DBID: 337606 and Audit Id: 173867

Audit Type : Full Audit



Auditee :	A.B. Exports (Pvt.) Ltd.
Audit Date From :	13/02/2020
Audit Date To:	13/02/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	ALGI
Auditor's Name(s) :	Muhammad Adeel Khan(Lead), Muhammad Ejaz, Sajjad Khan
Auditing Branch (if applicable):	ALGI Pakistan



This is an extract of the on line Audit Report. The complete report is available in the amfori BSCI Platform.

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Rating Definitions A combination of ratings per Rating Consequence Performance Area where: Minimum 7 Performance Areas rated A The auditee has the level of maturity . No Performance Areas rated C. D or E. to maintain its These are three examples: improvement process A A A A A A A A A A A A without the need for a Very Good AAAAAAAABBBB follow-up audit. AAAAAABBBBBB . Maximum 3 Performance Areas rated C The auditee has the level of maturity . No Performance Areas rated D or E to maintain its В These are three examples: improvement process A A A A A B B B B B B without the need for a Good follow-up audit. ABBBBBBC B B B B B B B B C C C The auditee needs · Maximum 2 Performance Areas rated D follow up to support its No Performance Areas rated E progress. Following the These are three examples: C completion of the audit, the auditee develops Acceptable a Remediation Plan В В В AB within 60 days. C C C C C C C C C C D D · Maximum 6 Performance Areas rated E The auditee needs follow up to support its These are three examples: D progress, Following the AAAAAA completion of the audit, BBC Insufficient the auditee develops a Remediation Plan DDDDDDDEEE within 60 days. amfori BSCI · Minimum 7 Performance Areas rated E Participants shall These are three examples closely oversee the Е auditee's progress as the producer may Unacceptable represent a higher risk than other business partners. A Zero Tolerance issue was identified (see Immediate actions are amfori BSCI System Manual Part V — Annex required. The amfori 5: amfori BSCI Zero Tolerance Protocol) **BSCI Zero Tolerance** Zero Tolerance Protocol is to be followed.



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Audit Type : Full Audit

Audit Date : 13/02/2020



Main Auditee Information



Name of producer :	A.B. Exports (Pvt.) Ltd.	A.B. Exports (Pvt.) Ltd.										
DBID number :	337606	337606										
Audit ID :	173867	73867										
Address :	Lasani Pulli Near Khayban Garden, Yous	asani Pulli Near Khayban Garden, Yousaf Chowk, Sargodha Road, Faisalabad										
Province :	Punjab	Punjab Country: Pakistan										
Management Representative :	Mr. Muhammad Ahmad (CEO)											
Contact person:	Mr. Muhammad Ahmad	Sector :	Non-Food									
Industry Type :	Textiles, clothing, leather	Product group :	Home textiles									
Product Type :	Roll fabrics, Bed sheets, made-ups, institutional items and work wear											



DBID: 337606 and Audit Id: 173867

Audit Date: 13/02/2020

Audit Type : Full Audit



Audit D	etails														
Audit Rang	e:				⊠ Ful	l Audit									
Audit Scope :					⊠ Ma										
Audit Environment :															
Audit Announcement :						☐ Fully-Announced ☐ Fully-Unannounced ☐ Semi-Announced									
Random Unannounced Check (RUC):						No									
Audit extent (if applicable) :						none									
Audit interf	erences or o	contingencie	s (if applicat	ole):	none										
Overall rati	ng :					В									
Need of fol	low-up :							If YE	S, by :						
Rating p	er Perfor	mance A	rea (PA)												
PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13			
В	С	A A A A A A A C A													
Muhammad opening medirectly involved in Compliance Auditors de and local la documents conducting The assess agreed and All areas of All areas of	Audit Process – Assessment Services ALGI Pakistan auditors (Mr. Muhammad Adeel Khan "Lead auditor" APSCA membership # 21700904, Mr. Muhammad Ejaz "Team auditor" APSCA membership # 21700894 and Mr. Sajjad Khan "Team auditor" APSCA membership # 21704423) conducted opening meeting-plan tour, worker & worker representative & management interview, document review and closing meeting. Compliance department is directly involved in risk assessment and reduces the maximum possible risk. Opening Meeting: The audit process was started with an opening meeting where Mr. Muhammad Ahmad (CEO), Mr. Asif Raza (Manager HR & Compliance), Mr. Muzamil Hassan (JWC president), Mr. Muhammad Shahid (H&S in-charge), Miss Nusrat Bibi (JWC member). Auditors described the whole audit process, standards, scope, and also explained the amfori BSCI code of conduct, amfori BSCI holistic approach in detail and local laws to what extent these are related to the audit. Meanwhile management assured the auditors to help throughout the audit. Required documents were provided in time, photocopy of the required documents were also given in time. Facility management provided a separate room for conducting employee's interview. Besides, at the time of facility visit attitude of the facility management and Mr. Muhammad Ahmad (CEO), who agreed and signed the same. Health and Safety Tour: All areas of the facility such process as, grey checking, fabric rolling, cutting, stitching, pressing, checking, finishing and packing were visited during the											cted nent is ch in detail for			
audit. The auditor has conducted the facility tour at the entire premises of the facility. The fire drill is conducted on regular basis once in every six month and last drill was conducted on 12-12-2019 Production capacity of the audited facility is 200,000 meter roll fabric per month, 500,000 pieces bed sheets / mad-ups per month and 240,000 pieces institutional items and work wear per month. The main product manufactured by the facility is home textile (Roll fabrics, Bed sheets, made-ups, institutional items and work wear). The main production processes are grey checking, fabric rolling, cutting, stitching, pressing, checking, finishing and packing. Facility Overview: The factory consists of 13 building and section wise factory layout was as follows: Ground floor is occupied by security section, time office, tumbling, washrooms, finishing section, packing section. Building "A" Based on ground floor:															



