

Permits/Certifications Renewal Checklist

Detail	Issuance	Expiration	Person Monitoring	Frequency
Testing Reports				
Indoor Air Quality	18-Apr-25	18-Oct-25	Ms. Rabia Sabir	Biannually
Drinking Water	18-Apr-25	18-Oct-25	Ms. Rabia Sabir	Biannually
Lux Level	18-Apr-25	18-Oct-25	Ms. Rabia Sabir	Biannually
Noise Level	18-Apr-25	18-Oct-25	Ms. Rabia Sabir	Biannually
Stack Emission Generator	18-Apr-25	18-Aug-25	Ms. Rabia Sabir	Quarterly
Contracts				
Waste Contract	1-Jan-25	31-Dec-25	Ms. Rabia Sabir	Annually
Certifications				
EPA NOC	20-Oct-14		Ms. Rabia Sabir	
Sedex 4 Pillars V.7	28-Feb-25	28-Feb-26	Ms. Rabia Sabir	Annually
OEKO-TEX	13-Sep-24	30-Jun-25	Ms. Rabia Sabir	Annually
GRS V.4.0	25-Aug-24	24-Aug-25	Ms. Rabia Sabir	Annually
ISO 9001:2015	7-Sep-24	9-Sep-25	Ms. Rabia Sabir	Annually
ISO 14001:2015	6-Sep-24	9-Sep-25	Ms. Rabia Sabir	Annually
BSCI	18-Dec-23	18-Dec-25	Ms. Rabia Sabir	Biennial
OCS V.3.0	28-Jul-24	27-Jul-25	Ms. Rabia Sabir	Annually
GOTS V.7.0	28-Jul-24	27-Jul-25	Ms. Rabia Sabir	Annually

Certificate of Completion 2023

Hereby certifies that

Texpak Pvt Ltd

Has completed **HIGG FEM VERIFICATION**

Worldly ID: 161260

OS ID: PK2019175Y3X06R



Cascale certifies that the facility named above utilizes the Higg Index to measure and grow its sustainability practice.

Assessment Scope: As identified in Higg FEM Verification Protocol.

Verifying Body: Ozone Sustainability Management Sys...

Colin Browne
Chief Executive Officer
Cascale





CERTIFICATE

*This is to certify that the
Quality Management System of*

TEXPAK (PVT) LIMITED

132/4, Quaid-E-Azam Industrial Estate, Kot-Lakhpat, Lahore - Pakistan

has been assessed and found to conform to the requirements of

ISO 9001:2015

This Certificate is valid for the following scope:

Manufacturer & Exporters of Knitted Garments

Certificate No.	:BQSR17927
Registration Date	:10/09/2022
Issue Date	: 07/09/2024
Expiry Date	:09/09/2025
Recertification Date	:09/09/2025



Director

BQSR QUALITY ASSURANCE PVT. LTD.

Key Location: 183 Broadway, Ste 210 Hicksville, New York NY 11801, USA

Operations Office: D 303, 104-108, Nisarg Plaza, Wakad, Pune - 411057. | Web: www.bqsrcert.com

Accredited by IAS (3060 Saturn Street, Suite 100, Brea, California 92821 U.S.A.)





CERTIFICATE

*This is to certify that the
Environmental Management System of*

TEXPAK (PVT) LIMITED

132/4, Quaid-E-Azam Industrial Estate, Kot-Lakhpur, Lahore - Pakistan

has been assessed and found to conform to the requirements of

ISO 14001:2015

This Certificate is valid for the following scope:

Manufacturer & Exporters of Knitted Garments

Certificate No.	:BQSR17928
Registration Date	:10/09/2022
Issue Date	:06/09/2024
Expiry Date	:09/09/2025
Recertification Date	:09/09/2025





Director

BQSR QUALITY ASSURANCE PVT. LTD.

Key Location: 183 Broadway, Ste 210 Hicksville, New York NY 11801, USA

Operations Office: D 303, 104-108, Nisarg Plaza, Wakad, Pune - 411057. | Web: www.bqsrcert.com

Accredited by IAS (3060 Saturn Street, Suite 100, Brea, California 92821 U.S.A.)





Certificate

OEKO-TEX® STANDARD 100

Texpak (Pvt) Ltd.

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

SCOPE

Knitted garments (T-shirt, sweat shirts, V neck, hooded shirt, full zip hooded, full zip mock, ¼ zip mock, pants, trousers, polo and shorts) made of greige, bleached white, reactive and disperse piece-dyed knitted fabrics made of recycled polyester/cotton and cotton/recycled polyester (>20% recycled material, post-consumer from PET flakes). Reactive yarn-dyed knitted fabrics made of recycled polyester/cotton and cotton/recycled polyester (>20% recycled material, post-consumer from PET flakes) (recycled polyester part undyed). Including accessories: sewing thread, zippers, eyelets, plastic buttons, woven labels, printed labels (white and black), elastic (white and black) and dyed shoulder tape, twill tape and draw cords made of 100% polyester. Exclusively produced by using material certified according to Oeko-tex® Standard 100.

PRODUCT CLASS

I (baby articles) - Annex 6



This certificate 2024OK1678 is valid until
30.06.2025.

SUPPORTING DOCUMENTS

- ✓ Test report : 2024OK2373
- ✓ Declaration of conformity in accordance with EN ISO 17050-1 as required by OEKO-TEX®
- ✓ OEKO-TEX® Terms of Use (ToU)

Isabel Soriano Sarrió
Laboratories and International Offices Subdirector

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

Alcoy (Alicante) España, 2024-09-13



Texpak (Pvt) Ltd.
132/4 Industrial Estate Kot Lakphat
54660 Lahore, Punjab, PAKISTAN



AITEX
CENTRO DE INVESTIGACIÓN E
INNOVACIÓN
CARRETERA DE BANYERES, 10
ES-03802 ALCOY (ALICANTE), SPAIN

Certificate

OEKO-TEX® STANDARD 100

Texpak (Pvt) Ltd.

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

SCOPE

Knitted garments (crew neck, T-shirt, V neck, hooded shirt, full zip hooded, full zip mock, ¼ zip mock, pants, trousers, polo and shorts) made of reactive and disperse dyed knitted fabrics 100% cotton, 100% viscose (bamboo) and cotton/polyester. Including accessories: sewing thread, zippers, eyelets, plastic buttons, woven labels, printed labels (white and black), elastic (white and black) and dyed shoulder tape, twill tape and draw cords made of 100% polyester. Exclusively produced by using material certified according to Oeko-tex® Standard 100.

PRODUCT CLASS

I (baby articles) - Annex 6



**This certificate 2015OK0635 is valid until
31.07.2025.**

SUPPORTING DOCUMENTS

- ✓ Test report : 2024OK1677
- ✓ Declaration of conformity in accordance with EN ISO 17050-1 as required by OEKO-TEX®
- ✓ OEKO-TEX® Terms of Use (ToU)

Isabel Soriano Sarrio
Laboratories and International Offices Subdirector

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.

Alcoy (Alicante) España, 2024-07-01



SMETA Corrective Action Plan Report (CAPR)

Version 7



Contents

[Audit content](#)

[Audit and site details](#)

[Audit parameters](#)

[Audit attendance](#)

[SMETA declaration](#)

[Findings](#)

[Summary of findings](#)

[Non-compliances](#)

[Good examples](#)

[Management systems](#)

[Guidance](#)

Audit content

(1) A SMETA audit was conducted which included some or all of Labour Standards, Health & Safety, Environment and Business Ethics. The SMETA Minimum Requirements were applied and the SMETA Auditor Manual was followed. 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.

The audit scope includes an assessment of the Workplace Requirements and the Management Systems Assessment against the following Code Areas:

Included in a 2-Pillar audit:

1. Labour Standards Code Areas:
 - 0: Enabling accurate Assessment
 - 1: Employment is Freely Chosen
 - 1.A: Responsible Recruitment & Entitlement to Work
 - 2: Freedom of Association and Right to Collective Bargaining are Respected
 - 4: Child Labour Shall Not be Used
 - 5: Legal Wages are Paid
 - 5.A: Living Wages are Paid
 - 6: Working Hours are Not Excessive
 - 7: No Discrimination is Practiced
 - 8: Regular Employment is Provided
 - 8.A: Sub-contracting and Homeworkers are Used Responsibly
 - 9: No Harsh or Inhumane Treatment is Allowed
2. Health & Safety Code Area:
 - 3: Working Conditions are Safe and Hygienic
3. Environment Code Area:
 - 10.A: Environment 2-Pillar

Included in a 4-Pillar audit:

1. Labour Standards Code Areas
 - As 2-pillar
2. Health & Safety Code Area
 - As 2-pillar
3. Environment Code Area:
 - 10.A: Environment 2-Pillar
 - 10.B: Environment 4-Pillar
4. Business Ethics Code Area:
 - 10.C: Business Ethics

- (2) Where appropriate, non-compliances or non-conformances were raised where either local law or the Base Code were not met, and recorded as non-compliances on both the audit report, CAPR and on the Sedex Platform.
- (3) Any non-conformance against customer code shall not be uploaded to Sedex, but sent directly to the customer in question.

Audit and site details

Audit details

Sedex company reference	ZC5069248	Auditor company name	Intertek Pakistan
Date of audit	2025-02-27	Audit conducted by	Sedex member
Audit pillars	Labour Standards Health and safety Environment 4-Pillar Business ethics		

Site details

Sedex site reference	ZS5070127	Site name	TEXPAK (PVT) LTD
Business name	TEXPAK (PVT) LIMITED	Site address	54600 132/4, Industrial Estate Kot Lakhpat,, Lahore, PK
Site phone	00924235153004	Site email	hr@texpak.biz

Audit parameters

Time in and out	Day 1		Day 2	
	In	09:00	In	09:02
	Out	15:58	Out	15:59
Audit type	Periodic			
Was the audit announced?	Semi announced			
Was the Sedex SAQ available for review?	Yes			
Who signed and agreed CAPR?	Ms. Rabia Sabir / Manager HR & Compliance			
Any conflicting information SAQ/Pre-Audit Info	No			
Is further information available?	No			

Audit attendance

	Senior management	Worker representative	Union representative
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
Reason for absence at the opening meeting	No labour union exists. Worker management council exists as a parallel means of worker representation.		
Reason for absence during the audit	No labour union exists. Worker management council exists as a parallel means of worker representation.		
Reason for absence at the closing meeting	No labour union exists. Worker management council exists as a parallel means of worker representation.		

SMETA declaration

Auditor team

SMETA declaration

I declare that the audit underpinning the following report was conducted in accordance with SMETA Minimum Requirements and the SMETA Auditor Manual.

1. Where appropriate non-compliances/ non-conformances were raised against the Base Code and local law and recorded as non-compliances/ non-conformances on both the audit report, CAPR and on the Sedex Platform.
2. Any non-conformance against customer code alone shall not be uploaded to Sedex, and will be shared directly with the customer in question.

This report provides a summary of the findings and other applicable information found/gathered during the social audit conducted on the above date only and does not officially confirm or certify compliance with any legal regulations or industry standards. The social audit process requires that information be gathered and considered from records review, worker interviews, management interviews and visual observation. More information is gathered during the social audit process than is provided here. The audit process is a sampling exercise only and does not guarantee that the audited site prior, during or post-audit, are in full compliance with the Code being audited against. The provisions of this Code constitute minimum and not maximum standards and this Code should not be used to prevent companies from exceeding these standards. Companies applying this Code are expected to comply with national and other applicable laws and where the provisions of law and this Code address the same subject, to apply that provision which affords the greater protection. The ownership of this report remains with the party who has paid for the audit. Release permission must be provided by the owner prior to release to any third parties.

