
Auditee :	
Audit Date From :	25/11/2020
Audit Date To :	25/11/2020
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	ALGI
Auditor's Name(s) :	Ahmed Hussein(Lead)
Auditing Branch (if applicable) :	ALGI North Africa



This is an extract of the on line Audit Report. The complete report is available in the amfori BSCI Platform.
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Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence																																							
<p style="text-align: center;">A Very Good</p>	<ul style="list-style-type: none"> • Minimum 7 Performance Areas rated A • No Performance Areas rated C, D or E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	B	B	B	A	A	A	A	A	A	A	B	B	B	B	B	B	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
A	A	A	A	A	A	A	A	A	A	A	A	A																													
A	A	A	A	A	A	A	A	A	A	B	B	B																													
A	A	A	A	A	A	A	B	B	B	B	B	B																													
<p style="text-align: center;">B Good</p>	<ul style="list-style-type: none"> • Maximum 3 Performance Areas rated C • No Performance Areas rated D or E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr> <tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td></tr> </table>	A	A	A	A	A	A	B	B	B	B	B	B	B	A	A	A	A	A	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	C	C	C	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
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B	B	B	B	B	B	B	B	B	B	C	C	C																													
<p style="text-align: center;">C Acceptable</p>	<ul style="list-style-type: none"> • Maximum 2 Performance Areas rated D • No Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td></tr> <tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr> </table>	A	A	A	A	A	A	A	A	A	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	D	C	C	C	C	C	C	C	C	C	C	C	D	D	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
A	A	A	A	A	A	A	A	A	C	C	C	C																													
A	A	A	A	A	B	B	B	B	C	C	C	D																													
C	C	C	C	C	C	C	C	C	C	C	D	D																													
<p style="text-align: center;">D Insufficient</p>	<ul style="list-style-type: none"> • Maximum 6 Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>E</td></tr> <tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	E	D	D	D	D	D	D	D	E	E	E	E	E	E	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
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A	A	A	B	B	B	C	C	C	D	D	D	E																													
D	D	D	D	D	D	D	E	E	E	E	E	E																													
<p style="text-align: center;">E Unacceptable</p>	<ul style="list-style-type: none"> • Minimum 7 Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	E	E	E	E	E	E	E	A	A	B	B	C	D	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	<p>amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.</p>
A	A	A	A	A	A	E	E	E	E	E	E	E																													
A	A	B	B	C	D	E	E	E	E	E	E	E																													
E	E	E	E	E	E	E	E	E	E	E	E	E																													
<p style="text-align: center;">Zero Tolerance</p>	<p>A Zero Tolerance issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)</p>	<p>Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.</p>																																							

Main Auditee Information



Name of producer :			
DBID number :	396861		
Audit ID :	199190		
Address :			
Province :	Al Gharbiyah	Country :	Egypt
Management Representative :	Ahmed Gharib/Export manager		
Contact person:	Ahmed Gharib	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Home textiles
Product Type :	Terry Towel		

Audit Details



Audit Range :	<input type="checkbox"/> Full Audit	<input checked="" type="checkbox"/> Follow-up Audit	
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms	
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural	<input type="checkbox"/> Small Producer
Audit Announcement :	<input type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced	<input checked="" type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No		
Audit extent (if applicable) :	none		
Audit interferences or contingencies (if applicable) :	none		
Overall rating :	A		
Need of follow-up :		If YES, by :	

Rating per Performance Area (PA)

PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
B	A	A	A	B	A	A	A	A	A	A	A	A

Executive summary of audit report

This follow up semi announced audit was conducted by Ahmed Hussein as lead auditor APSCA RA 21703115 for 1 man-day on site on 25 November 2020.

Factory is currently in operation at its present address since 1956, and consists of one building of 5 floors, with total land area occupied by the facility is 1160 square meters approximately and 5800 square meters as production are, building made of steel and concrete.

Aktan Misr is a manufacturer of terry towel.
Main operations: Weaving, warping, cutting, sewing, quality control and packing.
Number of production line: 2 production lines

There is no dormitory provided by the facility

Facility operation days from Saturday to Thursday, working hours are mainly in 1 shift from 08:00-17:00 for all sections with 60 minutes rest break per day from 12:00 till 13:00 except for weaving section as working hours are in 2 shifts (07:00-15:00 / 15:00-23:00) with 60 minutes breaks from 12:00 till 13:00 for the first shift, from 19:00 till 20:00 for second shift, Friday is the weekly rest day for all sections, facility uses finger print system to register attendance of employees.