Building "C" Based on ground Floors: Ground floor is occupied by offices

Building "E" Based on ground plus one storied:

Building "B" Based on ground Floors: Ground floor is occupied by head Office and washrooms.

Building "D" Based on ground floors: Ground floor is occupied by work shop and electric office & generator room.

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Ground floor is occupied by offices, home textile finishing section, yarn Godown, stitching section no 6, First floor is occupied by stitching section No 2, stitching section No 3, wash rooms and packing hall

Building "F" Based on ground plus 3 storied:

Ground floor is occupied by offices.

First floor is occupied by cutting department and wash room.

Second floor is occupied by stitching section No 4, and wash Room.

Third floor is occupied by stitching section No 5, and wash Room.

Building "G" Based on ground Floor:

Ground floor is occupied by cutting section 1, Greigh fabric godown and fabric store.

Building "H" Based on ground Floor plus one storied:

Ground floor is occupied by Press No 2.

First floor is occupied by stitching section no 1 and wash Rooms

Building "I" Based on ground Floor:

Ground floor is occupied by fabric folding, rolling and wash room.

Building "J" Based on ground Floor:

Ground floor is occupied by store and D.P Room.

Building "K" Based on ground Floor:

Ground floor is occupied by sampling office.

Building "L" Based on ground Floor:

Ground floor is occupied by press No 1, Folding area and mending area.

Building "M" Based on ground Floor:

Ground floor is occupied by pelitting hall, receiving Hall No1, mending Hall No 2, rejection Hall, receiving Hall No 2, mending Office, Wash Room and security Office No 2.

Interview and payroll review:

25 permanent employees, were randomly selected from different production section for interview. On sample basis payroll records and time records of the month of January 2020 (current paid month), November 2019 (random paid month) and February 2019 (initial paid month) were reviewed.

Their normal working hours are from 09:00 AM to 06:00 PM for cutting, sewing, checking, finishing and packing HR, fabric rolling, grey department, Admin and management work. Security department operates in three shifts from 07:00 AM to 03:00 PM, 03:00 PM to 12:00 AM and 12:00 AM to 07:00 PM. Employees/workers are allowed for one hour meal breaks (From 01:00 PM to 2:00 PM). Factory maintain attendance records through electronic systems. Sunday is their weekly holiday/rest day. Employees receive their wages by monthly basis in local currency (PKR).

Moreover, attendance register, production records, product inspection report and broken needle register were reviewed by the auditors.

Factory had provided minimum wage as Pak Rupees 17500 per month which meet the legal minimum wage of the Province.

Factory had provided the overtime wages 200% of the normal wages which is as per legal requirement.

Closing Meeting:

The audit process was closed with a closing meeting where Mr. Muhammad Ahmad (CEO), Mr. Asif Raza (Manager HR & Compliance), Mr. Muzamil Hassan (JWC president), Mr. Muhammad Shahid (H&S in-charge), Miss Nusrat Bibi (JWC member).

President of Participation Committee of the facility were present in the closing meeting. Auditor communicated all the finding in detail to him and allowed him to ask question and make any clarification.

Attitude of factory management: The factory management was receptive, positive and extended their full cooperation throughout the audit. They showed positive attitude towards the compliance requirements. Factory management was very much positive to provide the document which was needed to verify during the audit. Further, they have agreed with the non-compliance issues identified during this full audit and given time scale for correction. The factory management has certain that they would correct those issues within the planned time frame that was mentioned in the corrective action plan.



