



IND-EXPO CERTIFICATION LIMITED

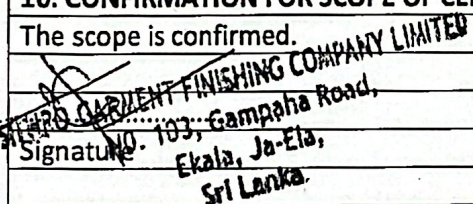
INTEGRATED MANAGEMENT SYSTEMS CERTIFICATION SCHEME

STAGE II AUDIT REPORT

ISO 45001:2018

**Sithro Garment Finishing Company
Limited**

**INTEGRATED MANAGEMENT SYSTEMS CERTIFICATION SCHEME
STAGE II AUDIT REPORT – ISO 45001:2018**

1. NAME OF ORGANIZATION : Sithro Garment Finishing Company Limited		
2. ADDRESS OF HEAD OFFICE : No. 103, Gampaha Road, Ekala, Ja-Ela		
3. ASSESSMENT SITE/S :		
4. CONTACT DETAILS :		
4.1 Name : Akila wivanath	Designation : executive compliance	
4.2 Tel : 011-7655718	Mobile : (+94) 74 2272604	Fax :
4.3 E-mail : Akila.Wishwanath@hirdaramani.com		
5. NO. OF EMPLOYESS : 411		
6. APPLICABLE STANDARD : ISO 45001:2018		
7. FILE NO. : IMSC - OHS AS - 0021		
8. NACE CODE / SUBCATEGORY : C 14		
9. SCOPE OF CERTIFICATION : Activities pertaining to washing of Garments		
10. CONFIRMATION FOR SCOPE OF CERTIFICATION :		
The scope is confirmed.		
 SITHRO GARMENT FINISHING COMPANY LIMITED Signature: No. 103, Gampaha Road, Ekala, Ja-Ela, Sri Lanka.		
11. DATE OF AUDIT & Time : 2023.08.07		
12. TYPE OF AUDIT : Stage II		
13. AUDIT TEAM :		
Mr. D.N.S Kuruppumullage (DNSK)		Team Leader
Mr. Isuru Ilangakoon (II)		Team Member
Ms. Promila Jayaraj (PJ)		Team Member
Ms. Tharisha Nandasena (TN)		Team Member
Mr. Tharidu Hettiarachchi (TH)		Team Member
Ms. Chathurika Abeyesinghe (CA)		Trainee Auditor

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The objectives of this audit were:

- to confirm that the management system conforms with all the requirements of the audit standard;
- to confirm that the organization has effectively implemented the planned management system;
- to confirm that the management system is capable of achieving the organization's policy and objectives on quality management

15. AUDIT CRITERIA : ISO 45001:2018**16. ANY DEVIATIONS FROM THE AUDIT PLAN AND REASONS: None****17. ANY SIGNIFICANT ISSUES IMPACTING ON THE AUDIT PROGRAMME: None****18. SIGNIFICANT CHANGES, IF ANY, THAT AFFECT THE MANAGEMENT SYSTEM OF THE COMPANY SINCE THE LAST AUDIT TOOK PLACE : None****19. AUDIT FINDINGS :****Context of the organization (clause 4 of ISO 45001:2018)****Understanding the organization and its context (4.1 of ISO 45001:2018):**

The company has a mechanism to understand the issues that are relevant to OH&S management system which can affect the intended outcomes. For this purpose all level of personnel has been contributed through their relevant supervisors and managers.

Reference –Internal & External issues**Understanding the needs and expectations of workers and other interested parties (4.2 of ISO 45001:2018):**

Company has identified the needs and expectations of interested parties as Employees, Management, Customers, Company owner, Labour Department & DFIE, MOH/PHI, Fire brigade/service department /BOI, Supplier & Service Providers, Hospital, Central Environmental Authority, Neighbors/Community, Banks, Insurance agencies, Sub-Contractors and Certification Bodies through meeting and discussions representing all departments. It has been listed. These needs include legal and regulatory requirements and other requirements of customers etc.