Employees are paid bi-weekly basis in cash, on every Thursday. All employees are hired directly

No broker or recruitment agent are used to hire employees.
There is no union associated with the facility, no CBA agreement exist

Official language used in the country is Arabic, official language used in the facility is Arabic and English, language spoken by management is Arabic and English, language spoken by workers is Arabic.

Interviews with employees were conducted individually in a private room without any interference from management.

There are no young workers in the facility.

Legal minimum wage in the country is 1000 EGP/month, minimum basic wage observed paid in the facility is 1800 EGP/month.

There is an onsite clinic with full time nurse

General:

No young workers.
No child labor.
No Migrant workers.
No dormitories provided.
No subcontracting processes.
No labor agent used and all recruitment completed by factory Human resources department.

Mandatory attachments that are not applicable includes:

Employment contracts related to safety and persons on other services – as all workers are employed by the facility directly.

List of outsourced processes- as no outsourcing within the facility.

Written declaration of subcontractor as no subcontracting processes.

Written declaration of consistent of farms – as this non agriculture facility.

Opening meeting: A full audit was conducted at Aktan Misr on November 25, 2020, upon arrival auditors conducted an opening meeting at 09:00 with Mr. Ahmed Mohamed El-Gharib – Export manager with attendance of Mr. Khairy Salah - Worker representative The Audit procedure and the assessment were explained to the auditee team as per amfori BSCI Standards. management allowed the auditor to access the facility.

Closing meeting: At 17:00 the end of the assessment, a closing meeting was held with Mr. Mr. Ahmed Mohamed El-Gharib – Export manager & Eng. Atef Mohamed Kamel – Health & safety manager on behalf of the management with attendance of Mr. Khairy Salah - Worker representative agreed to sign the

CAP, closing meeting ended at 17:30.
The management was very receptive and accepted audit findings.

Ratings Summary



Auditee's background information			
Auditee's name :		Legal status :	Private
Local Name :	اقطنان مصر	Year in which the auditee was founded :	1956
Address :		Contact person (please select) :	Ahmed Gharib
Province :	Al Gharbiyah	Contact's Email :	
City :	El-Mehalla El-Kobra	Auditee's official language(s) for written communications :	Arabic
Region :	Middle East/ North Africa	Other relevant languages for the auditee :	English
Country :	Egypt	Website of auditee (if applicable) :	
GPS coordinates :	30.969320;31.163650	Total turnover (in Euros) :	4000000.00
Sector :	Non-Food	Of which exports % :	100.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	0.00
If other, please specify :	Not applicable	Production volume :	220000 pieces
Product Group :	Home textiles	Production cost calculation :	Yes
If other, please specify :	Not applicable	Lost time injury calculation cost :	Yes
Product Type :	Terry Towel		

Auditee's employment structure at the time of the audit			
Total number of workers :	150	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	103	47	
Temporary workers	0	0	
In management positions	6	5	
Apprentices	0	0	
On probation	11	19	
With disabilities	4	7	
Migrants (national citizens)	0	0	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	103	47	
Production based workers	0	0	
With shifts at night	31	0	
Unionised	0	0	
Pregnant	-	0	
On maternity leave	-	0	

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

1- Followup Audit [Audit Id - 199190] Audit Date: 25/11/2020 PA Score: B

Deadline date:25/01/2021

GOOD PRACTICES:**AREAS OF IMPROVEMENT:****1.1 - Full audit dated 10/02/2020**

In accordance with amfori BSCI social requirements 1.1, the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct. It was noted that the auditee and management understand the importance and benefits of having an effective management system and related policies and procedures however there is a gap in internal verification regarding social management system and cascade effect, Workers involvement and protection, Fair remuneration, working hours, health and safety, ethical business behaviour therefore the auditors provided partial rating instead of NO rating.

Follow up audit dated 25/11/2020

Status: Not Corrected

Evidence: still gaps identified in performance areas 5&7.