Any exceptions to the SMETA Methodology must be recorded here (e.g. different sample size)

3.5 man-days activity, two auditors including the lead auditor completed the activity in two working days.

Lead auditor	Muhammad Imran Ghaffar	APSCA Number	21703598
Additional auditor	Muhammad Waseem Awan	APSCA Number	21701567
Date of declaration	2025-02-28		

Site representation

Declaration	I acknowledge that details from this report can change during the review process and that I will be given the opportunity to dispute the content once the review has been published.
Full name	Ms. Rabia Sabir
Title	Manager HR & Compliance
Date of declaration	2025-02-28

Summary of findings

Code area	Workplace requirement	Local law	Finding
3. Working conditions are safe and hygienic	3.U Ensure any additional relevant legal requ...	§1	NC ZAF600837515
	3.B Conduct risk assessments regarding the po...	§2	NC ZAF600837516
	3.A Ensure a safe working environment. Put in...	§3	NC ZAF600837517
5. Legal wages are paid	5.F Provide all workers with clearly written ...	§4	NC ZAF600837518
2. Freedom of association and right to collective bargaining are respected	2.E Comply with all other applicable laws tha...	§5	NC ZAF600837519
10.B. Environment 4-Pillar	10.B.E Identify and monitor potential negativ...		NC ZAF600837520

Local law issues

\$1	THE PUNJAB INDUSTRIAL RELATIONS ACT 2010 - (4) The workers' representatives shall participate in all the meetings of the Council and all matters relating to the management of the establishment, except commercial and financial transaction, may be discussed in such meetings. (5) The Council shall function for securing and preserving good labour management relation and shall look after the following matters- (i) improvement in production, productivity and efficiency; (ii) fixation of job and piece-rates; (iii) planned regrouping or transfer of the workers & others.
\$2	In accordance with Punjab Factories Act 1934 (2012) Chapter-03 Health and Safety section 20, Drinking water: 3) In every factory wherein more than two hundred and fifty workers are ordinarily employed, provision shall be made for cooling the drinking water during the hot weather by effective means and for distribution thereof and arrangements shall also be made for (a) the daily renewal of water if not laid on; and (b) a sufficient number of cups or other drinking vessels, unless the water is being delivered in upward jet.
\$3	THE PUNJAB OCCUPATIONAL SAFETY AND HEALTH ACT 2019 3. Duties of employer.- (1) Every employer shall: (a) take all possible and reasonably practicable measures to ensure safety and health of the employees at the workplace; (b) ensure systematic and effective identification of the existing and new hazards at the workplace on a regular basis;
\$4	THE PUNJAB ENVIRONMENTAL PROTECTION ACT, 1997, National Environmental Quality Standards for Ambient Air.
\$5	THE FACTORIES ACT, 1934 - CHAPTER VII – Supplemental 76. Display of factory notices. - (1) In addition to the notices required to be displayed in any factory by this Act or the rules made thereunder, there shall be displayed in every factory a notice containing such abstracts of this Act and of the rules made thereunder, in English and in the vernacular of the majority of the workers as the Provincial Government may prescribe.

Findings: non-compliances

ZAF600837515

Non-compliance

Due 2025-06-08

Code area

3 Working conditions are safe and hygienic

Status

Closed (2025-03-18)*

Workplace requirement

3.U Ensure any additional relevant legal requirements concerning health & safety are met.

Time given to resolve

90 days

Issue title

883 - An isolated breach of local law which represents low risk to workers (relating to Code Area 3: Working Conditions are Safe and Hygienic but which cannot be captured under another Workplace Requirement)

Verification method

Desktop audit

Area of non-compliance/non-conformance

Local law
Base code

Description

During site tour, it was noted that disposable drinking water cups has not provided with drinking water points at first floor.

Corrective and preventative actions

It was recommended that factory should provide disposable drinking water cups with drinking water points.

Local law reference

In accordance with Punjab Factories Act 1934 (2012) Chapter-03 Health and Safety section 20, Drinking water: 3) In every factory wherein more than two hundred and fifty workers are ordinarily employed, provision shall be made for cooling the drinking water during the hot weather by effective means and for distribution thereof and arrangements shall also be made for (a) the daily renewal of water if not laid on; and (b) a sufficient number of cups or other drinking vessels, unless the water is being delivered in upward jet.

Evidence

[NC- Disposbale cups not provided with drinking water point.jpg](#)

* PDF generated at 07:23 (UTC) on 18 Mar 2025. [View this finding on the Sedex platform](#) for live updates and closure details.

ZAF600837516

Non-compliance

Due 2025-04-09

Code area

3 Working conditions are safe and hygienic

Status

Closed (2025-03-18)*

Workplace requirement

3.B Conduct risk assessments regarding the potential hazards arising from work. The risk assessment shall be reviewed whenever processes change and at least annually considering any incidents and findings.

Issue title

152 - Health and safety risk assessment conducted, but not suitable, sufficient and/or documented

Description

The facility has conducted a Health & Safety risk assessment covering all relevant areas. However, the control measures identified in some cases, such as electrical safety and chemical safety, were not appropriate. Additionally, risk assessment did not adhere to the hierarchy of controls, as it lacks adequate elimination, substitution, engineering, and administrative controls before relying on PPE.

Corrective and preventative actions

It is recommended that facility should Review and update the risk assessment to ensure appropriate control measures are applied for electrical safety, chemical safety, and other relevant hazards. Ensure compliance with the hierarchy of controls (Elimination → Substitution → Engineering Controls → Administrative Controls → PPE).

Local law reference

THE PUNJAB OCCUPATIONAL SAFETY AND HEALTH ACT 2019 3. Duties of employer.- (1) Every employer shall: (a) take all possible and reasonably practicable measures to ensure safety and health of the employees at the workplace; (b) ensure systematic and effective identification of the existing and new hazards at the workplace on a regular basis;

Evidence

[Risk assessment Not appropriate.jpeg](#)

* PDF generated at 07:23 (UTC) on 18 Mar 2025. [View this finding on the Sedex platform](#) for live updates and closure details.

ZAF600837517

Non-compliance

Due 2025-05-09

Code area

3 Working conditions are safe and hygienic

Workplace requirement

3.A Ensure a safe working environment. Put in place adequate controls to prevent accidents and injury (including long-term injury) to health arising out of, associated with, or occurring in the course of work.

Issue title

305 - No/inadequate air quality test

Description

During the review of monitoring reports, it was noted that the facility has not renewed the Ambient Air Quality analysis report as required.

Corrective and preventative actions

The facility should immediately arrange for an updated Ambient Air Quality test through a certified third-party laboratory to ensure compliance with regulatory requirements.

Status

Closed (2025-03-18)*

Time given to resolve

60 days

Verification method

Desktop audit

Area of non-compliance/non-conformance

Local law
Base code

Local law reference

THE PUNJAB ENVIRONMENTAL PROTECTION ACT, 1997, National Environmental Quality Standards for Ambient Air.

* PDF generated at 07:23 (UTC) on 18 Mar 2025. [View this finding on the Sedex platform](#) for live updates and closure details.

ZAF600837518

Non-compliance

Due 2025-05-09

Code area

5 Legal wages are paid

Status

Closed (2025-03-18)*

Workplace requirement

5.F Provide all workers with clearly written information, in a language workers understand, outlining wage information (rates of and total pay, overtime, payment frequency, deductions, benefits and insurances, and paid leave) before employment begins, and with clearly written information relating to any changes of the same during the course of employment.

Time given to resolve

60 days

Verification method

Desktop audit

Issue title

899 - Changes in wages (rates of and total pay, overtime, payment frequency, deductions, benefits and insurances, and paid leave) have not been not adequately communicated to workforce

Area of non-compliance/non-conformance

Local law
Base code

Description

During worker interviews, it was noted that the facility had not provided awareness to workers regarding the recent revision of the Factory Act 1934, which mandates the inclusion of paternity leave.

Corrective and preventative actions

The facility should organize training sessions or meetings to inform workers about the revised Factory Act 1934 and their entitlement to paternity leave.

Local law reference

THE FACTORIES ACT, 1934 - CHAPTER VII – Supplemental 76. Display of factory notices. - (1) In addition to the notices required to be displayed in any factory by this Act or the rules made thereunder, there shall be displayed in every factory a notice containing such abstracts of this Act and of the rules made thereunder, in English and in the vernacular of the majority of the workers as the Provincial Government may prescribe.

* PDF generated at 07:23 (UTC) on 18 Mar 2025. [View this finding on the Sedex platform](#) for live updates and closure details.

ZAF600837519

Non-compliance

Due 2025-06-08

Code area

2 Freedom of association and right to collective bargaining are respected

Status

Closed (2025-03-18)*

Workplace requirement

2.E Comply with all other applicable laws that impose conditions on Code Area 2.

Time given to resolve

90 days

Issue title

838 - An isolated breach of local law which represents low risk to workers (relating to Code Area 2: Freedom of Association but which cannot be captured under another Workplace Requirement)

Verification method

Desktop audit

Description

During the review of agenda items of Workers Management Council meetings, it was noted that the agenda points did not align with the legally prescribed checklist, and some mandatory elements were not included.

Area of non-compliance/non-conformance

Local law
Base code

Corrective and preventative actions

The facility should update the meeting agenda to ensure it includes all mandatory elements as prescribed by law.

Local law reference

THE PUNJAB INDUSTRIAL RELATIONS ACT 2010 - (4) The workers' representatives shall participate in all the meetings of the Council and all matters relating to the management of the establishment, except commercial and financial transaction, may be discussed in such meetings. (5) The Council shall function for securing and preserving good labour management relation and shall look after the following matters- (i) improvement in production, productivity and efficiency; (ii) fixation of job and piece-rates; (iii) planned regrouping or transfer of the workers & others.

Evidence

[Agenda Items not complete.jpeg](#)

* PDF generated at 07:23 (UTC) on 18 Mar 2025. [View this finding on the Sedex platform](#) for live updates and closure details.

ZAF600837520

Non-compliance

Due 2025-05-09

Code area

10.B Environment 4-Pillar

Status

Closed (2025-03-18)*

Workplace requirement

10.B.E Identify and monitor potential negative environment impacts of operations and supply chain and have in place systems that prevent, mitigate or remedy the impacts of their own operations.

Time given to resolve

60 days

Issue title

951 - Site does not identify its potential negative environment impacts or have in place systems to prevent, mitigate or remedy those impacts

Verification method

Desktop audit

Description

It was noted during review of records that although facility has documented aspects and impacts on Doc ref: TP/MCI/HR related to its activities and processes however aspect and impact related to use of refrigerant not found covered.

Area of non-compliance/non-conformance

Base code

Corrective and preventative actions

It is recommended to include aspect and impacts related to use of refrigerants.

Evidence





































[Agenda Items not complete.jpeg](#)


* PDF generated at 07:23 (UTC) on 18 Mar 2025. [View this finding on the Sedex platform](#) for live updates and closure details.


