



Company	MUGHAL HOUSE MANPOWER CONSULTANCY
Company Address	
SAQ Version	Corporate SAQ - 2026
Released Date	05/24/2026 03:59

Overall Score

86.1%
Low Risk

Applicable Questions: 102

Possible Points: 496.0

Points Received: 427.0

Section Scores

Section Name	Score	Assessment	Questions	Possible Points	Points Received
Company Info	66.7	Moderate Risk	18	27.0	18.0
CI -- Company Information	66.7	Moderate Risk	18	27.0	18.0
Labor and Ethics	90.0	Low Risk	43	240.0	216.0
CLETMA -- Labor and Ethics Management Accountability	90.0	Low Risk	5	30.0	27.0
CLETPP -- Labor and Ethics Policies and Procedures	100.0	Low Risk	12	54.0	54.0
CLETMS -- Labor and Ethics Management System Status	86.5	Low Risk	26	156.0	135.0
Health & Safety and Environmental	84.3	Moderate Risk	41	229.0	193.0
CHSEMA -- Health, Safety and Environmental Management Accountability and History	69.2	Moderate Risk	8	39.0	27.0
CHSEPP -- Health, Safety and Environmental Policy and Procedures	91.0	Low Risk	13	67.0	61.0
CHSEMS -- Health, Safety and Environmental Management System Status	85.4	Low Risk	20	123.0	105.0

CI -- Company Information	
CI1.1	Company Name: MUGHAL HOUSE MANPOWER CONSULTANCY
CI1.2	Company Headquarters Mailing Address: mhmc023@gmail.com
CI1.3	Street Address: Ahamed Plaza, 1st Floor, Mukul Cinematala, G.T.Road. Po & PS : Pandua, Dist:Hooghly, Pin No - 712149, West Bengal, India
CI1.4	City and State/Province (Please enter N/A if not applicable): City: Pandua, State: West Bengal.

CI1.5	Country:
	India
CI1.6	Primary Contact Name:
	Firoz Ahamed
CI1.7	Contact Position or Title:
	Firoz Ahamed
CI1.8	Contact Telephone Number:
	+91-8653460615
CI1.9	Contact Email:
	mhmc023@gmail.com
CI1.10	Please choose your PRIMARY Deliverables:
	Services
CI1.13	What is the principal Service based activities of your company? (To select multiple rows hold down the Ctrl key and click additional choices):
	Labor Agent/Labor Services/Dispatch Agent
CI1.15	Which of the following best describes your company?
	Privately owned
CI1.18	Please list the countries where your company has business operations and/or manufacturing facilities. (Note that each manufacturing facility must complete a Facility Questionnaire).
	Pandua, Hooghly, West Bengal, India
CI1.19	What is your total directly employed workforce worldwide.
	5
CI1.20	What percentage of your total workforce is typically indirect, contract or dispatch?
	100%
CI1.21	As a result of any company misconduct, is your company subject to any trade sanctions imposed by any government?
	No
CI1.22	Within the last 7 years, has your Company or any of the key personnel been suspended from doing business, charged with or convicted of fraud, bribery, corruption, or business related criminal acts?
	No
CI1.23	Notes and Comments on any question in this section: (answer required, If none enter N/A)
	N/A

CLETMA -- Labor and Ethics Management Accountability

CLETMA1.1	Are one or more company management representatives responsible for assuring compliance with LABOR laws, regulations, and codes across all of your facilities?
	Yes
CLETMA1.2	Are one or more company representatives or compliance officers responsible for assuring compliance with business ETHICS laws, regulations and codes (e.g. bribery, corruption, etc.) across all of your facilities?
	Yes
CLETMA1.3	During the last 12 months, has your company received any awards or recognition for your LABOR or ETHICS achievements from internationally recognized organizations?
	No

CLETMA1.5	If your company incorporates tin, tungsten, tantalum or gold in your products, do you implement the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas?
	N/A
CLETMA1.6	Notes and Comments on any question in this section: (answer required, If none enter N/A)
	N/A
CLETPP -- Labor and Ethics Policies and Procedures	
CLETPP1.1	Does your company have a written LABOR policy (or statement of commitment)? (May be part of a combined labor and ethics policy)
	In Place
CLETPP1.2	Please provide a website address, URL or contact email to obtain a copy of the policy or statement of commitment.
	mhmc023@gmail.com
CLETPP1.2a	Please upload a copy of applicable policy
	commitment of RBA Sign.pdf
CLETPP1.3	Do all of your facilities communicate the LABOR policies in language(s) which the workers understand?
	Yes
CLETPP1.4	Does your company have a written ETHICS policy (or statement of commitment)? (May be part of a combined LABOR and ETHICS policy)
	In Place
CLETPP1.5	Please provide a website address URL or contact email to obtain a copy of the policy or statement of commitment.
	mhmc023@gmai.com
CLETPP1.5a	Please upload a copy of applicable policy
	commitment of RBA Sign.pdf
CLETPP1.6	Do all of your facilities communicate the ETHICS policies in the native language(s) of the workers or language(s) which the workers understand?
	Yes
CLETPP1.7	Does your company place a contractual requirement on its SUPPLIERS (including labor agencies) to be in compliance with current LABOR laws, regulations and industry standards?
	Yes
CLETPP1.8	Does your company place a contractual requirement on its SUPPLIERS (including labor agencies) to be in compliance with current ETHICS laws, regulations and industry standards?
	Yes
CLETPP1.9	Notes and Comments on any question in this section: (answer required, If none enter N/A)
	N/A
CLETPP1.10	Would you like to attach any other applicable documents related to this section?
	No