تدقيق كامل بتاريخ 10/02/2020

وفقاً للمتطلبات الاجتماعية لـ 1.1 amfori BSCI ، أنشأت الجهة الخاضعة للتدقيق نظام إدارة فعال لتنفيذ قواعد السلوك الخاصة بشركة amfori BSCI. لوحظ أن الجهة الخاضعة للتدقيق والإدارة تترك أهمية وفوائد وجود نظام إدارة فعال والسياسات والإجراءات ذات الصلة ولكن هناك فجوة في التحقق الداخلي فيما يتعلق بنظام الإدارة الاجتماعية وتأثير التعاقب ، ومشاركة العمال وحمايتهم ، والأجر العادل ، وساعات العمل ، والصحة والسلامة ، وسلوك العمل الأخلاقي ، لذلك قدم المراجعون تصنيفاً جزئياً بدلاً من تصنيف NO.

متابعة تدقيق بتاريخ 25/11/2020

الحالة: غير مصحح

الدليل: ما زالت الثغرات المحددة في مجالات الأداء 5 و 7.

1.3 - Full audit dated 10/02/2020

In accordance with amfori BSCI Social requirements 1.3. Auditee should have a good overview of the significant business partners and their level of alignment with the BSCI Code of Conduct. Supplier keeps accurate information about their sub-suppliers and business partners however facility does not take into consideration the level of conformity of their current business partners and suppliers of raw materials and did not share, ask to sign or communicate the code with their suppliers therefore the auditor gave Partial rating instead of NO

Follow up audit dated 25/11/2020

Status: Corrected

Evidence: The facility communicated amfori BSCI COC by mail to its sub suppliers.

تدقيق كامل بتاريخ 10/02/2020

وفقاً لمتطلبات amfori BSCI الاجتماعية 1.3. يجب أن يكون لدى الجهة الخاضعة للرقابة نظرة عامة جيدة على شركاء العمل المهمين ومستوى توافقهم مع مدونة قواعد السلوك BSCI. يحتفظ المورد بمعلومات دقيقة حول الموردين الفرعيين والشركاء التجاريين ، إلا أن المنشأة لا تأخذ في الاعتبار مستوى مطابقتها لشركائها التجاريين الحاليين وموردي المواد الخام ولم تشارك أو تطلب توقيع أو توصيل الرمز مع مورديهم وبالتالي أعطى المدقق تصنيفاً جزئياً بدلاً من NO

متابعة تدقيق بتاريخ 25/11/2020

الحالة: مصحح

الدليل: أبلغت المنشأة amfori BSCI COC بالبريد إلى مورديها الفرعيين.

1.4 - Full audit dated 10/02/2020

In accordance with BSCI Social Requirement 1.4: the auditee's workforce capacity is properly organised to meet the expectations of the delivery order and/or contracts. In accordance with the Egyptian Labor law no.12/2003, art 52, the worker shall have the right to a leave with full pay on the holidays to be determined by a decree of the concerned minister with a maximum limit of thirteen days per year. The employer may require the worker to attend to work on these days if so necessitated by work conditions. In this case, the worker shall be entitled, in addition to his wage for that day, to double that wage. It was noted that 15 workers out of 19 selected worked on 2 public holidays during January 2020 , however from payment records reviewed , it was noted that workers were not paid with overtime rate for working on those days , instead they were compensated with regular rate. Facility has policies and procedures ensuring that workers are compensated on a timely manner , working hours are recorded through finger print system , all workers are compensated above minimum wage , therefore auditor gave partial rating instead of No

Follow up audit dated 25/11/2020

Status: Corrected

Evidence: By checking payslip and attendance records for April, July and September 2020. It was evidenced that all overtime within Egyptian labour law (Maximum 12 hours per week) and paid according legal rate of Egyptian labour law 12/2003.

