

Joshua Farinella met with a human resources executive at the plant in January 2024, and the two discussed a plan to move some workers off site when auditors visited the plant.

[00:00:02] Joshua Farinella: I'm just back to the dorms because I'm always paranoid before audits happen. So, we're 150 Boys, 500 Girls? Roughly? Give or take? Almost?

[00:00:18] Kir****: Currently 200 boys.

[00:00:22] Joshua Farinella: OK. How many bathrooms do we have?

[00:00:27] Kir****: Washrooms? We have enough washrooms for female and male also, sir.

[00:00:30] Joshua Farinella: OK.

[00:00:31] Kir****: In the audit then we report only 100 people, boys, showing 100 people boys. They already entered.

[00:00:39] Joshua Farinella: OK.

[00:00:40] Kir****: What we have to do is to make payments for the [inaudible]. Sorry, sorry.

[00:00:53] Kir****: For females, we have twenty bathrooms.

[00:00:56] Joshua Farinella: OK.

[00:00:58] Kir****: More than enough, sir.

[00:01:00] Joshua Farinella: So, 20 bathrooms, 20 showers for? OK. How do they do laundry? How do they do laundry? I only see it hanging out to dry. I just don't.

[00:01:10] Kir****: [inaudible] It's not the— our equipment. They're washing by their own and drying clothes.

[00:01:18] Joshua Farinella: OK.

[00:01:20] Kir****: It will not [inaudible] The company laundry.

[00:01:25] Joshua Farinella: OK, cool. And we're gonna move.

[00:01:31] Kir****: We arranged a training facility there. And then the last audit for BRC audit [inaudible] washing facility. We can say what I'm planning is on the day we can show like it is under construction. Earlier it was the last days, now it is under construction, we are planning to replace. [inaudible].

[00:01:59] Joshua Farinella: But in the time being, during that audit, we're going to rent somewhere off site? We're going to rent somewhere off site for a couple days to move some of these boys or are we going to keep them?

[00:02:08] Kir****: No need sir. On the day I would open the back side gate and send them through that gate and whenever the auditor comes in, say he'll ask them to sit here sir by the [inaudible] from the team all these boys and girls who are not [inaudible] that allows them to move out one day, we'll give you outing, it is in the contractor's responsibility, it is not our responsibility, if they are going out and something happens also is [inaudible]. But I'll tell contractor to give gate pass for everyone. The rest, the contractor will take care of it, it's not our headache.

[00:02:42] Joshua Farinella: Oh, perfect, perfect. So basically we'll call them when the auditor comes in, we'll call them and say "go run away and do something else for the day."

[00:02:51] Kir****: Yes.

[00:02:52] Joshua Farinella: Alright, good. Good. Good. How the hell did you come up with that idea?

[00:02:54] Kir****: Sir?

[00:02:55] Joshua Farinella: How the hell did you come up with that idea?

[00:02:58] Kir****: Sir, JT is keeping a knife on my neck. Ideas will come [inaudible]. With BRC auditor, I don't have any option. I found one while [inaudible] functional. I sent one security female guard there. And they kept all the females there for one day for three days. I asked contractor to arrange food and contractor failed. [inaudible].

[00:03:28] Joshua Farinella: Alright. Yeah. Sounds like you got it covered.

[00:03:32] Kir****: I just check with my friends who face these audits. They were saying 80% failure.

[00:03:40] Joshua Farinella: Oh, geez.

[00:03:41] Kir****: For this Aldi audit, they will do audits based on the pay, what they are paying us, if they're paying [inaudible]. They will look more into the compliance part also, if they're paying low like the [inaudible] their understanding they told me.

[00:04:02] Joshua Farinella: OK.

[00:04:05] Kir****: You hope for the best, I try my level best.

[00:04:08] Joshua Farinella: I can see that.

[00:04:10] Kir****: As of now sir, I have never failed in any audit. In my six years of experience, I have never failed in any audit. Because I worked with an audit consultancy three years earlier.

[00:04:21] Joshua Farinella: So you know all the ins and out? Yeah, you're good. I feel a lot better now. Thank you.

[00:04:29] Kir****: A problem is submitting fake bank statements. I'm a bit worried about that. What if they caught this? [Inaudible] If the worker interview is happening, I convince the workers to tell this much. They're getting everything, everything then when they don't say anything, and of course I submitted also matched with the interviews. Everything, everything fine. If the interviews are not matching, I won't submit this paperwork. Otherwise he will catch us.

[00:05:01] Joshua Farinella: Yeah.

[00:05:02] Kir****: Then give me question. He can do anything.

[00:05:04] Joshua Farinella: Yeah, that might involve some more planning to...

[00:05:07] Kir****: Yes, sir.

[00:05:08] Joshua Farinella: to figure out.

[00:05:09] Kir****: [inaudible] submit those documents. Otherwise, I don't submit, we can say we can count the documents we have [inaudible].

[00:05:18] Joshua Farinella: Okay, cool. Cool. Thank you.

[00:05:22] Kir****: I'm working on— I shared the plans and the plan of action for the team. I asked them to order duty cards and registers. They started working from yesterday, all day. These previously till September month we have records from September, October, November, December, Jan. January, these forms they have to prepare as of now and February month also, they will prepare. [inaudible]

[00:05:49] Joshua Farinella: Good. Good. Thank you.