



SAQ Results

Site Details

Site & Company name	Address	Business Type	SAQ Details
SAAM TEXTILES PRIVATE LIMITED ZC419867591	A-13,14,15 E.5 KISHANGARH HITECH TEXTILES PARK,	Goods Providers	Last Updated: 24/06/2022 06:18 Completion: 100%
SAAM TEXTILES PRIVATE LIMITED ZS419872059	RIICO IND. AREA, VILLAGE- SILORA KISHANGARH. DIST - AJMER KISHANGARH 305801 India IN		

Primary Site Activity	Secondary Site Activity	Do you use labour providers?	Does the number of workers you employ fluctuate across the year because of seasonal variation in work?
Other textiles		No	No

PEAK SEASON

TYPE	MALE (local)	FEMALE (local)	MALE (migrant)	FEMALE (migrant)	MALE (total)	FEMALE (total)	Total
Permanent	91	5	0	0	91	5	96
On Site - all	91	5	0	0	91	5	96
Total workers - all	91	5	0	0	91	5	96

SAQ Results

Introduction	Question	Answer
ZQQ409102273	Who is completing this form? Please enter your name, job title and email.	Sampat Singh, Sr. Manager Accounts & Administration and sampat@saamtex.com

About Your Business	Question	Answer
ZQQ409102284	How many different nationalities of workers are hired by the site?	1
ZQQ409102290	Please select the most common nationality of workers:	India
ZQQ409102291	Please enter the total number of workers with this nationality:	96
ZQQ409102311	Which languages are spoken by workers at the site? Please list all languages spoken.	English Hindi
ZQQ409102314	Do you have workers on site who do not fluently speak the same language as other workers and management?	No
ZQQ409110488	This section asks for information on directly hired workers. Please complete the following information about your workforce.	
ZQQ409110489	What is the age of the youngest worker?	19
ZQQ409110490	Number of workers below 15 years of age	0
ZQQ409110491	Number of young workers (15-17)	0
ZQQ409110492	Number of young workers (15-17) male	0
ZQQ409110493	Number of young workers (15-17) female	0
ZQQ409110494	Number of workers aged 50+	6
ZQQ409110495	Number of workers who are apprentices, trainees or interns	0
ZQQ409110496	Number of male supervisors	4
ZQQ409110497	Number of female supervisors	0
ZQQ409110498	Number of part-time male workers	0
ZQQ409110499	Number of part-time female workers	0
ZQQ409102335	Do workers have access to or use chemicals that are hazardous to health?	No
ZQQ409102337	Do workers have access to machines and/or vehicles that could cause risk to their health or safety?	Yes
ZQQ409102338	Please explain which machines and/or vehicles may cause risk to workers' health and safety.	Weaving Machine
ZQQ409102339	How many shifts are in operation at this site?	3 or more shifts

About Your Business	Question	Answer
ZQQ409102342	How many buildings are located on the site?	1
ZQQ409102343	How many floors are there in the tallest building?	0
ZQQ409102344	How many of the buildings are shared with other businesses/residents?	0
ZQQ409102345	Have any floors been added since the original construction of the building?	No
ZQQ409102347	Was the site used as a residential building before converted into an industrial site?	No
ZQQ409102348	What facilities are provided on site? Please select all that apply.	Washing/shower facilities
ZQQ409102350	Are washing facilities separated by gender?	Yes

Policies and Resources	Question	Answer
ZQQ409102351	Which of the below written policies are in place throughout the enterprise? Please select all applicable options.	Bribery and corruption Child labour Complaints and grievances Discipline Equal opportunities and non-discrimination Forced labour Health and Safety Violence and Harassment Working conditions (e.g. wages, hours)
ZQQ409102356	Please upload your Bribery and Corruption/ Business Ethics policies.	Anti Bribery & Corruption Policy.pdf
ZQQ409102354	Please upload your Health and Safety policies.	Health & Safety Policy.pdf
ZQQ409102361	Is your business required by law to publish a statement containing information relating to social, environmental, or human rights matters?	No
ZQQ409110506	Please enter your total staff numbers here. If none, please enter 0.	
ZQQ409110507	Number of male managers	2
ZQQ409110508	Number of female managers	0
ZQQ409110509	Number of male administrators	1