Reference – Interested parties and Expectations of interested parties

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The company has determined the scope considering boundaries and applicability of the OH&S management system based on the complexity of its operations, external and internal issues identified interested parties and their needs and expectations. It includes legal and other requirements as well. The scope has been kept in documented information as activities pertaining to manufacturing of garments.

Reference – scope

OH&S management system (4.4 of ISO 45001):

Company has established implemented and maintained the OH&S policies and activities including processes require and its interaction to fulfil the OH&S management system requirements including actions for continual improvements.

Leadership and worker participation (clause 5 of ISO 45001:2018)**Leadership and commitment (5.1 of ISO 45001:2018)**

Top management has shown a keen interest to implement OH&S management system taking overall responsibility and accountability for the prevention of incidents that can lead to injury and ill health. This includes establishment of policy and objectives in compatibility with the strategic direction of the organization. Company has provided all resources needed to implement OH&S management system and continual improvement. The management has provided opportunities for all the members of staff including the workforce to actively participate in prevention of injuries and ill health.

OH&S policy (5.2 of ISO 45001:2018)

Company has established implemented and maintained OH&S policy which includes the commitment to provide safety and healthy working conditions for prevention of work related injury and ill health and it is also matching with the context of the organization, size and complexity of the organization. It also includes commitment to fulfill legal and other requirements, eliminate hazards and reduce OH&S risk of workers and to continual improvement of OH&S. The policy is maintained as documented information. It is also adequately communicated within the organization

Reference – OHS Policy

Organizational roles, responsibilities and authorities (5.3 of ISO 45001:2018)

Responsibilities and authorities for relevant roles within the OH&S management system have been assigned and communicated for all the level of the organization and maintained as documented information. They have also been assigned the responsibility and authorities to ensure the conformance of OH&S management system and reporting the performance of OH&S management system.

Reference – Organization Chart & Job Descriptions

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The process of establishment, implementation of consultation and participation of workers at all applicable levels and functions, and, where they exist, workers' representatives, in the development, planning, implementation, performance evaluation and actions for improvement of the OH&S management system is effective and satisfactory.

Planning (Clause 6 of ISO 45001:2018)**Actions to address risks and opportunities (6.1 of ISO 45001:2018)****General (6.1.1 of ISO 45001:2018)**

Organization has taken into account the context of the organization, interested parties and their needs and expectations, and the scope of OH&S management system to determine the risk and opportunities need to be address. So that it can achieve intended outcomes, prevent and reduced undesired effects and achieve continual improvement. Company has determined and assessed the risk and opportunities that are relevant to intended outcome and for planned changes prior to change is implemented.

Reference – Current objectives and HIRA**Hazard identification and assessment of risks and opportunities (6.1.2 of ISO 45001:2018)****Hazard identification (6.1.2.1 of ISO 45001:2018)**

Company has implemented and maintained a process for hazard identification proactively. This hazard identification is updated as and when require. Hazard identification includes factors appropriate to the organization such as physical factors, social factors, technological factors as well as environmental factors effect in organization and routing and non-routing activities in the organization such as machinery equipment materials chemicals and physical work condition of the work place including infrastructure. It also take into account all incidents and potential emergencies whether it is internal or external which can have adverse effect on OH&S management system. Company maintained documented information regarding this activity.

Reference – HIRA**Assessment of OH&S risks and other risks to the OH&S management system (6.1.2.2 of ISO 45001:2018)**

The organization has implemented and maintained a process to assess occupational health risk for identified hazards considering the effectiveness of the existing control and determine and assess the other risk related to the company operations and maintenance of the OH&S management system. Company maintained documented information regarding this activity.

Assessment of OH&S risks and other risks to the OH&S management system (6.1.2.3 of ISO 45001:2018)

Organization is also having a process to assess opportunities either direct or indirect that can affect the performance of OH&S management system considering planned changes policies, processes, activities, and any planned changes. These opportunities are in relations with adapt to work organization and work environment.