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DBID: 337606 and Audit ld: 173867 Audit Type: Full Audit

Audit Date : 13/02/2020





Ratings Summary



Auditee's backgroun	d information		
Auditee's name :	A.B. Exports (Pvt.) Ltd.	Legal status :	Private limited
Local Name :	None	Year in which the auditee was founded :	2001
Address :	Lasani Pulli Near Khayban Garden, Yousaf Chowk, Sargodha Road,	Contact person (please select) :	Mr. Muhammad Ahmad
Province :	Punjab	Contact's Email :	ahmad@ab.com.pk
City:	Faisalabad	Auditee's official language(s) for written communications :	English & Urdu
Region :	South Asia	Other relevant languages for the auditee :	English & Urdu
Country:	Pakistan	Website of auditee (if applicable) :	www.ab.com.pk
GPS coordinates :	Latitude: 31.475953 Longitude: 73.08595	Total turnover (in Euros) :	92451000.00
Sector :	Non-Food	Of which exports %:	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :	None	Production volume :	200,000 meter roll fabric per month, 500,000 pieces bed sheets / mad- ups per month and 240,000 pieces institutional items and work wear per month
Product Group :	Home textiles	Production cost calculation :	Yes
If other, please specify :	None	Lost time injury calculation cost :	No
Product Type :	Roll fabrics, Bed sheets, made-ups, institutional items and work wear		

Auditee's employment structure at the time of the audit											
Total number of workers : 480	Total numb	per of workers in the production unit to be	e monitored (if applicable) : 0								
		MALE WORKERS	FEMALE WORKERS								
Permanent workers		380	100								
Temporary workers		0	0								
In management positions		56	6								
Apprentices		0	0								
On probation		10	0								
With disabilities		4	0								
Migrants (national citizens)		0	0								
Migrants (foreign citizens)		0	0								
Workers on the permanent payroll		380	100								
Production based workers		0	0								
With shifts at night		3	0								
Unionised		0	0								
Pregnant		-	0								
On maternity leave		-	0								



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Audit Date : 13/02/202



Finding Report

Audit Type: Full Audit



Deadline date: 13/04/2020

Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 173867] Audit Date: 13/02/2020 PA Score: B

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Based on satisfactory evidence the factory partially respects this performance area, Factory has appointed a senior management representative to implement and maintain company's Social Management system and he is responsible for implement amfori BSCI requirement in the facility. Factory have system to select business partners as per their company policy as well as amfori BSCI Code of Conduct. Furthermore the factory have proper production plan. Factory is also calculates their lost time during any injuries occurs in the facility. However, the issues identified are described in the point below: 1.1

1.1 - Through the documents reviews and interviews it was noted that, The facility management has taken many actions to integrate with amfori BSCI requirements into their day to day business activities and social aspects. But, some non-compliance is identified under different Performance areas, which is the evidence of gaps identified in the overall management system against amfori BSCI COC requirements. Factory is violating in other PA's of amfori BSCI COC i.e. PA2, PA5,PA7,PA12,PA13

Remarks from Auditee:

Performance Area 2: Workers Involvement and Protection

Full Audit [Audit Id - 173867] Audit Date: 13/02/2020 PA Score: C Deadline date:13/04/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Based on satisfactory evidence the factory partially respects this performance area, The overall observation shows that the factory management understand the effectiveness of workers involvement in day-to-day business issues. Factory has established the workers management committee in the workplace. Factory management has system, which allows the workers representative and management to exchange the information about the workplace issues by conducting the regular meeting. Factory has established the training plan and awareness program among the managers, workers and workers representatives. However gaps have been identified in section 2.2, and 2.5

- 2.2 Noted through documents reviews, sample workers interviews and management interviews that facility has not established any goals and plans in order to achieve them under amfori BSCI COC requirements.
- 2.5 Noted through documents reviews, sample workers interviews and management interviews that facility has developed a policy for dealing with workers grievances however no procedure is developed in case any incident takes place also the policy only covers workers grievance. Business partners and local communities were not taken under consideration while developing the grievance policy.

Remarks from Auditee:

Performance Area 3: The rights of Freedom of Association and Collective Bargaining

Full Audit [Audit Id - 173867] Audit Date: 13/02/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Based on satisfactory evidence the factory fully respects this performance area, Facility has policy and procedure of Freedom of Association and communicated this policy with the workers. Management respects workers' rights to bargain collectively. Facility has no trade union but formed Participation Committee (PC) as parallel means.



