A textile conglomerate of Armstrong Knitting Mills which was established in 1969

By

A.NARAYANASAMY GM(T)

ARMSTRONG SPINNING MILLS (P) LIMITED

A textile conglomerate of Armstrong Knitting Mills which was established in 1969

29TH MAY 2018 IN GOTS INDIA SEMINAR HELD AT COIMBATORE
• The roots of Armstrong Knitting Mills date back to the year 1969 when Neil Armstrong first set foot upon the Moon, Mr.E.PALANISAMY, started a Knitting Mill in the town Tirupur, laying foundation for the group Armstrong Knitting Mills.

• This success for the company is mainly due to a technically qualified and experienced management team led by Mr.P.VIVEKANAND.

• The company has over the years attained status as per international Quality Standards for manufacturing Organic cotton/Fair Trade Organic cotton textiles.
Armstrong Spinning Mills (P) Ltd.,
Meenkarampalayam - 638 462, Nambiyur Taluk, Erode Dist., Tamilnadu.
towards 100% Sustainable Yarn...

COUNT
- Ne 6s to 60s Cone Yarn
- Suitable for High Speed Knitting & Weaving / Auto coned 25s Quantum
- Contamination well controlled yarn
- Ne 6s to 25s open end recycled yarn
- Ne 6s to 45s ring Spun recycled yarn

CERTIFICATION
- GOTS-Control Union certified
- OCS, CCS, GRS & RCS - Control union certified
- FAIRTRADE /FSP - FLO Cert certified
- EU Flower Certified
- OEKO TEX CERTIFIED

PRODUCT TYPE
- 100% Organic Cotton Yarn / FAIRTRADE ORGANIC / NON ORGANIC COTTON YARN
- Recycled blended yarn (40% or 70% Recycled post consumer polyester+60% or 30% Cotton)
- 100% EU Flower organic & Non Organic yarn
- Slub yarn
- Greige organic cotton Knitted/Woven Fabric
- FAIRTRADE organic/Non organic grey cotton knitted fabric
- 100% Organic Silk cotton (KAPOK) Fibers
- 85% Organic Cotton + 15% Organic silk cotton (KAPOK) blended yarn
- BCI Cotton yarn
- Chetna (Chetco) organic cotton yarn
- Recron® GreenGold Fibre (Recycled Pet Bottle) blended yarn

R | Elan™ Fabric 2.0
HEP Partner Reliance

REG OFFICE:

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“Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs.”

_Sustainability_ is the ability to continue a defined behavior indefinitely.

- **Environmental sustainability** is the ability to maintain rates of renewable resource harvest, pollution creation, and non-renewable resource depletion that can be continued indefinitely.
- **Economic sustainability** is the ability to support a defined level of economic production indefinitely.
- **Social sustainability** is the ability of a social system, such as a country, to function at a defined level of social well being indefinitely.
1. EMPLOYMENT RECRUITMENT POLICY
2. PROHIBITION OF CHILD LABOUR POLICY
3. PROHIBITION OF FORCED LABOUR POLICY
4. HEALTH AND SAFETY POLICY
5. FREEDOM OF ASSOCIATION & RIGHT TO COLLECTIVE BARGAINING POLICY
6. PROHIBITION OF DISCRIMINATION POLICY
7. PROHIBITION OF PREGNANCY TESTING POLICY
8. PROHIBITION OF HARASSMENT (OR) ABUSE POLICY
9. HOURS OF WORK POLICY
10. WAGES / BENEFITS AND LEAVE POLICY
11. CANTEEN HYGIENE POLICY
12. ENVIRONMENTAL POLICY
13. BUSINESS INTEGRITY POLICY
EVACUATION DRILL TRAINING IN NIGHT SHIFT
FWF & SAVE together help us to form the ICC & We are the first Spinning Mills in INDIA to organize the same.
**Why Armstrong IN ICC**

- To improve the Workers awareness.
- Productivity with safe environment.
- The training sessions are regular and they have set up function committee with representative from different departments to deal with employee concern.
- Freedom to form the committee & do the social corporate.
- FWF & SAVE together help us to form the ICC & We proved to be a first Spinning mills in INDIA.
- We agreed to be a pilot expert more awareness among the stable workforce.
- Freedom to work, speak & form committee among workers.
- Grievances handled properly with proper channel.
HOSTEL LICENCE ISSUED BY COLLECTOR

