



IND-EXPO CERTIFICATION LIMITED

**INTEGRATED MANAGEMENT SYSTEMS
CERTIFICATION SCHEME**

RECERTIFICATION AUDIT REPORT

ISO 45001:2018

**HIRDARAMANI INDUSTRIES (PRIVATE) LIMITED
- KAHATHUDUWA**



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1. NAME OF ORGANIZATION: Hirdaramani Industries (Private) Limited
2. ADDRESS OF HEAD OFFICE:
3. ASSESSMENT SITE/S : 295, Colombo Road, Kahathudawa
4. CONTACT DETAILS :
4.1 NAME : Mr. Rumesh Jayawardhana DESIGNATION : Assistant Manager- Compliance
4.2 TELEPHONE : 11 4219 600 MOBILE : 76 4126 249 FAX : -
4.3 E-MAIL : Rumesh.Jayawardhana@hirdaramani.com
5. NO. OF EMPLOYEES : 2600
6. APPLICABLE STANDARD : ISO 45001:2018
7. FILE NO.:
8. IAF/NACE CODE :
9. PRODUCTS MANUFACTURED/SERVICES PROVIDED: Garments
10. SCOPE OF CERTIFICATION: Activities pertaining to Manufacturing of Garments
11. DATE/S OF AUDIT : 2025.12.09
12. TYPE OF AUDIT : Recertification
13. AUDIT TEAM : Mr. D.N.S Kuruppumullage (DNSK) - Team Leader Mr. Sunil Amarawansa (SA) - Team Member Ms. Buddhika Sajeewani (BS) - Team Member Ms. Sammani Samarawickrama (SS) - Team Member

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14. AUDIT OBJECTIVES:

The objectives of this audit were:

- to confirm that the management system continually complies with all the requirements of the audit standard;
- to confirm that the organization has effectively continue the planned management system;
- to verify whether there are any changes, incidence that could adversely affect the management system

15. AUDIT CRITERIA: ISO 45001:2018 & & other applicable regulatory requirements

16. ANY DEVIATIONS FROM THE AUDIT PLAN AND REASONS: None

17. ANY SIGNIFICANT ISSUES IMPACTING ON THE AUDIT PROGRAMME: None

18. SIGNIFICANT CHANGES, IF ANY, THAT AFFECT THE MANAGEMENT SYSTEM OF THE COMPANY

SINCE THE LAST AUDIT TOOK PLACE: None

19. AUDIT FINDINGS :

<p>19.1 CONTEXT OF THE ORGANIZATION (CLAUSE 4 of ISO 45001:2018)</p> <p>Understanding the organization and its context (4.1 of ISO 45001:2018): The company has a mechanism to understand all the internal and external issues that are relevant to OH&S management system which can affect the intended outcomes. For this purpose, all level of personnel has been contributed through their relevant supervisors and managers. Reference –Internal & External issues</p> <p>Understanding the needs and expectations of workers and other interested parties (4.2 of ISO 45001:2018): Company has identified the needs and expectations of interested parties as Customers / Buyers, Shareholders, Management, Employees, Suppliers, District factory inspection engineer, Certification bodies, Neighbouring facilities, MOH office, Area PHI, Hospital and Villagers etc. These needs include legal and regulatory requirements and other requirements of customers etc. Reference – Needs and expectations of the workers and other interested parties</p> <p>Determining the scope of the OH&S management system (4.3 of ISO 45001) : The company has determined the scope considering boundaries and applicability of the OH&S management system based on the complexity of its operations, external and internal issues identified interested parties and their needs and expectations. It includes legal and other requirements as well. The scope is activities pertaining to weft Knitting of Fabrics with Dyeing and Finishing Reference – scope</p> <p>OH&S management system (4.4 of ISO 45001): Company has established implemented and maintained the OH&S policies and activities including processes require and its interaction to fulfil the OH&S management system requirements including actions for continual improvements.</p>
<p>19.2 LEADERSHIP AND WORKER PARTICIPATION (CLAUSE 5 of ISO 45001:2018)</p>

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Leadership and commitment (5.1 of ISO 45001:2018)

Top management has shown a keen interest to implement OH&S management system taking overall responsibility and accountability for the prevention of incidents that can lead to injury and ill health. This includes establishment of policy and objectives in compatibility with the strategic direction of the organization. Company has provided all resources needed to implement OH&S management system and continual improvement. The management has provided opportunities for all the members of staff including the workforce to actively participate in prevention of injuries and ill health.

