



**IND-EXPO CERTIFICATION LIMITED
INTEGRATED MANAGEMENT SYSTEMS CERTIFICATION SCHEME
NON-CONFORMITY REPORT**

Corrective action

Completion Date:

Getting action to review HIRA with all types of hazardous as annual and Human Right Impact Aspect Assessment annually.

.....
Auditee

12/01/2025
.....
Date

Verification of corrective action

Evidence provided for the corrective action taken is verified and satisfied. Therefore, the Nonconformity is closed / Nonconformity is closed based on the corrective action plan provided.

Evidence / corrective action submitted is not satisfied, therefore, the Nonconformity is not closed.

.....
Auditor

.....
Date

Effectiveness of corrective action

Corrective action taken is effective

Corrective action taken is not effective. Therefore, the Nonconformity is raised.

.....
Auditor

.....
Date

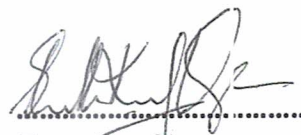



**IND-EXPO CERTIFICATION LIMITED
INTEGRATED MANAGEMENT SYSTEMS CERTIFICATION SCHEME
NON-CONFORMITY REPORT**

Name of Organization	: TBS International (Pvt) Ltd		
Date of audit	: 2025/12/15	Team Leader	: D.N.S. Kurupumullu
NC No.	: 04	Auditor	:
Relevant company document	:		
Relevant Standard	: ISO 45001:2018	SLS 1266:2023	SLS
Clause No.	6.1.2.1		

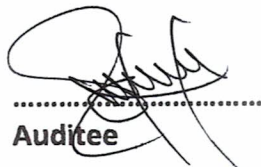
Non-conformity detected **Category:** Major/Minor

The process of identification of hazards ~~assessment~~ is not effective.
 Ex: psychological hazards, biological hazards have not been identified.

.....
Auditor 
Team Leader 
Auditee

Correction

Updated HIRA with adding psychological and biological hazardous. and company conducted Human Right Impact Aspect Assessment as covering employee psychological impacts.


 Auditee 12/01/2026
Date

Root Cause for Non conformity

The company has not been considered psychological and biological hazardous when updating HIRA.


 Auditee 12/01/2026
Date



TBS International (Pvt) Ltd Quality Manual Annexure Risk Assessment

Document No	TBS/OSH/06
Issue No	1
Issue Date	12/12/2024
Revision No	1
Revision Date	10/10/2025

Risk will be classified as significant if it is determined to have a "high" rating (>1500) using the Risk/Significance Assessment

Review the Register of Risk assessment not less than annually or whenever there are changes to the operations to ensure the information is kept current.

Severity	Assessment Criteria				
	Likelihood	Control	Prevention Mechanism	Legislation	Legislation
Indifferent	1	Rare	1	Comprehens ive	1
Minor	2	Unlikely	2	Adequate	2
Moderate	3	Possible	2	Moderate	3
Major	4	Likely	2	Minimum Control	4
Catastrophic	5	Almost Certain	2	No control	5

Parameter	Scale (1-5)	Description
Severity	1 - 5	The level of consequence or severity if the risk or event happens.
Likelihood	1 - 5	The probability or chance that a particular risk or event will occur.
Control	1 - 5	The measures or actions in place to minimize or manage the risk.
Detection/Prevention	1 - 5	The systems or methods used to identify risks early or stop them from occurring.
Legislation	1 - 5	The legal requirements, standards, or regulations related to the identified risk.

Range	Category	Meaning / Action
4500	Minor	Minimal impact, routine control sufficient.
3000	Medium	Manage with monitoring and some improvements
1000	Major	Needs management attention, improvement projects or mitigation
2500	Critical	Immediate action, emergency response, and long-term corrective measures are required.

