	
<u>10B2 - Environment 2-pillar</u>			0	0	0	
<u>10B4 - Environment 4-pillar</u>			0	0	0	
<u>10C - Business ethics 4-pillar</u>			0	0	0	

Local Law Issues

Issue	Description
§1	In accordance with: Factories Act 1934, Section 26, In every factory the following shall be securely fenced by the safeguards of substantial construction which shall be kept in position while the parts of machinery required to be fenced are in motion or in use.

§2	In accordance with: Punjab Factories Rules 1978 Rule 96. (1) In every factory there shall be maintained in good working order First aid appliances as specified in appendix I. The appliances shall be placed under the charge of a responsible person who knows how to use them, and shall be kept in a readily accessible place within the factory so as to be immediately available during working hours. The words "First Aid" shall be clearly painted on the box or other receptacle concerning such appliances.
§3	Local law ref : Factories act 1934 section 16 dust and fumes (1) In every factory in which, by reason of the manufacturing process carried on, there is given off any dust or fume or other impurity of such a nature and to such an extent as is likely to be injurious or offensive to the workers employed therein, effective measures shall be taken to prevent its accumulation in any work-room and its inhalation by workers and if any exhaust appliance is necessary for this purpose, it shall be applied as near as possible to the point of origin of the dust, fume or other impurity, and such point shall be enclosed so far as possible.
§4	Factory act 1934, Section 25 (6) A free passage-way giving access to each means of escape in case of fire shall be maintained for the use of all workers in every room of the factory.
§5	Electricity Rules 1937 Section 49. Construction, insulation and earthing of apparatus. (1) All apparatus shall be sufficient in power and size and of sufficient mechanical strength for the work it may be required to do, and so far as is practicable, shall be so constructed, installed, protected, worked and maintained as to prevent danger.

Site Details

Site Details			
Company Name	Yousaf Nawab (PVT.) LTD.		
Site Name	Yousaf Nawab (Pvt)Ltd		
GPS location (if available)	GPS Address:	5-KM Daska Road, Pakki Kotli-Sialkot-Pakistan	
	Coordinates:	Latitude: 32.4635289, Longitude: 74.5106304	
Applicable business and other legally required licence numbers and documents, for example, business license number, liability insurance, any other required government inspections	NTN Number: 4048905-1 Labour Registration Number: 2022013400157		
Products/Activities at site, for example, garment manufacture, electricals, toys, grower, cutting, sewing, packing etc	Products: Sports Wear: Process: Sublimation, Embroidery, Printing, Cutting, Stitching, Quality Checking, Pressing and Packing		
Site description: (Include size, location, and age of site. Also, include structure and number of buildings)	Yousaf Nawab (PVT.) LTD. is located at 5-KM Daska Road, Pakki Kotli-Sialkot-Pakistan. Factory was established in 2012. The total area occupied by factory building is 18000 square feet.		
Structure and number of buildings	Building Name:	Building 1	
	Floor	Description	Remark
	Basement	Stitching section and embroidery section,	None
	Ground floor	Time office, security office, embroidery section, packing section, quality section, pressing section, main store, sublimation section, generator area and washrooms.	None
	First floor	Cutting section, screen printing section, heat transfer printing section, offices, prayer area, stitching section and washrooms	None
Visible structural integrity issues (large cracks) observed?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details: There were no cracks observed during the audit.		

Does the site have a structural engineer evaluation?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: Building Stability Certificate (K-Form).
Site function	<input type="checkbox"/> Agent <input checked="" type="checkbox"/> Factory Processing/Manufacturer <input type="checkbox"/> Finished Product Supplier <input type="checkbox"/> Grower <input type="checkbox"/> Homeworker <input type="checkbox"/> Labour Provider <input type="checkbox"/> Pack house <input type="checkbox"/> Primary Producer <input type="checkbox"/> Service Provider <input type="checkbox"/> Sub-contractor
Months of peak season	Select a month to Select a month
Process overview	Products: Sports Wear: Process: Sublimation, Embroidery, Printing, Cutting, Stitching, Quality Checking, Pressing and Packing
What form of worker representation is there on site?	<input type="checkbox"/> Union <input checked="" type="checkbox"/> Worker Committee <input type="checkbox"/> Other <input type="checkbox"/> None
Please give details:	Worker Welfare Committee
Is there any night production work at the site?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Are there any on site provided worker accommodation buildings	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details:
Are there any off site provided worker accommodation buildings	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details:
Were all site provided accommodation buildings included in this audit	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details: Factory has not provided any onsite or offsite accommodation.