Findings: good examples

No good examples


Management systems

	Policies and procedures	Resources	Communication and training	Monitoring
1. Employment is freely chosen				
1.A. Responsible recruitment and entitlement to work				
2. Freedom of association and right to collective bargaining are respected				
3. Working conditions are safe and hygienic				
4. Child labour shall not be used				
5. Legal wages are paid				
6. Working hours are not excessive				
7. No discrimination is practiced				
8. Regular employment is provided				

 Not addressed

 Fundamental improvements required

 Some improvements recommended

 Robust management systems

	Policies and procedures	Resources	Communication and training	Monitoring
8.A. Sub-contracting and homeworkers are used responsibly	✓	✓	✓	✓
9. No harsh or inhumane treatment is allowed	✓	✓	✓	✓
10.A. Environment 2-Pillar	i	✓	✓	✓
10.C. Business ethics	✓	✓	✓	✓



Not addressed



Fundamental improvements required



Some improvements recommended



Robust management systems

Guidance

The Corrective Action Plan Report summarises the site audit findings and a corrective, and preventative action plan that both the auditor and the site manager believe is reasonable to ensure conformity with the ETI Base Code, Local Laws and additional audited requirements. After the initial audit, the form is used to re-record actions taken and to categorise the status of the non-compliances/ non-conformances.

Good practice examples should be pointed out at the closing meeting as well as discussing non-compliances/ non-conformances and corrective actions, Collaborative Action Required findings and the Management Systems Assessment.

Next steps:

1. The site shall request, via Sedex, that the audit body upload the audit report, NCs, CARs, MSA and good examples. If you have not already received instructions on how to do this then please visit the [Sedex Members' E-learning Platform](#).
2. Sites shall action its NCs and document its progress via Sedex.
3. Once the site has effectively progressed through its actions then it shall request that the audit body verify its actions. Please visit [Sedex Members' E-learning Platform](#) for information on how to do this.
4. The audit body shall verify corrective actions taken by the site by either a "Desk-Top" review process via the Sedex Platform or by Follow-up Audit.
5. Some NCs that cannot be closed off by "Desk-Top" review may need to be closed off via a "Follow Up Audit" charged at normal fee rates. If this is the case, then the site will be notified after its submission of documentary evidence relating to that NC. Any follow-up audit must take place within twelve months of the previous initial/periodic audit and the information from the previous audit must be available for sign off of corrective action.
6. For changes to wages and hours to be correctly verified it will normally require a follow up site visit. Auditors will generally require to see a minimum of two months wages and hours records, showing new rates in order to confirm changes (note some clients may ask for a longer period, if in doubt please check with the client).
7. The site shall develop and share with Sedex an action plan to work on CAR findings, and take actions to work on these areas as identified.

8. The site should use the MSA gradings to help to improve internal systems, focusing where their systems are weakest and the risks of harm are highest. These actions should better prepare them for future audits and help sustain compliance.

Management Systems Assessment (MSA)

A management system is defined as a comprehensive framework comprising of processes, policies, procedures, and tools that are strategically designed and implemented within a business to plan, organise, execute, monitor, and continuously improve its activities. Management systems are the systems that underpin how a company runs its day-to-day operations, makes decisions, and helps avoid the recurrence of common problems.

Where management systems are weak a site is at higher risk of non-compliance over time, the SMETA MSA can help sites to proactively reduce the likelihood of risks occurring. Sites should take actions commensurate with their size and resources, focusing on where their systems are weakest and the likelihood of risks is highest, based on their sector, location and workforce profile.

The MSA Grades do not result in NCs, and will not be re-assessed in follow-up audits.

For more information on Management Systems please refer to the Management Systems Workbooks.

Collaborative Action Required

The SMETA Workplace Requirements identify certain specific issues where a site may not meet the Base Code, but the usual mechanisms of NC verification and closure are not appropriate, for some or all of the following reasons;

- The audited party does not have the capacity/ responsibility to close the issue without support from other relevant stakeholders, such as commercial partners/buyers.
- Remediation of the issue requires an indeterminate and possibly extended timeframe, rather than a predetermined deadline as set within the Sedex platform.
- There is a risk of adverse consequences if closure of a particular issue is not approached with due consideration and time provided for adequate risk assessment.
- Evidencing effective remediation is complex and it is outside the capacity of existing SMETA methodology to validate through evidence provided during an onsite assessment alone.

These specific WRs have a Collaborative Action Required (CAR) finding raised against them.

Collaborative Action Required findings require a different way of working from other NCs for buyer and supplier members. The activities required to close these issues may involve actions from both buyers and suppliers, as well as additional stakeholders such as third-party labour providers, impacted workers, local NGOs, and trade unions. Due to the complexity of the issues and the spectrum of potential stakeholders that may need to act, CARs may need long-term closure plans, potentially spanning multiple years. To facilitate a longer-term approach and to reduce the likelihood of undue pressure on suppliers to close issues that may be out of their control, Sedex does not prescribe a closure date nor a verification methodology for these findings. Sedex encourages all its members to work collaboratively and responsibly on these issue areas, sharing responsibilities and actions as appropriate.

When developing a methodology to prioritise action on these more complex areas, Sedex recommends following a due diligence process and prioritising activities based on the most salient risks.

For Suppliers

Where CARs are raised suppliers should create an action plan for how they are going to address these areas. Sedex also recommends suppliers reach out to their buying partners to understand their expectations on these issues and start a constructive dialogue. The action plans can be uploaded on to the Sedex platform, which will change the status of the CAR finding from “open” to “in progress”. Management and assessment of action plans is encouraged as an activity between linked buyer and supplier members.

For Buyers

Where CARs are raised buyer members should prioritise resolution of these issues based on a salient risk approach. Buyers should assess their own roles and responsibilities in the closure of these findings, especially considering any increased financial costs and how these may relate to the buyers own purchasing practices. Buyers should work with suppliers to ensure that closure plans are realistic, taking a long-term approach to improvement where it is necessary, and working with multi-stakeholder initiatives, NGOs, Trade Unions and other third parties to address these issues, which may be widespread. In the interests of enabling transparency, collaboration and long-term effective remediation, the application of commercial penalty against suppliers where these issues are identified and action plans are in place is not encouraged.

For Auditors

Auditors will assess whether the CARs are met through the SMETA audit process and raise the findings where relevant. Auditors will not assess the action plans shared or provide guidance on closure methodology, due to the limitations of assessing scope and responsibilities through a supplier site assessment alone. CAR findings will be superseded and closed in periodic audits. The auditor will assess the Workplace Requirements anew and raise a CAR in following audits until there is no longer a finding to raise.



For more information visit <https://www.sedex.com>

Monitored Party Texpak (Pvt) Ltd	amfori ID 586-000172-000	Address 132/4- Industrial Estate, Kot Lakhpat, Lahore, 54000 Lahore, Punjab, Pakistan
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner TUV Rheinland
Monitoring Start Date 04/12/2023	Closing Meeting Finished Date 18/12/2023	Submission Date 18/12/2023
Expiration Date 18/12/2025	Announcement Type Semi Announced	
Site Texpak (Pvt) Ltd	Site amfori ID 586-000172-002	

This is an extract of the online Monitoring Result, generated on 19/12/2023, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available on the [amfori Sustainability Platform](#) - The English version is the legally binding one.








amfori does not assume any liability with regard to the compliance of this extract, or any versions of this extract, with the Regulation (EU) 2016/679 (General Data Protection Regulation).

All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent. © amfori, 2021

OVERALL RATING



SECTION RATING

PA1: Social Management System	C	
PA 2: Workers Involvement and Protection	B	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination, Violence or Harassment	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, 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: Mohammad Adnan CSCA 21701584

Name of team auditor (if applicable): Rashid Mansoor ASCA 21701621

Name of observers, translators, trainees, advisors/consultants (if applicable): Not Applicable

Monitoring partner name: TUV Rheinland

Audit schedule details: e.g. The audit team has conducted the amfori BSCI initial audit in 02 days on 12/04/2023 to 12/5/2023. Total 04 man-days are used for this audit as 3.5 man-days were allocated for onsite audit & 0.5 man-day were allocated offsite for reporting. 02 auditors were present to cover 04 man-days to completed the audit as per audit plan.
Announcement Type: Semi-Announced

Business partner information: Texpak (Pvt) Ltd was established in Jan 2005 at 132/4, Industrial Estate, Kot Lakhpat, Lahore Pakistan. The business license is valid and has the same address as mentioned on portal and there was no discrepancy observed. The factory is specialized in knitted garments. The main production processes are Cutting, Stitching, Finishing, Packing and dispatch. The factory have no peak production months.

Audited location information: The factory building is not shared with any other facility or operation, this building is on rent. The total land area is 74602 square feet and factory covered area is 94400 square feet.

The factory has 02 building block, section wise factory lay out is as follows:

Building # 01

Ground Floor: Office Block

Mezzanine: Office, Child care room and staff mess

Building # 02

Ground Floor: Cut parts fabric store, Accessory store, Office, Training Room, Sewing, Finishing, Packing, Carton Storage and Quality lab

First Floor- Sewing, Finishing, Finished Goods Warehouse, Workshop and Office

Second Floor- Worker's Canteen, Metal Detection and Fabric store

Third Floor- Cutting and Office

Operating shifts and hours: The factory has General+03 shifts, General Shifts timing is from 7:00 AM to 03:30 PM, 01 hour is rest break in 03 schedule 10:30 AM to 11:30 AM, 11:30 AM to 12:30 PM, 12:30 PM to 01:30 PM. Security has 03 shifts from Shift A, 6:00 AM to 02:00 PM, Shift B, 2:00 PM to 10:00 PM and Shift C, 10:00 PM to 06:00 AM. Working days are six from Monday to Saturday and Sunday is rest day for general shifts workers and shifts workers get weekly rest on rotational basis. There is no vulnerable workers (Young, disabled, foreign migrant etc.).

Time recording system: The factory has electronic (card scanning) attendance system.

Salary payment details: The factory pays between 01-10th of each month, 05% payments are cash and 95% paid via bank transfer. last month payment was done on dated 05 December 2023 for the month of November 2023.

Worker number information:

- There are total 557 employees including workers and management staffs.
- There are total 476 Production workers
- There is not vulnerable worker number (e.g., foreign/domestic migrant, young, women, seasonal, temporary, disabled, home-based workers). There are 05 maternity case reported in last 12 months 4 of workers return work after availing entitled leaves.
- There is no any other special group workers (interns, apprentices, contractor workers etc.)

Good practices:

1. Free transportation provided to workers.
2. Factory has UMRAH pilgrimage policy to send 4 workers annually after lucky draw.
3. Factory is providing full attendance allowance worth one day wage and seniority bonus of 500 PKR per month to the employees who exceeded 03 years of working tenure.
4. Factory has provided lockers to workers.

Worker organization details: Factory management established Joint Work council. Election was held in 17 June 2023. Latest meeting was done on dated 21 October 2023. There are 06 members in workers committee. Workers found familiar with the workers representative, committee members and its purpose of foundation. Workers committee conduct meetings on quarterly basis. There was no union in the factory and no CBA established

Circumstances: There was no special circumstance during the audit.

Summary of findings: The auditee has successfully integrated the amfori BSCI code of conduct in their day-to-day business but few scopes for development were observed as below:

PA1. Social Management System:

- i. Suppliers records and grievance procedure goals were not maintained as per amfori BSCI requirement
- ii. Amfori BSCI latest COC 2021 from business partners found missing.

PA 2. Workers Involvement and Protection :

- i. Few workers were not fully familiar with the amfori BSCI code of conduct.
- iii. No grievance procedure implementation for community

PA 7. Occupational Health and Safety:

- i. PPE's and machine safety issue observed during site visit.
- ii. Health and safety risk assessment was not endorsed from workers representative
- iii. Face mask was not used by 05% workers in the factory.
- iv. Safety grill was not installed on exhaust fan in compressor area.