Determination of legal requirements and other requirements (6.1.3 of ISO 45001:2018)

When the OH&S management system is established and implemented company has initially gathered all necessary legal requirement and other requirements such as requirements specified by buyers and this

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has been done in consultation and participation with OH&S team who represent all departments of the company. It has been observed that the necessary steps have been taken to access up to date legal requirements and other requirements that are applicable. These requirements have been communicated to all relevant personnel to take into account implementing, maintaining and continually improving OH&S management system. Documented information on above activities are available in the company.

Reference – Legal Compliance status

Planning action (6.1.4 of ISO 45001:2018)

The organization has planned all action necessary to address identified risk and opportunities and legal and other requirements with necessary preparedness for emergency situations. Company also has integrated these actions in to OH&S management system and other business processes which is evaluated periodically.

OH&S objectives and planning to achieve them (6.2 of ISO 45001:2018)**OH&S objectives (6.2.1 of ISO 45001:2018)**

Company has established OH&S objectives for the year 2023 in order to maintain and continual improved OH&S management system and its performance. The objectives are consistent with the policy and capable of performance. These objectives have been derived from assessment of OH&S risk and other risk to OH&SMS. It is monitored and communicated to the relevant personnel.

Reference – OH&S Objectives

Planning to achieve OH&S objectives (6.2.2 of ISO 45001:2018)

Company has established a plan to achieve its OH&S objectives effectively by considering what will be done, what resources will be required, who will be responsible, when it will be completed, how the results will be evaluated, including indicators for monitoring and how the actions to achieve OH&S objectives will be integrated into the organization's business processes.

Support (Clause 7 of ISO 45001:2018)**Resources (7.1 of ISO 45001:2018)**

Company has determined and provide necessary resources sufficient to establish, implement and maintain and improve OH&SMS.

Competence (7.2 of ISO 45001:2018)

Organization has determined the competence required to workers which can affect OH&SMS. They have been trained. Company also uses competent and licensed employees in operation where it is appropriated. Company has retained all necessary documented information as evidence of competence.

Process of evaluating the effectiveness activities of training is not effective.

Eg: chemical and safety training (7.2 c)

Reference – training certificates, records & Competency matrix

Awareness (7.3 of ISO 45001:2018)

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Company has given adequate awareness to relevant employees about OH&S policy and objectives and how they can contribute OH&SMS to improve the performance and consequences of not performing as per the criteria. They have also been made aware hazards, risk, and the actions to be taken and also outcomes of investigations of incidents that are relevant to them.

Reference – Training calendar for 2023 and training records.

Communication (7.4 of ISO 45001:2018)**General (7.4.1 of ISO 45001:2018)**

Organization carries out its communication on OH&SMS in a pre-determined manner. What to communicate, when to communicate, whom to communicate and how to communicate has been determined. This also includes both contractors and visitors to the work place and other interested parties considering language literacy.

Communication modes are emails, notice boards, PAS system, and periodical meetings wherever required.

Reference – Evidences of communication (email, contracts, purchase orders, meeting minutes & Display boards)

Internal communication (7.4.2 of ISO 45001:2018)

Company has a mechanism to internally communicate information relevant to OH&SMS among all departments and levels. It includes any changes planned and carried out on OH&SMS. This communication is adequate to workers to contribute to performance improvement.

External communication (7.4.3 of ISO 45001:2018)

Organization also has a mechanism to communicate its OH&S information to relevant external parties which includes legal and other requirements.

Documented information (7.5 of ISO 45001:2018)**General (7.5.1 of ISO 45001:2018)**

Company has adequately documented necessary to implement requirements given in the standard. This also includes inform generated from its operation, legal and other requirements.

Creating and updating (7.5.2 of ISO 45001:2018)

Documented information are created and updated by ensuring their identification, description, appropriate format, and media.

Control of documented information (7.5.3 of ISO 45001:2018)

Documented information system covers distribution, access retrieval and use, storage and preservation, including preservation of legibility, retention and disposition.

All necessary external documents are identified sufficiently.

