

## Virat Industries Limited

Corp. Office: 74, Bajaj Bhavan, 226 Rajani Patel Marg, Nariman Point, Mumbai – 400 021 (India)

TEL : 0091-22-22029346, FAX : 0091-22-22029347, E-mail : [sales@viratindustries.com](mailto:sales@viratindustries.com) , Website : [www.viratindustries.com](http://www.viratindustries.com)

Regd. Office & Factory: A-1/2, GIDC Industrial Estate, Kabilpore, Navsari – 396 424, Gujarat (India)

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# **Company Profile**

## **INTRODUCTION :-**

Virat Industries Ltd (VIL), based in Navsari, Gujarat, India, is a Public Limited Company, manufacturing socks for export to European markets. The factory was designed and engineered by GHERZI TEXTIL ORGANISATION, Switzerland and their Associates GHERZI EASTERN LTD, MUMBAI, India. VIL commenced production in November 1995. The project cost was around Rs.85 million.

## **CUSTOMER BASE :-**

Virat Plays the role of a Contract Manufacturer who supplies socks against specific orders. Some of our reputed customers include John Lewis, Ted Baker, Jaeger, Fat Face & Henry Lloyd in the UK, Migros in Switzerland and Shoe Mart in the Middle East.

We are also approved suppliers to the Levis + Dockers and Tommy Hilfiger brands in India.

## **PRODUCT TYPES :-**

VIL manufacturers cotton dress socks, for Men, Ladies and children. Socks are made in Combed Cotton, Organic cotton, Cotton/Viscose, Wool, Acrylic, Coolmax, Marl yarn, Wool/Cashmere & Cotton/Silk etc. Special yarn requests can also be developed.

These socks are manufactured on the latest Computerized electronic knitting machines of Rumi, Lonati and Matec, Italy; KTM, Korea and Soosan China.

Double Cylinder machines produce socks in Rib, Rib Link, and Plain Knitting configuration. Machines available in 6 and 14 gauge.

Single Cylinder Machines produce, Jacquard, Plain, Fillet, Motif and Embroidery. Patterning with 4 colour plus ground, on the same course and upto 12 colours throughout the sock is possible. Socks with mesh and 3 colours with elastic are also available. Machines are available in 8, 9, 10, 11, 12, 13, 14 and 17 gauges.

Specialty socks i.e. Standard Terry, Sandwich terry, selected terry, sports socks, football socks, special Technical socks, Extended heels, 'Y' heel, Double layer socks, Picot and Short welts are also made.

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### **PRODUCTION CAPACITY :-**

Production capacity is normally based on size, design and style of socks. As per the prevalent pattern of production, the production capacity of VIL is estimated at 8.7 million pairs per annum.

### **LOGISTIC, SUPPLY ROUTES, AND ACCESSIBILITY ETC :-**

VIL PLANT is situated at the GIDC (Gujarat Industrial Development Corporation) Industrial Estate, Navsari, Gujarat. It is located adjacent to the National Highway No.8, connecting Mumbai. Navsari, an industrial town, situated equidistant between two of the largest industrial cities in India namely MUMBAI (233 KMS) and AHMEDABAD (260 KMS). It falls on the main railway line and travel time by train, from Mumbai, is around 4 hours.

By road, Navsari is approximately 6 hours from Mumbai and Nhava Sheva, Seaport. The Central location of the plant has made the logistics and accessibility easy for receipt of input materials, and despatch of finished products.

### **COMMUNICATION, TELEPHONE, FAX, POSTAL SERVICE ETC.:-**

VIL has its main administrative office i.e. Head Office at 74, Bajaj Bhavan, 226 Rajani Patel Marg, Nariman Point, Mumbai 400 021 (India). The office is situated in the main business district, in South Mumbai. All communication facilities like telephone with ISD, fax, e-mail and other postal services are available. At Navsari, VIL has telephone, fax and e-mail service. Over and above, there is daily Courier Service between Navsari plant and Mumbai office and also international Courier Services between Mumbai and Overseas countries.

### **FACTORY AREA AND LAYOUT :-**

VIL PLANT is situated on plot of land measuring 3796.00 sq.meters.

The Machines and other infrastructural facilities are housed in a most modern building consisting of three floors, with total built up area of 4198.14 sq. mtrs.