SENT FOR RENEWAL
**Living Wage Incubator**

**Nudie Jeans**

**Location:** Tirupur, India

**Workers:** 1,000 workers split between two factories

**Trade Union Presence:** No

**Percentage of Production Represented:** <5%

**Start of Intervention:** 2012

**Target Floor Wage:** 11,200 INR for 2016

**How Much More Workers Received:** 0.2-0.6 EUR/garment bonus by Nudie.

In February 2016, for example, Nudie's contributions combined with those of 2 other brands meant a bonus for each permanent worker of approx. 1,500 INR (approx. 21 EUR).

**Kind of Intervention by FWF Brand:**

**Understanding how Pricing Relates to Wages**

- Nudie jeans and the factory management get together to calculate a living wage level for workers at the factory.
- For each garment, Nudie jeans calculated the living wage factor needed to cover the actual cost of living wages.

**Knowing how to ensure the money is contributing to workers' wages**

- Payments are made to all workers approximately 1,000 workers spread across two and a half years.
- Every employee receives an equal share of the total amount paid by Nudie jeans.
- FWF audits in 2015 and 2016 verified the bonus payment was received.

**Knowing where the money can come from to pay for higher wages**

- Management calculated that paying at least target wage would remove work costs by approximately 30%.
- Based on the time Nudie signs take to produce, management can calculate Nudie jeans' living wage bonus payments.
- The living-wage factor is specified on the factory's invoices to Nudie jeans and is divided separately from TCE on the invoice (Compounding price escalation).
- Nudie jeans has secured two other smaller customers to also pay a living wage bonus. Larger customers have yet to join.

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**First time in India...**

**For Spinning Mill Employees...**

**Living Wage**

- Family of
- Healthy meals per day
- Safe
- Education
- Healthcare

**Towards:**

- Low-income
- Background
- Salary
- Finance
- Pay

**Living wage**

- Edwin workers
- by
- Nudie jeans

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**Paying a Fair Share**

- 37% Total against
- 47% Total as favour

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**Thanks**

- Armstrong
- The case for Quality
DIRECTORATE OF INDUSTRIAL SAFETY AND HEALTH

From
Thiru. G. Muralidharan, M. Tech,
Joint Director,
Industrial Safety and Health,
Erode.

To
The Principal Employer
ARMSTRONG SPINNING MILLS (P) LTD.,
S.F. No. 178, Meenkaram Palayam,
Lagam Palayam Village,
Gobi Taluk, Erode District.


Sir,


Ref: Your Application Dated: 01.02.2016.

With reference to your application cited, the Registration Certificate under the Inter – State Migrant Workmen (Regulation of Employment and Conditions of Service) Act 1979 & (Tamilnadu) Rules 1983 is sent herewith.

Encl: Registration Certificate.

Joint Director,
Industrial Safety and Health,
Erode.

Copy to:
Deputy Director,
Industrial Safety and Health,
Erode for Information.

Spare – 1.

GOVERNMENT OF TAMILNADU

Office of the Registering Officer Joint Director of Industrial Safety and Health, Erode

A certificate of Registration containing the following particulars is hereby granted under clause (a) sub – section (2) of section 4 of the Inter – State Migrant Workmen (Regulation of Employment and Conditions of Service) Act 1979 (central Act 30 of 1979) and the rules made thereunder to ARMSTRONG SPINNING MILLS (P) LTD., S.F. No. 178, Meenkaram Palayam, Lagam Palayam Village, Gobi Taluk, Erode District.

1. Name and address of the establishment
   ARMSTRONG SPINNING MILLS (P) LTD.,
   S.F. No. 178, Meenkaram Palayam,
   Lagam Palayam Village,
   Gobi Taluk, Erode District.

2. (a) Nature of work carried on in the establishment
   Spinnings

3. Names and addresses of Contractors
   Direct Employment

4. Nature of work for which migrant workers are to be employed or are employed
   Mixing, Preparatory, Spinning, Winding, Packing and Knitting.