Reference – master list of records

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Company has planned and implemented the necessary processes required to control and maintain occupational health and safety system. Criteria required for different processes and its controls have been implemented.

However Process of operation planning and control is not effective

Eg: potential mosquito breeding points has been observed at the dyeing chemical washing section.
Lights bulbs has been observed at the washing section.

Warning signs for slippery areas has not display at the garment invert section

Eliminating hazards and reducing OH&S risks (8.1.2 of ISO 45001:2018)

Company has established and implemented and maintained processes for control of hazards in hierarchy, elimination of the hazards, replacement of the hazards, using reorganizing and engineering control and administrative control and training, use by providing PPE s.

Reference – HIRA, emergency preparedness plan**Management of change (8.1.3 of ISO 45001:2018)**

The process of implementing and control is not effective.

Ex: work permit for work at height of confined area, work permit for heat work is not indicate identified risk action taken for mitigate the risk

Procurement (8.1.4 of ISO 45001:2018)**General (8.1.4.1 of ISO 45001:2018)****Contractors (8.1.4.2 of ISO 45001:2018)**

Company has a procedure to coordinate with procurement its contractors in order to identify hazards and risks including contractors' activities and operations that have any impact on the organization. Vis versa. Company also has implemented a mechanism to prevent accidents and health risk in contracting.

Outsourcing (8.1.4.3 of ISO 45001:2018)

The organization has obtained few outsourced necessary functions of transport, security, cleaning, canteen activities and processes while consistent with the legal and other requirements.

References: Agreements, meeting records, monitoring records etc.

Emergency preparedness and response (8.2 of ISO 45001:2018)

Company has implemented and maintained the processes needed to prepare for and respond to potential emergency situations identified in hazards and risk assessments for OH&SMS. It includes training communication of relevant information to interested parties including workers, contractors and visitors evaluation of performance of where necessary. Documented information required has been retained.

Reference – Procedure for Emergency Preparedness

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Company has determined what needs to be monitored and measured, the methods for monitoring, measurement and analysis. Company has maintained documented information of the results of monitoring, measurement and analysis and performance evaluation. Monitoring and measuring equipment has been calibrated and reports are available.

Evaluation of compliance (9.1.2 of ISO 45001:2018)

Company has implemented a process to analyse and evaluate the data and evaluation obtains from monitoring and measurement activities. Such as occupational health complains, observe health of workers and work environment, work related injuries. Documented information required has been retained.

Reference – report on Noise, Dust, Heat, Illumination, , customer complains, Accident reports and Inspection, Report of the results of examination of Air Receiver, and Testing For The Electrical distribution System

Internal audit (9.2 of ISO 45001:2018)

Company has conducted internal audits annually covering all the sections to provide information on whether OH&SMS is effectively implemented. Last internal Audit was carried out by qualified and competent auditors. Company had taken appropriate action to address nonconformities and to continually improve it OH&S performances.

Results of the audit have been reported to the last management review meeting conducted and other relevant managers, workers and relevant interested parties and corrective actions have been taken without delay.

Reference – Internal Audit Plan, Non-conformity Records

Management review (9.3 of ISO 45001:2018)

Company has reviewed the OH&S management system at planned intervals to ensure its continuing suitability, adequacy, effectiveness and achieving intended outcome on its last management review meeting

Reference – MR Minutes, MR meeting attendance sheet

Improvement (Clause 10 of ISO 45001:2018)**General (10.1 of ISO 45001:2018)**

Company has determined and selected opportunities for improvement and implemented necessary actions to achieve the intended outcomes of its OH&S management system.

Incident, nonconformity and corrective action (10.2 of ISO 45001:2018)

Company has established , implemented and maintained the process of nonconformity and corrective action

Reference – non conformity and customer complain records

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Company is committed to continually improve the effectiveness of the OH&S management system through the use of new technology, good practices, suggestion and recommendation from interested parties, new knowledge and understanding of occupational health and safety issues etc.

