

Sedex Members Ethical Trade Audit Report

Version 7



PUBLIC DISCLOSURE EXTRACT

SMETA / SEDEX Audit Documentation

Selected non-sensitive information for buyer supplier evaluation.

AUDIT REFERENCE	ZAA600225111
AUDIT COMPANY	BUREAU VERITAS CPS - ASIA
AUDIT DATES	20-21 August 2026
AUDIT TYPE	Full initial SMETA audit
AUDIT PILLARS	Labour Standards, Health & Safety, Environment, Business Ethics

Disclosure note

This public extract intentionally excludes personal contact details, worker interview data, payroll and wage records, precise location data, business identifiers, environmental metrics, and detailed corrective-action information. The original audit report remains an internal controlled document. Qualified buyers may request further documentation, subject to review and appropriate confidentiality arrangements.

Important clarification

SMETA is an audit methodology and report, not a product certificate or permanent factory certification. This document must not be described as 'SMETA Certified'.

Audit content

(1) A SMETA audit was conducted which included some or all of labour standards, health and 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 code areas below.

2-pillar audits include:

- Labour standards:
 - 0. Enabling accurate assessment
 - 1. Employment is freely chosen
 - 1.A. Responsible recruitment and 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
- Health and safety:
 - 3. Working conditions are safe and hygienic
- Environment:
 - 10.A. Environment 2-pillar

4-pillar audits include, in addition to the above:

- Environment:
 - 10.B. Environment 4-pillar
- Business ethics:
 - 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.