PA 13. Ethical Business Behavior

Security and Admin department related risks are not addressed in anti-corruption risk assessment

Living wage calculation:

#LivingWage:

1. GWLC living wage is not available for this region hence used company own calculated living wage.
2. Food cost PKR. 45043 , Housing cost PKR. 7403, education cost PKR. 4088, healthcare cost PKR 3315 , Other non-food non-housing (NFNH) costs PKR.18619, additional fund/saving PKR. 2762
3. This estimates the living wage for the workers in Punjab region of Pakistan. The report based on the data collected from filed investigation, Government statistics, research papers and discussion with various stakeholders.
4. Website of Pakistan Bureau of Statistics: <http://www.pbscensus.gov.pk>

SITE DETAILS

Site
Texpak (Pvt) Ltd

Site amfori ID
586-000172-002

GICS Classification

Sector Consumer Discretionary	Industry Group Consumer Durables & Apparel	Industry Textiles, Apparel & Luxury Goods
Sub Industry Textiles		

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	509	Workers
Legal minimum wage in local currency	32,000	Monthly
Lowest wage paid for regular work at the site	32,000	Monthly
Calculated living wage in local currency	44,676.5	Monthly
Total sample	26	Workers

Other Metrics

Male workers	212	Workers
Female workers	297	Workers
Non-binary workers	0	Workers
Permanent workers - Male	224	Workers
Permanent workers - Female	315	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	64	Workers
Management - Female	17	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	12	Workers
Workers on probation - Female	6	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	8	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	236	Workers
Workers hired directly - Female	321	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	1	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	5	Workers
Sample - Female	21	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Texpak (Pvt) Ltd | Site amfori ID: 586-000172-002

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

Factory has established social management system manual as per amfori BSCI requirement, however, suppliers records and grievance procedure goals were not maintained as per amfori BSCI requirement. This question rated partially because facility has followed most of legal and amfori BSCI requirement [amfori BSCI COC].

Question: 1.3 Is there satisfactory evidence that the auditee has identified their significant business partners and their level of alignment with the amfori BSCI Code of Conduct?

ENGLISH

Finding

Based on document review and management interview, amfori BSCI latest COC 2021 from business partners found missing and factory has not maintained supplier social audit/evaluation records as per amfori BSCI requirement. This question rated partially because factory has maintained suppliers selection and evaluation procedure and approved suppliers list [amfori BSCI COC].



PA 2: Workers Involvement and Protection

Site: Texpak (Pvt) Ltd | Site amfori ID: 586-000172-002

Question: 2.4 Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?

ENGLISH

Finding

During interview process and documents review it was noted that factory management has provided training on amfori BSCI code however 10 out of 26 workers found unfamiliar with amfori BSCI code requirement. This question rated partially because factory 16 out of 26 workers are familiar with amfori BSCI code.[amfori BSCI COC].

Question: 2.5 Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?

ENGLISH

Finding

Factory has established grievance procedure for workers and community, however, implementation for community procedure found weak as factory has not communicated contact details with community through display outside factory gate or via website. This question rated partially because factory developed grievance procedure.[amfori BSCI COC].

PA 7: Occupational Health and Safety

Site: Texpak (Pvt) Ltd | Site amfori ID: 586-000172-002

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

ENGLISH

Finding

Facility established and implemented health and safety procedure however, PPE's and machine safety issue observed during site visit. This question rated partially because company followed most of legal and amfori BSCI requirement [amfori BSCI COC].

Question: 7.4 Is there satisfactory evidence of active cooperation between management and workers (and/or their representatives) when developing and implementing systems towards ensuring OHS?

ENGLISH

Finding

During document review it was found that health and safety risk assessment was not endorsed from worker's representative. This question rated partially because company followed most of legal and amfori BSCI requirement [amfori BSCI COC].

Question: 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH

Finding

During site visit, it was noted that face mask was not used by 05% workers in the factory. Section 16, Factories Act 1934. This question rated partially because 95% workers were using face mask and relevant PPE's [amfori BSCI COC].

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

During site visit, it was noted that safety grill was not installed on exhaust fan in compressor area on ground floor. This question rated partially because safety grill and safety equipment were installed on all other machinery and electrical appliances.[amfori BSCI COC].

PA 13: Ethical Business Behaviour

Site: Texpak (Pvt) Ltd | Site amfori ID: 586-000172-002

Question: 13.1 Is there satisfactory evidence that the auditee actively opposes any act of corruption, extortion or embezzlement, or any form of bribery in its activities as a business enterprise?

ENGLISH

Finding

Factory has established policy on anti-bribery however, Security and Admin department related risks are not addressed in anti-corruption risk assessment. This question rated partially because factory has policy on anti-bribery [amfori BSCI COC].

USB Certification Denetim, Gözetim ve Belgelendirme Hizmetleri A.Ş.
İsmet Kaptan Mah. Hürriyet Bulv. No: 4/1 Kavala Plaza
K: 2 D: 23 Çankaya – Konak - İzmir / Türkiye
www.usbcertification.com Tel: 0090 232 446 4416

SCOPE CERTIFICATE

Scope Certificate Number USB TEX-4763-GOTS-2407.1

USB Certification Denetim, Gözetim ve Belgelendirme Hizmetleri A.Ş.
certifies that

TEXPAK (PVT) LIMITED

License Number USB 004763

132/4, Industrial Estate, Kot Lakhpat

Lahore, 54000

Punjab - Pakistan

has been audited and found to be in conformity with the

Global Organic Textile Standard (GOTS) Version 7.0

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

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

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

Manufacturing (PR0016)

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

This certificate is valid until: **2025-07-27**

Place and Date of Issue

Izmir, 2025-03-11

Md. Sayeed HASAN

Electronically
Signed

Certification Body



Standard Logo



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'.

[Click to verify your certificate](#)



USB Certification Denetim, Gözetim ve Belgelendirme Hizmetleri A.Ş.
İsmet Kaptan Mah. Hurriyet Bulv. No: 4/1 Kavala Plaza
K: 2 D: 23 Cankaya – Konak - İzmir / Türkiye
www.usbcertification.com Tel: 0090 232 446 4416

Scope Certificate Number USB TEX-4763-GOTS-2407.1 (continued)
TEXPAK (PVT) LIMITED
Global Organic Textile Standard (GOTS) Version 7.0

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

Products Appendix

Product Category	Product Details	Material Composition (*)	Label Grade
Men`s apparel (PC0001)	Shirts, blouses (PD0005)	70% organic cotton (RM0104) + 30% flax (linen) (RM0108)	Made with organic
Men`s apparel (PC0001)	Shirts, blouses (PD0005)	100% organic cotton (RM0104)	Organic
Men`s apparel (PC0001)	T-shirts, singlets (PD0007)	90% organic cotton (RM0104) + 10% viscose (rayon) (RM0238)	Made with organic
Men`s apparel (PC0001)	T-shirts, singlets (PD0007)	100% organic cotton (RM0104)	Organic
Women`s apparel (PC0002)	T-shirts, singlets (PD0007)	100% organic cotton (RM0104)	Organic
Men`s apparel (PC0001)	Pants, trousers (PD0003)	100% organic cotton (RM0104)	Organic
Women`s apparel (PC0002)	Pants, trousers (PD0003)	100% organic cotton (RM0104)	Organic
Women`s apparel (PC0002)	Shirts, blouses (PD0005)	100% organic cotton (RM0104)	Organic
Men`s apparel (PC0001)	Sweaters, pullovers, cardigans (PD0004)	100% organic cotton (RM0104)	Organic
Women`s apparel (PC0002)	Sweaters, pullovers, cardigans (PD0004)	100% organic cotton (RM0104)	Organic
Women`s apparel (PC0002)	Pants, trousers (PD0003)	95% organic cotton (RM0104) + 5% elastane (spandex) (RM0160)	Organic
Women`s apparel (PC0002)	Sweaters, pullovers, cardigans (PD0004)	95% organic cotton (RM0104) + 5% elastane (spandex) (RM0160)	Organic

*Quantification (percentages) of material composition is optional.

Place and Date of Issue

İzmir, 2025-03-11

Md. Sayeed HASAN

Certification Body



Standard Logo



USB Certification Denetim, Gözetim ve Belgelendirme Hizmetleri A.Ş.
İsmet Kaptan Mah. Hürriyet Bulv. No: 4/1 Kavala Plaza
K: 2 D: 23 Çankaya – Konak - İzmir / Türkiye
www.usbcertification.com Tel: 0090 232 446 4416

Scope Certificate Number USB TEX-4763-GOTS-2407.1 (continued)
TEXPAK (PVT) LIMITED
Global Organic Textile Standard (GOTS) Version 7.0

Products Appendix

Product Category	Product Details	Material Composition (*)	Label Grade
Women`s apparel (PC0002)	Pants, trousers (PD0003)	90% organic cotton (RM0104) + 10% recycled pre/post- consumer polyester (RM0187)	Made with organic
Women`s apparel (PC0002)	Sweaters, pullovers, cardigans (PD0004)	90% organic cotton (RM0104) + 10% recycled pre/post- consumer polyester (RM0187)	Made with organic
Men`s apparel (PC0001)	Pants, trousers (PD0003)	85% organic cotton (RM0104) + 15% recycled pre/post- consumer polyester (RM0187)	Made with organic
Women`s apparel (PC0002)	Pants, trousers (PD0003)	85% organic cotton (RM0104) + 15% recycled pre/post- consumer polyester (RM0187)	Made with organic
Women`s apparel (PC0002)	Sweaters, pullovers, cardigans (PD0004)	85% organic cotton (RM0104) + 15% recycled pre/post- consumer polyester (RM0187)	Made with organic
Men`s apparel (PC0001)	Sweaters, pullovers, cardigans (PD0004)	85% organic cotton (RM0104) + 15% recycled pre/post- consumer polyester (RM0187)	Made with organic
Men`s apparel (PC0001)	T-shirts, singlets (PD0007)	85% organic cotton (RM0104) + 15% recycled pre/post- consumer polyester (RM0187)	Made with organic
Women`s apparel (PC0002)	T-shirts, singlets (PD0007)	85% organic cotton (RM0104) + 15% recycled pre/post- consumer polyester (RM0187)	Made with organic
Men`s apparel (PC0001)	T-shirts, singlets (PD0007)	99% organic cotton (RM0104) + 1% elastane (spandex) (RM0160)	Organic

*Quantification (percentages) of material composition is optional.