References – Job Descriptions of employees

OH&S policy (5.2 of ISO 45001:2018)

Company has established implemented and maintained OH&S policy which includes the commitment to provide safety and healthy working conditions for prevention of work-related injury and ill health and it is also matching with the context of the organization, size and complexity of the organization. It also includes commitment to fulfill legal and other requirements, eliminate hazards and reduce OH&S risk of workers and to continual improvement of OH&S. The policy is maintained as documented information. It is also adequately communicated within the organization. Policy has not revised since the last audit.

Reference – OHS Policy

Organizational roles, responsibilities and authorities (5.3 of ISO 45001:2018)

Responsibilities and authorities for relevant roles within the OH&S management system have been assigned and communicated for all the level of the organization and maintained as documented information. They have also been assigned the responsibility and authorities to ensure the conformance of OH&S management system and reporting the performance of OH&S management system.

Reference – Organization Chart & Job Descriptions

Consultation and participation of workers (5.4 of ISO 45001:2018)

Company is having OH&S committee with representatives of all departments and appropriate levels. They have been provided training and required resources, with the authority required to access information about OH&S management system. However, there is no mechanism of communicating the appointment of Safety Committee member and their roles and objectives to other staff members. **(OB-01)**

Reference – Meeting minutes of safety committee, considered in the policy to communicate to the employees.

19.3 PLANNING (CLAUSE 6 of ISO 45001:2018)

Actions to address risks and opportunities (6.1 of ISO 45001:2018)

General (6.1.1 of ISO 45001:2018)

Organization has considered the context of the organization, interested parties and their needs and expectations, and the scope of OH&S management system to determine the risk and opportunities need to be address. So that it can achieve intended outcomes, prevent and reduced undesired effects and achieve continual improvement. Company has determined and assessed the risk and opportunities that are relevant to intended outcome and for planned changes prior to change is implemented.

Hazard identification and assessment of risks and opportunities (6.1.2 of ISO 45001:2018)

Hazard identification (6.1.2.1 of ISO 45001:2018)

The process established for hazard identification is not effective.

Eg: Certain social factors such as harassment and bullying, biological factors, drug - addicted employees. **(6.1.2.1 – NCR-01)**

Reference – Hazard Identification Risk Assessment and Controls

Assessment of OH&S risks and other risks to the OH&S management system (6.1.2.2 of ISO 45001:2018)

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The organization has implemented and maintained a process to assess occupational health risk for identified hazards considering the effectiveness of the existing control and determine and assess the other risk related to the company operations and maintenance of the OH&S management system. Company maintained documented information regarding this activity.

Assessment of OH&S risks and other risks to the OH&S management system (6.1.2.3 of ISO 45001:2018)

Organization is also having a process to assess opportunities either direct or indirect that can affect the performance of OH&S management system considering planned changes policies, processes, activities, and any planned changes. These opportunities are in relations with adapt to work organization and work environment.

Determination of legal requirements and other requirements (6.1.3 of ISO 45001:2018)

When the OH&S management system is established and implemented company has initially gathered all necessary legal requirement and other requirements such as requirements specified by buyers and this has been done in consultation and participation with OH&S team who represent all departments of the company. It has been observed that the necessary steps have been taken to access up to date legal requirements and other requirements that are applicable. These requirements have been communicated to all relevant personnel to consider implementing, maintaining and continually improving OH&S management system. Documented information on above activities is available in the company.

Reference – Legal Compliance status

Planning action (6.1.4 of ISO 45001:2018)

The organization has planned all action necessary to address identified risk and opportunities and legal and other requirements with necessary preparedness for emergency situations. Company also has integrated these actions in to OH&S management system and other business processes which is evaluated periodically.