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Audit Type : Full Audit



Performance Area 4: No Discrimination

Full Audit [Audit Id - 173867] Audit Date: 13/02/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Based on satisfactory evidence the factory fully respects this performance area, the auditee has established policy and procedure pertaining to the amfori BSCI and law requirements related to discrimination. Based on interview and document review factory does not discriminate in hiring, promoting or offering the training opportunity. All workers are treats equally in the factory without any form of decimation. Auditee does not use pre-hiring health check for discrimination. Facility has policy to discourage any kinds of discrimination or disciplinary action in case anyone raise any grievance relevant to their right. Factory taken necessary actions to ensure workers are not discriminated in the workplace. All the sample interviewees informed that they are not discriminated.

Remarks from Auditee:

Performance Area 5: Fair Remuneration

Full Audit [Audit Id - 173867] Audit Date: 13/02/2020 PA Score: A Deadline date:13/04/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Based on satisfactory evidence the factory partially respects this performance area, during the audit three sampled months wages list and working job records have been verified. Noted that workers are getting more than the minimum wage. All workers are getting pay slip before the monthly wage's payment. The factory is trying to ensure all benefits as per law. However there are some gaps for continuous improvement and monitoring system and gaps have been identified in section 5.4

5.4 - Noted through documents reviews and management interviews that facility has not calculated their living as per amfori bsci standard. However during reviews of sample months it comes under notice that facility is paying minimum wage as per law.

Remarks from Auditee:

Performance Area 6: Decent Working Hours

Full Audit [Audit Id - 173867] Audit Date: 13/02/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Based on satisfactory evidence the factory fully respects this performance area, Factory has a working hour policy posted in all prominent places in the premises. As per records provided by the factory, the factory uses electronic system to track the workers daily attendance. As per provided records, the highest working hours is 8 hours/day which is the legal limit of working hours. The maximum continuous working days were noted 6 days. Over time is found voluntary which is declared by management and was verified by workers during interviews.



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Audit Type: Full Audit



Performance Area 7: Occupational Health and Safety

Full Audit [Audit Id - 173867] Audit Date: 13/02/2020 PA Score: A Deadline date:13/04/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Based on satisfactory evidence the factory partially respects this performance area, and the overall observation shows that the auditee fulfils the requirements of the performance area. General working condition is safe, and management is to improve a safer and healthy working environment. Risk assessment had been conducted by the facility. Pre-job training and ongoing refresh training are provided regularly. Drinking water is provided on each floor. HS management checks HS issue regularly. There were at least 2 exits from each work area. Firefighting equipment was adequate and checks were up-to-date Fire drills conducted in workers production areas. All electrical equipment was maintained in good condition such as sockets, plugs, switches and main fuse boards in the production site. Facility does not have hazardous chemical in place; factory had obtained the permits from the government and provided training to concerned workers. There were adequate first aid kits in production area and they were well stocked. First aid training had provided. Ventilation, temperature and lighting were adequate for the production processes. The workers are provided transportation or dormitory to their manager and workers however the location of the workers colony is outside the premises. Issues identified in the section and described in point below: 7.3, 7.7, 7.16, 7.17, 7.21, & 7.25.

- 7.3 Noted through documents reviews and management interviews that facility has developed a comprehensive risk assessment for their facility, however the risk assessment does not cover risk related to transmittable non transmittable dieses, folding section, workshop, ergonomics issues, office area and vehical transpotation within the factory.
- 7.7 Noted during factory visit that facility diesel container in generator area was found not kept under secondary protection, fuel supply pipes from container to generator was found not safely guarded and no spill control was available to protect from any spillage in generator room.
- 7.16 Noted during factory visit that evacuation plan on 3rdfloor of building "F" was found missing and evacuation plan posted in garment production at building "I" was found not properly mentioned with emergency exit for safe evacuation in case of emergency.
- 7.17 Noted during factory visit that bartack machines on 1st floor at building "F" were found not equipped with safety eye glass. Local law ref: Punjab Factory Rules 1978 Section 26 Fencing of Machinery.
- 7.21 Noted during factory visit and workers interviews that factory only provides dining facility to their workers in the factory to have their lunch. However canteen facility is not provided with subsidies food as per legal requirement of law under west Pakistan canteen rules 1959 section 3 Canteen
- **7.25** Noted through management interviews with the management that emissions test for generator and noise level test were not carried out in the facility to monitoring compliance level under Punjab Environmental quality standards 2012.