CLETMS -- Labor and Ethics Management System Status

CLETMS1.1	Does your company utilize a management systems approach (including policies, goals, procedures, and review processes) to assure proper management of LABOR?
	Management System in place but not 3rd party certified
CLETMS1.4	On what system or standard is it modeled?

RBA CODE OF CONDUCT AND LOCAL LEGAL LAW REQUIREMENTS THAT APPLICABLE IN INDIA.

CLETMS1.5	When did management review the status of the above LABOR management system(s) and identify any improvement opportunities? Within the past 12 months
CLETMS1.6	To what extent are your LABOR management system(s) documented? All elements documented
CLETMS1.7	Does your company utilize a management systems approach (including policies, goals, procedures and review processes) to assure proper management of ETHICS? Management System in place but not 3rd party certified
CLETMS1.10	On what system or standard is it modeled? RBA CODE OF CONDUCT AND LOCAL LEGAL LAW REQUIREMENTS THAT APPLICABLE IN INDIA.
CLETMS1.11	When did management review the status of the above ETHICS management system(s) and identify any improvement opportunities? Within the past 12 months
CLETMS1.12	To what extent are your ETHICS management system(s) documented? All elements documented
CLETMS1.13	Has your company established a tracking system to identify and monitor LABOR and ETHICS laws and regulations that apply to your company? In Place
CLETMS1.14	Does your company track and review performance metrics and data on Working Hours? Yes
CLETMS1.14a	Does your company require all overtime to be voluntary in every country? If Collective Bargaining Agreements are in place, anything above the agreed upon "regular weekly working hours" must be voluntary Yes
CLETMS1.15	Does your company PUBLICLY report these Working Hours metrics? Yes
CLETMS1.15a	Please upload a copy of applicable report 3. RBA-Labor Procedures - Working Hours.doc
CLETMS1.16	Does your company track and review performance metrics/data for Other LABOR Topics? Yes
CLETMS1.17	Does your company PUBLICLY report these objectives and metrics on Other LABOR Topics? No
CLETMS1.18	Does your company track and review performance metrics/data for ETHICS and Governance issues? Yes
CLETMS1.19	Does your company PUBLICLY report these ETHICS and Governance metrics? No
CLETMS1.20	Does your company have a risk assessment process to identify, prioritize, and mitigate the potential LABOR and ETHICS risks associated with your operations and activities? In Place
CLETMS1.21	Does your company have a program to assess risks and manage the identified risks relating to the LABOR and ETHICS practices of your SUPPLIERS? In Place

CLETMS1.22	Does your company conduct periodic audits of LABOR and ETHICS practices at any of its facilities in order to assess conformance with regulatory and other requirements?
	Yes, all facilities annually
CLETMS1.23	During the last 12 months, has your company received a LABOR or ETHICS practices audit or assessment by a customer or other external organization at any of your facilities?
	No
CLETMS1.24	Does your company have a process to immediately implement corrective actions for LABOR or ETHICS deficiencies identified by internal or external assessments, audits and reviews?
	In Place
CLETMS1.25	Does the corrective action process include root cause analysis and prevention?
	Yes
CLETMS1.26	Does your company provide formal training to employees on Business ETHICS which includes guidance on how to prevent and detect corruption?
	Yes
CLETMS1.27	Does your company agree to NOT pay anything of value to any government official for the purpose of improperly influencing any official decision directly or through any intermediary?
	Yes
CLETMS1.28	Notes and Comments on any question in this section: (answer required, If none enter N/A)
	N/A

CHSEMA -- Health, Safety and Environmental Management Accountability and History

CHSEMA1.1	Are one or more company management representatives responsible for assuring compliance with occupational HEALTH & SAFETY laws, regulations and codes across all of your facilities?
	Yes
CHSEMA1.2	Are one or more company management representatives responsible for assuring compliance with ENVIRONMENTAL laws, regulations and codes across all of your facilities?
	Yes
CHSEMA1.3	During the last 12 months, has your company received any company-wide awards or recognition for your HEALTH & SAFETY or ENVIRONMENTAL achievements from internationally recognized organizations?
	No
CHSEMA1.5	During the last 12 months, were there fires, explosions, industrial accidents, or hazardous releases outside of secondary containment at any of your facilities?
	No
CHSEMA1.7	Notes and Comments on any question in this section: (answer required, If none enter N/A)
	N/A
CHSEMA1.7a	Would you like to attach any other applicable documents related to this section?
	Yes
CHSEMA1.7b	Please attach applicable document
	RBA-Safety Procedure-Emergency Preparedness & Response.docx
CHSEMA1.1a	Does your company consider, and manage hazardous chemicals, in accordance with the Montreal Protocol ?
	No