The ground floor has a raw material warehouse, a raw material and finished goods warehouse, utilities services i.e. LT Room, Transformer, HT Room, Diesel Generating Set Area, Water Treatment Plant, Compressor Room and Boiler House, and the lunch room

The first floor accommodates all finishing facilities like Linking machines, Turning machines, Boarding Machines Tagging Machines, Pairing and Sorting operations and Packing of socks. The Main Administrative Office is also situated on this Floor. The second floor has fully air conditioned Production hall that can accommodate 142 Knitting Machines. Knitting utilities i.e. Central Vacuum System and Maintenance Room are also situated in this floor, which support the Knitting Machines. There is provision for Lab Room also. The newly purchased 36 m/cs (12 Rumi and 24 Lonati GL 615 model) are installed in this A.C. shed. Additional 12 new Lonati machines are under dispatch and are expected to be received in November'17. That will make total 142 knitting machines installed in the factory.

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### **SUPPLY TO PLANT, ELECTRICITY, WATER, STEAM, COMPRESSED AIR ETC:-**

**POWER:** VIL has received sanction of 450 KVA contract demand, which is adequate to take care of future expansion also. 11 KV power, is stepped down to 433 Volts/50 Hz, three phase AC.

**WATER:** The water requirement for Boiler, Humidification and Sanitation are met from GIDC (Gujarat Industrial Development Corporation) sources. This water is treated in Softening Plant to reduce hardness to 50/60 PPM for humidification, and further treated to 5 PPM for use in Boiler. For drinking R.O. water is used. GIDC Water sources have adequate capacity to meet our future expansion demands, which are estimated at 42,800 liters per day.

**STEAM:** VIL's requirement of steam, for Boarding Machines and Tumbling machine is met by a Non IBR, Thermax Make Natural gas fired Boiler, of 200 Kg/hour capacity. This is sufficient for 3 boarding machines. One more boiler of 300 kg/hour capacity is available as standby.

**COMPRESSED AIR:** The requirement of compressed air for Knitting Machines and Boarding Machines is met by FIVE (Three working, Two stand by) ATLAS COPCO, Screw type Air Compressors installed in the Plant, having capacity of 256 CFM, 203 CFM, 125 CFM, 200 CFM and 526 CFM totaling 1310 CFM. Two compressors of 256 CFM and 526 CFM capacity are equipped with Variable Speed Drive (VSD) which draw electricity power as per the plant load.

### **LIST OF MACHINERIES**

#### **1) KNITTING MACHINES:**

##### **Double Cylinder m/cs**

A) 19 Nos. Double Cylinder Matec make machines(Fully Electronic)

Gauge	Dia	No. of Needles	Nos.
14	4"	168N - 2 L Matec	07
14	4" / 3¾"	168N – 1 L Matec	08
06	4 ½"	84N Matec	04
		<b>Total</b>	<b>19</b>

##### **Single Cylinder m/cs**

B) 123 Nos. Single Cylinder Lonati, KTM, Soosan and Rumi Machines (Fully Electronic)

Gauge	Dia	No. of Needles	Nos.
17	3 ¾ "	200N - L4624 CR Lonati	04
14	3 ¾ "	168N - L462 KR Lonati	14
13	4 "	168N - L 454 Lonati	03
14	3 ½ "	156N - L 472 KR Lonati	06
9	4"	108N - L 454 J Lonati	06
14	3 ½ "	156 KTM 606	18
13	3 ½ "	144 KTM 606	12
14	3 ½ "	156 – Soosan (China)	06
14	3 ½ "	156 – Soosan (China)	04
12	3 ¾ "	144 – Soosan (China)	02
13	3 ¾ "	156 Lonati GL615	09
13	3 ¾ "	156 Lonati GK615 SPUGNA	15
14	3 ¾ "	168 Lonati GK615 SPUNGA	6
12	3 ¾ "	144 Lonati GK615 SPUNGA	3
12	3 ¾ "	144 Lonati GL615	03
10	4 ½ "	144 Rumi Seven 412 (Two m/cs Bubble)	07
9	4 ½ "	132 Rumi Seven 412	02
11	3 ¾ "	132 Rumi Seven Evo (One m/c Bubble)	03
		Total Single cylinder	123

**Grand Total = 19+123 = 142**

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All 142 Knitting Machines are fully computerized with latest Lonati, Matec, KTM (Korea), Soosan (China) and Rumi Versions.