وفقاً للمتطلبات الاجتماعية لـ 1.4 BSCI: يتم تنظيم قدرة القوة العاملة لدى الجهة الخاضعة للتدقيق بشكل صحيح لتلبية توقعات أمر التسليم و / أو العقود. وفقاً لقانون العمل المصري رقم 12/2003 ، المادة 52 ، يحق للعامل الحصول على إجازة بأجر كامل في أيام العطل التي يحددها قرار من الوزير المختص بحد أقصى ثلاثة عشر يوماً في السنة. يجوز لصاحب العمل أن يطلب من العامل الحضور للعمل في هذه الأيام إذا اقتضت ظروف العمل ذلك. وفي هذه الحالة ، يحق للعامل ، بالإضافة إلى أجره عن ذلك اليوم ، مضاعفة هذا الأجر. لوحظ أن 15 عاملاً من أصل 19 تم اختيارهم عملوا في عطلتين رسميتين خلال شهر يناير 2020 ، ولكن من سجلات الدفع التي تمت مراجعتها ، لوحظ أن العمال لم يحصلوا على أجور العمل الإضافي مقابل العمل في تلك الأيام ، وبدلاً من ذلك تم تعويضهم بمعدل

<p>منظّم. يوجد لدى المنشأة سياسات وإجراءات تضمن تعويض العمال في الوقت المناسب ، وتسجيل ساعات العمل من خلال نظام البصمة ، ويتم تعويض جميع العمال فوق الحد الأدنى للأجور ، لذلك أعطى المدقق تصنيفاً جزئياً بدلاً من لا</p> <p>متابعة تدقيق بتاريخ 25/11/2020</p> <p>الحالة: مصحح الدليل: من خلال التحقق من كشوف الراتب وسجلات الحضور لشهر أبريل ويوليو وسبتمبر 2020. وقد ثبت أن جميع ساعات العمل الإضافية في قانون العمل المصري (بحد أقصى 12 ساعة في الأسبوع) وتدفع وفقاً للمعدل القانوني لقانون العمل المصري 12/2003.</p>
<p>Remarks from Auditee: None</p>
<p>Full Audit [Audit Id - 173784] Audit Date: 09/02/2020 PA Score: D Deadline date:30/04/2020</p>
<p><u>Good practices</u></p>
<p><u>Areas of improvement</u></p> <p>The overall results observations shows that the auditee partially fulfils the requirement of this performance area, the auditee has set and publicly stated their mission, vision and objectives which also refer to the amfori BSCI Code of Conduct, ensuring social management system and cascade effect via detailed policies, procedures and trainings, there is a senior member of management appointed to ensure the amfori BSCI code of conduct , however there is a gap in internal verification regarding Workers' involvement, health and safety, wages and benefits, working hours,business partners, p, ethical business behavior</p> <p>1.1 - In accordance with amfori BSCI social requirements 1.1, the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct. It was noted that the auditee and management understands the importance and benefits of having an effective management system and related policies and procedures however there is a gap in internal verification regarding social management system and cascade effect, Workers involvement and protection, Fair remuneration, working hours , health and safety, ethical business behavior therefore the auditors provided partial rating instead of NO rating. لوحظ أن الجهة الخاضعة للتدقيق والإدارة تترك أهمية وفوائد وجود نظام إدارة فعال والسياسات والإجراءات ذات الصلة ، ولكن هناك فجوة في التحقق الداخلي فيما يتعلق بنظام الإدارة الاجتماعية وتأثير التسلسل ومشاركة العمال والمكافأة العادلة والصحة والسلامة وأخلاقيات ممارسه الأعمال</p> <p>1.3 - In accordance with amfori BSCI Social requirements 1.3. Auditee should have a good overview of the significant business partners and their level of alignment with the BSCI Code of Conduct. Supplier keeps accurate information about their sub-suppliers and business partners however facility does not take into consideration the level of conformity of their current business partners and suppliers of raw materials and did not share, ask to sign or communicate the code with their suppliers therefore the auditor gave Partial rating instead of NO حتفظ المورد بمعلومات دقيقة عن مورديه الفرعيين وشركائه في العمل ،ومع ذلك لا تأخذ المنشأة في الاعتبار مستوى مطابقة مورديه الفرعيين الحاليين للمواد الخام ولا يشارك أو ينشر مدونة السلوك مع مورديهم، ولا يوقعون عليها</p> <p>1.4 - In accordance with BSCI Social Requirement 1.4: the auditee's workforce capacity is properly organised to meet the expectations of the delivery order and/or contracts. In accordance with the Egyptian Labor law no.12/2003, art 52, the worker shall have the right to a leave with full pay on the holidays to be determined by a decree of the concerned minister with a maximum limit of thirteen days per year. The employer may require the worker to attend to work on these days if so necessitated by work conditions. In this case, the worker shall be entitled, in addition to his wage for that day, to double that wage. It was noted that 15 workers out of 19 selected worked on 2 public holidays during January 2020 , however from payment records reviewed , it was noted that workers were not paid with overtime rate for working on those days , instead they were compensated with regular rate. Facility has policies and procedures ensuring that workers are compensated on a timely manner , working hours are recorded through finger print system , all workers are compensated above minimum wage , therefore auditor gave partial rating instead of No ولوحظ أن 15 عاملاً من أصل 19 مختاراً عملوا في عطلتين رسمية خلال يناير 2020، ولكن من سجلات الدفع المستعرضة، لوحظ أن العمال لم يتقاضوا أجراً عن العمل الإضافي عن تلك الأيام، وبدلاً من ذلك تم تعويضهم بمعدل يوم عمل عادي. المرفق لديه سياسات وإجراءات تضمن تعويض العمال في الوقت المناسب ، يتم تسجيل ساعات العمل من خلال نظام طباعة الإصبع ، ويتم تعويض جميع العمال فوق الحد الأدنى للأجور ، و</p>
<p>Remarks from Auditee</p>

