	<h2>Minutes of Management Review Meeting</h2>	Document #	DFL/SA/8.9/3
		Revision	1 / 01-01-2019
		Effective date	10-02-2018
		Page	1/8

The **27th Management Review Meeting** has been conducted on **May-25, 2020** at **02:30 PM** in Conference Room based on Social Compliance System SA 8000:14 standards, in which all participants discussed the Social Accountability System requirement. All members attend the meeting.

Sr. No	Agenda Point #	Summary of Discussion	Responsibility	Target Date	End Responsibility
Common Audits					
1.	Review of SA 8000:14 Standard.	During the meeting SA 8000:2014 implantation were reviewed and all Management showed satisfaction toward the compliance.	For Information only	-----	-----
2.	Review the Minutes of previous Meeting.	M.R started the meeting with the brief summary of all agenda points and told that this meeting/ orientation session is being held before the time because of the new version of SA 8000:2014 has been implemented and its requirements discussed and communicate to all head of departments and relevant personnel. Further also review last MR meeting, In the last meeting no NCR raised.	For information Only.	-----	-----
3.	Legal and Other Requirements for social Management System.	During the meeting Sr. Manager HR & Admin was informed that all new requirements related to amendment law & minimum wages are implemented well. Social and EOBI Contribution are paying as per law.	For information only	-----	-----
4.	SA-8000:2014 Audits Compliance	During the Meeting it was discussed that Evaluation of Compliance checklist is updated according to the requirements	For	-----	-----

	Evaluation status.	of SA-8000:2014. MR retains the checklist and updated on regular basis. Last Internal audit has been done May-2020 and audits results found satisfactory. 6-NCs raised during audit, all NC properly closed.	information only		
5.	Training and Awareness.	<p>During the meeting it was discussed that trainings in the year 2019 is regularly conducting according to the Training schedule and management showed satisfaction.</p> <p>Fire drill were conducted of all three shifts Denim & Apparel in October-2019, further planed Evacuation drill in November - 2019 in Spinning and Weaving and Health & Safety trainings was carried out on regular bases and inspection of factory regarding fire safety carried out by Civil defense department Sheikhpura. It was discussed that any good opportunity regarding external training/ course will be obtained.</p>	<p>HOD</p> <p>A. Manager HR & Compliance</p>		
6.	Suggestion / Complaints	During meeting it was discussed about suggestion and complaints. 2 complaint received from workers related to Canteen food quality and high prices of colony shop from last MR meeting.	Worker Representative		
7.	Review of Emergency Preparedness and	During the meeting it was discussed that Emergency Preparedness and Response have been implemented effectively. All required health & safety installation are available.	A. Manager HR & Compliance		



Minutes of Management Review Meeting

Document #	DFL/SA/8.9/3
Revision	1 / 01-01-2019
Effective date	10-02-2018
Page	3/8


	Response and new requirements of emergency exits.	Utility Department and Compliance Department is regularly inspecting the safety installation and maintain the record. Evacuation Drill department wise are conducted regularly and Health & Safety trainings is provided to all workers.			
8.	Canteen Food Quality and Drinking Water	During meeting it was discussed about canteen food quality, Worker representative inform the management worker have not satisfied of food quality of canteen. DFL Management have provided drinking water points in different location in mill and colony location.	A. Manager HR & Compliance		
9.	Monitoring	<p>During the meeting it was discussed that monitoring is the basic toll for the verification the policies and procedure of SA8000 standards. Asstt. Manager HR & Compliance inform to MR meeting members about SPT Roll and responsibilities. That SPT effectively monitor workplace activities for below and report accordingly:</p> <ul style="list-style-type: none"> a) Compliance with this Standard; b) Implementation of actions to effectively address the risks identified by the SPT; c) For the effectiveness of systems implemented to meet the Diamond Fabrics Limited policies and the requirements of this Standard. d) SPT have the authority to collect information from or include interested parties e) SPT also facilitated routine internal audits 	For information only.	-----	-----



Minutes of Management Review Meeting

Document #	DFL/SA/8.9/3
Revision	1 / 01-01-2019
Effective date	10-02-2018
Page	4/8

		f) Help conducting Risk assessment.			
10.	Non-Conformance, Corrective & Preventive Actions.	During the meeting it was discussed that some corrective & preventive action is raised. MR discussed that all Corrective and Preventive Actions are closed properly and effectively implemented, which is observed in internal audit.	For information only.	-----	-----
11.	Fire Alarm System	During Meeting it was inform to management that internal fire alarm system regarding to all division have been function properly. Centralize fire panel install at main gate.	HR & Compliance		
12.	SPT (Social Performance Team):	<p>Inform to MR meeting members that Social Performance Team (SPT). This team is responsible for implementation and monitor continues improvement on regular bases and Social standard requirements. Last SPT meeting conducted in the month of 12-11-2019.</p> <ul style="list-style-type: none"> • Conduct periodic written risk assessments • Compliance with social and occupational health safety • implementation of actions to effectively address the risks identified by the SPT • For the effectiveness of systems implemented to meet the organization's policies and the requirements of this Standard • SPT ensure that Corrective and preventive actions are effectively implemented <p>The SPT shall effectively monitor workplace activities for below and</p>	SR. Manager HR & Admin		