Policies and Resources	Question	Answer
ZQQ409110510	Number of female administrators	0
ZQQ409102369	Do you have specialist staff responsible for Human Resources?	Yes
ZQQ409102370	How many staff do you have responsible for Human Resources?	1
ZQQ409102371	Do you have specialist staff responsible for Health and Safety?	No
ZQQ409102373	Do you have specialist staff responsible for Environmental impact?	No
ZQQ409102375	Do you have staff responsible for achieving customer Ethical Trade requirements at your business?	No
ZQQ409102377	Is there a person responsible for managing supplier adherence to your Code of Conduct?	Not applicable - we don't have a code of conduct

Processes	Question	Answer
ZQQ409102380	Are you certified by or do you have signed agreement/membership to any of the below? Please select all that apply.	ISO 9001 Social Accountability 8000
ZQQ409102382	Labour Standards: Please upload any relevant certifications from the selected standards or schemes.	SAAM SA 8000 Certificate.pdf
ZQQ409102383	Health and Safety: Please upload any relevant certifications from the selected standards or schemes.	SAAM SA 8000 Certificate.pdf
ZQQ409102388	How do you understand Labour Standards risks within your business? Please select all that apply.	Audits (either paid by ourselves or a customer) We have a designated Human Resources Manager/team We have a designated Social Compliance manager/team We have a worker committee in place We work with consultants and experts to get training and/or support Workers report issues directly to management

Processes	Question	Answer
ZQQ409102390	How do you understand Health and Safety risks within your business? Please select all that apply.	Audits (either paid by ourselves or a customer) We conduct regular risk assessments We have a Health and Safety committee in place We work with consultants and experts to get training and/or support Workers report issues directly to management
ZQQ409102392	How do you understand Environmental risks within your business? Please select all that apply.	We do audits (either paid by ourselves or a customer)
ZQQ409102394	How do you understand Business Ethics risks within your business? Please select all that apply.	We have a whistle-blower mechanism where employees can raise concerns and complaints anonymously and confidentially
ZQQ409102399	Is there a process, organisation or arrangement workers can use to input into company decision making? Please select all that apply.	Yes - through collective bargaining
ZQQ409102401	Are you aware of trade unions having worker representatives among the workforce?	There is a worker committee but no trade unions
ZQQ409110511	How many employees are in the worker committee?	
ZQQ409110512	Number of men	6
ZQQ409110513	Number of women	1
ZQQ409110514	Total	7
ZQQ409102404	Have there been any strikes, work stoppages or industrial actions in the past two years?	No
ZQQ409102406	How can workers report any violations of Labour Standards, Health and Safety, or any other grievances? Please select all that apply.	Anonymous suggestion box Raise directly to employer Through a worker committee Through the Health and Safety Committee
ZQQ409102410	Do all workers have written contracts?	All
ZQQ409102411	Which of these contract types are in use at your site?	At-will contracts
ZQQ409102443	What methods are used to pay workers?	We pay workers through digital payments e.g. to a bank account
ZQQ409102449	Which currency would you like to use for completing the following set of questions? Please select.	Indian Rupee