- 2) One Two for One twister to make “real twist” yarn of two, three and four ends of same or different shades of yarn.
- 3) Two Lateral and Longitudinal Sock Stretch Testing Machine MATHBIRK LTD.
- 4) Three Computer System - Graphitron 5 for Lonati and Matec
- 5) Eight Hand Linking Machines Model Exacta Sprint.
- 6) Five Linear Linking Machines Model ROSSO HORIZON 015
- 7) Three Boarding Machine i) One - Model TF-46 – FIRSAN  
ii) Two - Tecnopea automatic ironing sock machine model SCIROCCO SC 3L
- 8) Three CETME Turning Device
- 9) Lavatec Tumbling machine
- 10) Metal Detector machine
- 11) Three Tag Stitching Machines Model 275 E11 SINGER
- 12) One Electrolux Tumbling Machines and one Ramson make Tumbling machine
- 13) One Ramson make Washing Machine
- 14) One Colour Matching Cabinet – INNOLAB
- 15) One Circular Saw and Fixed Cutter Grinder – Vartex
- 16) Six spindle random winding machine.
- 17) One Spencer bulking / drying machine

### **ANCILLARY EQUIPMENT, QC, LAB ETC :-**

For checking fastness properties, fibre composition, dimensional stability, and pilling or abrasion resistance of dyed yarn socks, VIL uses the services of an internationally recognized laboratories i.e. Intertek, SGS and SQTS laboratories.

Additionally there is also a colour cabinet installed at VIL to check for colour continuity.

For size consistency in socks there are Stretch Boards (plastic frames) to check the stretch developed specifically for some customers. Mathbirk stretch machine is also used to check the stretch uniformity of the socks. VIL has also made provision of Laboratory in 2nd Floor.

### **PRODUCTION HANDLING SYSTEMS :-**

Knitted socks are each checked by operators and randomly checked by the technicians. They are segregated into acceptable, mendable and seconds. Production of each machine shift is stored in a plastic crate with clearly marked tags; showing the operator in attendance, style no, Machine no., the shift, and the yarn batch, for tracking One complete dyed batch of yarn is used before another is started. The crates loaded with socks are brought to Finishing Department by Pallet truck through an Elevator.

In the finishing floor the socks are taken up for further process i.e. linking, turning and boarding, as required. The boarded socks are stored in mobile racks and taken up for pairing within 24 hrs.

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All along records are maintained of the socks quantity, and the stage they are at finishing; the number of first and second quality, and the additional amount of socks that need to be produced to complete the order. The finished socks duly packed with riders, hangers, poly bags and stickers are put in cartons and clearly labeled as per the instructions of the customer. Each carton bears markings on the outer; identifying the carton no, style and quantity. Quality inspections are carried out at Knitting, boarding and pairing and subsequently an AQL is done when the completely packed dispatch lot is ready.

The duly packed socks are put in corrugated boxes and are brought by pallet truck by Elevator, to Ground Floor for storing and subsequently loading in trucks for dispatch.

### **SAMPLING & SPECIFICATION PROCEDURE :-**

Sampling requests are given maximum priority and sent to the customer within 7 to 10 days. The requests are received from the customer, in one of the following formats:

- Sample socks with exact colours
- Printed Graph in pixel format
- Printed design without graphic format
- By e mail, in .bmp format in 256 colours
- Rough sketch

The customers normally provide the size specification sheet of the finished socks. Reference is taken to the dyed colour codes of VIL's dyed yarn supplier. VIL normally carries a wide range of colours in stock. At times, customers also send a yarn swatch or a Pantone strip, of the desired colour shade, which is matched exactly at the dye house.

For each sample prepared, production documents are maintained, clearly showing the machine setting, yarn used, courses to achieve for a given size, Flat and stretch measurements recorded, weight and time taken per sock.

Samples, once completed, are then sent for quality control before being forwarded to the customer. A sample of the approved socks is also maintained in the library for future reference.

### **PLANNING SYSTEMS:-**

As soon as the order is received, Job Orders are prepared by Marketing and send to the Plant. At the plant, the total requirement of yarn, after reviewing free stocks, indents are prepared and orders placed. Additionally availability of required Knitting Machines and expected delivery time, are calculated and informed to Marketing, who in turn informs customers of the likely delivery dates.

The Delivery Schedules are reviewed from time to time and if there are major variances, suitable actions are being initiated. However the customer is always kept informed of such situation.

A daily 30-minute production meeting is held at 14:00 hrs, attended by heads of all departments. In this meeting review of important issues relating to production, Raw materials, quality, maintenance, dispatch, sampling, customer feedback etc. are discussed and decisions taken.