Audit Parameters		
Time in and time out	Day 1	
	In	09:00
	Out	16:10
Audit type:	PERIODIC	
Was the audit announced?	SEMI_ANNOUNCED	
Was the Sedex SAQ available for review?	No	
Any conflicting information SAQ/Pre-Audit Info to Audit findings?	No	
Who signed and agreed CAPR	Mr. Mirza Abdul Farooq / General Manager	
Is further information available	No	

Audit attendance	Management	Worker Representatives	
	Senior management	Worker Committee representatives	Union representatives
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
<i>Reason for absence at the opening meeting</i>	There is no registered trade union in the factory, although factory does have worker council committee instead of union as alternative as per legal requirement.		
<i>Reason for absence during the audit</i>	There is no registered trade union in the factory, although factory does have worker council committee instead of union as alternative as per legal requirement.		
<i>Reason for absence at the closing meeting</i>	There is no registered trade union in the factory, although factory does have worker council committee instead of union as alternative as per legal requirement.		

Worker Analysis

The term "migrant worker" refers to a person who is engaged or has been engaged in a remunerated activity in a country of which they are not a national or permanent resident or has purposely migrated on a temporary basis to another in-country region to seek and engage in a remunerated activity.

Worker Analysis								
	Local			Migrant*			Home workers	Total
	Permanent	Temporary	Agency	Permanent	Temporary	Agency		
Worker numbers - male	93	0	0	0	0	0	0	93
Worker numbers - female	5	0	0	0	0	0	0	5
Total	98	0	0	0	0	0	0	98
Number of Workers interviewed - male	8	0	0	0	0	0	0	8
Number of Workers interviewed - female	2	0	0	0	0	0	0	2
Total - interviewed sample size	10	0	0	0	0	0	0	10

Nationalities Structure	
Nationality of Management	Pakistani
Please list the nationalities of all workers, with the three most common nationalities listed first.	Nationality 1: Pakistani approx %: 100%
Was this list completed during peak season?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details: There is no peak season in the factory.
Worker remuneration	Workers on piece rate: 20%
	Paid hourly: 0%
	Salaried: 80%
Payment cycle	Paid daily: 0%
	Paid weekly: 0%
	Paid monthly: 100%
	Other: 0%
	Details for other: None.

Worker Interview Summary	
Were workers aware of the audit?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Were workers aware of the code?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Number of group interviews:	1 Group of 4 male workers (1X4)=4
Number of individual interviews:	Male: 4 Female: 2
All groups of workers are included in the scope of this audit such as; Direct employees, Casual and agency workers, Workers employed by service providers such as security and catering staff as well as workers supplied by other contractors.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details:
Interviews were done in private and the confidentiality of the interview process was communicated to the workers?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
In general, what was the attitude of the workers towards their workplace?	<input checked="" type="checkbox"/> Favorable <input type="checkbox"/> Non-favourable <input type="checkbox"/> Indifferent
What was the most common worker complaint?	Workers were satisfied with the factory management. No complaints were reported.
What did the workers like the most about working at this site?	Workers enjoyed working here as they are granted social benefits, which includes social security, EOBI (Employee Old Age Benefits Institutions) and group life insurance, moreover on time salary and wages distribution and mandated leaves are provided.
Any additional comment(s) regarding interviews:	All interviewed workers have very positive attitude towards management.
Attitude of workers to hours worked:	The general working hours for offices and production are (8:30 AM - 5:30 PM) and all the workers are satisfied with working hours. Overtime hours are within legal limits of 2 hours a day and 12 hours a week according to company policy. Moreover, Overtime is voluntary, and workers are not forced to work overtime hours.
Is there any worker survey information available?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: Workers feedback form.

