



ANIS APPAREL

Certified Green Manufacturer of all types of Knitted Apparel



INDITEX

MANGO



Mr Akhtar yunus - Chief Executive
Director of Marketing - Imran Akhtar

Address: No. 165-166, Sector 23 Korangi Industrial
Area Karachi Pakistan

Phone: (021) 35121208

Website: www.anisapparel.com





PAKISTAN
TEXTILE
INDUSRTY



HERITAGE

Ethics

We strive to do good because we care about and respect each other, our customers, and the world we share.

Social Responsibility

Invest in more than just our products and support the communities where we live and work.

Sustainability

We understand that a living enterprise and living earth are inextricably linked.

These three Principles form the core foundation of our business, passed onto our generation by our ancestors.

**OUR
VALUED
CUSTOMERS**

**PROCESSES
AT ANIS
APPAREL**

CERTIFICATIONS

**AUDIT
SCORE**

**FUTURE
PLANS**

OUR CLIENTS

TALLY WEIJL
Totally Sexy!

WOOLWORTHS

Terranova

NEW LOOK

Bershka

ZARA

MANGO

PULL&BEAR

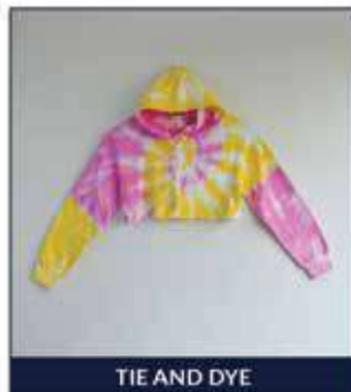
SPRINGFIELD

Man & Woman

ORCHESTRA



OUR CATALOG





**CAPACITY :550,000
PCS PER MONTH**

850

NO. OF
STITCHING MACHINE

20

CIRCULAR
KNITTING MACHINE

&

OTHER PROCESSING
MACHINES

CERTIFICATIONS



12 PRINCIPLES



INDITEX

BCI Better Cotton Initiative
www.bettercotton.org



ANIS APPAREL

No. 165-166, Sector 23 Korangi Industrial
Area Karachi Pakistan, Sector 23 Karachi,
Karachi City, Sindh 74900

TEL # (021) 35121208
FAX # +92-21-35121219
WEB: www.anisapparel.com

COMPANY PROFILE

COMPANY & CONTACT:

MAILING ADDRESS: PLOT NO. 165-166, SECTOR-23,
KORANGI INDUSTRIAL AREA,
KARACHI - PAKISTAN

TEL # (021) 35121208

FAX # +92-21-35121219

WEBSITE www.anisapparel.com

E-MAIL: akhtar@anisapparel.com
imran@anisapparel.com
shakil@anisapparel.com
rehan@anisapparel.com

CONTACT PERSONS:

AKHTAR YUNUS	CHIEF EXECUTIVE
IMRAN AKHTAR	DIRECTOR
MUHAMMAD REHAN	GENERAL MANAGER
MUHAMMAD SHAKIL	PLANT MANAGER

SHAHAB UD DIN	SENIOR MERCHANDISER
NADEEM ANSARI	PRODUCTION MANAGER
ZAHID AZHAR	Q.A MANAGER

FACTORY AREA: 150,000 SQ FT.

EXPORT AREAS:

COUNTRIES: U.S.A & EUROPEAN COUNTRIES

MAJOR CUSTOMERS: OVED APPAREL USA , DIKYES JONES APPAREL
MANGO, TEDDY SPA, BERSHKA, PULL & BEAR, ZARA, SPRING FIELD,
ORCHESTRA. NEW LOOK & TELLY WEJL.

