

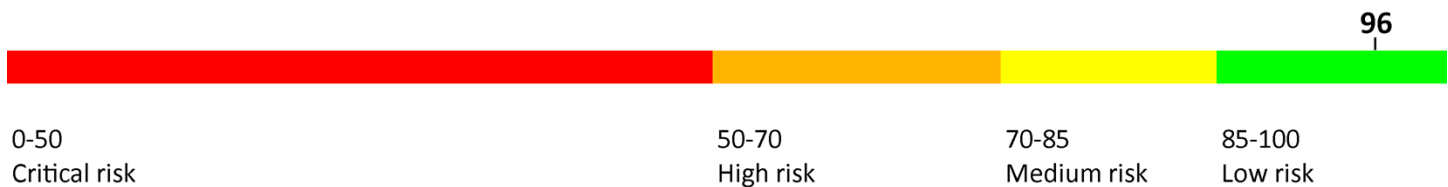
SUPPLIER EVALUATION REPORT

Flipkart - Social Compliance Lite

GENERAL INFORMATION	
Name	IBA CRAFTS PVT LTD
SAQ Completed Date <small>*Note: Date set to time zone UTC + 08:00</small>	February 02, 2023

PERFORMANCE RESULTS

Self-Assessment Questionnaire (SAQ) Results



NON-COMPLIANCE OVERVIEW					
SAQ Category	Score	Critical	Major	Moderate	Minor
Labor	94		3	2	
Health & Safety	100				

REPORT CONTENTS	
1. Company Profile Information	Overview of company information & employee data
2. Performance Benchmarking	Average score of suppliers assessed by Intertek within this program
3. SAQ Risk Analysis – Critical & Major	Detailed view of high risk non-compliances with recommended actions
4. SAQ Risk Analysis – Moderate & Minor	Detailed view of lower risk non-compliances with recommended actions

1. Company Profile Information

GENERAL INFORMATION		SITE PROFILE DETAILS	
Name	IBA CRAFTS PVT LTD	First Name	ROCKY
Company Address	D-32,SEC-11	Last Name	CHOUDHARY
Country	India	Telephone	8588824328

Worker Analysis	LOCAL			MIGRANT			HOME WORKERS	Total
	Permanent	Temporary	Agency	Permanent	Temporary	Agency		
Male	87							87
Female	10							10
Total	97	0	0	0	0	0	0	97

2. Performance Benchmarking

SAQ PERFORMANCE

Supplier SAQ Score benchmarking

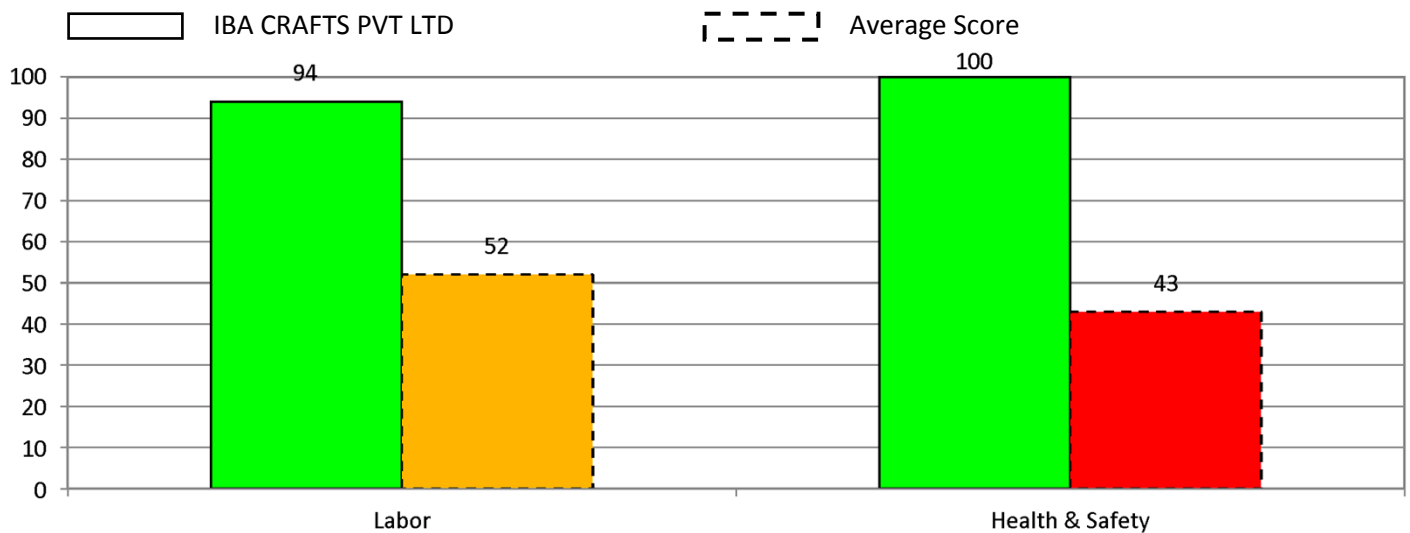
The results in this chart demonstrate the individual supplier's result as it compares to the average performance of all other suppliers who have completed the same Self-Assessment Questionnaire.