Attitude of workers:

The workers showed a cooperative attitude during the interview process. The overall attitude of workers toward management was positive, workers were happy with the on-time payments and encouraging working environment. They agreed with management policies of the factory and praises for motivational and supportive behavior of management.

Attitude of worker's committee/union reps:

As per the interviewed committee members, all the committee members are happy with the factory management. Regular meetings are held and the grievances are taken care of by the management.

Attitude of managers:

The factory management was very receptive and showed a positive attitude towards the audit. All documents were provided on timely manner. At the end of the audit, all the non-compliances were accepted by the factory. The auditors took permission for taking photographs and conducting confidential employee interviews. The factory management granted permission to conduct a full audit, including employee interviews, factory visit and document review.

0A - Universal Rights covering UNGP
[Summary of Findings]

0A: Compliance Requirements

- 0.A.1 Businesses should have a policy, endorsed at the highest level, covering human rights impacts and issues, and ensure it is communicated to all appropriate parties, including its own suppliers.
- 0.A.2 Businesses should have a designated person responsible for implementing standards concerning Human rights
- 0.A.3 Businesses shall identify their stakeholders and salient issues.
- 0.A.4 Businesses shall measure their direct, indirect, and potential impacts on stakeholders (rights holders) human rights.
- 0.A.5 Where businesses have an adverse impact on human rights within any of their stakeholders, they shall address these issues and enable effective remediation.
- 0.A.6 Businesses shall have a transparent system in place for confidentially reporting, and dealing with human rights impacts without fear of reprisals towards the reporter. Note for auditors and readers. This is not a full Human Rights Assessment, but instead a check on the business's implementation of processes to meet their Universal rights covering UNGP responsibilities.

Current Systems and Evidence Examined

To complete 'current systems' Auditors examine policies and written procedures in conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is /are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Current Systems:

- 1.Factory has established and maintained appropriate procedures to evaluate and select suppliers based on their ability to meet the requirements of this standard.
2. Suppliers are evaluated and selected based on supplier evaluation system. Following points are considered in the selection arrange a meeting with suppliers for motivation and get consensus to comply with the requirements of this standard.
3. Make arrangements for the motivation of suppliers to accept and participate the monitoring activities implement all remedial action identified during monitoring activity.

Evidence examined:

- Supplier Social Audit Report
- Ability of supplier (Social and Quality Management System)
- Control of Supplier (Supplier Assessment Report)
- Relationship based on Past Experience
- Supplier Social & ETI code commitment
- Social & ETI Code Policy communication records

Any other comments:

None.

Policy statement that expresses commitment to respect human rights?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: Factory has developed their policy for Human Rights and also communicated with their partners.
Are the policies included in workers' manuals?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: Yes, all the policies are included in workers manual.

Does the business have a designated person responsible for implementing standards concerning Human Rights?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: The factory has hired a designated person for implementing standards concerning human rights.
Does the business have a transparent system in place for confidentially reporting, and dealing with human rights impacts without fear of reprisals towards the reporter?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: Factory has developed transparent confidentially reporting system for their employees to be logged their complaints / suggestion through complaint boxes in a confidential manner anonymously.
Does the grievance mechanism meet UNGP expectations? (Legitimate, Accessible, Predictable, Equitable, Transparent, Rights-compatible, a source of continuous learning and based on stakeholder engagement)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Does the business demonstrate effective data privacy procedures for workers' information, which is implemented?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: Factory has developed an effective database privacy system for workers and factory information.
Measuring Workplace Impact	
Annual worker turnover(Number of workers leaving in last 12 months as a % of average total number of workers on site over the year (annual worker turnover))	Last year 2.0% This year 1.0%
Current % quarterly (90 days) turnover(Number of workers leaving from the first of the 90 day period through to the last day of the 90 day period / [(number of employees on the 1st day of 90 day period + number of employees on the last day of the 90 day period) / 2])	1.0%
Annual % absenteeism(Number of days lost through job absence in the year / [(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)	Last year 2.0% This year 1.0%
Quarterly (90 days) % absenteeism(Number of days lost through job absence in the period / [(Number of employees on 1st of the period + Number of employees on the last day of the period) / 2] * Number of available workdays in the month)	0.5%
Are accidents recorded?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: Injuries / accidents are recorded in register.