CAPACITY: UNIT #1 350,000 PCS PER MONTH
CAPACITY: UNIT #2 200,000 PCS PER MONTH

FABRIC DYEING CAPACITY 17,500 KGS PER DAY
437,500 KGS PER MONTH

GARMENT DYEING CAPACITY 6,000 KGS PER DAY
150,000 KGS PER MONTH

PRODUCTS:

- T-SHIRTS
- HOODED SWEAT SHIRTS / PULLOVER
- FLEECE CREW NECK SHIRTS
- FLEECE JOG PANTS
- POLO / GOLF SHIRTS
- THERMAL LINED FLEECE JACKETS
- FRENCH TERRY SWEAT SHIRTS / PULLOVER
- SPORTS WEAR
- WORK WEAR
- OUTER WEAR
- UNIFORM, SCRUBS ETC.
- SHORTS
- TROUSERS
- PIGMENT DYED GARMENTS
- ORGANIC & BAMBOO COTTON GARMENTS

EXPORT: 2021-2022 US\$ 21.5 MILLOIN
2023-2024 US\$ 25.0 MILLOIN

NO. OF MACHINES: 850 STITCHING MACHINES & OTHERS PROCESSING MACHINES

CIRCULAR KNITS MACHINES 20 CIRCULAR KNITTING MACHINES

KNITTING CAPACITY: 7000 KGS PER DAY
180,000 KGS PER MONTH

WORKING SYSTEM: CHAIN SYSTEM / PIECE SYSTEM

CERTIFICATIONS:

CERTIFIED: WRAP, C-TPAT, INDITEX, BSCI, SEDEX, OEKO-TEX , MANGO



INDITEX



MANGO

COMPLIANCE CERTIFICATIONS ARE ATTACHED

USB Certification Denetim, Gozetim ve Belgelendirme Hizmetleri A.S.
Ismet Kaptan Mah. Hurriyet Bulv. No: 4/1 Kavala Plaza
K: 2 D: 23 Cankaya – Konak - Izmir / Turkey
www.usbcertification.com Tel: 0090.232.446 4416

SCOPE CERTIFICATE

Scope Certificate Number USB TEX2172-GOTS-2023-01

USB Certification Denetim, Gozetim ve Belgelendirme Hizmetleri A.S., USB CERTIFICATION
certifies that

Anis Apparel

License Number USB 002172

Plot No. 165-166, Sector 23, Korangi Industrial Area, Karachi 74900 Sindh -
Pakistan

has been audited and found to be in conformity with the

Global Organic Textile Standard (GOTS) V6.0

Product categories as mentioned below (and further specified in the product appendix) conform
with this standard(s):

Women`s apparel (PC0002), Men`s apparel (PC0001)

Process categories carried out under responsibility of the above mentioned company for the
certified products cover:

**Knitting (PR0015), Pre-treatment (PR0021), Dyeing (PR0008), Printing (PR0023), Finishing
(PR0012), Manufacturing (PR0016)**

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

This certificate is valid until: **2024-07-18**

Place and Date of Issue

Izmir, 2023-07-31

Certification Body



Standard Logo



Name of the authorised person

Mr Md. Sayeed HASAN

Certification Body Accredited by: IOAS ; Accreditation Number: 112

This scope certificate provides no proof that any goods delivered by its holder are GOTS certified. Proof of GOTS 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.

For directions on how to authenticate this certificate, please visit GOTS' web page 'Approved Certification Bodies'.



Scope Certificate

Scope Certificate Number USB-00059202-MUL-2307

Scope Certificate Version Number USB-00059202-MUL-2307.24

USB Certification Denetim, Gozetim ve Belgelendirme Hizmetleri A.S.
certifies that

Anis Apparel

Textile Exchange-ID (TE-ID): TE-00059202

USB Certification Client Number: USB 002172

Plot No. 165-166, Sector 23, Korangi Industrial Area, Karachi
Sindh, 74900
Sindh - Pakistan

has been audited and found to be in conformity with the

Global Recycled Standard (GRS) (V4.0)
Organic Content Standard (OCS) (V3.0)

Product categories mentioned below (and further specified in the product appendix) conform with the standard(s):

Women`s apparel (PC0002), Men`s apparel (PC0001), Unisex apparel (PC0005), Children`s apparel (PC0004)

