



# Sedex Members Ethical Trade Audit Report

Version 6.1



Audit Details				
Sedex Company Reference: <i>(only available on Sedex System)</i>	ZC: 420356382	Sedex Site Reference: <i>(only available on Sedex System)</i>	ZS: 421114755	
Business name (Company name):	C & D Products Rwanda Ltd.			
Site name:	C & D Products Rwanda Ltd.			
Site address: <i>(Please include full address)</i>	Street RDA/2 Special Economic Zone, Gasabo District 6857, Kigali, Rwanda	Country:	Rwanda	
Site contact and job title:	Mohan Mulu – Head of Compliance			
Site phone:	+250 725 361377	Site e-mail:	mohan@cnd-products.com	
SMETA Audit Pillars:	<input checked="" type="checkbox"/> Labour Standards	<input checked="" type="checkbox"/> Health & Safety (plus Environment 2-Pillar)	<input checked="" type="checkbox"/> Environment 4-pillar	<input checked="" type="checkbox"/> Business Ethics
Date of Audit:	8 <sup>th</sup> & 9 <sup>th</sup> December 2022			

**Audit Company Name & Logo:**

**Report Owner (payer):**
**C & D Products Rwanda Ltd.**

Audit Conducted By					
Affiliate Audit Company	<input checked="" type="checkbox"/>	Purchaser	<input type="checkbox"/>	Retailer	<input type="checkbox"/>
Brand owner	<input type="checkbox"/>	NGO	<input type="checkbox"/>	Trade Union	<input type="checkbox"/>
Multi-stakeholder	<input type="checkbox"/>	Combined Audit (select all that apply)			

If you have any concerns or queries about this SMETA report or the associated SMETA audit, please contact [grievance@sedex.com](mailto:grievance@sedex.com).

To confirm the validity of this report, please visit <https://www.sedex.com/audit-verifier/>

## Summary of Findings

Issue <i>(please click on the issue title to go direct to the appropriate audit results by clause)</i> <i>Note to auditor, please ensure that when issuing the audit report, hyperlinks are retained.</i>	Area of Non-Conformity <i>(Only check box when there is a non-conformity, and only in the box/es where the non-conformity can be found)</i>				Record the number of issues by line*:			Findings <i>(note to auditor, summarise in as few words as possible NCs, Obs and GE)</i>
	ETI Base Code	Local Law	Additional Elements	Customer Code	NC	Obs	GE	
0A <a href="#">Universal Rights covering UNGP</a>			<input type="checkbox"/>	<input type="checkbox"/>	0	1	0	<b>Observation:</b> <ul style="list-style-type: none"> <li>It was noted during the employee interviews that despite being trained on the use of suggestion boxes, the employees are still not aware of how to use the suggestion boxes to raise grievances confidentially without reprisals towards the reporter.</li> </ul>
0B <a href="#">Management systems and code implementation</a>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0	0	2	<b>Good Examples:</b> <ol style="list-style-type: none"> <li>The facility has initiatives in place to support their employees and these include free lunch for all the workers, subsidised scheme where employees are able to purchase food items and household goods at subsidised rates, offering free sanitary pads for all the women at the facility every month and free childcare for mothers with young children.</li> <li>The site is certified for amfori BSCI certification (amfori Social Audit – Manufacturing) issued on 14th May 2021 and expiry on 3rd May 2023 – Rating A.</li> </ol>