Annual Number of work related accidents and injuries per 100 workers((Number of work related accidents and injuries * 100) / Number of total workers)	Last year	2.0%
	This year	1.0%
Quarterly (90 days) number of work related accidents and injuries per 100 workers((Number of work related accidents and injuries * 100) / Number of total workers)	0.5%	
Lost day work cases per 100 workers(((Number of lost days due to work accidents and work related injuries * 100) / Number of total workers)	Last year	0.0%
	This year	0.0%
% of workers that work on average more than 48 standard hours / week in the last 6 / 12 months	6 month	0.0%
	12 month	0.0%
% of workers that work on average more than 60 total hours / week in the last 6 / 12 months	6 month	0.0%
	12 month	0.0%

Observation		Evidence
[Back to findings summary]		
Observation		
Status	OPEN	
Reference	ZAF600313709	
Clause	0A - Universal Rights covering UNGP	
Issue Title	7 - SAQ was shared with the auditor, but the SAQ answers are purposefully misleading / inaccurate	
Subcategory	Audit process	
New or carried over?	<input type="checkbox"/> New <input checked="" type="checkbox"/> Carried Over	
Raised by audit	ZAA422361522	
Root cause	<input type="checkbox"/> Training <input type="checkbox"/> System <input type="checkbox"/> Costs <input type="checkbox"/> Lack of workers <input checked="" type="checkbox"/> Other	
Root cause - Other	N/A	
Explanation to the observation	Noted during documents review and management interviews that factory management has not filled SAQ (Self-Assessment Questioner) prior to start audit activity.	
Actions	N/A	

OB - Management Systems and code Implementation
[Summary of Findings]

OB: Compliance Requirements

- 0.B.1 Suppliers are expected to implement and maintain systems for delivering compliance to this Code.
- 0.B.2 Suppliers shall appoint a senior member of management who shall be responsible for compliance with the Code.
- 0.B.3 Suppliers are expected to communicate this Code to all employees.
- 0.B.4 Suppliers are expected to be operating legally in premises with the correct business licenses and permissions and to have systems to ensure that all relevant land rights have been complied with.
- 0.B.5 Suppliers should communicate this code to their own suppliers and, where reasonably practicable, extend the principles of this Ethical Code through their supply chain.

Current Systems and Evidence Examined

To complete 'current systems' Auditors examine policies and written procedures in conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is /are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Current Systems:

1. The factory has system in place to implement the social code
2. Factory has taken written commitment from all its suppliers to comply with social compliance code of conduct. Factory adopted and maintains procedure to evaluates and renew the suppliers annually.
3. The Factory has appointed Mr. Mirza Abdul Farooq (General Manager) for implementation of ETI Base code in the factory.
4. Personnel files are found to be well maintained and kept in HR department and kept confidential.
5. The factory has drafted its policies on forced labour, child labour, discrimination, harassment and freedom of association.

Evidence examined:

- Social Policy Manual
- Employees Handbook
- Management Representative Labour contract
- Policy on forced labour, child labour, discrimination, harassment, general human rights, freedom of association
- Training records against company policies
- Business Licenses
- Personal files
- Notice boards

Any other comments:

The overall observation shows that the factory has set a system to implement & monitor the social management system, there is a HR & Admin Manager in the factory to implement and maintain company's Social Management system. Factory has a system to select business partners as per their company policy, company has communicated the ETI base code with their partners. Further, the factory has a proper production plan as well as lost time reporting system implementing monthly/daily basis.

