Monitoring summary report for Sheikh Of Sialkot (Pvt) Limited
MONITORING ID: 25-0344637-1

amfori
Trade with purpose

Monitored Party **Sheikh Of Sialkot (Pvt) Limited**	amfori ID **586-000161-000**	Address **9-KM, Adha, Daska Road, Sialkot, Tehsil Daska, District Sialkot., 51310 Sialkot, Punjab, Pakistan**
Monitoring Activity **amfori Social Audit - Manufacturing**	Monitoring Type **Follow-up Monitoring**	Monitoring Partner **ALGI HOLDING COMPANY LLC**
Monitoring Start Date **12/03/2026**	Closing Meeting Finished Date **28/03/2026**	Submission Date **28/03/2026**
Expiration Date **07/10/2027**	Announcement Type **Semi Announced**	
Site **Sheikh of Sialkot (Pvt) Limited**	Site amfori ID **586-000161-002**	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	**B**	
PA 2: Workers Involvement and Protection	**A**	
PA 3: The Rights of Freedom of Association and Collective Bargaining	**A**	
PA 4: No Discrimination, Violence or Harassment	**A**	
PA 5: Fair Remuneration	**B**	
PA 6: Decent Working Hours	**A**	
PA 7: Occupational Health and Safety	**A**	

PA 8: No Child Labour	**A**	
PA 9: Special Protection for Young Workers	**A**	
PA 10: No Precarious Employment	**A**	
PA 11: No Bonded, Forced Labour or Human Trafficking	**A**	
PA 12: Protection of the Environment	**A**	
PA 13: Ethical Business Behaviour	**A**	

GENERAL DESCRIPTION

Name of Lead auditor: Nazim Ali; APSCA membership number CSCA 21703464.
Name of team auditors, observers, translators, trainees, advisors/consultants: There were no team auditors. observers, translators, trainees, advisors/consultants participated in this audit activity.
Monitoring partner name: ALGI HOLDING COMPANY LLC.

Audit schedule details:
The audit is planned for 1 person days onsite (1 day by one auditor) and 0.5 day for report writing. Auditor participated on one day with 1 person day on March 12,2026.

Auditor Time in and Time out details:
03/12/2026: Time In: 09: 05AM
03/12/2026: Time Out: 05:40 PM

Announcement Type:
This is a semi announced type (Follow up) audit which covered the overall factory premises area included all the floors, workers and production process such as Process: Dyeing, Spraying, Washing, Cutting, Stitching, finishing and packing. The factory “Sheikh of sialkot (Pvt.) Ltd” was established in 2002.The total area occupied by factory building is 369920 square feet. This factory is located at 9 K.M, Adha, Daska Road, Sialkot, Tehsil Daska, District Sialkot., 51310 Sialkot, Pakistan

Factory is the manufacturer and exporter of "Leather Jackets , Leather Garments and Textile Garments".
Factory Labour Registration No. 2022013400594

Opening Meeting:
The opening meeting started at 09:06 AM with Mr. Abdullah Shabbir (HR & Compliance Manager), Mr. Muhammad Shafique (member worker welfare Council), Mr. M. Yaseen (EHS Committee Member) present commenced the audit process.
The auditor also explained and presented ALGI's Gifts and Gratuity letter to the facility management, where Mr. Mr. Abdullah Shabbir (HR & Compliance Manager), agreed and signed the document.
Overall, at the time of the facility visit, the attitude of the facility management was good. Factory has obtained building stability certificate and approved map from the governmental approved engineer as per the legal requirement.

Audited location information:
Factory has obtained building stability certificate and approved map from the governmental approved engineer as per the legal requirement. The factory consists of two building (ground plus 2 floors) and three blocks the layout are as follows: Block 1 Ground floor is occupied by time office, Security office, Generator area, area and wastage area. Block 2 Ground floor is occupied by textiles dry process area. Block 3 Ground floor is occupied by Mosque (Prayer Area). Building 01 Ground floor is occupied by washing area dying section, spray section, dying section, ETP (Share with Tannery unit) quality checking section, Packing section, Offices, Leather storage area, accessories store, and washrooms. Frist Floor is occupied by cutting section, Stitching section, sample hall, old stock storage area and washrooms. Second Floor is occupied by stitching section and washrooms. Building 02 Ground floor is occupied by chemical storage area. Frist floor is occupied by worker dining /canteen area. Building ownership information: The factory owns the building. Second floor is occupied by cutting section, storage area, washrooms and ablution area.
Building ownership information:

The factory currently possesses ownership of the present location.