Activity Category	Area/Job or Activity	Hazard & Risk	OH/S	Initial Risk Assessment					Reduce risk
				Severity - A	Likelihood - B	Control	Detection/Prevention Mechanism	Legislation	
Production	Moving obje. adjustment	Moving parts	\$	3	6	2	2	Yes	Operational control procedure for Covering section / safety sign boards
	High voltage	Electricity	\$	6	6	2	3	No	Operational control procedure for Covering section / safety sign boards, LOTO System
	Cleaning machine using Cotton waste	Moving parts	\$	2	1	2	1	Yes	LOTO
	Sharp object handling	Sharp objects	\$	3	4	5	5	No	Detect paper cutter without case
	Revol. Inward Operation & vent near elements	High voltage	\$	5	5	2	1	No	Rubber carpets / Management program for panel boards / work permits / Trip switch for each section, LOTO system, emergency stop
	Moving parts adjustment (weight roll, Belt, Feed roll)	Moving parts	\$	4	5	3	3	Yes	Prohibit wearing ornaments, PPE use
	Use of Lubricant	Chemical spillage	\$	4	2	2	2	No	Use of Secondary container, PPEs, RSDS
	Yarn drawing/ Yarn drawing wire	Moving parts	\$	4	4	4	3	Yes	Prohibit wearing ornaments, PPE use, Awareness
	Use of grinder for shrimming ornaments	Sharp machinery	\$	4	3	3	3	No	Use of eye guard, assigned for trained persons
	Pallet track movement	Pallet track	\$	4	3	3	2	No	Mechanical control and use of ear protection
Noise of Machine	High noise	OH	3	5	2	2	Yes	Training, authorize persons	
Core falling from machine	Heavy object falling	\$	3	2	4	3	No	Flang yarn reel for every machine	
Air vials Benzopyls	Compressed air	\$	2	4	3	3	No	Assign trained workers	
Iron Dust	Dust particles	\$	2	4	4	3	No	Implemented dust guard	
Chemical usage	Chemical spillage	\$	4	2	2	2	No	Use of Secondary container, PPEs, RSDS	