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Normally VIL has a system of carrying minimum inventories of regular running colours. VIL has a good working relation with some yarn suppliers, situated in the vicinity, for small dye lots, in both cotton, nylon and elastane yarns, for deliveries within Three weeks. This helps to reduce production cycle time.

The Finance and inventory tracking is fully computerized.

### **PRODUCTION CONTROL SYSTEM:-**

VIL has introduced system to control both quantity and quality of production. On the basis of standard time taken to knit one pair of socks, the production per shift for each style of sock is targeted. Actual production of each machine for every shift is recorded and compared against the target. Reason for variances are studied and attended to. Each shift production, efficiency and wastes are reported to the management and is also displayed in the knitting department for all workers and technicians to see, compare and strive for improvement.

For control of quality, the pre-production samples are checked in detail by Senior Technicians. At the time of starting a new style, one piece of the approved sample is hung and displayed on each of the machines, required to manufacture the said style. This helps the operator to compare the yarn shades created for production with those of the approved sample. Once production starts, the first pair knitted is checked for quality i.e. size, stretch, knitting faults, drop stitch, correct yarn and colours used, against sealed samples. This is first checked by technicians and reconfirmed by Quality Control.

In regular production, Operators are required to check physically each and every sock discharged by each machine, in their control. If any faults that cannot be rectified by simple yarn changes, the machine is stopped and is attended to by the technicians.

The Senior Technicians also cross check the socks randomly, in their shift. The duties of the operators and the technicians are clearly defined.

Quality Control takes independent quality rounds 3 times in each shift; to check one sock produced on each machine. Any variations observed are immediately reported to the technicians and the machine is stopped and restarted after correcting the problem.

Subsequently, during the finishing, the quality is checked by the operators, during turning and pairing. In pairing there are teams. Additionally, these teams also segregate the first, second, mendable and rejects. These are rechecked by Quality and decisions taken whether to accept or reject. Records are maintained at each stage of the quantity of each type of socks going through the system. Additional production if required is communicated to knitting immediately.

The rejected socks are stored in cartons clearly marked and in a separate area.

The socks duly packed are put in cartons are later randomly checked by Quality or AQL, before dispatch.

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### **PRODUCTIVITY, HOW IT IS MEASURED? WHAT STANDARDS ARE USED?**

For machine productivity, 100% production per shift for every style of sock is calculated and the actual efficiency is calculated as under:

$$\frac{\text{Number Of Socks Actually Produced During The Shift}}{\text{Production At 100\% Efficiency}}$$

For setting norms of efficiency, individual style and motif etc. are taken into consideration.

For labour productivity and quality assurance, VIL prefers to allot 6 to 8 Knitting Machines per operator, which includes mutually relieving operators, for continuous 24 hrs running. In case of absenteeism or going on leave of a knitter, the other knitters are allotted higher number of machines, for which suitable incentive is given. In short knitting machines do not remain stopped due to shortage of labour.

### **PERSONNEL, HOW MANY? JOB TITLES AND ROLES!**

VIL has total manpower strength of 227 hands as under:

**Head Office** 15

**Registered Office at Factory**

General Administration staff	14
Technicians (Knitting)	13
Finishing Staff	07
Quality Control Staff	05
Maintenance & Utility	02
Operators: Knitting	67
Operators: Finishing	29
Maintenance & Utility Operators	06
General Services	12
Contract Labour	57

Total (incl. H.O) 227

General Policy Making, Business Strategy, Banking Work and Marketing is looked after at Head Office

Production, Planning, Secretarial Administration, Finance, Costing, Personnel & Material Management are being looked after at the Plant.



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## **RECRUITMENT & LABOUR POLICY**

VIL is an equal opportunity employer, recruiting people over the age of 18 years only.

Minimum education starting with 10<sup>th</sup> grade for all workers is essential. A basic Industrial Technical Institute (ITI) training of 2 years is a must for all those who are operating machines. Educational skills required for the job is identified and personnel recruited accordingly. All recruits are required to pass a basic IQ test and if accepted are required to appear for skill tests essential for the nominated job. Operators are checked for Colour Blindness, Stamina, Concentration, Hand Eye Coordination, Finger Movement, Ability to understand instructions and recollect the same.

All workers understand and can read English To familiarize the new recruits of company policies, there are model standing orders and a employee manual, clearly laying down the expectations of the company.