20. KEY PERSONNEL INTERVIEWED :

Name:	Designation	Responsibilities
Mr. Chandrika	Manager Operations	Overall responsibility of the all operational aspects of the company
Mr. Pradeep	Manager HR	Overall responsibility of the production lines of the factory
Ms. B Kanthi	Executive Quality Compliances	Responsible on the quality compliances of the factory
Mr. Akila	Executive compliance	Responsibility in compliance
Mr. Perera	Executive Finishing Department	Responsible on the activities of the packing and finishing activities of the factory

21. APPLICABLE LEGAL REQUIREMENTS: EPL,ETF,EPF, Factory ordinance

22. ANY UNRESOLVED ISSUES: None

23. USE OF LOGO: Terms and conditions are as per the certification body regulations.

24. DETAILS OF SHIFT ACTIVITIES : Company has currently operating on 03 Shifts, i.e. one general Shift, two operational shifts
The audit covered the general shift and the one operational shift (day shift) during the audit and planned to cover the remaining operational shift with the next surveillance audit.

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25. OVERALL CONCLUSION OF THE AUDIT:

Audit is based on a sampling process of the available information at the point of auditing and the audit methods used were interviews, observation of activities and review of documentation and records. With consideration to the findings identified on the report the overall conclusions of the audit are as follow:

- The management system documentation demonstrated conformity with the requirements of the audit standard and provided sufficient structure to support implementation and maintenance of the management system. YES NO
- The organization has demonstrated effective implementation and maintenance /improvement of its management system. YES NO
- The organization has demonstrated the establishment and tracking of Appropriate key performance objectives and targets and monitored progress towards their achievement. YES NO
- The internal audit program has been fully implemented and demonstrates effectiveness as a tool for maintaining and improving the management system. YES NO
- The management review process demonstrated capability to ensure the continuing suitability, adequacy and effectiveness of the management system. YES NO
- Throughout the audit process, the management system demonstrated overall conformance with the requirements of the audit standard. YES NO

26. MAJOR NON-CONFORMITIES: None

27. MINOR NON-CONFORMITIES: Three (03)

1. Process of evaluating the effectiveness activities of training is not effective.
Eg: chemical and safety training (7.2 c)
2. The process of implementing and control is not effective.
Ex: work permit for work at height of confined area, work permit for heat work is not indicate identified risk action taken for mitigate the risk (8.1.3)
3. Process of operation planning and control is not effective
Eg: potential mosquito breeding points has been observed at the dyeing chemical washing section.
Lights bulbs has been observed at the washing section.
Warning signs for slippery areas has not display at the garment invert section (8.1)

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(Strike off which is not relevant)**

The audit team concludes that the organization has / ~~has not~~ established and maintained its management system in line with the requirements of the standard and demonstrated the ability of the system to systematically achieve agreed requirements for products / ~~services~~ within the scope and the organization's policy and objectives.

Therefore the audit team recommends that, based on the results of this audit and the system's demonstrated state of development and maturity, management system certification be:

Granted / ~~continued~~ the certification subjected to the completion and subsequent verification of corrective action for all major/minor non conformities raised / ~~Suspended~~ until satisfactory corrective action is completed.

ANY OTHER COMENTS:.....
SIGNATURE OF LEAD AUDITOR...07.08.2023.....
DATE

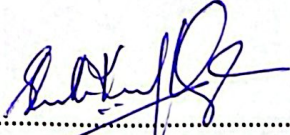
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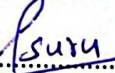
Recommended for certification subject to verification of corrective action taken for raised non conformities.



Signature of Team Leader

2023/08/08

Date



Signature of Team Member -1

2023-8-8

Date



Signature of Team Member - 2

2023/8/8

Date

2023/08/08

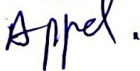
3. RECOMMENDATION BY CERTIFICATION MANAGER: All NCRs have been closed, hence recommended to certification committee



Signature of Certification Manager

2023.08.29

Date

4. APPROVAL FOR SUBMISSION TO THE CERTIFICATION COMMITTEE:

Signature of Director

2023/08/29

Date