Operating shifts and hours:
Office staff and Management employees working hours are 9:00 AM to 06:00 PM. Production employees (Dyeing, Spraying, Washing, Cutting, Stitching, finishing and packing)working hours are 8:30 AM to 05:30 PM. Security section operated in three shifts. 07:00 AM to 03:00 PM, 03:00 PM to 11:00 PM and 11:00 PM to 07:00 AM. All the office and Production employees took rest on Sunday. However, security section enjoys their weekly rest day on a rotational basis.

There are no peak and low season in the factory.
There is no sub-contracting utilized by the factory.
They don’t have peak and low operations months in the factory.

Worker number information:
There are total 244 employees included 240 male employees and 04 female employees in the factory.
There are total 244 workers in the factory with 198 production workers and 46 non-production workers.
There are total 244 salaried employees included 240 male and 4 female employees in the factory.
There are total 244 directly hired workers included 240 male and 4 female employees in the factory.
There are total 32 management employees with 31 male & 1 female workers.
There are total 244 permanent employees included 240 male and 04 female employees in the factory.
There are total 03 night shift male employees (Security) in the factory.

There were no disabled, piece rated, pregnant women, probationary and any other special group of workers in the factory. 10 permanent and directly hired workers were randomly selected from different production section for interviews. (Sampled periods from February 2026 to September 2025) on sample basis payroll records and time records of the month of February 2026 (Current paid month), December 2025 (Random paid month) and September 2025 (Initial paid month) were reviewed. Moreover, attendance register, production records, product inspection report and broken needle register were reviewed by the auditor. Moreover, attendance register, production records, product inspection report and broken needle register were reviewed by the auditor. Worker organization details: Factory does have a Worker Welfare Council instead of union, which is established through fair vote casting system. Worker Welfare Council is responsible for conducting meeting after every three months to solve the issues related to workers.

There was no special circumstance during the audit.
There were no dormitory in the factory and there were not applicable as per local law.

At the end of all the audit processes, the auditor started a closing meeting at 05:05 PM on 12/03/2026 with Mr. Abdullah Shabbir (HR & Compliance Manager), Mr. Muhammad Shafique (member worker welfare Council), Mr. M. Yaseen (EHS Committee Member). The entire audit process, standard and scope were explained to the people present. The amfori BSCI code of conduct and the amfori BSCI holistic approach were both explained in detail. Summary of findings: There are some areas of improvement found in other performance areas such as PA1 Social Management System (1.1), PA 5 Fair Remuneration (5.4), PA 7 Occupational Health and Safety (7.1, 7.7 and 7.21) and PA 10: No Precarious Employment (10.2).

Mr. Abdullah Shabbir (HR & Compliance Manager), Mr. Muhammad Shafique (member worker welfare Council) agreed and signed the summary of findings.

Attitude of factory management:
The factory management was receptive and extended their full support throughout the audit process.
They showed a positive attitude towards the compliance requirement.

Living wage calculation:
Living wage calculation: Factory has not calculated basic living wage for their employees; however, the data of Basic Living Wage calculation are selected by the auditor through the Global Living Wage Coalition- GLWC website as a benchmark of the Satellite Cities, June 2025; the current living wages is 51,733 PKR. The audit team were unable to compare the result of the calculation, as the auditee has not calculated the BLW.

There are some mandatory attachments, which are not applicable in this audit. Collective bargaining agreement, government waivers, inconsistency between time and production records, photos of dormitories and remediation of the previous findings.

SITE DETAILS

Site
Sheikh of Sialkot (Pvt) Limited

Site amfori ID
586-000161-002

GICS Classification

Sector
Industrials

Industry Group
Capital Goods

Industry
Industrial Conglomerates

Sub Industry
Industrial Conglomerates

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

This site is located in a high or extremely high water stressed region

METRICS

Key Metrics

Total workforce	**244**	**Workers**
Legal minimum wage in local currency	**40,000**	**Monthly**
Lowest wage paid for regular work at the site	**40,000**	**Monthly**
Calculated living wage in local currency	**51,733**	**Monthly**
Total sample	**10**	**Workers**