Place and Date of Issue

İzmir, 2025-03-11

Md. Sayeed HASAN

Certification Body



Standard Logo



USB Certification Denetim, Gözetim ve Belgelendirme Hizmetleri A.Ş.
İsmet Kaptan Mah. Hurriyet Bulv. No: 4/1 Kavala Plaza
K: 2 D: 23 Çankaya – Konak - İzmir / Türkiye
www.usbcertification.com Tel: 0090 232 446 4416

Scope Certificate Number USB TEX-4763-GOTS-2407.1 (continued)
TEXPAK (PVT) LIMITED
Global Organic Textile Standard (GOTS) Version 7.0

Products Appendix

Product Category	Product Details	Material Composition (*)	Label Grade
Men`s apparel (PC0001)	T-shirts, singlets (PD0007)	80% organic cotton (RM0104) + 20% recycled pre/post- consumer polyester (RM0187)	Made with organic
Men`s apparel (PC0001)	Sweaters, pullovers, cardigans (PD0004)	80% organic cotton (RM0104) + 20% recycled pre/post- consumer polyester (RM0187)	Made with organic
Men`s apparel (PC0001)	Pants, trousers (PD0003)	80% organic cotton (RM0104) + 20% recycled pre/post- consumer polyester (RM0187)	Made with organic
Men`s apparel (PC0001)	T-shirts, singlets (PD0007)	96% organic cotton (RM0104) + 4% elastane (spandex) (RM0160)	Organic
Men`s apparel (PC0001)	Pants, trousers (PD0003)	98% organic cotton (RM0104) + 2% elastomultiester (RM0164)	Organic
Women`s apparel (PC0002)	Pants, trousers (PD0003)	80% organic cotton (RM0104) + 20% recycled pre/post- consumer polyester (RM0187)	Made with organic
Women`s apparel (PC0002)	Sweaters, pullovers, cardigans (PD0004)	80% organic cotton (RM0104) + 20% recycled pre/post- consumer polyester (RM0187)	Made with organic
Men`s apparel (PC0001)	Overcoats, jackets, vests (PD0001)	100% organic cotton (RM0104)	Organic
Men`s apparel (PC0001)	Activewear, sportswear (PD0008)	100% organic cotton (RM0104)	Organic
Men`s apparel (PC0001)	T-shirts, singlets (PD0007)	98% organic cotton (RM0104) + 2% viscose (rayon) (RM0238)	Organic

*Quantification (percentages) of material composition is optional.

Place and Date of Issue

İzmir, 2025-03-11

Md. Sayeed HASAN

Certification Body



Standard Logo



USB Certification Denetim, Gözetim ve Belgelendirme Hizmetleri A.Ş.
İsmet Kaptan Mah. Hurriyet Bulv. No: 4/1 Kavala Plaza
K: 2 D: 23 Çankaya – Konak - İzmir / Türkiye
www.usbcertification.com Tel: 0090 232 446 4416

Scope Certificate Number USB TEX-4763-GOTS-2407.1 (continued)
TEXPAK (PVT) LIMITED
Global Organic Textile Standard (GOTS) Version 7.0

Products Appendix

Product Category	Product Details	Material Composition (*)	Label Grade
Men`s apparel (PC0001)	T-shirts, singlets (PD0007)	99% organic cotton (RM0104) + 1% viscose (rayon) (RM0238)	Organic
Men`s apparel (PC0001)	T-shirts, singlets (PD0007)	97% organic cotton (RM0104) + 3% elastane (spandex) (RM0160)	Organic
Men`s apparel (PC0001)	T-shirts, singlets (PD0007)	90% organic cotton (RM0104) + 5% viscose (rayon) (RM0238) + 5% elastane (spandex) (RM0160)	Made with organic
Men`s apparel (PC0001)	T-shirts, singlets (PD0007)	90% organic cotton (RM0104) + 10% elastane (spandex) (RM0160)	Made with organic
Men`s apparel (PC0001)	Suits, suit- pants (PD0002)	100% organic cotton (RM0104)	Organic
Men`s apparel (PC0001)	Pants, trousers (PD0003)	99% organic cotton (RM0104) + 1% elastane (spandex) (RM0160)	Organic
Men`s apparel (PC0001)	Pants, trousers (PD0003)	96% organic cotton (RM0104) + 4% elastane (spandex) (RM0160)	Organic
Men`s apparel (PC0001)	Sweaters, pullovers, cardigans (PD0004)	90% organic cotton (RM0104) + 10% viscose (rayon) (RM0238)	Made with organic
Men`s apparel (PC0001)	T-shirts, singlets (PD0007)	90% organic cotton (RM0104) + 10% recycled pre/post- consumer polyester (RM0187)	Made with organic

*Quantification (percentages) of material composition is optional.

Place and Date of Issue

İzmir, 2025-03-11

Md. Sayeed HASAN

Certification Body



Standard Logo



USB Certification Denetim, Gözetim ve Belgelendirme Hizmetleri A.Ş.
İsmet Kaptan Mah. Hurriyet Bulv. No: 4/1 Kavala Plaza
K: 2 D: 23 Çankaya – Konak - İzmir / Türkiye
www.usbcertification.com Tel: 0090 232 446 4416

Scope Certificate Number USB TEX-4763-GOTS-2407.1 (continued)
TEXPAK (PVT) LIMITED
Global Organic Textile Standard (GOTS) Version 7.0

Products Appendix

Product Category	Product Details	Material Composition (*)	Label Grade
Men`s apparel (PC0001)	Pants, trousers (PD0003)	97% organic cotton (RM0104) + 3% elastane (spandex) (RM0160)	Organic
Men`s apparel (PC0001)	T-shirts, singlets (PD0007)	95% organic cotton (RM0104) + 5% elastane (spandex) (RM0160)	Organic
Women`s apparel (PC0002)	T-shirts, singlets (PD0007)	95% organic cotton (RM0104) + 5% elastane (spandex) (RM0160)	Organic
Men`s apparel (PC0001)	Sweaters, pullovers, cardigans (PD0004)	95% organic cotton (RM0104) + 5% elastane (spandex) (RM0160)	Organic
Men`s apparel (PC0001)	Pants, trousers (PD0003)	95% organic cotton (RM0104) + 5% elastane (spandex) (RM0160)	Organic
Men`s apparel (PC0001)	Pants, trousers (PD0003)	98% organic cotton (RM0104) + 2% elastane (spandex) (RM0160)	Organic
Men`s apparel (PC0001)	T-shirts, singlets (PD0007)	92% organic cotton (RM0104) + 8% elastane (spandex) (RM0160)	Made with organic
Men`s apparel (PC0001)	Pants, trousers (PD0003)	90% organic cotton (RM0104) + 10% elastane (spandex) (RM0160)	Made with organic
Men`s apparel (PC0001)	Overcoats, jackets, vests (PD0001)	98% organic cotton (RM0104) + 2% elastane (spandex) (RM0160)	Organic

*Quantification (percentages) of material composition is optional.

Place and Date of Issue

İzmir, 2025-03-11

Md. Sayeed HASAN

Certification Body



Standard Logo



USB Certification Denetim, Gözetim ve Belgelendirme Hizmetleri A.Ş.
İsmet Kaptan Mah. Hurriyet Bulv. No: 4/1 Kavala Plaza
K: 2 D: 23 Çankaya – Konak - İzmir / Türkiye
www.usbcertification.com Tel: 0090 232 446 4416

Scope Certificate Number USB TEX-4763-GOTS-2407.1 (continued)
TEXPAK (PVT) LIMITED
Global Organic Textile Standard (GOTS) Version 7.0

Products Appendix

Product Category	Product Details	Material Composition (*)	Label Grade
Women`s apparel (PC0002)	T-shirts, singlets (PD0007)	98% organic cotton (RM0104) + 2% elastane (spandex) (RM0160)	Organic
Women`s apparel (PC0002)	T-shirts, singlets (PD0007)	96% organic cotton (RM0104) + 4% elastane (spandex) (RM0160)	Organic

*Quantification (percentages) of material composition is optional.

USB
CERTIFICATION
UPGRADE • SUSTAIN • BENEFIT

Place and Date of Issue

İzmir, 2025-03-11

Md. Sayeed HASAN

Certification Body



Standard Logo



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 / Türkiye
 www.usbcertification.com Tel: 0090 232 446 4416

Scope Certificate Number USB TEX-4763-GOTS-2407.1 (continued)
TEXPAK (PVT) LIMITED
Global Organic Textile Standard (GOTS) Version 7.0

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

Facility Appendix

Facility Name	Address	Process Categories
TEXPAK (PVT) LIMITED (Main Facility)	132/4, Industrial Estate, Kot Lakhpat Lahore 54000, Punjab - Pakistan	Manufacturing (PR0016)

Non-Certified Subcontractor Appendix

Subcontractor Name (Facility Name)	Address	Process Categories
None	None	None

Independently Certified Subcontractor Appendix

Subcontractor Name (Facility Name)	License Number	Expiry Date	Address	Process Categories
None	None	None	None	None

USB
CERTIFICATION
 UPGRADE • SUSTAIN • BENEFIT

Place and Date of Issue

Izmir, 2025-03-11

Md. Sayeed HASAN

Certification Body



Standard Logo



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 / Türkiye
www.usbcertification.com Tel: 0090.232.446 4416

SCOPE CERTIFICATE

Scope Certificate Number USB-00057303-OCS-2407
Scope Certificate Version Number USB-00057303-OCS-2407

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

TEXPAK (PVT) LIMITED

Textile Exchange-ID (TE-ID): TE-00057303
USB Certification Client Number: USB 004763
132/4, Industrial Estate, Kot Lakhpat
Lahore, 54000
Punjab - Pakistan

has been audited and found to be in conformity with the

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), Children`s apparel (PC0004)

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

Manufacturing (PR0016)

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

This certificate is valid until: **2025-07-27**

Audit criteria: Organic Content Standard V3.0 ; Content Claim Standard V3.1 ; Textile Exchange Standards Claims Policy V1.3

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

Izmir, 2024-07-28

Last Updated : 2024-07-28

Electronically
Signed

Emre IDMAN

Certification Body



Standard



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 OCS certified. Proof of 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.



Scope Certificate Number USB-00057303-OCS-2407 Version USB-00057303-OCS-2407 (continued)
TEXPAK (PVT) LIMITED
OCS (V3.0)

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

Products Appendix

Product Number	Product Category	Product Details	Material Composition (*)	Standard (Label Grade)	Facility Number
P246070	Women`s apparel (PC0002)	T-shirts, singlets (PD0007)	100% organic cotton (RM0104)	OCS (OCS 100)	TE-00057303
P246093	Women`s apparel (PC0002)	Pants, trousers (PD0003)	100% organic cotton (RM0104)	OCS (OCS 100)	TE-00057303
P246013	Men`s apparel (PC0001)	T-shirts, singlets (PD0007)	100% organic cotton (RM0104)	OCS (OCS 100)	TE-00057303
P245946	Men`s apparel (PC0001)	Shirts, blouses (PD0005)	100% organic cotton (RM0104)	OCS (OCS 100)	TE-00057303
P246173	Women`s apparel (PC0002)	T-shirts, singlets (PD0007)	98% organic cotton (RM0104) + 2% elastane (RM0160)	OCS (OCS 100)	TE-00057303
P245951	Women`s apparel (PC0002)	T-shirts, singlets (PD0007)	95% organic cotton (RM0104) + 5% elastane (RM0160)	OCS (OCS 100)	TE-00057303
P245948	Men`s apparel (PC0001)	T-shirts, singlets (PD0007)	90% organic cotton (RM0104) + 10% viscose (rayon) (RM0238)	OCS (OCS Blended)	TE-00057303
P251617	Children`s apparel (PC0004)	T-shirts, singlets (PD0007)	80% organic cotton (RM0104) + 20% polyester (RM0186)	OCS (OCS Blended)	TE-00057303
P249735	Children`s apparel (PC0004)	Shirts, blouses (PD0005)	80% organic cotton (RM0104) + 20% polyester (RM0186)	OCS (OCS Blended)	TE-00057303

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

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

Certification body

Standard

İzmir, 2024-07-28

Last Updated : 2024-07-28

Electronically
Signed

Emre İDMAN



Scope Certificate Number USB-00057303-OCS-2407 Version USB-00057303-OCS-2407 (continued)
TEXPAK (PVT) LIMITED
OCS (V3.0)