Salaries and wages are paid as per the skill, and the policies of the State Government are followed. No worker draws a salary less than the minimum wage prescribed. Wages are revised every 6 months and according to the Consumer Cost Index, published by the state government. Increments based on merit are given once a year to all employees. Performance appraisal forms are used to evaluate each employee and ratings are given accordingly. While paying wages and salaries all government and labour regulation are adhered too.

Besides wages, the workers are paid Provident Fund and are covered by Employees State Insurance Corporation (ESIC).

The company maintains all records of Employees as required by different statutory agencies at all times. Separate files are maintained for each employee. Records are periodically audited and inspected by the concerned authorities during their routine visits.

## **SKILLS/TRAINING, TECHNICAL SKILL LEVELS? HOW ARE PERSONNEL TRAINED:-**

In Knitting there are training manuals, identifying the faults in the socks and the setting changes that could eliminate the problem. Periodically classes are conducted to upgrade the technician's basic knowledge. Written tests are also used to learn the areas each technician needs additional training. Whenever problems or feedback is received from the customer, it is communicated to the workers for their information, with solutions where necessary.

All the new operators are required to undergo the Operative Selection Test conducted by ATIRA (Ahmedabad Textile Industries Research Association) before selection. After recruitment, they are provided 6 months "On the Job" training. Only those who could satisfactorily complete this training are retained.

Training of new recruits is the responsibility of the department head. Periodic review of the progress made by the new recruits, are carried out by the President- Works with the department head and thereafter recruit is confirmed only after a period of six months.

VIL also gives due importance on house keeping. Operators are trained to keep their hands and place of work clean, to avoid staining/soiling of socks.

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### **HOURS OF WORK AND SHIFT PATTERNS :-**

VIL works for 24 hours a day and the shift patterns are as under:

First Shift - 07.00 hours to 15.00 hours

Second Shift - 15.00 hours to 23.00 hours

Third Shift - 23.00 hours to 07.00 hours

Maximum no of working hours per week are 48 hours.

The production departments work on 7 days – a – week basis; with operators and technicians getting rotational weekly offs.

All entries and exit timings of the employees are maintained by punch cards.

### **QUALITY ASSURANCE SYSTEMS :-**

Following efforts are made to assure the Quality:

- 1) Quality parameters are given to raw material suppliers before the order is placed.
- 2) Raw material suppliers are also required to submit Yarn Test Report before dispatch and along with the consignment.
- 3) Samples of yarn received are sometimes counter checked by sending them internationally accepted Labs.
- 4) Preventive maintenance is given a priority in the Factory. Before starting new pattern/style, thorough checking of the machine is carried out and all defective elements are replaced.
- 5) Acceptable Quality Levels: (AQL)

VIL follows the well laid out procedures of the AQL system as laid out by its customers with every shipment leaving the factory. This system is followed for all shipments irrespective of the customer.

The quality control department is independent of the other production departments reporting directly to the Management and so far VIL has never received a complaint from any customers that the delivery from VIL has been below their acceptable standard.

To achieve consistency in size and stretch, socks are measured not only as flat but also at regular interval daily on the stretch machine of Mathbirk.

Periodic training and feedback is regularly given to the workers.

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### Dyed Yarn Fastness Properties :-

Washing BS2 50 C			Cold Water BS EN ISO 105-E 01		
Shade Change		4	Staining on Acetate		3/4
Staining on Acetate		3/4	-		
-			Multifibre Cotton		3/4
Multifibre Cotton		3/4	Polyester		3/4
Polyamide		3/4	Polyamide		3/4
Polyester		3/4	Polyester		3/4
Acrylic		3/4	Acrylic		3/4
Wool		3/4	Wool		3/4
Rubbing fastness (ISO 105 X 12)			<b>II. Colour Continuity ( Colour matching computer)</b>		
Dry Rub		4	Delta E < 1.0		
Wet Rub		3			

### QUALITY CONTROL SYSTEMS :-

- 1) Knitters check 100% of the socks for quality by mounting the same on their hand. They are segregated in three heaps i.e (1) First quality, (2) Mendable and (3) Seconds.
- 2) Knitters check flat measurement of one pair of socks of each machine in one hour. The variation observed is brought to the notice of technician.
- 3) Any defect/deviation observed by knitters or by quality control personnel during quality rounds; are immediately reported to technicians, who rectify the same. The machines remain stopped till defect/deviation is rectified.
- 4) Each piece of socks of approved shade and design is kept hanging on the machine. Technician/knitter check that yarn shade and design of bulk production is in conformity with the above hanging socks.
- 5) We have independent quality control section, reporting to the Management; and headed by a qualified Technician with 9 years experience. 3 assistants work under him. The outline of their job is as under:
  - Monitoring sample preparation & sample checking
  - Checking of yarn shade in colour box by Store department.
  - Checking of First piece of sock of new style, before bulk production is started.