Activity	Task	Sharp objectives	Hazard	Severity	Frequency	Control	Residual Risk	Control Measures	
Bobbie Winding machine operation	Use of sharp objectives	Sharp objectives	Hand injury	S	3	3	4	No Awareness, assigned trained persons	
	Water spilling from sink and water dispensers	Falling liquid	Body injury	S	3	2	2	No Regular cleaning	
	Manually handling the material	Load and torque, Ergonomics issues	Back pain, leg injury	OH	3	4	2	No Admin control, settings	
	Machine moving parts	Moving parts	Body injury	S	3	2	2	Yes Prohibit wearing ornamental PPE use	
	Pallet truck movements	Moving trolley	Body injury, Ergonomics issues	S	2	2	3	Yes Training, authorized persons	
	Panel Board Operation	High voltage	Death	S	6	4	3	No Tip switch for each panel / work permits / PPEs	
	Bobbie rack movement	Moving rack	Body injury, ergonomic issues	S	3	3	2	No regular wheel casting and check before use	
	Use of solvent	Chemical spillage	Skin damage, Headache	OH	4	2	2	Yes Use of secondary container, PPEs, MSDS	
	Replacement of elements	Electrocution	Death	S	6	4	2	No Work permit system / LOTO system	
	Replacement of air lines	Pneumatic hose moving	Injury to body	S	4	4	2	Yes LOTO, PPE Work permit	
Machine Maintenance	Replacement of motors	Electrocution	Death	S	6	4	2	Yes PPE / Work permit system	
	Usage of solvents	Vapor	Fire	S	3	2	1	Yes Operation control procedure for solvent handling / Fire extinguishers, MSDS,	
	Equipment handling	Sharp/pointy objectives	Hand injury	S	3	4	3	No Awareness	
	Motor cable changing	Motor leads, falling objects,	Hand injury	S	4	4	3	Yes Prohibit wearing ornamental PPE use	
	Usage of chemicals	Leak containment	Hand injury	S	4	3	2	Yes Assigned trained workers	
	Lifting or lowering materials	Chemical spillage	Eye injury	S	6	2	2	No MSDS, Chemical handling stores, secondary container	
	Sensor installation	Falling objectives	Head or body injury	S	6	2	3	No Authorized persons	
	Chain installation	Electrical shock	Death	S	6	2	2	Yes Regular inspection	
	Work at height	Door opening / falling objectives	Head injury, death	S	6	3	2	Yes Regular inspection, authorized persons	
	Natural Rubber yarn	Falling liquid	Injury to body / Death	S	4	3	2	Yes PPEs, Trained workers	
Use of yarn	HPV yarn	Dust/ Powder coated	Respiratory problems, skin rash, Allergy	OH	2	4	2	No use of masks, contact only housekeeping	
	Glass Yarn	Yarn particles	Respiratory problem	OH	3	4	2	Yes Assign trained workers	
	Steel Yarn	Sharp edges	Skin damages	S	2	2	2	No Assign trained workers	
	Sharp blades	Sharp blades	Hand injury	S	3	2	3	No work permit, gloves, PPE	
	Repair and replacement of fan	Work at height	Body injury, Death	S	6	3	2	No Body harness, helmet	
	Electrocution	Electrocution	Death	S	6	4	2	Yes Trained workers	
	Replacement of bulbs	Electrocution	Death	S	6	3	2	No Trainers, work permit	
	Work at height	Work at height	Death	S	6	3	2	Yes PPE, Trainers,	
	Water Leak /Leaky	Water Leak /Leaky	Body Injury	S	4	4	2	Yes proper water discharge system	
	Packing	Usage of sharp objects /door handling	Sharp/heavy objectives	Hand injury	S	4	4	2	Yes PPEs
Solvent usage		Vapor	Respiratory	OH	2	4	3	Yes PPEs	