OH&S objectives and planning to achieve them (6.2 of ISO 45001:2018)

OH&S objectives (6.2.1 of ISO 45001:2018)

Company has established OH&S objectives for the year 2025 in order to maintain and continual improved OH&S management system and its performance. The objectives are consistent with the policy and capable of performance. These objectives have been derived from assessment of OH&S risk and other risk to OH&SMS. It is monitored and communicated to the relevant personnel.

Planning to achieve OH&S objectives (6.2.2 of ISO 45001:2018)

Company has established a plan to achieve its OH&S objectives.

Support (Clause 7 of ISO 45001:2018)

Resources (7.1 of ISO 45001:2018)

Company has determined and provide necessary resources sufficient to establish, implement and maintain and improve OH&SMS.

Competence (7.2 of ISO 45001:2018)

The process of evaluation of effectiveness of training is not effective.

Eg Training effectiveness evaluation records are not evident for the training conducted on ISO 45001 Standard requirements on 10.07.2025.

(7.2 – NCR-02)

Awareness (7.3 of ISO 45001:2018)

Company has given adequate awareness to relevant employees about OH&S policy and objectives and how they can contribute OH&SMS to improve the performance and consequences of not performing as per the criteria. They have also been made aware hazards, risk, and the actions to be taken and also outcomes of investigations of incidents that are relevant to them.

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<p>Reference – Training calendar for 2025 and training records.</p>
<p>Communication (7.4 of ISO 45001:2018) General (7.4.1 of ISO 45001:2018) Organization carries out its communication on OH&SMS in a pre-determined manner. What to communicate, when to communicate, whom to communicate and how to communicate has been determined. This also includes both contractors and visitors to the work place and other interested parties considering language literacy. Communication modes are department wise daily meetings, weekly meetings, emails, notice boards, PAS system, Report of near misses and accidents and periodical meetings wherever required. Reference – Evidences of communication (email, contracts, purchase orders, meeting minutes & Display boards)</p>
<p>Internal communication (7.4.2 of ISO 45001:2018) Company has a mechanism to internally communicate information relevant to OH&SMS among all departments and levels. It includes any changes planned and carried out on OH&SMS. This communication is adequate to workers to contribute to performance improvement.</p>
<p>External communication (7.4.3 of ISO 45001:2018) Organization also has a mechanism to communicate its OH&S information to relevant external parties which includes legal and other requirements. Communication modes are contractor handbook, contractual agreements, self-declaration formats.</p>
<p>Documented information (7.5 of ISO 45001:2018) General (7.5.1 of ISO 45001:2018) Company has adequately documented necessary to implement requirements given in the standard. This also includes inform generated from its operation, legal and other requirements.</p>
<p>Creating and updating (7.5.2 of ISO 45001:2018) Documented information is created and updated by ensuring their identification, description, appropriate format, and media and review and approval for suitability and adequacy of documented information is adequate.</p>
<p>Control of documented information (7.5.3 of ISO 45001:2018) Documented information system covers distribution, access retrieval and use, storage and preservation, including preservation of legibility, retention and disposition. All necessary external documents are identified sufficiently. Reference – master list of records</p>
<p>Operational planning and control (8.1 of ISO 45001:2018) General (8.1.1 of ISO 45001:2018) The process established for operational control is not effective Eg: At the time of audit, workshop technicians have been using hand operating electrical tools without gloves to prevent Hand-Arm Vibrating Syndrome. (8.1.1 – NCR-03) Also, Water was observed in walking pathways to washrooms which may lead to slip hazards (OB-02) and Certain employees who are required prolong standing are not provided with antifatigue carpets. ((OB-03)</p>
<p>Eliminating hazards and reducing OH&S risks (8.1.2 of ISO 45001:2018) The process of implementation and maintenance of processes for elimination of hazards and reduction of OH&S risks is effective.</p>
<p>Management of change (8.1.3 of ISO 45001:2018) The process of implementation and control of planned temporary and permanent changes that impact OH&S performances is adequate.</p>

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Procurement (8.1.4 of ISO 45001:2018)

General (8.1.4.1 of ISO 45001:2018)

Contractors (8.1.4.2 of ISO 45001:2018)

Company has a procedure to coordinate with procurement its contractors in order to identify hazards and risks including contractors' activities and operations that have any impact on the organization. Vice versa. Company also has implemented a mechanism to prevent accidents and health risk in contracting.