Products Appendix

Product Number	Product Category	Product Details	Material Composition (*)	Standard (Label Grade)	Facility Number
P246033	Women`s apparel (PC0002)	T-shirts, singlets (PD0007)	70% organic cotton (RM0104) + 30% polyester (RM0186)	OCS (OCS Blended)	TE-00057303
P246035	Women`s apparel (PC0002)	Pants, trousers (PD0003)	70% organic cotton (RM0104) + 30% polyester (RM0186)	OCS (OCS Blended)	TE-00057303
P246030	Men`s apparel (PC0001)	T-shirts, singlets (PD0007)	70% organic cotton (RM0104) + 30% polyester (RM0186)	OCS (OCS Blended)	TE-00057303
P246032	Men`s apparel (PC0001)	Pants, trousers (PD0003)	70% organic cotton (RM0104) + 30% polyester (RM0186)	OCS (OCS Blended)	TE-00057303
P245931	Men`s apparel (PC0001)	Shirts, blouses (PD0005)	69% organic cotton (RM0104) + 27% polyamide (RM0182) + 4% elastane (RM0160)	OCS (OCS Blended)	TE-00057303
P246040	Women`s apparel (PC0002)	T-shirts, singlets (PD0007)	65% organic cotton (RM0104) + 35% polyester (RM0186)	OCS (OCS Blended)	TE-00057303
P246037	Men`s apparel (PC0001)	T-shirts, singlets (PD0007)	65% organic cotton (RM0104) + 35% polyester (RM0186)	OCS (OCS Blended)	TE-00057303
P246158	Women`s apparel (PC0002)	Pants, trousers (PD0003)	64% organic cotton (RM0104) + 36% cotton (RM0102)	OCS (OCS Blended)	TE-00057303
P245832	Women`s apparel (PC0002)	Pants, trousers (PD0003)	60% organic cotton (RM0104) + 39% cotton (RM0102) + 1% elastane (RM0160)	OCS (OCS Blended)	TE-00057303

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

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

Certification body

Standard

İzmir, 2024-07-28

Last Updated : 2024-07-28

Electronically
Signed

Emre İDMAN



Scope Certificate Number USB-00057303-OCS-2407 Version USB-00057303-OCS-2407 (continued)
TEXPAK (PVT) LIMITED
OCS (V3.0)

Products Appendix

Product Number	Product Category	Product Details	Material Composition (*)	Standard (Label Grade)	Facility Number
P245925	Men`s apparel (PC0001)	T-shirts, singlets (PD0007)	60% organic cotton (RM0104) + 40% polyester (RM0186)	OCS (OCS Blended)	TE-00057303
P245932	Men`s apparel (PC0001)	Shirts, blouses (PD0005)	60% organic cotton (RM0104) + 40% polyester (RM0186)	OCS (OCS Blended)	TE-00057303
P245955	Men`s apparel (PC0001)	Pants, trousers (PD0003)	60% organic cotton (RM0104) + 40% polyester (RM0186)	OCS (OCS Blended)	TE-00057303
P245831	Men`s apparel (PC0001)	Pants, trousers (PD0003)	60% organic cotton (RM0104) + 39% cotton (RM0102) + 1% elastane (RM0160)	OCS (OCS Blended)	TE-00057303
P246186	Women`s apparel (PC0002)	Pants, trousers (PD0003)	57% organic cotton (RM0104) + 43% cotton (RM0102)	OCS (OCS Blended)	TE-00057303
P245934	Men`s apparel (PC0001)	Shirts, blouses (PD0005)	56% organic cotton (RM0104) + 44% cotton (RM0102)	OCS (OCS Blended)	TE-00057303
P246061	Men`s apparel (PC0001)	T-shirts, singlets (PD0007)	55% organic cotton (RM0104) + 45% cotton (RM0102)	OCS (OCS Blended)	TE-00057303
P246050	Women`s apparel (PC0002)	T-shirts, singlets (PD0007)	50% organic cotton (RM0104) + 50% polyester (RM0186)	OCS (OCS Blended)	TE-00057303
P246063	Women`s apparel (PC0002)	T-shirts, singlets (PD0007)	50% organic cotton (RM0104) + 15% cotton (RM0102) + 35% polyester (RM0186)	OCS (OCS Blended)	TE-00057303

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

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

Certification body

Standard

İzmir, 2024-07-28

Last Updated : 2024-07-28

Electronically
Signed

Emre İDMAN



Scope Certificate Number USB-00057303-OCS-2407 Version USB-00057303-OCS-2407 (continued)
TEXPAK (PVT) LIMITED
OCS (V3.0)

Products Appendix

Product Number	Product Category	Product Details	Material Composition (*)	Standard (Label Grade)	Facility Number
P246052	Women`s apparel (PC0002)	Pants, trousers (PD0003)	50% organic cotton (RM0104) + 50% polyester (RM0186)	OCS (OCS Blended)	TE-00057303
P246025	Women`s apparel (PC0002)	Pants, trousers (PD0003)	50% organic cotton (RM0104) + 45% polyester (RM0186) + 5% elastane (RM0160)	OCS (OCS Blended)	TE-00057303
P246066	Women`s apparel (PC0002)	Pants, trousers (PD0003)	50% organic cotton (RM0104) + 15% cotton (RM0102) + 35% polyester (RM0186)	OCS (OCS Blended)	TE-00057303
P246044	Men`s apparel (PC0001)	T-shirts, singlets (PD0007)	50% organic cotton (RM0104) + 50% polyester (RM0186)	OCS (OCS Blended)	TE-00057303
P246054	Men`s apparel (PC0001)	T-shirts, singlets (PD0007)	50% organic cotton (RM0104) + 15% cotton (RM0102) + 35% polyester (RM0186)	OCS (OCS Blended)	TE-00057303
P246046	Men`s apparel (PC0001)	Pants, trousers (PD0003)	50% organic cotton (RM0104) + 50% polyester (RM0186)	OCS (OCS Blended)	TE-00057303

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

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

Certification body

Standard

Izmir, 2024-07-28

Last Updated : 2024-07-28

Electronically
Signed

Emre IDMAN



Scope Certificate Number USB-00057303-OCS-2407 Version USB-00057303-OCS-2407 (continued)
TEXPAK (PVT) LIMITED
OCS (V3.0)

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

Site Appendix

Facility Name – TE-ID / Facility Number	Address	Process Categories	Standards
TEXPAK (PVT) LIMITED (Main Unit) - TE-00057303	132/4, Industrial Estate, Kot Lakhpat 54000, Lahore - Punjab - Pakistan	Manufacturing (PR0016)	OCS

Associated Subcontractor Appendix

Subcontractor Name - TE-ID / Facility Number	Address	Process Categories	Standards
None	None	None	None

Independently Certified Subcontractor Appendix

Subcontractor Name - TE-ID / Facility Number	Certification Body	Expiry Date	Address	Process Categories	Standards
None	None	None	None	None	None

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

Certification body

Standard

Izmir, 2024-07-28
Last Updated : 2024-07-28

Electronically
Signed

Emre IDMAN



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 / Türkiye
www.usbcertification.com Tel: 0090 232 446 4416

SCOPE CERTIFICATE

Scope Certificate Number USB-00057303-GRS-2408

Scope Certificate Version Number USB-00057303-GRS-2408.1

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

TEXPAK (PVT) LIMITED

Textile Exchange-ID (TE-ID):TE-00057303

USB Certification Client Number: USB 004763

132/4, Industrial Estate, Kot Lakhpat

Lahore, 54000

Punjab - Pakistan

has been audited and found to be in conformity with the

Global Recycled Standard (GRS) V4.0

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

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

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

Manufacturing (PR0016)

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

This certificate is valid until: **2025-08-24**

Audit criteria: Global Recycled Standard (GRS) V4.0 ; Content Claim Standard V3.1 ; Textile Exchange Standards Claims Policy V1.3

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

Certification Body

Standard

Izmir, 2024-08-25

Last Updated : 2025-02-14

Evrin BICAK

Electronically
Signed



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 certified.
Proof of GRS 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.



Scope Certificate Number USB-00057303-GRS-2408 Version USB-00057303-GRS-2408.1 (continued)
TEXPAK (PVT) LIMITED
Global Recycled Standard (GRS) V4.0

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

Products Appendix

Product Number	Product Category	Product Details	Material Composition (*)	Standard (Label Grade)	Facility Number
P246474	Women`s apparel (PC0002)	Pants, trousers (PD0003)	60% recycled post-consumer cashmere (RM0025) + 40% recycled post-consumer cotton (RM0107)	GRS (GRS)	TE-00057303
P252345	Children`s apparel (PC0004)	Overcoats, jackets, vests (PD0001)	45% recycled post-consumer polyester (RM0189) + 55% cotton (RM0102)	GRS (No Label)	TE-00057303
P256822	Unisex apparel (PC0005)	Overcoats, jackets, vests (PD0001)	20% recycled post-consumer polyester (RM0189) + 80% cotton (RM0102)	GRS (No Label)	TE-00057303
P258304	Children`s apparel (PC0004)	Overcoats, jackets, vests (PD0001)	80% cotton (RM0102) + 20% recycled post-consumer polyester (RM0189)	GRS (No Label)	TE-00057303
P258499	Women`s apparel (PC0002)	Shirts, blouses (PD0005)	25% recycled pre-consumer polyester (RM0188) + 25% polyester (RM0186) + 50% cotton (RM0102)	GRS (No Label)	TE-00057303
P258500	Women`s apparel (PC0002)	Pants, trousers (PD0003)	25% recycled pre-consumer polyester (RM0188) + 25% polyester (RM0186) + 50% cotton (RM0102)	GRS (No Label)	TE-00057303
P258502	Men`s apparel (PC0001)	Shirts, blouses (PD0005)	25% recycled pre-consumer polyester (RM0188) + 25% polyester (RM0186) + 50% cotton (RM0102)	GRS (No Label)	TE-00057303
P258503	Men`s apparel (PC0001)	Suits, suit- pants (PD0002)	25% recycled pre-consumer polyester (RM0188) + 25% polyester (RM0186) + 50% cotton (RM0102)	GRS (No Label)	TE-00057303
P259089	Men`s apparel (PC0001)	Sweaters, pullovers, cardigans (PD0004)	60% cotton (RM0102) + 40% recycled post-consumer polyester (RM0189)	GRS (No Label)	TE-00057303
P260760	Unisex apparel (PC0005)	Overcoats, jackets, vests (PD0001)	60% cotton (RM0102) + 40% recycled post-consumer polyester (RM0189)	GRS (No Label)	TE-00057303

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

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

Certification Body

Standard

Izmir, 2024-08-25

Last Updated : 2025-02-14

Evrin BICAK



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 / Türkiye
 www.usbcertification.com Tel: 0090 232 446 4416

Scope Certificate Number USB-00057303-GRS-2408 Version USB-00057303-GRS-2408.1 (continued)
TEXPAK (PVT) LIMITED
Global Recycled Standard (GRS) V4.0