Electric pallet truck charging		Electric	Fire	S	4	2	1	Yes Fire extinguishers	
Pallet truck movement		Heavy Objective	Fire, Body injury, Death	S	6	3	2	Yes Load charging type / pre inspection	
Hot sealing bar operation		Hot surface	Burnt	S	4	4	2	Yes Trained workers	
High voltage / Open wires		Electrocution	Death	S	6	4	2	Yes Tip Switch use	
Industrial Fan		rotation of fan	Hand injury	S	4	3	3	Yes Awareness	
Replacement of bulb		Electrocution	Death	S	6	3	2	Yes Trainers	
Work at height		Work at height	Death	S	6	3	2	Yes PPE, Trainers,	
Water Leak /Leaky		Water Leak /Leaky	Body Injury	S	4	4	2	Yes proper water discharge system	
Administration	Usage of Computers	Strain /back pain	Ergonomics	OH	2	2	1	Yes Trainers	
	Usage of Computers	Long work /short of the computer	Eye fatigue	OH	2	1	1	Yes Adjust lighting	
	Photo copying	Long time work /short of the Photo copying	Ergo Injure	OH	2	1	1	Yes Avoid continuous use	
	Usage of mobile phone	Loss of focus for works	Accidents / missing	OH	4	2	1	Yes Avoid continuous use	
	Glass windows and doors	Glass	Breakage	S	4	2	1	Yes regular inspection	
	Electric and computer wire system	Electrocution	Body injury/Death	S	6	2	1	Yes Insulated wires	
	Cable and main handling	Threat	Body injury/Death	S	4	2	2	Yes CCTV, Secure storage	
	Electric and wire system	Electrocution	Body injury/Death	S	6	2	1	Yes ONLY trained personnel	
	Adjustment	Work at height	Body injury/Death	S	6	2	2	Yes Operational Procedure on work at height / work permit system	
	Glass windows and doors	Glass	Breakage	S	4	2	1	Yes Shatterproof glass	
Water Boiling	Water Boiling	Body injury/Death	S	4	2	1	Yes Trained food handlers, Fire extinguisher		
Wet floor	Slippery floor	Body injury	S	3	2	2	Yes Regular cleaning		
Food	Food poisoning	Food poisoning	S	3	2	2	Yes Hand washing facilities		
Hot water	Hot water	Body injury	S	6	2	2	Yes Regular maintenance		
Rescale machine	Electrocution	Death	S	6	4	2	Yes Regular inspection		
Lighting	Replacement of Light	Electrocution	Death, Body Injury	S	6	3	2	Yes Trainers, Authorized persons	
	Wet floor	Slippery	Body injury	S	3	2	2	Yes PPE, Trainers,	
	Floor sanitation	Inspect disease	Hypertive issues	OH	2	2	2	Yes regular cleaning	
	Stores	Ink Stores	Flammable	Fire	S	4	3	1	Yes Access control / Fire extinguishers
		Solvent Vapor	Solvent Vapor	Vapor exposed	S	4	4	2	Yes Use of PPE, Secondary containers
		Pallets	Damaged pallets	Leg injury	S	4	2	1	Yes Inspect pallets regularly, safety shoes
		Electric pallet truck charging	Electric	Blasting, fire, Death	S	6	3	2	Yes Avoid overcharging
		Pallet Truck movement	Heavy Objective	Body injury	S	4	3	2	Yes Clear and demarcated pathways
		Overheating	Falling liquid	Head injury, Death	S	4	3	2	Yes Load limits
		Handling heavy load	Load	Back pain, leg injury	OH/S	3	4	2	Yes Trainers, beam lifting
Chemical Stores		Flammable	Fire	S	4	4	2	Yes Access control / Fire extinguishers	
Solvent Vapor		Solvent Vapor	Vapor exposed	S	4	2	2	Yes Use of PPEs	
Handling Chemical Barrel		Weight	Back pain	OH/S	2	4	2	Yes Trainers, authorized peoples	
Lighting	Electrocution	Electrocution	Death	S	6	3	2	Yes Trainers, authorized peoples	