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- 3 Quality rounds in each shift in all three shifts to check quality and specifications
  - Checking flat as well as stretch measurements of finished socks from each knitting machine once in day and give feed back to the Dept to take remedial steps
  - Checking of Board fit
  - Online inspection of unfinished socks of every knitting machine in each shift
  - In time and Final inspection of finished socks at pre-dispatch stage
- 6) Besides all raw material suppliers are insisted to send yarn test report on physical properties, fastness properties and colour continuity. These results are also counter checked in International reputed Labs.

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## **RAW MATERIAL SUPPLIERS, LIST OF SUPPLIERS, WHAT TYPE OF YARNS? APPROX. ANNUAL USAGE FROM EACH SUPPLIER :-**

VIL consumes the yarn manufactured from the following raw materials.

Cotton, Organic Cotton, Bamboo, Melange, Mercerised

Cotton Dyed Yarn: - Dyed in Reactive colours and AZO Free

Nylon: - Yarn dyed or spun dyed and AZO Free, 66 Nylon for football socks

Lycra / Elastane: - both Ecru and Dyed

Woolen Yarn: - Super wash

a) Dyed Cotton yarn is purchased from following Mills, which have long-standing reputation of manufacturing hosiery yarn in India.

- Rajasthan Spg. & Wvg. Mills
- Ascent Yarn Pvt Ltd
- Gokak Mills
- Arihant Spg & Gen Mills Ltd
- Mahavir Spg Mills Ltd
- Woollen yarns is purchased from Jayshree Textiles

VIL ensures that its suppliers do not use any banned substances.

The Main combed cotton Ne. counts used by VIL are:

- Ne. 20s combed dyed and Ne. 20s Organic combed dyed, 20s Bamboo dyed
- Ne. 24s combed dyed
- Ne. 40s combed dyed
- Ne. 2/60 mercerised yarn
- Ne. 2/40 mercerised yarn
- Ne. 2/24s Mercerised yarn
- Ne. 20 and 16 Melange yarn
- Ne. 2/16 cotton dyed
- Ne. 16 cotton and organic dyed

b) Nylon yarn is purchased from the following reputed Units who have good track record of quality products:

- Sarla Performance FibersLtd
- Welspun Syntex Ltd

The main deniers used are:

70/1, 70/2, 100/2 (Nylon 6 & 66)

c) Lycra/elastane is purchased from Sarla Performance Fibers Ltd. The main nylon covered lycra used are as follows:

For Welt : Lycra Core dtex 156 covered by 78/2 dtex Nylon (Type T 902 C)

For Plaiting : Elastane Core dtex 22 (Type Roicca 804K)

Covering Polymaide dtex 78

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d) Details of Woollen yarn:

From : M/s Jayashree Textiles

a) 24/1 Nm -  
(100% Wool, Superwash/Machine Washable)

b) 28/1 Nm –  
(75% Wool, 25% Nylon)

### **PLANT SUPPORT, WHAT SUPPORT IS AVAILABLE SHOULD ELECTRICITY WATER, STEAM OR COMPRESSED AIR SUPPLIES FAIL? :-**

VIL has made provision for installation of 2 Diesel Generating. sets each of 250 KVA on the Ground Floor of the Factory Building. The necessary cabling, wiring and other preparatory work, has been completed.

VIL does not envisage any problem of disruption of water supply, but, in case of emergency, VIL has private bore well, which can be activated.

No stoppage/break-down of steam supply is envisaged as we have two boilers – one working and other stand by.

VIL has stand-by pumps for Water Softening Plant.

### **MACHINERY SUPPORT, ARE PARTS READILY AVAILABLE? WHICH MANU- FACTURERS ARE REPRESENTED LOCALLY? :-**

VIL has been purchasing stores, spare parts from overseas suppliers namely, Mitchell Grieve, Groz Beckert, Lonati, Exeltor, and KTM, some store/spares parts are purchased locally also, depending upon the suitability and quality of the elements. Sufficient spares are always kept in stock to ensure uninterrupted working of all machines.