Processes	Question	Answer
ZQQ409102450	Please select the payment period you would like to use for completing the following set of questions.	Monthly wage
ZQQ409102445	How are directly hired workers paid? Please select all applicable options.	Per month
ZQQ409110529	What was the lowest wage paid to directly hired workers last month? Please consider each contract type and enter the wage by gender against each contract type used.	
ZQQ409110530	Lowest wage for all permanent workers	8465
ZQQ409110531	Permanent - Male	10360
ZQQ409110532	Permanent - Female	8465
ZQQ409110533	Lowest wage for all temporary workers	0
ZQQ409110534	Temporary - Male	0
ZQQ409110535	Temporary - Female	0
ZQQ409102452	Are directly hired workers paid an overtime premium?	Workers do not do overtime
ZQQ409102468	Do any workers live in accommodation provided by your business or a third party?	No, workers find their own accommodation
ZQQ409102484	Do you manage workers transportation to and from the site/office?	Workers manage their own transportation
ZQQ409102485	How do you manage Business Ethics/bribery and corruption within your business? Please select all that apply.	Our employees are trained on business expectations on bribery and corruption We have a whistle-blower mechanism in place where employees can raise concerns confidentially and anonymously We record and capture all incidents of bribery and corruption
ZQQ409102487	What pollution risks result from your business operations? Please select all that apply.	Noise pollution
ZQQ409102489	How do you manage pollution created by your business activities? Please select all that apply.	We capture data related to pollution levels We conduct risk assessments We ensure pollution levels meet all local laws We have a pollution discharge permit
ZQQ409102491	How do you use and/or consume water?	We take water directly from a natural source (self-supplied)

Processes	Question	Answer
ZQQ409102493	How do you manage your wastewater?	Wastewater is discharged into a sewer or drainage system
ZQQ409102495	What do you do to manage water use and impact of your business on local water quality? Please select all that apply.	We hold a licence/permit for discharge
ZQQ409102497	What type of waste is produced by your business? Please select all that apply.	Residual (unsorted) waste
ZQQ409102499	How do you manage waste handling and disposal? Please select all that apply.	Municipal services collect and dispose of waste
ZQQ409102501	Do you consider the disposal of your products and packaging after use? Please select all that apply.	We use biodegradable materials (materials capable of being decomposed by bacteria or other living organisms) We use recycled materials in our products
ZQQ409102503	What biodiversity impacts have been identified from your business activities? Please select all that apply.	We have not identified any impacts on biodiversity
ZQQ409102507	What is your main energy source?	Electricity (from the grid)
ZQQ409102508	What is your secondary energy source?	Petrol/Diesel
ZQQ409102509	How is the electricity you use generated?	I don't know
ZQQ409102510	What percentage of your costs are spent on energy (electricity and other fuels)?	3% to 10%
ZQQ409102511	What do you do to manage your energy use? Please select all that apply.	We are moving to renewable energy resources We measure and capture data related to energy consumption
ZQQ409102513	How do you manage your impact on raw material extraction? Please select all that apply.	I don't know

Supply Chain Management	Question	Answer
ZQQ412113186	Would you like to enter information about your supply chain?	No - Other reason
ZQQ412113188	Would you like to enter information about how you help your suppliers meet standards?	No - Other reason

Supply Chain Management	Question	Answer
ZQQ409102796	Do you subcontract products or services to other suppliers?	Yes
ZQQ409102797	How many different subcontractors do you use?	3-5
ZQQ409102798	Would you like to declare information about your subcontractors in this SAQ?	No

Training and Improvement	Question	Answer
ZQQ409102842	Do you provide the following training? Please select all applicable answers.	Business ethics / bribery and corruption Company induction Ethical trade / responsible sourcing / social compliance Health and Safety Job related skills training
ZQQ409110826	Please enter the number of staff and workers that have received training on Health and Safety in the past year:	
ZQQ409110963	Workers male	72
ZQQ409110964	Workers female	3
ZQQ409110965	Workers total	75
ZQQ409110966	Supervisors male	4
ZQQ409110967	Supervisors female	0
ZQQ409110968	Supervisors total	4
ZQQ409110969	Managers male	2
ZQQ409110970	Managers female	0
ZQQ409110971	Managers total	2
ZQQ409110837	Please enter the total number of your staff that have received training on Ethical Trade / Responsible Sourcing / Social Compliance for suppliers in the past year:	
ZQQ409110838	Supervisors male	4
ZQQ409110839	Supervisors female	0