Area	Activity	Work at height	5	6	3	2	2	No	PEE, Training,	
Surrounding	Meals	Food								
	Drinking Area	Bottled water	OHNS	4	4	3	2	No		
		Hot water	Skin damage	5	4	3	2	No	PHI certificates for food suppliers, Regular cleaning and hygiene	
		Hot water	Body injury	5	4	3	2	No	Trained food handlers	
	Lighting (Garden, dining room, panel room)	Electric work	Death	5	5	2	2	No	Trained food handlers	
		Electric work	Death	5	4	2	1	No	Regular cleaning	
		Electric work	Death	5	4	2	1	No	work permit system, authorized persons	
	Toilet	Living toilet	Body injury	5	4	2	3	2	No	Trainings
		Improper waste disposal	Body injury	5	4	2	3	2	No	Chemical handling training for cleaning team, using PPEs
		Chemical usage	OH	5	4	2	3	2	No	Implement waste bin, cleaning chart, daily waste removal
Waste collection area	Damaged pallet steps	Body injury, skin damage	5	3	4	2	2	No	Separate damaged pallets	
	Sharp edges	Body injury	5	3	4	2	2	No	Trained operators, PPEs	
	Moving equipment	Body injury	5	4	1	2	No	Use of proper PPEs		
Garden maintenance	Stakes/bars	Body injury	5	4	1	2	No	Use safety goggles and shoes		
	Stakes/bars	OH	5	4	1	2	No	Regular cleaning and grass cutting		
	Use of fertilizer	Skin, Eye damage	5	4	1	2	No	Proper chemical storages, MSDS, PPEs		
Forklift	Low back, Collision	Body injury	5	4	4	2	No	PPE, authorized trained workers, mirror		
	Low back	Electrocution	OH	5	5	2	2	No	Authorized persons	
	High noise	Hearing damage	5	3	5	3	2	No	Ear Protection	
Compressor	Pressure vessels	Body damage	5	5	3	2	No	Annual inspection		
	Moving vehicle	Body injury	5	4	1	2	No	Warning		
Maintenance	Hot work (welding, cutting, grinding)	Electricity, fire flash	5	5	2	2	No	Work permit and continuous inspection, LOTO, use of PPEs		
	Work at height	Body injury	5	5	3	2	No	Work permit and continuous inspection, PPE Use		
	Entry to ductwork, AC unit, Tank	Confined space	5	5	2	2	No	Work permit and continuous inspection, Conduct gas testing, LOTO		
	High voltage	Electric Shock	5	5	4	2	No	Trainings		
	Manual handling and lifting	Muscle strain, back injury	5	3	4	2	No	Trainings		
	Maintenance Activities	Use of power tools and machinery	Body injury	5	3	4	2	No	Assigned trained operators	
		Use of power tools and machinery	Body injury	5	3	4	2	No	Maintain fire extinguishers, ensure good ventilation	
		Use of power tools and machinery	Body injury	5	3	4	2	No	Warning safety Methods	
	Lab	Chemical usage	Respiratory issues, skin irritation, poisoning	OH	3	3	2	2	No	Work permit and continuous inspection
		High voltage	Respiratory issues, poisoning	5	4	4	2	2	No	Store chemicals properly, use PPEs when using
Water tank		Electrocution	5	3	3	2	No	Limiting weight of that one person handle		
Transport	Oil leakage	Body injury	5	3	3	2	No	Secondary container, MSDS, spill kit		
	Slippery floor	Body injury	5	3	3	2	No	PEEL		
	Moving vehicles	Body injury	5	4	1	2	No	Spillkit		
Covering/ Bobbin Winder Machine Operation	Slip or fall from height	Body injury	5	3	4	2	2	No	Handrails for staff cases, non-slippery floor	
	Difficult in quick execution	Death	5	5	2	2	2	No	Emergency exit boards, fire extinguishers	
	Moving parts	Hand injury	5	3	5	2	2	Yes	Operational control procedure for Covering section / safety sign boards	
	High voltage	Death	5	5	2	3	No	Operational control procedure for Covering section / safety sign boards/ LOTO System		
	Cleaning machine using Cotton waste	Hand injury	5	3	2	1	2	Yes	LOTO	
	Reversal Board Operation & work near elements	Hand injury	5	3	4	5	6	No	300 Detect paper cutter without case	
	Use of Lubricant	Hand, Hair, face damage	5	4	5	2	1	No	Rubber caplets / Management program for panel boards / work permits / Trip switch for each section, LOTO system, emergency stop	
	Yarn drawing/ Yarn drawing wire	Skin, Eye injury	5	4	5	3	3	Yes	Prohibit wearing ornaments, PPE use	
	Use of grinder for trimming trimmers	Face injury, Hand injury	5	3	4	4	3	No	Use of Secondary container, PPEs, MSDS	
	Fallet track movement	Eye injury, Hand injury	5	4	3	3	3	No	Prohibit wearing ornaments, PPE use, Awareness	
C Plant	Noise of Machine	Hearing loss	OH	3	5	2	2	Yes	Use of eye guard, assigned for trained persons	
	Bobbin rack movement	Body injury, ergonomic issues	5	3	5	2	2	Yes	Training, authorized persons	
	Covering and bobbin winder Machine	Body injury	5	3	5	3	2	No	Mechanical control and use of ear protection	
Quality Checking	Slip or fall from height	Body injury	5	3	4	2	2	No	regular wheel coating and check before use	
	Difficult in quick execution	Death	5	5	2	2	2	No	Handrails for staff cases, non-slippery floor	
	Moving parts	Hand injury	5	3	5	2	2	No	Emergency exit boards, fire extinguishers	
	High voltage	Death	5	5	2	3	2	Yes	Operational control procedure for Covering section / safety sign boards	
	Cleaning machine using Cotton waste	Hand injury	5	3	2	1	2	Yes	LOTO	
	Sharp object handling	Hand injury	5	3	4	5	6	No	300 Detect paper cutter without case	
	Reversal Board Operation & work near elements	High voltage	5	5	2	3	2	No	Rubber caplets / Management program for panel boards / work permits / Trip switch for each section, LOTO system, emergency stop	