Management Systems

In the last 12 months, has the site been subject to any fines/prosecutions for non-compliance to any regulations?

Yes No

Please give details:

No fines and prosecution ae imposed on the factory in last 12 months.

<p>Do policies and/or procedures exist that reduce the risk of forced labour, child labour, discrimination, harassment & abuse?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Please give details:</p> <p>The factory has its own policies and procedures on forced labour, child labour, discrimination, harassment & abuse and the policies are posted for worker's reference. The factory conducts training to the workers on legal requirements and ETI base code requirements. The factory does not retain any original documents of the employees and checks with a valid age proof document at the time of hire.</p>
<p>If Yes, is there evidence (an indication) of effective implementation? Please give details.</p>	<p>On the day of audit, no traces of forced labour, child labour, discrimination, harassment & abuse was observed. All interviewed employees reported that they are treated with dignity and respect. The factory conducts training to all employees related to health and safety, legal requirements etc. and maintains all training records.</p>
<p>Have managers and workers received training in the standards for forced labour, child labour, discrimination, harassment & abuse?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Please give details:</p> <p>All managers are trained on no child labour, no discrimination, anti-harassment & abuse.</p>
<p>If Yes, is there evidence (an indication) that training has been effective e.g. training records etc.? Please give details</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Please give details:</p> <p>Training records were available that shows the effective training was provided to workers on social practices, and ethics. Training effectiveness was assessed by interviewing workers and was well understood by the workers.</p>
<p>Does the site have any internationally recognised system certifications e.g. ISO 9000, 14000, OHSAS 18000, SA8000 (or other social audits)?</p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p> <p>Please give details:</p> <p>None</p>
<p>Is there a Human Resources manager/department?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Mr. Awaiz Ahmed (HR and Compliance Manager) is responsible to ensure the effective human resource is in place and workers are aware of their legal rights, company policies. Training plans are being developed and trainings are being provided on regular basis for the awareness of employees.</p>
<p>Is there a senior person /manager responsible for implementation of the code?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Please give details:</p> <p>Mr. Awaiz Ahmed serving the factory as HR and Compliance Manager responsible for implementation of the social codes.</p>
<p>Is there a policy to ensure all worker information is confidential?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Please give details:</p> <p>All workers information is kept in their personal files which remain confidential and only accessed by HR staff.</p>
<p>Is there an effective procedure to ensure confidential information is kept confidential?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Please give details:</p> <p>Factory has developed the procedure for worker data confidentiality.</p>

<p>Are risk assessments conducted to evaluate policy and procedure effectiveness?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Please give details:</p> <p>Factory has conducted risk assessment to evaluate the effectiveness of policy and procedures.</p>
<p>Does the facility have a process to address issues found when conducting risk assessments, including implementation of controls to reduce identified risks?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Please give details:</p> <p>If any risk identified, there was the plan to eliminate or reduce with issuing notification concerned department or individual.</p>
<p>Does the facility have a policy/code which require labour standards of its own suppliers?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Please give details:</p> <p>Factory management developed their own supplier code of conduct in form of supplier evaluation which is carried out when suppliers are being selected for their factory. Also, these suppliers are maintaining under companies approve suppliers list and evaluated periodically under their factory quality management system.</p>
<p>Land Rights</p>	
<p>Does the site have all required land rights licenses and permissions (see SMETA Measurement Criteria)?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Please give details:</p> <p>The factory has approved building plan which is showing the legal land rights.</p>
<p>Does the site have systems in place to conduct legal due diligence to recognize and apply national laws and practices relating to land title?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Please give details:</p> <p>Not required by local law.</p>
<p>Does the site have a written policy and procedures specific to land rights?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Please give details:</p> <p>The factory has all the legally rights and permits which is meet the all-legal requirement and land rights.</p>
<p>Is there evidence that facility/site compensated the owner/lessor for the land prior to the facility being built or expanded?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Please give details:</p> <p>This is an owned factory and does not requires the approval for the expansion and building approvals.</p>
<p>Does the facility demonstrate that alternatives to a specific land acquisition were considered to avoid or minimize adverse impacts?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Please give details:</p> <p>All the alternatives to a specific land acquisition were considered to avoid or minimize adverse impacts.</p>
<p>Is there any evidence of illegal appropriation of land for facility building or expansion of footprint?</p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p> <p>Please give details:</p> <p>This factory is completely legalized. During the audit auditors did not find any sign of illegal appropriation of land.</p>