CHSEPP -- Health, Safety and Environmental Policy and Procedures

CHSEPP1.1	Does your company have a written HEALTH & SAFETY Policy (or statement of commitment)? (May be part of a combined health, safety and environmental policy).
	In Place
CHSEPP1.2	Please provide a website address, URL or contact email to obtain a copy of the policy or statement of commitment.
	mhmc023@gmail.com
CHSEPP1.2a	Please attach a copy of applicable policy
	RBA-Safety Procedure-Emergency Preparedness & Response.docx
CHSEPP1.3	Do all of your facilities communicate the HEALTH & SAFETY policies in the language(s) of the workers?
	Yes
CHSEPP1.4	Does your company place a contractual requirement on its SUPPLIERS (including labor agencies) to be in compliance with occupational HEALTH & SAFETY laws and regulations, and adopt a HEALTH & SAFETY standard or code of conduct?
	Yes
CHSEPP1.5	Does your company have a written ENVIRONMENTAL Policy (or statement of commitment)? (May be part of a combined health, safety and environmental policy)
	Partial
CHSEPP1.6	Please provide a website address, URL, or contact email to obtain a copy of the policy or statement of commitment.
	mhmc023@gmail.com
CHSEPP1.7	Do all of your facilities communicate the ENVIRONMENTAL policies in the language(s) of the workers?
	Yes
CHSEPP1.8	Does your company place a contractual requirement on its SUPPLIERS (including labor agencies) to be in compliance with ENVIRONMENTAL regulations and adopt an ENVIRONMENTAL standard or code of conduct?
	Yes
CHSEPP1.9	Does your company have a company-wide GreenHouse Gas (GHG) Reduction goal?
	Yes
CHSEPP1.9a	Please provide a website address, URL, or contact email to obtain a copy of the policy or statement of commitment.
	mhmc023@gmail.com
CHSEPP1.9b	Does your company publicly report progress against the GHG reduction goal?
	Yes
CHSEPP1.10	Notes and Comments on any question in this section: (answer required, If none enter N/A)
	N/A

CHSEMS -- Health, Safety and Environmental Management System Status

CHEMS1.1	Does your company utilize a management systems approach (including policies, programs, procedures, and review processes) to assure proper management of HEALTH & SAFETY practices?
	Management System in place but not 3rd party certified
CHEMS1.4	On what system or standard is it modeled?
	RBA CODE OF CONDUCT AND LOCAL LEGAL LAW THAT REQUIRED IN INDIA
CHEMS1.5	To what extent is the above HEALTH & SAFETY management system documented?
	All elements documented

CHEMS1.6	When did management review the above HEALTH & SAFETY management system(s) and identify any improvement opportunities? Within the past 12 months
CHEMS1.7	Does your company utilize a management systems approach (including policies, programs, procedures, and review processes) to assure proper management of ENVIRONMENTAL practices? Management System in place but not 3rd party certified
CHEMS1.10	On what system or standard is it modeled? RBA CODE OF CONDUCT AND LOCAL LEGAL LAW THAT REQUIRED IN INDIA
CHEMS1.11	To what extent is the above ENVIRONMENTAL management system documented? All elements documented
CHEMS1.12	When did management review ENVIRONMENTAL management system and identify any improvement opportunities? Within the past 12 months
CHEMS1.13	Has your company established a tracking system to identify and monitor HEALTH & SAFETY and ENVIRONMENTAL laws and regulations that apply to your company? In Place
CHEMS1.14	Does your company Track and review performance metrics and data for employee HEALTH & SAFETY? Yes
CHEMS1.15	Does your company PUBLICALLY report these HEALTH & SAFETY objectives and metrics? No
CHEMS1.16	Does your company track and review performance metrics/data for ENVIRONMENTAL Issues? Yes
CHEMS1.17	Does your company PUBLICALLY report these ENVIRONMENTAL metrics? No
CHEMS1.18	Does your company have a risk assessment process to identify, prioritize, and mitigate the potential HEALTH & SAFETY and ENVIRONMENTAL risks associated with your operations and activities? In Place
CHEMS1.19	Does your company have a program to assess risks and manage the identified risks relating to the HEALTH & SAFETY and ENVIRONMENTAL practices of your SUPPLIERS? In Place
CHEMS1.20	Does your company conduct periodic audits of HEALTH & SAFETY and ENVIRONMENTAL practices at its operating facilities in order to assess conformance with regulatory and other requirements? Yes, all facilities annually
CHEMS1.21	During the last 12 months, has your company received a HEALTH & SAFETY or ENVIRONMENTAL practices audit or assessment by a customer or other external organization at any of your facilities? Yes
CHEMS1.22	Does your company have a process to immediately implement corrective actions for HEALTH & SAFETY and ENVIRONMENTAL deficiencies identified by internal or external assessments, audits and reviews? In Place
CHEMS1.23	Does the corrective action process include root cause analysis and prevention? Yes
CHEMS1.26	Notes and Comments on any question in this section: (answer required, If none enter N/A) N/A