Products Appendix

Product Number	Product Category	Product Details	Material Composition (*)	Standard (Label Grade)	Facility Number
P260926	Women`s apparel (PC0002)	Sweaters, pullovers, cardigans (PD0004)	50% cotton (RM0102) + 50% recycled post-consumer polyester (RM0189)	GRS (GRS)	TE-00057303
P260928	Men`s apparel (PC0001)	Sweaters, pullovers, cardigans (PD0004)	50% cotton (RM0102) + 50% recycled post-consumer polyester (RM0189)	GRS (GRS)	TE-00057303
P261492	Men`s apparel (PC0001)	Pants, trousers (PD0003)	50% cotton (RM0102) + 25% recycled post-consumer polyester (RM0189) + 25% polyester (RM0186)	GRS (No Label)	TE-00057303
P261505	Men`s apparel (PC0001)	Pants, trousers (PD0003)	60% cotton (RM0102) + 40% recycled post-consumer polyester (RM0189)	GRS (No Label)	TE-00057303
P261506	Men`s apparel (PC0001)	Overcoats, jackets, vests (PD0001)	60% cotton (RM0102) + 40% recycled post-consumer polyester (RM0189)	GRS (No Label)	TE-00057303
P261839	Women`s apparel (PC0002)	Overcoats, jackets, vests (PD0001)	60% cotton (RM0102) + 40% recycled post-consumer polyester (RM0189)	GRS (No Label)	TE-00057303
P262835	Women`s apparel (PC0002)	Pants, trousers (PD0003)	50% cotton (RM0102) + 25% recycled post-consumer cotton (RM0107) + 25% polyester (RM0186)	GRS (No Label)	TE-00057303
P262836	Men`s apparel (PC0001)	Pants, trousers (PD0003)	50% cotton (RM0102) + 25% recycled post-consumer cotton (RM0107) + 25% polyester (RM0186)	GRS (No Label)	TE-00057303
P262896	Women`s apparel (PC0002)	Pants, trousers (PD0003)	50% cotton (RM0102) + 25% recycled post-consumer polyester (RM0189) + 25% polyester (RM0186)	GRS (No Label)	TE-00057303
P264174	Children`s apparel (PC0004)	Sweaters, pullovers, cardigans (PD0004)	60% cotton (RM0102) + 40% recycled post-consumer polyester (RM0189)	GRS (No Label)	TE-00057303
P264595	Women`s apparel (PC0002)	Sweaters, pullovers, cardigans (PD0004)	60% cotton (RM0102) + 40% recycled post-consumer polyester (RM0189)	GRS (No Label)	TE-00057303

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

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

Certification Body

Standard

Izmir, 2024-08-25

Last Updated : 2025-02-14

Evrin BICAK



USB Certification Denetim, Gözetim ve Belgelendirme Hizmetleri A.Ş.
İsmet Kaptan Mah. Hurriyet Bulv. No: 4/1 Kavala Plaza
K: 2 D: 23 Cankaya – Konak - İzmir / Türkiye
www.usbcertification.com Tel: 0090 232 446 4416

Scope Certificate Number USB-00057303-GRS-2408 Version USB-00057303-GRS-2408.1 (continued)
TEXPAK (PVT) LIMITED
Global Recycled Standard (GRS) V4.0

Products Appendix

Product Number	Product Category	Product Details	Material Composition (*)	Standard (Label Grade)	Facility Number
P265632	Children's apparel (PC0004)	Sweaters, pullovers, cardigans (PD0004)	80% cotton (RM0102) + 20% recycled post-consumer polyester (RM0189)	GRS (No Label)	TE-00057303
P265676	Men's apparel (PC0001)	T-shirts, singlets (PD0007)	65% cotton (RM0102) + 35% recycled post-consumer polyester (RM0189)	GRS (No Label)	TE-00057303
P270204	Men's apparel (PC0001)	Sweaters, pullovers, cardigans (PD0004)	80% cotton (RM0102) + 20% recycled post-consumer polyester (RM0189)	GRS (No Label)	TE-00057303
P270205	Men's apparel (PC0001)	Pants, trousers (PD0003)	80% cotton (RM0102) + 20% recycled post-consumer polyester (RM0189)	GRS (No Label)	TE-00057303
P270206	Men's apparel (PC0001)	T-shirts, singlets (PD0007)	80% cotton (RM0102) + 20% recycled post-consumer polyester (RM0189)	GRS (No Label)	TE-00057303
P272385	Children's apparel (PC0004)	Sweaters, pullovers, cardigans (PD0004)	50% cotton (RM0102) + 50% recycled post-consumer polyester (RM0189)	GRS (GRS)	TE-00057303
P274854	Women's apparel (PC0002)	T-shirts, singlets (PD0007)	80% cotton (RM0102) + 20% recycled post-consumer polyester (RM0189)	GRS (No Label)	TE-00057303
P274855	Children's apparel (PC0004)	T-shirts, singlets (PD0007)	80% cotton (RM0102) + 20% recycled post-consumer polyester (RM0189)	GRS (No Label)	TE-00057303
P276322	Women's apparel (PC0002)	Sweaters, pullovers, cardigans (PD0004)	80% cotton (RM0102) + 20% recycled post-consumer polyester (RM0189)	GRS (No Label)	TE-00057303
P276468	Children's apparel (PC0004)	Pants, trousers (PD0003)	65% cotton (RM0102) + 25% recycled post-consumer polyester (RM0189) + 10% polyester (RM0186)	GRS (No Label)	TE-00057303
P276723	Women's apparel (PC0002)	Pants, trousers (PD0003)	60% cotton (RM0102) + 40% recycled post-consumer polyester (RM0189)	GRS (No Label)	TE-00057303
P278977	Women's apparel (PC0002)	Pants, trousers (PD0003)	80% cotton (RM0102) + 20% recycled post-consumer polyester (RM0189)	GRS (No Label)	TE-00057303

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

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

Certification Body

Standard

İzmir, 2024-08-25

Last Updated : 2025-02-14

Evrin BİCAK



USB Certification Denetim, Gözetim ve Belgelendirme Hizmetleri A.Ş.
İsmet Kaptan Mah. Hurriyet Bulv. No: 4/1 Kavala Plaza
K: 2 D: 23 Cankaya – Konak - İzmir / Türkiye
www.usbcertification.com Tel: 0090 232 446 4416

Scope Certificate Number USB-00057303-GRS-2408 Version USB-00057303-GRS-2408.1 (continued)
TEXPAK (PVT) LIMITED
Global Recycled Standard (GRS) V4.0

Products Appendix

Product Number	Product Category	Product Details	Material Composition (*)	Standard (Label Grade)	Facility Number
P282556	Men's apparel (PC0001)	T-shirts, singlets (PD0007)	65% cotton (RM0102) + 35% recycled pre-consumer polyester (RM0188)	GRS (No Label)	TE-00057303
P283725	Men's apparel (PC0001)	T-shirts, singlets (PD0007)	65% cotton (RM0102) + 25% recycled pre-consumer polyester (RM0188) + 10% polyester (RM0186)	GRS (No Label)	TE-00057303
P283726	Women's apparel (PC0002)	T-shirts, singlets (PD0007)	65% cotton (RM0102) + 25% recycled post-consumer polyester (RM0189) + 10% polyester (RM0186)	GRS (No Label)	TE-00057303
P283727	Women's apparel (PC0002)	T-shirts, singlets (PD0007)	65% cotton (RM0102) + 25% recycled pre-consumer polyester (RM0188) + 10% polyester (RM0186)	GRS (No Label)	TE-00057303
P283870	Men's apparel (PC0001)	T-shirts, singlets (PD0007)	60% cotton (RM0102) + 25% recycled post-consumer polyester (RM0189) + 15% polyester (RM0186)	GRS (No Label)	TE-00057303
P284108	Men's apparel (PC0001)	T-shirts, singlets (PD0007)	50% cotton (RM0102) + 25% recycled post-consumer polyester (RM0189) + 25% polyester (RM0186)	GRS (No Label)	TE-00057303
P284109	Men's apparel (PC0001)	T-shirts, singlets (PD0007)	55% cotton (RM0102) + 25% recycled post-consumer polyester (RM0189) + 20% polyester (RM0186)	GRS (No Label)	TE-00057303
P284110	Men's apparel (PC0001)	T-shirts, singlets (PD0007)	52% cotton (RM0102) + 25% recycled pre-consumer polyester (RM0188) + 23% polyester (RM0186)	GRS (No Label)	TE-00057303
P284115	Men's apparel (PC0001)	T-shirts, singlets (PD0007)	52% cotton (RM0102) + 25% recycled post-consumer polyethylene (RM0193) + 23% polyester (RM0186)	GRS (No Label)	TE-00057303
P284116	Men's apparel (PC0001)	T-shirts, singlets (PD0007)	65% cotton (RM0102) + 25% recycled post-consumer polyethylene (RM0193) + 10% polyester (RM0186)	GRS (No Label)	TE-00057303
P284117	Men's apparel (PC0001)	T-shirts, singlets (PD0007)	50% cotton (RM0102) + 25% recycled pre-consumer polyester (RM0188) + 25% polyester (RM0186)	GRS (No Label)	TE-00057303
P284900	Women's apparel (PC0002)	Overcoats, jackets, vests (PD0001)	50% cotton (RM0102) + 25% recycled post-consumer polyester (RM0189) + 25% polyester (RM0186)	GRS (No Label)	TE-00057303

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

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

Certification Body

Standard

İzmir, 2024-08-25

Last Updated : 2025-02-14

Evrin BİCAK



Scope Certificate Number USB-00057303-GRS-2408 Version USB-00057303-GRS-2408.1 (continued)
TEXPAK (PVT) LIMITED
Global Recycled Standard (GRS) V4.0

Products Appendix

Product Number	Product Category	Product Details	Material Composition (*)	Standard (Label Grade)	Facility Number
P285394	Children's apparel (PC0004)	Overcoats, jackets, vests (PD0001)	60% cotton (RM0102) + 40% recycled post-consumer polyester (RM0189)	GRS (No Label)	TE-00057303
P285420	Men's apparel (PC0001)	Overcoats, jackets, vests (PD0001)	80% cotton (RM0102) + 20% recycled post-consumer polyester (RM0189)	GRS (No Label)	TE-00057303
P285422	Women's apparel (PC0002)	Overcoats, jackets, vests (PD0001)	80% cotton (RM0102) + 20% recycled post-consumer polyester (RM0189)	GRS (No Label)	TE-00057303
P286916	Women's apparel (PC0002)	T-shirts, singlets (PD0007)	62% cotton (RM0102) + 25% recycled post-consumer polyester (RM0189) + 13% polyester (RM0186)	GRS (No Label)	TE-00057303
P287894	Women's apparel (PC0002)	Pants, trousers (PD0003)	62% cotton (RM0102) + 25% recycled post-consumer polyester (RM0189) + 13% polyester (RM0186)	GRS (No Label)	TE-00057303
P292105	Men's apparel (PC0001)	T-shirts, singlets (PD0007)	50% cotton (RM0102) + 35% recycled post-consumer polyester (RM0189) + 15% recycled pre-consumer cotton (RM0106)	GRS (GRS)	TE-00057303
P292808	Men's apparel (PC0001)	Overcoats, jackets, vests (PD0001)	50% recycled post-consumer polyester (RM0189) + 50% cotton (RM0102)	GRS (GRS)	TE-00057303
P295470	Men's apparel (PC0001)	T-shirts, singlets (PD0007)	50% recycled post-consumer polyester (RM0189) + 25% recycled pre-consumer cotton (RM0106) + 25% cotton (RM0102)	GRS (GRS)	TE-00057303
P295471	Women's apparel (PC0002)	T-shirts, singlets (PD0007)	50% recycled post-consumer polyester (RM0189) + 25% recycled pre-consumer cotton (RM0106) + 25% cotton (RM0102)	GRS (GRS)	TE-00057303
P295472	Men's apparel (PC0001)	Pants, trousers (PD0003)	50% recycled post-consumer polyester (RM0189) + 25% recycled pre-consumer cotton (RM0106) + 25% cotton (RM0102)	GRS (GRS)	TE-00057303
P295483	Women's apparel (PC0002)	Pants, trousers (PD0003)	50% recycled post-consumer polyester (RM0189) + 25% recycled pre-consumer cotton (RM0106) + 25% cotton (RM0102)	GRS (GRS)	TE-00057303
P296697	Children's apparel (PC0004)	T-shirts, singlets (PD0007)	56% cotton (RM0102) + 44% recycled post-consumer polyester (RM0189)	GRS (No Label)	TE-00057303