1 - Freely chosen Employment
[Summary of Findings]

1: Compliance Requirements

- 1.1 There is no forced, bonded or involuntary prison labour.
- 1.2 Workers are not required to lodge "deposits" or their identity papers with their employer and are free to leave their employer after reasonable notice.

Current Systems and Evidence Examined

To complete 'current systems' Auditors examine policies and written procedures in conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is /are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Current Systems:

- 1. Based on interview with the workers, management and document review, the employees could freely resign with proper notification in advance 30 days minimum.
- 2. The employees obtained their job by themselves by seeing advertisement or by recommendation from existing employee; they were not asking or forced to lodge deposits or their identity papers to the company at time of employment.
- 3. During factory visit, workers' interview and document review, there were no traces identified of forced, bonded or involuntary prison labour.
- 4. Workers were free to leave at the end of factory timing.

Evidence examined:

- Checked personnel files of the 10 workers
- Employment agreements
- Terms and conditions.
- Social Policy.

Any other comments:

The overall observation shows that the employees are free to leave the factory when they resign from the services, with payment. There is no restriction on workers' movement within the premises. The workers are not forced to stay back once they get authorized leave from the management.

Is there any evidence of retention of original documents, e.g. passports/ID' (If yes, please give details and category of workers affected)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details:
Is there any evidence of a loan scheme in operation (If yes, please give details and category of workers affected)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details:
Is there any evidence of retention of wages / deposits (If yes, please give details and category of workers affected)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details:
Are there any restrictions on workers' freedom to terminate employment?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details: No restrictions on termination of employment and resignation were found.
If any part of the business is UK based or registered there & has a turnover over £36m, is there a published a 'modern day slavery statement?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Not Applicable Please give details: Not applicable.

<p>Is there evidence of any restrictions on workers' freedoms to leave the site at the end of the work day?</p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p> <p>Please give details:</p> <p>No evidence found of restriction on leaving the site at the end of the shift it was verified through worker interview and attendance record generated by face scanning time keeping equipment</p>
<p>Does the site understand the risks of forced / trafficked / bonded labour in its supply chain</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not Applicable</p> <p>Please give details:</p> <p>Factory has communicated abolition or forced labour policy with their partners to understand the risk of bonded labour.</p>
<p>Is the site taking any steps taking to reduce the risk of forced / trafficked labour?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Please give details:</p> <p>Factory has developed forced labour or trafficked labour policy and implemented it through workers training.</p>

2 - Freedom of Association and Right to Collective Bargaining are Respected
[Summary of Findings]

2: Compliance Requirements

- 2.1 Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively.
- 2.2 The employer adopts an open attitude towards the activities of trade unions and their organisational activities.
- 2.3 Workers' representatives are not discriminated against and have access to carry out their representative functions in the workplace.
- 2.4 Where the right to freedom of association and collective bargaining is restricted under law, the employer facilitates, and does not hinder, the development of parallel means for independent and free association and bargaining.

Current Systems and Evidence Examined

To complete 'current systems' Auditors examine policies and written procedures in conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is /are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Current Systems:

- 1. Worker Welfare Committee was established in the factory, 3 workers representatives were the members of this council. Worker's representatives were elected on 21st November 2023 for open attitude and communication between the factory management and workers.
- 2. Workers representative's meetings were in practice to discuss any issues, demands and suggestions of employees and to address the issues or suggestions to management. Last meeting was conducted on 21st November 2023 and the topics discussed in the meeting is to solve the issues of workers.
- 3. The workers can complaint to their supervisors directly, through their representatives, or as per open door policy; directly to the management, although the suggestion box was available in the factory for collecting workers complaints and suggestions.