Process categories carried out under responsibility of the above mentioned organization for the certified products cover:

Knitting (PR0015), Pre-treatment (PR0021), Dyeing (PR0008), Printing (PR0023), Finishing (PR0012), Manufacturing (PR0016)

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

This certificate is valid until: **2024-07-18**

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

Place and Date of Issue (YYYY-MM-DD) Certification Body Standard

Izmir, 2023-07-31

Last Updated : 2024-04-18

Md. Sayeed HASAN



Certification Body Licensed by: Textile Exchange ; Licensing Code: CB-USB
Certification Body Accredited by: IOAS ; Accreditation Number: 112
Inspection Body: USB Certification Denetim, Gozetim ve Belgelendirme Hizmetleri A.S.

This scope certificate provides no proof that any goods delivered by its holder are GRS, OCS certified. Proof of GRS, OCS certification of goods delivered is provided by a valid transaction certificate (TC) or equivalent 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.



USB Certification Denetim, Gozetim ve Belgelendirme Hizmetleri A.S.
 Ismet Kaptan Mah. Hurriyet Bulv. No: 4/1 Kavala Plaza
 K: 2 D: 23 Cankaya – Konak - Izmir / Turkey
 www.usbcertification.com Tel: 0090.232.446 4416

SCOPE CERTIFICATE

Scope Certificate Number **USB-00059202-RCS-2307**
 Scope Certificate Version Number **USB-00059202-RCS-2307.8**

USB Certification Denetim, Gozetim ve Belgelendirme Hizmetleri A.S.
 certifies that

Anis Apparel

Textile Exchange-ID (TE-ID): **TE-00059202**

USB Certification Client Number: **USB 002172**

Plot No. 165-166, Sector 23, Korangi Industrial Area, Karachi
 Sindh, 74900
 Sindh - Pakistan

has been audited and found to be in conformity with the

Recycled Claim Standard (RCS) V2.0

Product categories mentioned below (and further specified in the product appendix) conform with the standard(s):

Women`s apparel (PC0002), Unisex apparel (PC0005), Men`s apparel (PC0001), Children`s apparel (PC0004)

Process categories carried out under responsibility of the above mentioned organization for the certified products cover:

Knitting (PR0015), Pre-treatment (PR0021), Dyeing (PR0008), Printing (PR0023), Finishing (PR0012), Manufacturing (PR0016)

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

This certificate is valid until: **2024-07-18**

Audit criteria: Recycled Claim Standard V2.0 ; Content Claim Standard V3.1 ; Textile Exchange Standards Claims Policy V1.2

Place and Date of Issue (YYYY-MM-DD)

Izmir, 2023-07-31

Last Updated : 2024-03-25

Certification Body



Standard



Md. Sayeed HASAN

Certification Body Licensed by: Textile Exchange ; Licensing Code: CB-USB
 Certification Body Accredited by: IOAS ; Accreditation Number: 112
 Inspection Body: USB Certification Denetim, Gozetim ve Belgelendirme Hizmetleri A.S.

This scope certificate provides no proof that any goods delivered by its holder are RCS certified. Proof of RCS certification of goods delivered is provided by a valid transaction certificate (TC) or equivalent 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.



Certificate of Compliance

Anis Apparel

WRAP #: 13515
Level: Gold
Certification Period: April 23, 2024 to April 23, 2025
Facility Address: Plot #165 & 166, Sector No. 23
Korangi Industrial Area, Karachi
Pakistan
Production Processes: Knitting, Dyeing, Cutting, Stitching, Checking, Packing
and Dispatch
Sample Size: 30
**Average Weekly Hours in
Periods Reviewed:** May 2023:59 October 2023:56 February 2024:58



Handwritten signature of Avedis H. Seferian.

Avedis H. Seferian
President & CEO

Handwritten signature of Louise B. Wise.

Holly Wise
Chair



This WRAP certificate covers the facility with the address and production processes listed above. Please refer to the full audit report for details.