SAQ CATEGORY PERFORMANCE

Supplier SAQ Score benchmarking by Category

The results in this chart demonstrate the individual supplier's result as it compares to the average performance of all other suppliers who have completed the same Self-Assessment Questionnaire.



3. SAQ Risk Analysis – Critical & Major

CRITICAL & MAJOR NON-COMPLIANCE

The below list highlights questions that were classified as non-compliant with a severity of Critical or Major based on answers provided

Labor	94
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Question	Answer	Severity	Non-Compliance	Recommended Action
22) We have a written policy and effective process in place that prohibits utilizing employees who are trafficked, imprisoned, bonded, or indentured either directly by the site or via intermediaries, agencies, etc. Describe your processes. If yes, please upload supporting documents.	No, we do not have a written process, but we do ensure that all employment is voluntary; and we prohibit utilizing employees who are trafficked, imprisoned, bonded, or indentured.	Major	The facility has no written policy or process in place however facility prohibits utilizing employees who are trafficked, imprisoned, bonded, or indentured either directly by the site or via intermediaries or agencies.	The facility is required to have a written policy and effective process in place that prohibits utilizing employees who are trafficked, imprisoned, bonded, or indentured either directly by the site or via intermediaries or agencies.
24) We have a written policy and effective process in place that ensures all employees, including foreign migrant workers, are not charged fees, deposits, or bonds as a condition of employment either directly by the site or via intermediaries, agencies, etc. Describe your processes. If yes, please upload supporting documents.	No, we do not have a written process, but employees are not charged fees or deposits as a condition of employment.	Major	The facility does not have a written policy or effective process in place however all employees, including foreign migrant workers, are not charged fees, deposits, bonds as a condition of employment either direct by the site or via intermediaries, agencies, etc.	The facility is required to have a written policy and effective process in place that ensures that all employees, including foreign migrant workers, are not charged fees, deposits, bonds as a condition of employment either direct by the site or via intermediaries, agencies, etc.
41) We have established a comprehensive grievance mechanism to communicate with employees regarding facility policies, practices and obtain their feedback and complaint. If yes, please upload supporting evidence.	Yes, we have a grievance mechanism, but the implementation could be improved.	Major	The facility has established a grievance mechanism to communicate with employees regarding facility policies, practices and to obtain their feedback and complaint however implementation could be improved.	The facility is required to establish a comprehensive grievance mechanism to communicate with employees regarding facility policies, practices and to obtain their feedback and complaint.

4. SAQ Risk Analysis – Moderate & Minor

NON-COMPLIANCE OVERVIEW				
The below list highlights questions that were classified as non-compliant with a severity of Moderate or Minor based on answers provided				
Labor				94
Question	Answer	Severity	Non-Compliance	Recommended Action
36) We have a process and written procedures in place to ensure that all employees' benefits are provided as per legal requirements, i.e., social security, pensions, healthcare, severance pay, holiday work, paid time off, maternity leave, sick leave. If yes, please upload supporting documents.	No, we don't have a written process, but all employees (100%) are provided with benefits.	Moderate	The facility does not have a written process however all employees (100%) receive all benefits (i.e., social security, pensions, healthcare, severance pay, holiday work, paid time off, maternity leave, sick leave).	The facility is required to provide all benefits as per legal requirements (i.e., social security, pensions, healthcare, severance pay, holiday work, paid time off, maternity leave sick leave).
39) We have a comprehensive written process in place to ensure all employees' standard and overtime hours are within limits under applicable legal requirements. If yes, please upload supporting documents.	No, we do not have a written process and all employees always work within total hour limits.	Moderate	The facility does not have a written process in place however all employees' standard and overtime hours are within legal limits.	The facility is required to have a process in place that ensures all employees' standard and overtime hours are within legal limits.

Inlight – a little more info for you

Intertek Inlight provides the platform, expertise and people which enable organizations to better understand their supply chain risks and protect their brand. It is a cost-effective solution for global companies who require trusted information about the identities, capabilities, and compliance of their supplier partners. The supply chain risk management platform minimizes risks and knowledge gaps for global companies by enabling visibility into the different aspects of suppliers, which is vital for success in today's global business environment.

Self-Assessment Questionnaire explained...

A self-assessment questionnaire (SAQ) is a helpful, quick, and cost-effective way for you to demonstrate to your clients and customers your business credentials, compliance policies and procedures. Today's society demands that supply chains are compliant, and organisations need to show how they are working with suppliers to reach compliance goals.

Your Overall SAQ score...

You will find performance Results and a Non-Compliance Overview at the top of this report. These indicate your overall score and associated level of risk based on your SAQ responses. You are encouraged to address any self-reported risks through sustainable corrective action measures to ensure your business meets your customer needs and/or complies with regulatory requirements.