Evidence examined:

- Worker Welfare Committee document.
- Election Records
- Worker Welfare Committee Meeting records
- Suggestion Boxes Record

Any other comments:

The factory has established a complete policy and procedures in place to ensure workers right to Freedom of Association. No worker was found who is directly involved with any trade union.

What form of worker representation/union is there on site? (Please add the name of the union or committee in the textbox)	<input type="checkbox"/> Union <input type="checkbox"/> Other	<input checked="" type="checkbox"/> Worker Committee <input type="checkbox"/> None
Other details:	Worker Welfare Committee	
Is it a legal requirement to have a union?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Is it a legal requirement to have a worker's committee?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	

Is there any other form of effective worker/management communication channel? (Other than union/worker committee e.g. H&S, sexual harassment)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: Factory has defined workers communication policy, for which suggestion and complaint boxes were installed in the company. Factory has also open-door policy or to convey through their department in-charge and directly to management. Worker Welfare Committee gives awareness to the labour about the proper usage of these channels so they can raise their voice against any issue they are having.
Is there evidence of free elections?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Does the supplier provide adequate facilities to allow the Union or committee to conduct related business?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: Worker Welfare Committee
Name of union and union representative, if applicable:	No registered union in the factory.
Is there evidence of free elections?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Not Applicable
If there is no union, is there a parallel means of consultation with workers e.g. worker committees?	Worker Welfare Committee
Is there evidence of free elections?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not Applicable
Are all workers aware of who their representatives are?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: Workers are aware with their all representatives.
Were worker representatives freely elected?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Date of last election:	2023-11-21
Do workers know what topics can be raised with their representatives?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Were worker representatives/union representatives interviewed?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
If Yes, please state how many:	1.0
Please describe any evidence that union/worker's committee is effective? Specify date of last meeting; topics covered; how minutes were communicated etc.	Worker Welfare Committee is effective and helpful to workers. Workers representative's meetings were in practice to discuss any issues, demands and suggestions of employees and to address the issues or suggestions to management. Last meeting was conducted on 21st November 2023 and the topics discussed in the meeting is to solve the issues of workers.
Are any workers covered by Collective Bargaining Agreement (CBA)?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

3 - Working Conditions are Safe and Hygienic
[Summary of Findings]

3: Compliance Requirements

- 3.1 A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.
- 3.2 Workers shall receive regular and recorded Health & Safety training, and such training shall be repeated for new or reassigned workers.
- 3.3 Access to clean toilet facilities and to potable water, and, if appropriate, sanitary facilities for food storage shall be provided.
- 3.4 Accommodation, where provided, shall be clean, safe, and meet the basic needs of the workers.
- 3.5 The company observing the code shall assign responsibility for Health & Safety to a senior management representative.

Current Systems and Evidence Examined

To complete 'current systems' Auditors examine policies and written procedures in conjunction with relevant managers, to understand, and record what controls and processes are currently in place e.g. record what policies are in place, what relevant procedures are carried out, who is /are responsible for the management of this item of the code. Evidence checked should detail any documentary or verbal evidence shown to support the systems.

Current Systems:

- 1. Workers and management interview show the factory has provided first aid, fire fighting and fire drill trainings to their workers. Factory provided relevant records for review.
- 2. There are 18 first aiders and 25 fire fighters.
- 3. Factory had planned and arranged the fire drill twice a year, which included the evacuation exercise. The factory provided relevant records for review. Last fire drill was conducted on 3rd January 2024
- 4. Based on on-site observation, there are 8 first aid kits were available in the factory. Trained first aiders were available in the factory.
- 5. There are 40 Fire extinguishers, 17 fire alarm call points, 22 smoke detectors and fire buckets 2 sets.
- 6. Factory provided adequate number of toilets.
- 7. EHS/OHS Committee was responsible for H&S issues in the factory.
- 8. Approved Building Map and building stability certificate was available.
- 9. The factory had established health and safety policy. Injury record was maintained.
- 10. Emergency contact numbers were displayed prominently in production, management and main gate.
- 11. Factory has provided PPEs as per process requirement such as face masks and ear plugs.
- 12. Factory has given the responsibility to Mr. Awaiz Ahmed" regarding H&S System implementation in the facility.