United States

📍 4201 Wilson Boulevard, #335
Arlington, Virginia
USA 22203

☎️ +1-703-243-0970
+1-703-243-8795 (para Español)

Greater China

📍 Unit 914, Star House,
3 Salisbury Rd, Tsim Sha Tsui,
Kowloon, Hong Kong

☎️ +852-2730-2381

Bangladesh

📍 House 52 (Level 2), Road 13/C,
Block E, Banani, Dhaka,
Bangladesh

☎️ +880-2-982-2339

WRAP Certification Letter

📧 info@wrapcompliance.org

Letter Date: 04-23-2024
Facility Name: Anis Apparel
WRAP ID: 13515
Facility Address: Plot #165 & 166, Sector No. 23
Korangi Industrial Area, Karachi
Pakistan
Certification Type: Gold
Certification Term: April 23, 2024 to April 23, 2025



Dear Mr. Muhammad Shakil,

On behalf of Worldwide Responsible Accredited Production (WRAP), it is our pleasure to award your facility with a WRAP certificate. We congratulate your facility for its commitment to socially responsible practices.

Your certificate is valid from April 23, 2024 to April 23, 2025, contingent upon maintaining full compliance with WRAP's 12 Principles.

Sending the WRAP Certification to the Facility

- Starting from January 1st, 2024, WRAP will cease the mailing of certificates. Instead, WRAP certifications will be entirely digital and feature a unique barcode, replacing the traditional WRAP stamp for authenticity. This transition to digital certificates aims to both preserve the environment and address challenges related to global mail delivery, ensuring that certificates reach their intended recipients worldwide.
- Facilities will have the option to print a copy of their certificate directly from the WRAP portal.
- Thank you for your understanding and cooperation as we embrace this eco-friendly and efficient certification process.

Post Certification Assessment

Your facility will be subject to a *free* unannounced Post Certification Assessment (PCA) by WRAP or a monitoring firm of WRAP's choice during the certification period. Selection of the monitoring firm and date of the PCA is exclusively authorized by WRAP. If your facility is selected for a PCA, management must fully cooperate with WRAP or the selected monitoring firm by granting the auditor(s) full access to the facility. Failure to do so, will result in your facility being decertified and WRAP informing your buyers of this outcome.

Use of WRAP Logo

Authorized use of the attached WRAP Certified Facility logo is limited to the certification period above, provided your facility maintains full compliance with WRAP's 12 Principles during the certification period. Note that use of this logo does not give you permission to provide any services on WRAP's behalf of in WRAP's name.

Sincerely,
WRAP Team

Monitoring result for ANIS APPAREL on site Anis Apparel

Monitoring

Monitored Party	: ANIS APPAREL
amfori ID	: 586-000689-000
Site	: Anis Apparel
Site amfori ID	: 586-000689-002
Address	: PLOT NO.165 & 166, SECTOR-23, KORANGI INDUSTRIAL AREA
	: Karachi
	: Sindh
	: Pakistan
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Submission Date	: 22/04/2022
Expiration Date	: 22/04/2024

This is an extract of the online monitoring result, generated on 23/04/2022, 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	B
PA 2: Workers Involvement and Protection	C
PA 3: The Rights of Freedom of Association and Collective Bargaining	A
PA 4: No Discrimination	A
PA 5: Fair Remuneration	A
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

This amfori BSCI audit was conducted on 09th April 2022, by ALGI Pakistan auditors Mr. Muhammad Adeel Khan (Lead auditor) - APSCA registration RA21700904, Mr. Sajjad Khan (Team Auditor) - APSCA registration RA21704423 and Miss. Umama Rizwan (Team Auditor)- APSCA registration ASCA21705105.

Anis Apparel is a Proprietorship factory located at Plot No.165/166 Sector-23 Korangi Industrial Area, Karachi - Pakistan. The factory was established in 2013. The total building area occupied by the facility was 88000 square feet.