Other Metrics

Male workers	**240**	**Workers**
Female workers	**4**	**Workers**
Non-binary workers	**0**	**Workers**
Permanent workers - Male	**240**	**Workers**
Permanent workers - Female	**4**	**Workers**
Permanent workers - Non-binary	**0**	**Workers**
Temporary workers - Male	**0**	**Workers**
Temporary workers - Female	**0**	**Workers**
Temporary workers - Non-binary	**0**	**Workers**
Seasonal workers - Male	**0**	**Workers**
Seasonal workers - Female	**0**	**Workers**
Seasonal workers - Non-binary	**0**	**Workers**
Management - Male	**31**	**Workers**
Management - Female	**1**	**Workers**
Management - Non-binary	**0**	**Workers**
Apprentices - Male	**0**	**Workers**
Apprentices - Female	**0**	**Workers**
Apprentices - Non-binary	**0**	**Workers**
Workers on probation - Male	**0**	**Workers**
Workers on probation - Female	**0**	**Workers**
Workers on probation - Non-binary	**0**	**Workers**
Workers with night shift - Male	**3**	**Workers**
Workers with night shift - Female	**0**	**Workers**
Workers with night shift - Non-binary	**0**	**Workers**
Workers with disabilities - Male	**0**	**Workers**
Workers with disabilities - Female	**0**	**Workers**
Workers with disabilities - Non-binary	**0**	**Workers**
Domestic migrant workers - Male	**0**	**Workers**
Domestic migrant workers - Female	**0**	**Workers**
Domestic migrant workers - Non-binary	**0**	**Workers**
Foreign migrant workers - Male	**0**	**Workers**

Foreign migrant workers - Female	**0**	**Workers**
Foreign migrant workers - Non-binary	**0**	**Workers**
Workers hired directly - Male	**240**	**Workers**
Workers hired directly - Female	**4**	**Workers**
Workers hired directly - Non-binary	**0**	**Workers**
Workers hired indirectly - Male	**0**	**Workers**
Workers hired indirectly - Female	**0**	**Workers**
Workers hired indirectly - Non-binary	**0**	**Workers**
Unionised workers - Male	**0**	**Workers**
Unionised workers - Female	**0**	**Workers**
Unionised workers - Non-binary	**0**	**Workers**
Workers under CBA - Male	**0**	**Workers**
Workers under CBA - Female	**0**	**Workers**
Workers under CBA - Non-binary	**0**	**Workers**
Pregnant workers	**0**	**Workers**
Workers on parental leave - Male	**0**	**Workers**
Workers on parental leave - Female	**0**	**Workers**
Workers on parental leave - Non-binary	**0**	**Workers**
Sample - Male	**9**	**Workers**
Sample - Female	**1**	**Workers**
Sample - Non-binary	**0**	**Workers**

FINDINGS

PA1: Social Management System

Site: Sheikh of Sialkot (Pvt) Limited | Site amfori ID: 586-000161-002

Question: 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

ENGLISH

Finding

Current follow up audit conducted on March 12, 2026: Partially corrected: It was noted through factory visit, documents review, worekrs interview and management interviews that factory is in progress to integrate the amfori BSCI code of conduct in day-to-day business activities and there were some findings has been corrected and closed in different performance areas. However, there are some areas of improvement identified on implementation in the performance areas of Social Management System PA 1, Fair Remuneration PA 5 , Occupational Health and Safety PA 7 and No Precarious Employment PA 10.
This is partially in compliance with BSCI COC, because factory has developed list of policies and procedure as per the requirement of local law and BSCI COC and factory has taken preventive measures to implement amfori BSCI COC within their premise and factory management has fully implemented system into rest performance areas. It was agreed by the factory management that they will make sure to implement amfori BSCI COC in their all performance areas.

PA 5: Fair Remuneration

Site: Sheikh of Sialkot (Pvt) Limited | Site amfori ID: 586-000161-002

Question: 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

ENGLISH

Finding

Current follow up audit conducted on March 12, 2026: Not Corrected- It was noted during documents review, worlkers interviews and management interviews that factory has not calculated Basic living wages for their employees, although company has paid minimum wages according to local law 40000 PKR; However auditor followed the Global Living Wage Coalition- GLWC website as a benchmark for data selection and noted that all the sampled employees in three sampled month (February 2026, December 2025 and September 2025) are found to be paid below the BLW (basic living wage) 51733 PKR according to Global Living Wage Coalition- GLWC website as a benchmark. Although all the sampled workers found earned minimum wage 40000 PKR per month as per legal requirement.
This is not in compliance with BSCI COC requirement and management found unaware with the requirement of BLW.Factory management agreed that they will calculate the living wages as per GLWC website. Therefore, this finding rated as “No”.

PA 7: Occupational Health and Safety

Site: Sheikh of Sialkot (Pvt) Limited | Site amfori ID: 586-000161-002

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?