References: Contractor handbook, self-declaration format, work permits, contractual agreements

Outsourcing (8.1.4.3 of ISO 45001:2018)

The organization has obtained few outsourced necessary functions of transport, construction and building work, security, cleaning, canteen activities and processes while consistent with the legal and other requirements.

References: Self-declaration format, work permits such as work at height, hot works, excavation, contractual agreements, meeting records, monitoring records etc.

Emergency preparedness and response (8.2 of ISO 45001:2018)

The process of establishing planned responses to emergency situations including the provision for first aid is effective.

19.6 PERFORMANCE EVALUATION (CLAUSE 9 of ISO 45001:2018)

Monitoring, measurement, analysis and performance evaluation (9.1 of ISO 45001:2018)

General (9.1.1 of ISO 45001:2018)

Company has determined what needs to be monitored and measured, the methods for monitoring, measurement and analysis. Company has maintained documented information of the results of monitoring, measurement and analysis and performance evaluation. Monitoring and measuring equipment have been calibrated and reports are available.

Evaluation of compliance (9.1.2 of ISO 45001:2018)

Company has implemented a process to analyse and evaluate the data and evaluation obtains from monitoring and measurement activities. Such as occupational health complains, observe health of workers and work environment, work related injuries. Documented information required has been retained. All assessment reports are available for existing boilers, fork lifts, Rack stability, building stability, electrical panel inspections etc.

References: Internal test reports, 3rd party test reports, calibration reports **Eg:** Report on Electrical installation, Stack Emission (CEA 07/LM/Labs/79/2024), Occupational exposure (2025)03-009A, drinking water test report, Building Stability report, Electrical safety report

Internal audit (9.2 of ISO 45001:2018)

Company has conducted two internal audits annually covering all the sections to provide information on whether OH&SMS is effectively implemented. Last internal Audit was carried out by qualified and competent auditors on 16 & 17 th October 2025. Company had taken appropriate action to address nonconformities and to continually improve it OH&S performances.

Results of the audit have been reported to the last management review meeting conducted and other relevant managers, workers and relevant interested parties and corrective actions have been taken without delay.

Reference – Internal Audit Plan, Non-conformity Records, Audit report

Management review (9.3 of ISO 45001:2018)

Company has reviewed the OH&S management system at planned intervals to ensure its continuing suitability, adequacy, effectiveness and achieving intended outcome on its last management review meeting held on 12 th November 2025.

Reference – MR Minutes, MR meeting attendance sheet

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19.7 IMPROVEMENT (CLAUSE 10 of ISO 45001:2018)

General (10.1 of ISO 45001:2018)

Company has determined and selected opportunities for improvement and implemented necessary actions to achieve the intended outcomes of its OH&S management system.

Incident, nonconformity and corrective action (10.2 of ISO 45001:2018)

Company has established, implemented and maintained the process of determination of root causes of non-conformities raised at the internal audit.

Reference – process non-conformity and internal audit non-conformity records and customer complaint records.

Continual improvement (10.3 of ISO 45001:2018)

Company is committed to continually improve the effectiveness of the OH&S management system through the use of new technology, good practices, suggestion and recommendation from interested parties, new knowledge and understanding of occupational health and safety issues etc.

20. KEY PERSONNEL INTERVIEWED:

Name	Designation	Responsibilities
Mr. Rumesh Jayawardhana	Assistant Manager - Compliance	Overall Responsibility in OH&S Compliance functions
Mr. Anupama Kaluarachchi	Senior Manager- Maintenance	Overall Responsibility in Maintenance related functions
Ms. Dulari Pathiraja	Counsellor	Providing psychological support and guidance to employees
Ms Saduni	Nursing Officer	In- Charge of Medical Room

21. APPLICABLE LEGAL REQUIREMENTS: Factory ordinance, EPL, ETF, EPF Acts Etc.

22. DETAILS OF SHIFT ACTIVITIES: Only General Shift is audited during this audit. Night shift is available during peak seasons for certain sections.