Training and Improvement	Question	Answer
ZQQ409110840	Supervisors total	4
ZQQ409110841	Managers male	2
ZQQ409110842	Managers female	0
ZQQ409110843	Managers total	2
ZQQ409110827	Please enter the number of your staff that have received training on Business Ethics / Bribery and Corruption in the past year:	
ZQQ409110828	Workers male	30
ZQQ409110829	Workers female	0
ZQQ409110830	Workers total	30
ZQQ409110831	Supervisors male	4
ZQQ409110832	Supervisors female	0
ZQQ409110833	Supervisors total	4
ZQQ409110834	Managers male	2
ZQQ409110835	Managers female	0
ZQQ409110836	Managers total	2
ZQQ409102851	Have you worked with any brands, non-governmental organisations (NGOs) or experts to improve in the past 2 years? If yes, please select the relevant focus areas.	No
ZQQ409102905	What are the key next steps to improve performance on Labour Standards and Rights or Human Resources this year? (Action 1)	Frequent internal audits
ZQQ409102906	What are the key next steps to improve performance on Labour Standards and Rights or Human Resources this year? (Action 2)	Consultation of the external auditors
ZQQ409102907	What are the key next steps to improve performance on Labour Standards and Rights or Human Resources this year? (Action 3)	Improvement points identified during the external social compliance audits
ZQQ409102908	What are the key next steps to improve Health and Safety performance this year? (Action 1)	Creating awareness regarding the incident reporting
ZQQ409102909	What are the key next steps to improve Health and Safety performance this year? (Action 2)	Consultation of the external auditors / consultants

Training and Improvement	Question	Answer
ZQQ409102910	What are the key next steps to improve Health and Safety performance this year? (Action 3)	Improvement points identified during the external social compliance audits
ZQQ409102911	What are the key next steps to improve Environmental performance this year? (Action 1)	Results of environmental monitoring reports
ZQQ409102912	What are the key next steps to improve Environmental performance this year? (Action 2)	Consultation of the external auditors / consultants
ZQQ409102913	What are the key next steps to improve Environmental performance this year? (Action 3)	Improvement points identified during the external social compliance audits
ZQQ409102914	What are the key next steps to improve Business Ethics performance this year? (Action 1)	Training to employees
ZQQ409102915	What are the key next steps to improve Business Ethics performance this year? (Action 2)	Improvement points identified during the external social compliance audits
ZQQ409102916	What are the key next steps to improve Business Ethics performance this year? (Action 3)	NA
ZQQ409102917	What are the key next steps to improve supplier performance this year? (Action 1)	Commitment letters from supplier
ZQQ409102918	What are the key next steps to improve supplier performance this year? (Action 2)	Supplier audits
ZQQ409102919	What are the key next steps to improve supplier performance this year? (Action 3)	Guidance to comply to required compliances related to legal & statutory

Monitoring and Data Capture	Question	Answer
ZQQ409102920	How are working hours monitored for workers?	We have a system in place for monitoring hours
ZQQ409102921	Please explain your system for monitoring working hours.	Attendance register is maintained, wherein In & Out time is being captured.
ZQQ409102924	What is the legal maximum working week (including overtime) for an employee/worker? Please enter the number of hours.	60

Monitoring and Data Capture	Question	Answer
ZQQ409102925	How many hours does an employee/worker work in a standard working week?	48
ZQQ409102926	What is the maximum number of hours (including overtime) that an employee/worker works in a week?	48
ZQQ409102927	Do you collect or monitor any Key Performance Indicator (KPI) information or other data?	No

Feedback	Question	Answer
ZQQ409102983	Would you like support from customers to help improve Health and Safety, Labour Standards or Environmental performance?	No
ZQQ409102985	Which job functions/departments have been consulted to complete this questionnaire?	Factory Manager, HR, Production, H&S Committee
ZQQ409118851	Would you like to upload any further information about any of the questions asked in this SAQ?	No