TBS INTERNATIONAL(PVT)LTD

Human Rights Risk Assessment (HRRR)

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2	Child Labor	Employment of underage workers	Low	High	Low	Age verification, legal compliance, supplier requirements	Annual document review	HR Manager
3	Wages & Working Hours	Excessive overtime, wage non-compliance	Medium	Medium	Medium	Payroll system, legal wage compliance, OT payments	OT trend monitoring	HR / Finance
4	Occupational Health & Safety	Workplace injuries, unsafe conditions	Medium	High	Medium	ISO 45001 system, PPE, training, emergency response	Enhanced behavior-based safety	Safety Officer
5	Discrimination	Unequal treatment or bias	Low	Medium	Low	Equal opportunity policy, fair recruitment	Awareness training	HR Manager
6	Harassment & Abuse	Verbal, physical, or sexual harassment	Medium	High	Medium	Anti-harassment policy, grievance channels	Confidential reporting awareness	HR / Management
7	Freedom of Association	Restriction of worker representation	Low	Medium	Low	Worker committees, non-retaliation policy	Regular dialogue sessions	Management
8	Grievance Mechanism	Fear of retaliation, lack of access	Medium	Medium	Medium	Confidential grievance process, HR handling	Improve communication visibility	HR Manager
9	Contract & Migrant Workers	Unequal treatment, lack of benefits	Medium	Medium	Medium	Contract agreements, legal compliance	Contractor audits	HR / Admin

 <p>TBS INTERNATIONAL -TEXTILE BUSINESS SOLUTIONS-</p>	<p>TBS INTERNATIONAL(PVT)LTD</p>	Document No:	TBS/OHS/09
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1. Purpose

This Human Rights Risk Assessment identifies, evaluates, and controls potential human rights risks associated with the operations of TBS International (Pvt) L.td. The assessment aligns with the ILO Conventions, SEDEX SMETA, ISO 45001, GRS, and Sri Lankan labor laws.

2. Scope

- Permanent, temporary, and contract employees
- Contractors and service providers
- Workplace operations and facilities
- Key supply chain interactions

3. Risk Assessment Methodology


Human rights risks are assessed based on:

- **Likelihood** (Low / Medium / High)
- **Severity / Impact** (Low / Medium / High)
- **Risk Level** determined by combined likelihood and severity

Controls are identified, and additional actions are planned where required.

4. Human Rights Risk Assessment Register

No	Human Rights Area	Potential Risk	Likelihood	Impact	Risk Level	Existing Controls	Additional Actions	Responsibility
1	Forced Labor	Involuntary work, retention of documents	Low	High	Low	Voluntary employment, written contracts, freedom to resign	Periodic worker awareness	HR Manager

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10	Working Conditions	Poor welfare, sanitation, rest facilities	Low	Medium	Low	Clean facilities, 6S audits, monitoring	Continuous improvement	Admin
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5. Vulnerable Groups Consideration

Special consideration is given to women workers, young workers, and contract employees to ensure equal treatment, protection from harassment, fair wages, and access to grievance mechanisms.

6. Monitoring & Review

- Weekly 6S audits and daily monitoring
- Internal audits and third-party audits (SEDEX SMETA, ISO 45001, GRS, HIGG FEM)
- Corrective and preventive actions tracked
- Annual management review

7. Conclusion

This Human Rights Risk Assessment demonstrates TBS International’s proactive approach to identifying, mitigating, and monitoring human rights risks. Continuous monitoring, employee engagement, and corrective actions ensure alignment with international standards and ethical business practices.