5. Maximum Number of migrant workers to be employed on any day through each contractor
   490 workers (Direct Employment)
   (380 Women + 110 Men)

6. Other particulars relevant to the employment of migrant workers
   (i) Estimate date of commencement of each contract work under each contractor
       –
   (ii) Estimated date of termination of employment of migrant workers under each contractor
       –

Date: 08.02.2016

Signature of Registering Officer
SUPERVISORY DEVELOPMENT PROGRAMME
FOR
MIGRANT ORIYA WORKERS
FWF SUPERVISOR
TRAINING PROGRAM

2016 & 2017
Worker Rights & Responsibilities

Employees
- Comply with Employer’s Health and Safety Plan (HASP)
  - Use PPE
  - Obtain vaccinations
  - Reporting requirements using the proper chain of command
- Maintain constant awareness of your surroundings
Programme arranged by READ (NGO)

AIM

The aim of gender sensitization is to make people aware of the power relations between men and women in society and to understand the importance of affording women and men equally opportunities and treatment.
Some very general features that would seem essential to making any organization more gender sensitive and more gender equal are as follows:

- Gender equality should be a priority not only in the organization’s mission statement, general objectives, and policies, but also in its internal regulations (recruitment procedures, terms and conditions for workers, etc.)

SUGGESTIONS

- Change in Rectt Policy
- Sexual Harassment Awareness Training
- Sensing Mechanisms
- Commitment from Top
- Practices Consistent with Policies
CONCLUSION

- On the **platform of equality** together we can achieve the **common goals** of organization not merely with **legal changes** but definitely with **attitudinal changes**.
LEPROSY Awareness Programme

DENGUE Awareness Programme
Works Committee

COLLECTIVE

BARGAINING

FOR

ALL
ELECTED COMMITTEES

ARMS STRONG SPINNING MILLS(P) LTD
GREIVANCE COMMITTEE

ARMS STRONG SPINNING MILLS(P) LTD
HEALTH & SAFETY COMMITTEE

ARMS STRONG SPINNING MILLS(P) LTD
ANTI SEXUAL HARRASSMENT COMMITTEE
18/1 SETTLEMENT

BONUS SETTLEMENT

28.09.2017

வேகவான சாதனை செய்வதுடன், 28.09.2017

1. மாதம் 2017 மற்றும் 2018 பார்வை

2. மாதம் 2017 மற்றும் 2018 பார்வை

3. மாதம் 2017 மற்றும் 2018 பார்வை

4. 04.10.2017 மற்றும் 05.10.2017 பார்வை

வேகவான சாதனை செய்வதுடன், 28.09.2017 மற்றும் 28.09.2018 பார்வை

வேகவான சாதனை செய்வதுடன், 28.09.2017 மற்றும் 28.09.2018 பார்வை
ASM – FT Premium Paid

- SUMINTER - 244.39
- PRATIMA - 77.92
- NOBLE - 89.42
- CHETNA - 19.22
- DELIGHT - 25
- ZAMEEN - 5.8

Total: 461.75 Lakhs
2016 – 2018 CONSUMED 280 MT OF POST CONSUMER PET BOTTLES
RECYCLE POLYESTER

Armstrong
20 Million bottles
saved from landfill

- Carbon emissions reduced by 63%
- 90% of the water used is recycled
- Reduces energy usage by 90%
- Saves dyestuff and chemicals by 70%
Sustainable energy is the provision of energy that meets the needs of present without compromising the ability of future generations to meet their needs.

- We generate excess **green power** than we consume.
  * Total Wind Mill Capacity – 18.5 MW (20 machines – approx -370 Lacs unit/Year)

- We Installed 1MW Solar Power Project in our Spinning Mills
  * Daily Production : 5689.082 kWh
  * Daily CO2 Reduction : 3982.357 kg

- We are using **100% of green power** for our total **production**.
Product Carbon Footprint

• In continuation to these, now we are happy to attain yet another milestone & being the **front runner in textiles** to obtain Carbon foot print mark in India through SGS.

• The evaluation done by SGS in this program not only confirms the emission of CO2, but also helps in reducing the CO2 emissions.

• This is our first step to make our group as **Carbon Neutral company** (or) **Carbon Negative Company**
To Our Management, GOTS and the Audience for giving wonderful opportunity to deliver this presentation

Please visit us at

www.armstrongspinningmills.com
www.armstrongknittingmills.com