1.	<u>Freely chosen Employment</u>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0	<ul style="list-style-type: none"> <li>None noted</li> </ul>
2	<u>Freedom of Association</u>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0	<ul style="list-style-type: none"> <li>None noted</li> </ul>
3	<u>Safety and Hygienic Conditions</u>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0	<ul style="list-style-type: none"> <li>None noted</li> </ul>
4	<u>Child Labour</u>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0	<ul style="list-style-type: none"> <li>None noted</li> </ul>
5	<u>Living Wages and Benefits</u>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0	0	1	<p><b>Good Example:</b></p> <ul style="list-style-type: none"> <li>The facility has a bonus scheme for the employees which includes attendance bonus and group bonus if targets set, are surpassed.</li> </ul>
6	<u>Working Hours</u>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0	0	1	<p><b>Good Example:</b></p> <ul style="list-style-type: none"> <li>The site has a good system of managing hours of work in a day/week/month. The system has ensured no excessive working hours and even when overtime is there, it is very minimal. The facility has implemented a biometric system that ensures working hours are confirmed.</li> </ul>
7	<u>Discrimination</u>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0	<ul style="list-style-type: none"> <li>None noted</li> </ul>
8	<u>Regular Employment</u>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0	<ul style="list-style-type: none"> <li>None noted</li> </ul>
8A	<u>Sub-Contracting and Homeworking</u>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0	<ul style="list-style-type: none"> <li>None noted</li> </ul>
9	<u>Harsh or Inhumane Treatment</u>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0	0	1	<p><b>Good Example:</b></p> <ul style="list-style-type: none"> <li>Workers report existence of a cordial working relationship with their supervisors</li> </ul>

										and line managers. The facility also has an open door policy that ensures all issues that are raised by the workers are solved immediately. The facility also has a grievance committee and a grievance recording form in place
10A	Entitlement to Work		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0	0	• None noted
10B2	Environment 2-Pillar		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0	0	• None noted
10B4	Environment 4-Pillar		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0	0	• None noted
10C	Business Ethics		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	0	0	0	0	• None noted

General observations and summary of the site:

C & D Products Rwanda Limited has been in operation from 2019 and is located in the Prime Economic Zone in Kigali, Rwanda and is involved in garment manufacture and export of finished garments (men's t-shirts, jackets and season's gifts (Christmas hats). The total size of the facility is 4,000 square meters (m2) and the total facility floor size is 3,500 square meters (m2) with following sections: receiving area, raw materials storage, cutting section, sewing section, checking/quality control area and packaging area.

This is a SMETA 4 Pillar periodic audit conducted by two auditors from Intertek International Limited for 2 days. The audit process involved the opening meeting, a detailed facility tour, worker interview, document review, and closing meeting. The audit team arrived at facility at 9:00 a.m. and opening meeting was conducted between 9:15 a.m. to 9:45 a.m. in attendance were the Head of Compliance, Compliance Officer, Human Resources Manager and worker representatives. On behalf of the company, the Head of Compliance expressed assurance to the audit process and maximum cooperation.

Summary of audit findings:

From the audit findings as shown in the table above were 1 observation and 5 good examples were noted in this assessment.

Observation:

1. It was noted during the employee interviews that despite being trained on the use of suggestion boxes, the employees are still not aware of how to use the suggestion boxes to raise grievances confidentially without reprisals towards the reporter.

Good Examples:

1. The facility has initiatives in place to support their employees and these include free lunch for all the workers, subsidised scheme where employees are able to purchase food items and household goods at subsidised rates, offering free sanitary pads for all the women at the facility every month and free childcare for mothers with young children.
2. The site is certified for amfori BSCI certification (amfori Social Audit – Manufacturing) issued on 14th May 2021 and expiry on 3rd May 2023 – Rating A.
3. Workers report existence of a cordial working relationship with their supervisors and line managers. The facility also has an open door policy that ensures all issues that are raised by the workers are solved immediately. The facility also has a grievance committee and a grievance recording form in place
4. The facility has a bonus scheme for the employees which includes attendance bonus and group bonus if targets set, are surpassed.
5. The site has a good system of managing hours of work in a day/week/month. The system has ensured no excessive working hours and even when overtime is there, it is very minimal. The facility has implemented a biometric system that ensures working hours are confirmed.

*\*Please note the table above records the total number of Non-compliances (NC), Observations (Obs) and Good Examples (GE). This gives the reviewer an indication of problem areas but does not detail severities of each issue – Reviewers need to check audit results by clause.*