	<h2>Minutes of Management Review Meeting</h2>	Document #	DFL/SA/8.9/3
		Revision	1 / 01-01-2019
		Effective date	10-02-2018
		Page	5/8

		report accordingly and report to the senior top management: <ul style="list-style-type: none"> • Compliance with social compliances Standard; • Implementation of actions to effectively address the risks identified by the SPT; and • For the effectiveness of systems implemented to meet the Diamond Fabrics Limited policies and the requirements of this Standard. 			
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Technical Audits / QMS Audit:

13.	Review of Risk Assessment control	During the meeting it was discussed that Risk Assessment is Revised & available, all controls have been applied. Review of Risk Assessment of all department on annual bases.	For information only	-----	-----
14.	Fumigation and Pest Control	During the Meeting Management Representative discussed that fumigation of departments, Colony & canteen have been conducted regularly and Dengue Virus / mosquito Spray also conducted to control dengue virus infection. Record is maintained.	For information only	-----	-----

Environment Committee:

15.	Review of Test Results of Boiler, ETP, and Noise status	Tests are conducted from Out Side Lab and tests are according to NEQS and boiler. Noise level test perform by Pak Green Lab Lahore and also monitoring on regular bases in-house.	For Information Only	-----	-----
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Minutes of Management Review Meeting

Document #	DFL/SA/8.9/3
Revision	1 / 01-01-2019
Effective date	10-02-2018
Page	6/8

Occupational Health & Safety:					
16.	Review of Advisory 18 Risk Assessment.	During the meeting it was discussed that Risk Assessment has been reviewed and consideration of department has been added in advisory 18 Risk Assessment.	-----	-----	-----
Factory Security:					
17.	Review of Security Policy	During the meeting it was discussed that security policy has been developed and stickily implemented. Further CCTV cameras are installed at critical points for efficient control and monitoring.			
18.	Loading Point iron chain	During meeting it was discussed that provide safety chain or hand rail on loading and unloading area. Where staff movement were on regular bases during loading, which increases the risk of falling hazard.	Sr. Manager HR & Admin	30-07-2020	Workshop Foreman
19.	LPG Cylinders	It was decided during meeting that Gas cylinders must be properly stored and secured. Although			
Social Standard:					
20.	Social Standard (SA-8000:2014 and others) compliance	During meeting following progress was discussed and Executive Director sir shows satisfaction towards implementation system. Child Labor: No child labor in the company and age proof of	Sr. Manager HR & Admin		



Minutes of Management Review Meeting

Document #	DFL/SA/8.9/3
Revision	1 / 01-01-2019
Effective date	10-02-2018
Page	7/8

<p>requirements including</p> <ul style="list-style-type: none"> ▪ Child Labor ▪ Forced Labor ▪ Compulsory Labor ▪ Health & Safety ▪ Freedom of Association & Right to Collective ▪ Discrimination ▪ Disciplinary Practices ▪ Working Hours ▪ Remuneration ▪ Management System. 	<p>employees are retained in all personal files.</p> <p>Forced Labour and Compulsory Labour: During the survey and internal audit no forced labor found and management showed satisfaction.</p> <p>Health & Safety: All required health & safety are maintained regularly. Some health and safety non conformities reported during the internal audit and that was completed properly.</p> <p>Freedom of Association & Right to Collective bargaining: Workers Welfare council is working efficiently and they are highlighting the problems are also resolving the problems / issues. Quarterly meetings are regularly conducted.</p> <p>Discrimination: No discrimination case found and equal opportunities are provided to all workers.</p> <p>Disciplinary Practices: Disciplinary actions are taken against the workers who are breaking the company rules and regulation. Management showed satisfaction toward disciplinary action procedure.</p> <p>Working Hours: Working hours are followed and currently working is eight hours in the company and maximum overtime is 12 hours per week which also not regular. Management showed satisfaction.</p> <p>Remuneration: salaries & wages are paid to workers up to 7th of each month. EOBI and Social Security are paid to government department regularly basis and cards are obtained from the department. Group Life Insurance is maintained of all permanent employees. Leave encashment and bonuses are paid to workers on regular basis.</p> <p>Minimum wage will be revised as per new Govt. Policy</p> <p>Management System: All requirement of social management system are followed and Management Review meeting, Internal</p>			
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		Audit, Supplier Evaluation & trainings record is maintained.		
21.	Control of Suppliers/Subcontractors and Sub-Suppliers	<p>During the meeting it was discussed that supplier Evaluation is maintained of all suppliers/subcontractors and sub suppliers and commitment letters are updated. Due diligence will be performed of Supplier / sub supplier, contractor on annual bases Executive Director instructed to Purchase / HR Department to conduct evaluation of supplier and subcontractor annual bases and review their ERP Plan and Risk assessment, social policies, legal requirements.</p> <p>It was decided for effective communication with supply chain send requirements of SA8000 to senior leadership of suppliers/sub contractors and sub--suppliers, including the SA8000:2014 Standard, the organization's SA8000 policy statement, and other information concerning its expectations for their social performance</p>	All Purchaser & MR / Sr. Manager HR & Admin	

Management Representative	
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