Opening Meeting: The audit process started with an opening meeting, at 09:10 am, where Mr. Muhammad Shakil (General Manager), Mr. Muhammad Ebad Khan (WCC Member), Mr. Hanif Sattar (HR and Compliance Officer), Mr. Faizan Abbas (H&S Officer) and Mr. Muhammad Ramiz (Compliance Officer) were present.

The auditors described the entire audit process, standards, scope. They also explained the amfori BSCI code of conduct alongside the amfori BSCI holistic approach in detail and the extent to which local laws are related to the audit. Meanwhile, management assured the auditors that they would help throughout the process. The required documents were provided in time and facility management provided a separate room to conduct employee interviews. Overall, at the time of the facility visit, the attitude of the facility management was good.

The auditors explained and presented ALGI's Gifts and Gratuity letter to the facility management. where Mr. Muhammad Shakil (General Manager) agreed and signed the document.

Health and Safety tour: All areas of the facility such as Knitting, dyeing, cutting, stitching, checking, finishing and packing were visited during the audit. Site tour of the entire premises of the facility was conducted.

Factory management has posted COVID-19 safety instructions on the main gate and all the prompt places in production departments. They have also provided training to all their employees and department in-charges to maintain social distancing in the factory as per posted COVID-19 instructions and government SOPs.

Facility Overview: The factory consists of 01 building and the layout was as follows:

Ground floor is occupied by time office, security office, ETP area, dyeing section, fabric drying section, chemical store, carton storage area, laboratory, offices, boiler area and hydrant pump room.

Mezzanine floor is occupied by offices and washrooms.

First floor is occupied by knitting section, yarn storage area, grey fabric storage area, accessories store, sample room, GGT room, oil storage area, cutting section, bundling section, compressor room and washroom.

Second floor is occupied by stitching section, quality checking section, cropping section, packing section, pressing section, offices, ladies rest room, ladies washroom and gents washrooms.

Third floor (Roof top) is occupied by eating area, hanger area, mini steam generator room and fabric storage rooms.

Currently, the facility employs a total of 225 employees; there are 205 males and 20 females employees. During the audit, samples of records taken by the auditors to be reviewed were 16 workers from March 2022, 16 from October 2021 and 16 from April 2021. These records were reviewed for wage and working hours. The facility has applied the legal minimum wage with the lowest paid worker receiving PKR 19000.

The factory applied 6 days working in a row and Sunday was the weekly off-day with a total of 48 hours of a normal week as stated by the prevailing regulations. The operating hours were as follows:

General shift and production starts from 09:00 am to 06:00 pm with one-hour lunch and tea breaks.

Shifts for security, utility and dyeing staff are as follows:

Shift 1: 07:00 am to 03:00 pm

Shift 2: 03:00 pm to 11:00 pm

Shift 3: 11:00 pm to 07:00 am

The production market was 100% for export. The facility declared all the months has same production flows no high, medium or low season.

16 workers were selected for interviews 10 males and 06 females. The responses received from them painted a positive picture of the facility and the management.

At the end of the entire process a closing meeting was conducted at 17:40 with Mr. Muhammad Shakil (General Manager), Mr. Muhammad Ebad Khan (WCC Member), Mr. Hanif Sattar (HR and Compliance Officer), Mr. Faizan Abbas (H&S Officer) and Mr. Muhammad Ramiz (Compliance Officer) where the auditors explained all the findings and thanked the management for their

cooperation during the entire visit; as the management ensured all the different information required was provided quickly and the auditors needs were met.

Mr. Muhammad Shakil (General Manager) and Mr. Muhammad Ebad Khan (WCC Member) agreed and signed the summary of findings.