23. ANY UNRESOLVED ISSUES: None

24. REVIEW OF PREVIOUS SURVEILLANCE AUDIT REPORTS AND VERIFICATION OF EFFECTIVENESS

OF CORRECTIVE ACTIONS FOR PREVIOUSLY IDENTIFIED NON-CONFORMITIES: Done

25. USE OF LOGO: Terms and conditions are as per the certification body regulations.

26. OVERALL CONCLUSION OF THE AUDIT

Audit is based on a sampling process of the available information at the point of auditing and the audit methods used were interviews, observation of activities and review of documentation and records. With consideration to the findings identified on the report the overall conclusions of the audit are as follow:

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- | | | | | |
|---|-----|-------------------------------------|----|--------------------------|
| • The management system documentation demonstrated conformity with the requirements of the audit standard and provided sufficient structure to support implementation and maintenance of the management system. | YES | <input checked="" type="checkbox"/> | NO | <input type="checkbox"/> |
| • The organization has demonstrated effective implementation and maintenance /improvement of its management system. | YES | <input checked="" type="checkbox"/> | NO | <input type="checkbox"/> |
| • The organization has demonstrated the establishment and tracking of Appropriate key performance objectives and targets and monitored progress towards their achievement. | YES | <input checked="" type="checkbox"/> | NO | <input type="checkbox"/> |
| • The internal audit program has been fully implemented and demonstrates effectiveness as a tool for maintaining and improving the management system. | YES | <input checked="" type="checkbox"/> | NO | <input type="checkbox"/> |
| • The management review process demonstrated capability to ensure the continuing suitability, adequacy and effectiveness of the management system. | YES | <input checked="" type="checkbox"/> | NO | <input type="checkbox"/> |
| • Throughout the audit process, the management system demonstrated overall conformance with the requirements of the audit standard. | YES | <input checked="" type="checkbox"/> | NO | <input type="checkbox"/> |

27. MAJOR NON-CONFORMITIES: None

28. MINOR NON-CONFORMITIES: Three (03)

1. The process established for hazard identification is not effective.
Eg: Certain social factors such as harassment and bullying, biological factors, drug - addicted employees. (6.1.2.1)
2. The process of evaluation of effectiveness of training is not effective.
Eg Training effectiveness evaluation records are not evident for the training conducted on ISO 45001 Standard requirements on 10.07.2025.
(7.2)
3. The process established for operational control is not effective
Eg: At the time of audit, workshop technicians have been using hand operating electrical tools without gloves to prevent Hand-Arm Vibrating Syndrome. (8.1.1)

29. OBSERVATIONS: Three (03)

1. There is no mechanism of communicating the appointment of Safety Committee member and their roles and objectives to other staff members. (5.4)
2. Water was observed in walking pathways to washrooms which may lead to slip hazards (8.1.1)
3. Certain employees who are required prolong standing are not provided with antifatigue carpets. (8.1.1)

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30. OPPORTUNITIES FOR IMPROVEMENT: None

31. RECOMENDATION FROM AUDIT TEAM:

The audit team concludes that the organization has ~~has not~~ established and maintained its management system in line with the requirements of the standard and demonstrated the ability of the system to systematically achieve agreed requirements for products / ~~services~~ within the scope and the organization's policy and objectives.

Therefore the audit team recommends that, based on the results of this audit and the system's demonstrated state of development and maturity, management system certification be:

Granted ~~continued~~ the certification subjected to the completion and subsequent verification of corrective action for all major/minor non-conformities raised ~~Suspended~~ until satisfactory corrective action is completed.

Team Leader (Name) :Date:

• *This page is for internal purposes only.*

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32. RECOMMENDATION BY AUDIT TEAM :

Recertification is recommended/not recommended, subject to verification of the corrective actions taken for the raised nonconformities.

..... Signature of Team Leader Date
..... Signature of Team Member -1 Date
 Signature of Team Member - 2 Date

33. RECOMMENDATION BY CERTIFICATION MANAGER:

All nonconformities have / have not been effectively closed; therefore, recertification is recommended / not recommended.

Since no nonconformities were raised during the audit, recertification is recommended.

..... Signature of Certification Manager Date
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34. APPROVAL FOR SUBMISSION TO THE CERTIFICATION COMMITTEE:

Approved/Not Approved

..... Signature of Director Date
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