Evidence examined:

- Fire Drill Record
- Water Test Report
- Electrical Inspection Record
- Injury Record
- Employee handbook
- Health & Safety Producer
- Training Records
- Building Map
- Risk Assessment
- Fire Extinguishers Inspection
- Fire Alarm Inspection
- Illuminating Exit Sign and Emergency Lights Inspection
- Electrical installation inspection Checklist
- Machine Maintenance inspection record
- Safety Warning Signs Inspection

Any other comments:

The overall observation shows that the factory has established a complete 'health & safety' policy procedure. The production floor was quite clean. Evacuation maps were available in all areas. Sufficient drinking water was available in the production floors. Fire extinguishers were also properly charged and ready for use. The overall health & safety condition of the factory was found to be good.

<p>Does the facility have general and occupational Health & Safety policies and procedures that are fit for purpose and are these communicated to workers?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Please give details: Procedures and policies were available; Workers and management interview shows the company had provided health and safety training to workers. The company provided relevant records for review.</p>
<p>Are the policies included in workers' manuals?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Please give details: Factory does have social compliance manual which include the following policies. H&S policy EHS policy Risk assessment procedure LOTO procedure Internal audit procedure (H&S)</p>
<p>Are there any structural additions without required permits/inspections (e.g. floors added)?</p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p> <p>Please give details: Factory did not do any structural additions without permit and legalized documents.</p>
<p>Are visitors to the site informed on H&S and provided with personal protective equipment?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Please give details: Yes provided (Face Mask and earmuffs).</p>
<p>Is a medical room or medical facility provided for workers?(This section is to list evidence to support system description (Documents examined & relevant comments. Include renewal/expiry date where appropriate))</p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p> <p>Please give details: Factory has trained first aiders in each section to act on any case of emergency.</p>
<p>Is there a doctor or nurse on site or there is easy access to first aider/ trained medical aid?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Please give details: Factory has trained first aiders on each department and floors.</p>
<p>Where the facility provides worker transport – is it fit for purpose, safe, maintained and operated by competent persons e.g. buses and other vehicles?</p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p> <p>Please give details: Transport is not provided by the factory.</p>
<p>Is secure personal storage space provided for workers in their living space and is fit for purpose?</p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p> <p>Please give details: Factory has not provided any living space for workers.</p>
<p>Are H&S Risk assessments are conducted (including evaluating the arrangements for workers doing overtime e.g. driving after a long shift) and are there controls to reduce identified risk?</p>	<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Please give details: Factory management conducted periodic risk assessment to evaluate the risks on every aspect.</p>

Is the site meeting its legal obligations on environmental requirements including required permits for use and disposal of natural resources?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Please give details: Factory has developed the policy for Environment protection and natural resource preservation, factory has an agreement with waste management company for disposal of waste.
Is the site meeting its customer requirements on environmental standards, including the use of banned chemicals?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Please give details: Factory is not using any banned chemicals.



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Yousaf Nawab Pvt. Ltd. have three production units in the heart of city.



Production

Yousaf Nawab Pvt. Ltd. has developed state of the art production and quality systems. Having in-house production facilities from knitting to finished product.



Raw Material

At Yousaf Nawab Pvt. Ltd. the raw material for top quality products are selected carefully & imported from different countries of the World.

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Yousaf Nawab Pvt. Ltd. focuses on long-term customer relationship with dedicated services for the boost up of customers business.





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Certification

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