Remarks from Auditee:

Performance Area 8: No Child Labour

Full Audit [Audit Id - 173867] Audit Date: 13/02/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Based on satisfactory evidence the factory fully respects this performance area, Based on site observation, document review and information gathered during interview, no child labour reported during the audit dates. The auditee has policy and procedures to discourage child labour; however, has established the child labour remediation policy to take care if any child recruited as workers by mistake. Nothing reported about historical child labour by the interviewed workers. Factory checks the age of the potential worker before recruitment through the age proof records and cross check by the registered graduate doctor. Management maintains age related documents (i.e., birth certificate, national ID card, school certificate etc.) in the workers' personnel files.



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Performance Area 9 : Special protection for young workers

Full Audit [Audit Id - 173867] Audit Date: 13/02/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Based on satisfactory evidence the factory fully respects this performance area, The auditee does not hire any worker under the age of 18 as young worker in the factory. There is no apprentice program carried out in the factory. Even though factory does not recruit any worker under the age of 18; however; factory has established proper system related to working conditions for young workers. There is no young worker engaged by the factory. No young worker was identified during the audit as well.

Remarks from Auditee:

Performance Area 10: No Precarious Employment

Full Audit [Audit Id - 173867] Audit Date: 13/02/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Based on satisfactory evidence the factory fully respects this performance area, Factory does have a comprehensive recruitment policy and procedure. A detailed understandable service book and company id card with all legal terms and conditions was provided to workers before joining. Employment contracts were signed by every employees and management as the condition of employment. One copy of employment contract was kept in personnel file and one was issued to employees as confirmed during review of personnel files and employees interview.

Remarks from Auditee:

Performance Area 11: No Bonded Labour

Full Audit [Audit Id - 173867] Audit Date: 13/02/2020 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Based on satisfactory evidence the factory fully respects this performance area, Factory policy forbids forced labour; there was no forced, bonded or involuntary labor in the factory. Workers are not required to lodge deposits or original ID cards in the factory. There are no deposits of money, ID card, original personal legal documents on commencement of employment. Facility allows employees to go out of the working areas and even outside the company premises of their respective working hours. In case, an employee who needs to leave the work area during working hours for justifiable cause may do so with the appropriate permission from the authorized officers of the Department. No sign of fear or exaggerated obedience displayed by employees during site visit. Facility limits the duties and responsibilities of the security guards assigned to the facility, guards are limited to normal security matters such as the protection of the company property and personnel security. Facility employees' salary and benefits are paid directly to them and no portion of salary is withheld as a form of guarantee.



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Audit Type : Full Audit



Performance Area 12: Protection of the Environment

Full Audit [Audit Id - 173867] Audit Date: 13/02/2020 PA Score: C Deadline date:13/04/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Based on satisfactory evidence the factory partially respects this performance area, The auditee has established environment policy & procedure and found displayed in the workplace. Impact assessment carried out by the factory and continuously monitor. Factory has arranged environment related training to all employees. Factory has a valid waste contract with the authorized waste contractor. Factory has conducted all the environment related testing from approved certified laboratory like stack emission, noise, lux, air ambient etc. However, issues identified in the section and described in point below. 12,3 12.4

- **12.3** Noted through management interviews and documents reviews that facility has not obtain environmental permits from concern govt monitoring body. PEPD (Punjab Environmental Protection Department).
- 12.4 Noted during factory visit that facility has not established waste storage area in their facility, besides that a waste segregation system need to be developed when a waste storage area developed to separate different wastel.epaper, metal, medical, electrical, used oil, chemicals, fabric, janitorial etc.

Remarks from Auditee:

Performance Area 13: Ethical Business Behaviour

Full Audit [Audit Id - 173867] Audit Date: 13/02/2020 PA Score: A Deadline date:13/04/2020

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

Based on satisfactory evidence the factory partially respects this performance area, The auditee has established anti-bribe and corruption policy and procedure. Factory has a policy on 'business ethics and anti-corruptions' which is posted in all prominent places in the premises and was communicated to the employees through awareness program and notice board. Factory has maintained a proper record keeping system and was provided all necessary documents to the audit team for review. However, issues identified in the section and described in point below: 13.1

13.1 - Noted through documents reviews and management interviews that facility has developed a anti courption and bribery policy; however risk assessment was found not carried out in the facility.



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Audit Type : Full Audit



Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	13/02/2020	173867	В	С	A	A	A	A	A	A	A	A	A	С	A	В



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Producer Photos





















hoto of fire safety equipmen













Producer: A.B. Exports (Pvt.) Ltd.DBID: 337606 and Audit Id: 173867 Audit Date: 13/02/2020

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