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

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

Certification Body

Standard

İzmir, 2024-08-25

Last Updated : 2025-02-14

Evrin BİCAK



USB Certification Denetim, Gözetim ve Belgelendirme Hizmetleri A.Ş.
İsmet Kaptan Mah. Hurriyet Bulv. No: 4/1 Kavala Plaza
K: 2 D: 23 Cankaya – Konak - İzmir / Türkiye
www.usbcertification.com Tel: 0090 232 446 4416

Scope Certificate Number USB-00057303-GRS-2408 Version USB-00057303-GRS-2408.1 (continued)
TEXPAK (PVT) LIMITED
Global Recycled Standard (GRS) V4.0

Products Appendix

Product Number	Product Category	Product Details	Material Composition (*)	Standard (Label Grade)	Facility Number
P296928	Women's apparel (PC0002)	Overcoats, jackets, vests (PD0001)	50% cotton (RM0102) + 50% recycled post-consumer polyester (RM0189)	GRS (GRS)	TE-00057303
P299733	Women's apparel (PC0002)	T-shirts, singlets (PD0007)	50% cotton (RM0102) + 35% recycled post-consumer polyester (RM0189) + 15% recycled pre-consumer cotton (RM0106)	GRS (GRS)	TE-00057303
P307346	Unisex apparel (PC0005)	Overcoats, jackets, vests (PD0001)	50% cotton (RM0102) + 50% recycled post-consumer polyester (RM0189)	GRS (GRS)	TE-00057303

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



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

Izmir, 2024-08-25

Last Updated : 2025-02-14

Evrin BİCAK

Certification Body



Standard



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 / Türkiye
 www.usbcertification.com Tel: 0090 232 446 4416

Scope Certificate Number USB-00057303-GRS-2408 Version USB-00057303-GRS-2408.1 (continued)
TEXPAK (PVT) LIMITED
Global Recycled Standard (GRS) V4.0

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

Site Appendix

Facility Name – TE-ID / Facility Number	Address	Process Categories	Standards
TEXPAK (PVT) LIMITED (Main Facility) - TE-00057303	132/4, Industrial Estate, Kot Lakhpat Lahore 54000, Punjab - Pakistan	Manufacturing (PR0016)	GRS

Associated Subcontractor Appendix

Subcontractor Name – TE-ID / Facility Number	Address	Process Categories	Standards
None	None	None	None

Independently Certified Subcontractor Appendix

Subcontractor Name - TE-ID / Facility Number	Certification Body	Expiry Date	Address	Process Categories	Standards
None	None	None	None	None	None

USB
CERTIFICATION
 UPGRADE • SUSTAIN • BENEFIT

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

Certification Body

Standard

Izmir, 2024-08-25

Last Updated : 2025-02-14

Evrin BICAK



The Coca-Cola Company



ASSESSMENT SUMMARY REPORT (ASR) (Supplier Guiding Principles and Human Rights Policy Assessments)

Factory Id	R#	Facility Name	Facility Type	Product Category				
S-PAK-CC-0033673	32762	TEXPAK (Pvt) Ltd.	Operations	TCCC - All Else				
Facility Street Address		Facility WEB Site	City	State/Province	Postal Code	Region	Country	
132/4 Quaid-e-Azam Industrial Estate, Kot Lakhpat, Town ship,		https://www.texpak.pk/	Lahore	Punjab	51000	SUPP - EUROPE,	Pakistan	
Facility Contact / Role			Facility Phone	Parent Supplier (if known)	TCCC Protocol			
Ms. Rabia Sabir - Manager HR & Compliance			00924235153004	Coca Cola Beverages Pakistan Limited	SGP 'Supplier Guiding Principles'			
Assessment Date	Man Days	Number Of Auditors	Assessment Team + (APSCA)		Service Provider		How are wages determined	
03/15/24	3.5	3	Muhammad Imran Ghaffar (CSCA 21703598) ; Umer khayyam (CSCA 21703123) , Muhammad Waseem Awan (ASCA 21701567)		Intertek			
Coca-Cola System Contact			Operating Unit (OU) / Department				Minimum Wage	
'Rashed Al Hussain			Eurasia & Middle East (OU)					
Total Workforce (Total Employees + Total Non-Employee Workers)		Employees by gender	All Employees (Sum of 3 boxes to the right)	Production Employees	Sales & Distribution Employees	Other Employees	Average Wage (Local Currency)	
700		Men	270	260	10	0	36,000.00	
		Women	430	430	0	0		
Workers Present At Assessment	Workers Interviewed	NEWs by gender	All Non-Employee Workers (Sum of 3 boxes to the right)	Production (NEW Workers)	Sales & Distribution (NEW Workers)	Other (NEW Workers)	Minimum Wage (Local Currency)	
650	42	Men	0	0	0	0	32000	
		Women	0	0	0	0	Pay Period	
On Site Audit Mode	Assessment Type	Full Assessment		Mutual Recognition + Protocol		Yes	SMETA	Monthly
Score		Rating		GEO LOCATOR - FACTORY		Exchange Rate (USD)		279.0000
0		Green (0) Fully Compliant - No Further Action Required		 Latitude 31.27228 Longitude 74.19394		Full Access Denied		No
		Yellow (1-7) Corrective Action Required (Send Supporting Evidence)				Partial Access Denied		No
		Orange (8-27) Corrective Action Required and Follow-Up Assessment				Employee Access Denied		No
		Red (28+) Corrective Action and Follow-Up Assessment is Required				Record Access Denied		No
		Next Assessment				Facility Access Denied		No
Points Attributable to Employees of Facility			14	<-Please, check the points attributable to Employees of Facility & NEWs, there is a difference with the Score				
Points Attributable to Non-Employee Workers (NEWs)			0					

The Coca-Cola Company



ASSESSMENT SUMMARY REPORT (ASR) (Supplier Guiding Principles and Human Rights Policy Assessments)

Total Points 14

FINDINGS

Finding Category	Code	Findings	Local Law (If Applicable)	Finding Detail and Corrective Action (Preface with "NEW" if finding is applicable to non-employee-workers only)	Points	Suggested Time Frame (Days)	Agreed Time Frame (Days)
------------------	------	----------	---------------------------	---	--------	-----------------------------	--------------------------

GOOD PRACTICES

CODE	(Checked items indicated the assessors saw evidence of good practices in place that are beyond compliance.)	Observed?
Laws and Regulations		
A.4.1	Procedures are in place to ensure new or revised legal requirements are incorporated into business practices.	Yes
Child Labor		
B.4.1	A remediation plan is in place for use in cases where children are found to be working on site.	Yes
Forced Labor		
C.4.2	Facility has a policy prohibiting human trafficking and forced labor.	Yes
Abuse of Labor/Workplace Security		
D.4.1	Policies and procedures are in place to safeguard worker privacy, including with regard to medical information.	Yes
D.4.2	Management has established and communicated disciplinary procedures and record all disciplinary actions.	Yes
D.4.3	Policies and procedures are in place to ensure security guards undergo criminal background checks, receive training on the use of force, and their duties are limited to protecting workers, the facility, and equipment.	Yes
D.4.4	Sensitivity training is provided to supervisors and security guards.	Yes
Wages and Benefits		
F.4.1	Policies and procedures are in place to ensure permanent employees are hired in lieu of long-term contract labor.	Yes
F.4.2	Facility has policy to provide wages to workers that meet basic needs including food, clothing, housing, medical care, etc.	Yes
Work Hours and Overtime		
G.4.1	Policies and procedures are in place to manage work hours. In countries with no or high limits ensure working hours are limited to 48 hours per week and 12 hours of overtime.	Yes
G.4.2	Irrespective of the law, workers are provided one day off in seven-day period.	Yes
Health and Safety		
H.4.1	Policies and procedures are in place to safeguard worker safety and ensure legal compliance (e.g. management systems systematically assess health and safety risks, implement preventive measures, and investigate all accidents). A person /committee is designated to manage such programs.	No
H.4.2	Process in place for management to receive and action safety concerns of the workers.	No
Environment		
I.4.1	A management system is in place to systematically assess environmental risks, implement preventive measures, and investigate all accidents. A person or committee is designated to manage such programs.	Yes
I.4.2	Processor/mill evaluates social and environmental risks in supplying farms	Yes
I.4.3	Processor/mill has a sustainability program that covers farms	Yes
I.4.4	>50% of volume from farms for Processor/mill have SAGP recognized certifications?	Yes
Work Environment		
J.4.1	Policies and procedures are in place for workers to file grievances without penalty or retaliation and a management representative is designated to address grievances.	Yes

The Coca-Cola Company



ASSESSMENT SUMMARY REPORT (ASR) (Supplier Guiding Principles and Human Rights Policy Assessments)

J.4.2	Policies are in place to mitigate the impact of workforce reductions to the extent possible and communicate with employees in a timely manner.	Yes
J.4.3	Facility measures and tracks employee satisfaction/engagement.	Yes
Discrimination		
K.4.1	Facility has a policy to ensure employment decisions are based solely on someone's ability to do the job, without regard for other personal characteristics.	Yes
K.4.2	Policies and procedures are in place to accommodate religious expression.	Yes
K.4.3	Facility has implemented gender-sensitive recruitment and retention practices and proactively recruits and appoints women to managerial and executive positions and/or the corporate board of directors.	Yes
Business Integrity		
L.4.1	Facility has a code of business conduct and procedures in place to investigate and reconcile violations of the code and communicates the code to workers.	Yes
L.4.2	Facility has procedures to protect workers who alert management to violations of the code of business conduct.	Yes
L.4.3	Facility is aware of Coca-Cola Code of Business Conduct.	Yes
L.4.4	Facility has an Anti-Corruption policy prohibiting employees from giving something of value to a government employee/official in exchange for a business advantage and has communicated the policy to employees.	Yes
L.4.5	Facility management and employees are aware of TCCC Anti-Bribery Policy (for Coca-Cola Company sites only).	Yes
Demonstration of Compliance		
M.4.1	Facility management is familiar with and shares The Coca-Cola Company's Supplier Guiding Principles or Human Rights Policy (as applicable) and Human Rights Statement with employees.	Yes
M.4.2	Facility requires subcontractors and labor contractors to comply with local law. (e.g. include labor standard clauses in contracts, monitor performance via workplace assessment, etc.).	Yes
M.4.3	Facility has due diligence process to monitor social compliance performance of suppliers, subcontractors and labor contractors/brokers through workplace assessment, etc.	Yes
Land Rights		
N.4.1	Facility management uses external resources and/or experts for guidance on land acquisitions (e.g. IFC Performance Standards, TCCC Checklist, etc.).	Yes
N.4.2	Facility has adopted a written policy reflecting its commitment to respecting land rights of women and men	Yes
N.4.3	Facility demonstrates that alternatives to a specific land acquisition were considered to avoid or minimize adverse impacts.	Yes

A signature on this ASR signifies your agreement and understanding of the above findings and the Facility Action Plan.

Facility Representative Signature and Title	Date	Auditor Signature	Date
---	------	-------------------	------