ENGLISH

Finding

Current follow up audit conducted on March 12, 2026: Partially Corrected.: Progress Made: It was evident during factory visit, documents review, workers interviews and management interviews that, the auditee partially maintain a good Health and safety system in the workplace. However, the implementation found is not fully in compliance with requirements of the local law as there are some gaps identified in occupational health and safety awareness i.e., machine fencing not yet provided completely secondary containment and SDS not found displayed in spray section and sitting capacity for workers in canteen was not enhanced and social facilities. There is observed that the facility management did not have full monitoring of the management system on site, aiming to minimize the risk of non-compliance with the local H&S regulations. There is not found to have sufficient cooperation between management and workers, when developing and implementing systems towards ensuring OHS (Occupational Health and Safety) (as per BSCI COC).

This finding is rated as partially because the factory did not comply with applicable local law requirement in questions 7.7, 7.17 and 7.21, but most of the areas of OHS found compliant and factory has implemented the OHS system as per the legal compliance such as installed outward emergency exit doors, proper aisles marking, clean drinking water, first aid boxes with sufficient medical supplies and etc.

It was agreed by the factory management that they will make sure to implement Health and safety as per amfori BSCI COC and Legal requirements.

Question: 7.7 Is there satisfactory evidence that the auditee implements engineering and administrative control measures to avoid or minimise the release of hazardous substances into the work environment, keeping the level of exposure below internationally established or recognised limits?

ENGLISH

Finding

Current follow up audit conducted on March 12, 2026: New finding: It was noted during facility tour, workers interviews and management intervews that; few chemical cane sand bottles were found stored without secondary containment in Spraying section. Also, no MSDS / SDS was posted on the point of use of chemical in spraying section of the facility.
However, Spill response kit was provided in spraying section of the facility. Additionally, eye wash and emergency shower station provided and found functional in the facility. This is partially in compliance with local law PUNJAB HAZARDOUS SUBSTANCES RULES, 2018 ENVIRONMENT PROTECTION DEPARTMENT, PUNJAB 18. INFORMATION REGARDING HANDLING OF HAZARDOUS SUBSTANCES a) Packing and Labeling. Because factory has put the effort and manage the chemicals safety into the factory and rest of chemicals and diesel cans were found compliant as per the local law requirement.

Factory management agreed that they will provide spill response kit, eye wash station and eye shower in spray section, therefore this finding is rated as partially.

Question: 7.17 Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?

ENGLISH

Finding

Current follow up audit conducted on March 12, 2026: Partially Corrected. Progress Made: It was evident during factory visit, workers interviews and management interviews that safety guards e.g. Belt cover provided at washing machines in laundry section on ground floor but pulley guards were not installed on 20% stitching machine in stitching section and alteration section in finishing area.
The facility did not install needle guards to 10 % stitching machines (10 out of 100 stitching machines). This is partially in compliance with Factories Act 1934, Section 26 Fencing of Machinery, because safety guards were installed on rest of (10 %) stitching machines.

it was agreed by the factory management that install pulley cover on Stitching machines and alteration machines, therefore this finding rated as partially.

Question: 7.21 Is there satisfactory evidence that the auditee provides workers with access to an appropriate, clean area for storing food, eating and/or cooking?

ENGLISH

Finding

Current follow up audit conducted on March 12, 2026: Partially Corrected. It was noted during the facility tour, management interviews and workers interview that facility has provided canteen for its employees but the seating capacity of canteen was not adequate as the canteen cannot accommodate 30% of the workforce as required by the law. The factory has 244 employees and only 40 persons can be accommodated in the canteen. The facility did not enhance the sitting capacity of workers in canteen. This is partially in compliance with local law legal requirement Factory act 1934 Amendment of section 24 of Act XXV of 1934 and West Pakistan Factories Canteens Rules 1959, section-3 Canteens Para 4(1). Because factory has provided canteen facility to their workers where they can eat their food and have tea during the tea time, however, there were some basic requirements missing such as seating capacity issue.

it was agreed by the factory management that they will provide more seating arrangements in canteen so that 30% or more workforce can be accomdated at one time, therefore this finding rated as partially.

PA 10: No Precarious Employment

Site: Sheikh of Sialkot (Pvt) Limited | Site amfori ID: 586-000161-002

Question: 10.2 Is there satisfactory evidence that the auditee engages workers based on recognised and documented employment relationships?

ENGLISH

Finding

Current follow up audit conducted on March 12, 2026: Not Corrected- It was noted during facility tour, management interview and workers interviews that employment cards were not provided to 02 out of 10 (20%) sampled workers at the time of their employment in the factory.

This is partially in compliance with Industrial and Commercial ordinance 1968 Section 2 Sub Section Tickets.– (1) . Factory management has issued appointment letter and workers employment cards to their

Finding
majority of workers which is stated that factory management has implemented the system related to Precarious Employment. It was agreed by factory management that they will issue employment card to all employees, so in this regards this finding is rated as partially.