Site Details

Site : Anis Apparel
Site amfori ID : 586-000689-002

GICS Classification

Sector	: Industrials	Industry	: Commercial Services & Supplies
Industry Group	: Commercial & Professional Services	Sub Industry	: Office Services & Supplies

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	225 Workers
Legal minimum wage in local currency	19000 Monthly
Lowest wage paid for regular work at the site	19000 Monthly
Calculated living wage in local currency	19000 Monthly
Total sample	16 Workers

Other Metrics

Male workers	205 Workers
Female workers	20 Workers
Permanent workers - Male	205 Workers
Permanent workers - Female	20 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	40 Workers
Management - Female	0 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	25 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	205 Workers
Workers hired directly - Female	20 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	10 Workers
Sample - Female	6 Workers

Findings

PA1: Social Management System

Noted during factory visit, workers and management interviews that factory has developed a management system in their facility. However, it comes under notice that factory has posted old version of amfori BSCI COC in their premises and current updated COC was not posted in the factory as per amfori BSCI COC requirement. Also factory does have some violations in other performance areas of the amfori BSCI like PA2, PA3, PA5, PA7, PA10 & PA12.

PA 2: Workers Involvement and Protection

Noted during workers interviews that 4 out of 16 workers were found unaware with their legal rights i.e. bonus, leaves, group insurance amount. Local law The Industrial Relations Act, 2013 ACT NO. X of 2013 RIGHTS AND DUTIES OF EMPLOYERS AND WORKERS [See Section 91] Rights and Duties of Workers and Employers.

Noted during factory visit and workers interviews that factory has an open door complaint mechanism system through worker council member and complaint boxes; however, one of the complaint box at first floor on female toilets was found without complaint registering procedure.

PA 3: The Rights of Freedom of Association and Collective Bargaining

Noted during documents reviews that factory has conducted the last elections in 2020, however factory has not maintained the document records of winning and losing candidate, voting list and pictorial evidence (pictures).

PA 5: Fair Remuneration

Noted during workers interview that 4 out of 16 sample workers did not receive pay slips at the time of salary distribution. Local law ref: The West Pakistan Minimum Wages Rules, 1962: Every employer shall issue to the employees employed in any industry in respect of which minimum rates of wages have been fixed under the provisions of the ordinance, Wage Slip in Form II.

PA 7: Occupational Health and Safety

Noted during documents reviews and management interview that factory has carried out health and safety risk assessment according to their production processes. However some risk are not under consideration during their risk assessment such as risk related to, knitting, dyeing process, pregnant women, young workers, disable person and neighborhood etc.

Noted during factory visit that 20% workers in dyeing section were not using appropriate PPE's i.e. respiratory mask, gloves, shoes and goggles. Also noted during factory visit 20% workers working in spot removing area were not wearing PPEs such as (respiratory mask, gloves and goggles) during operations. Moreover, 20% workers working in knitting section were not using earplugs as PPEs. Local law Reference: The Sindh Factories Act 2015 (18) Dust and fume. 18. Section (1).

Noted during factory visit that spot removing section were not isolated with other production area's. Also noted that chemical drum and cans were found in an inappropriate containment near ETP area. Local law Reference: The Sindh Factories Act 2015 (18) Dust and fume. 18. Section (1).

Noted during factory visit that one electrical panel was found without ebonite sheet on ground floor in laboratory and one electrical panel was found without danger and voltage signs on ground floor. Local law ref: Electricity rules 1937 (49).

Noted during factory visit that factory has only one evacuation map on entrance of ground floor of factory, however as per the current floor strength and size minimum two evacuation maps are required to displayed in each floor one is on main entrance and second middle of department or near to emergency exit.

Noted during factory visit that no flush system was installed at workers washrooms and no soap and hand drying facility was available at hand washing area. Local law reference: In accordance with SIND FACTORIES RULES 1975 Health and Safety (Sections 13 and 14) 20.

PA 10: No Precarious Employment

Noted through workers interviews that 08 out of 16 sample workers did not receive appointment letters at the time of their appointment in the factory. Local law Reference. Industrial and Commercial ordinance 1968 Section 2 Sub Section 2-A.

PA 12: Protection of the Environment

Noted during factory visit that no waste storage area has been established in the factory for hazardous and non-hazardous waste.