In case of those knitting elements, where there is a lead period of 8-10 weeks, VIL maintains inventory level to take care of this and the purchases are accordingly planned.

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### **INTERNATIONAL AUDITS :-**

Social audits have been carried out by:

1. Price water house (Two times)
2. Levis Strauss India Private Ltd
3. Puma (Four times)
4. S.G.S
5. Bureau Verits (Three times)
6. B.S.C.I - Sercura – Hong Kong (Technical Audit)
7. TUV-SUD South Asia (SMETA) – (Three times)
8. UL Quality Assurance Pvt Ltd, India (Technical Audit)

### **FIRE SAFETY POLICY :-**

The VIL is committed to provide a safe environment for its Staff, Workers and Visitors. Part of this safety responsibility is in the provision and management of fire systems and procedures.

VIL has installed suitable fire fighting equipments based on the need of its process requirement. Total 65 nos. fire extinguishers are installed in the factory (i.e. 18 nos. W/Co2- 9 liters, 34 nos. Co2 – 4.5 kg, 10 nos. DCP – 6 kg, 2 nos. ABC – 5 kg, 1 no. M/Foam – 50 liters.) A fire hydrant system has been installed on both sides of the stair cases and building. This fire hydrant system can operate on both automatic and manual mode. Auto mode is controlled by pressure switch. Four nos. of fire hose boxes and fire hose reel boxes are installed on both sides of stair cases and 2 nos. of fire hose boxes are installed on both side of the building.

VIL has installed Automatic Fire Alarm systems in each department, controlled by smoke and heat detectors, which is designed by latest technology and high efficiency. Total 07 automatic fire call points with broken glass facility are provided i.e. 03 fire call points on ground floor, 02 fire call points on first floor, 02 fire call points on second floor.

VIL has total 22 nos. of Fog type industrial emergency lights, which are sufficient to cover all departments. All emergency exists are clearly marked and the emergency evacuation plan is also clearly displayed in each department.

VIL has given the AMC for the service and maintenance of all fire fighting equipments on half yearly basis and fire fighting training to our fire fighting team and other employees is regularly given on half yearly basis. Our fire fighting team conducts the Mock drill programme every two months to cover all three shifts and the same has been documented in our records.

### **HEALTH & SAFETY :-**

VIL has a Health and Safety policy for its employees. All employees of VIL are covered by Employees State Insurance Corporation (ESIC) which is statutory body run by State Government and is fully responsible for health and for providing medical facilities to employees. The contribution equivalent to 4.75% of wages by employer and 1.75% wages by employees is deposited every month.

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ESIC runs hospitals situated 8 KM away from factory. The doctors qualified in different areas of medical service are available in the hospital, round the clock.

VIL has installed fully stocked FIVE First Aid Boxes at Main Gate, First Floor, Second Floor, Emergency Treatment room and Boiler,. Total 25 employees are trained by Qualified Doctors of Indian Red Cross Society, Navsari for first aid.

It is the duty of Technicians and Maintenance Engineers to check and inspect regularly that machine guards, provided by the machine manufacturers are properly fitted on the machines. This is also inspected by Factory Inspector, during his visit.

All pressure vessel plants are checked and confirmed as 'safe' by Govt approved competent person once in a year and statutory form NO.11 is filled by them.

Personal protective equipment like, goggles and protective gloves are given for the relevant jobs.

VIL has 'Disposal of broken needle and other knitting element policy', where by all broken needles/knitting elements are returned to stores and in replacement fresh needles/elements are issued. 100% Checking of socks is done in knitting, turning and inspection to prevent passing of metallic parts into sock.

VIL gives special emphasis to see that the working areas remain clean and free from oil or other contamination. Galvanized trays are kept below machines to collect excess oil.

Knitting Department is fully air conditioned.

## **ENVIRONMENT DEVELOPMENT**

VIL has planted several trees within its factory and also along the highway, to create an Eco friendly and pleasant environment.

VIL strictly follows the norms of air and water pollution prescribed under consent letters by Gujarat Pollution Control Board (GPCB) which is statutory body. The personnel of GPCB periodically visit the factory to check that norms are being adhered to. The entire process of sock manufacturing and finishing is done in closed cycle and the waste generated is collected by suction.

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**KNITTING DEPARTMENT**



**BOARDING DEPARTMENT**