Performance Area 2 : Workers Involvement and Protection

1- Followup Audit [Audit Id - 199190] Audit Date: 25/11/2020 PA Score: A

Deadline date:25/01/2021

GOOD PRACTICES:**AREAS OF IMPROVEMENT:****2.1 - Full audit dated 10/02/2020**

In accordance with amfori BSCI social requirement 2.1: the auditee has established good management practices that involve workers and their representatives in sound information exchange on workplace issues. It was noted that there are no elected workers' representatives in the facility to discuss workers' complaints or concerns, no regular meetings conducted between workers and management to discuss workers concerns. Facility does not have policies and procedures, no form of communication such as workers representatives, therefore auditor gave No rating instead of Partial.

Follow up audit dated 25/11/2020

Status: Not fully corrected

Evidence: The facility has elected worker representative but still no periodical meetings between workers representative and management. (Mr. Khairy Salah)

تدقيق كامل بتاريخ 10/02/2020

أنشأت الجهة الخاضعة للتدقيق ممارسات إدارة جيدة تشمل العمال وممثليهم في تبادل سليم للمعلومات حول قضايا مكان العمل. وقد لوحظ أنه لا يوجد amfori BSCI 2.1 وفقاً للمتطلبات الاجتماعية ل ممثلون منتخبون للعمال في المنشأة لمناقشة شكاوى العمال أو مخاوفهم ، ولا يتم عقد اجتماعات منتظمة بين العمال والإدارة لمناقشة مخاوف العمال. لا يوجد لدى المنشأة سياسات وإجراءات ، ولا يوجد شكل من أشكال الاتصال مثل ممثلي العمال ، وبالتالي فإن المدقق لم يمنح أي تصنيف بدلاً من الجزئي.

متابعة تدقيق بتاريخ 25/11/2020

الحالة: غير مصححة بالكامل

الدليل: يوجد بالمنشأة ممثل عامل منتخب ولكن لا يوجد حتى الآن اجتماعات دورية بين ممثل العمال والإدارة

2.4 - Full audit dated 10/02/2020

In accordance with BSCI social requirement 2.4 there is satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation During audit time , it was noted that the no training was conducted on the content of the amfori BSCI code of conduct for managers and workers , facility has policies and procedures and BSCI code of conduct was found posted in the facility , therefore auditor gave partial rating instead of NO

Follow up audit dated 25/11/2020

Status: Corrected

Evidence: The facility started training programmes for BSCI requirements for example HSE training g dated March 2020 and BSCI training dated August 2020.

تدقيق كامل بتاريخ 10/02/2020

وفقاً للمتطلب الاجتماعي BSCI 2.4 ، هناك أدلة مرضية على أن الجهة الخاضعة للتدقيق تبني كفاءة كافية بين المديرين والعاملين وممثلي العمال لتضمين الممارسات المسؤولة بنجاح في عملية الأعمال خلال وقت التدقيق ، لوحظ أنه لم يتم إجراء أي تدريب على محتوى مدونة amfori BSCI لقواعد السلوك للمديرين والعاملين ، والمنشأة لديها سياسات وإجراءات ، وتم العثور على مدونة قواعد السلوك BSCI معلقة في المنشأة ، لذلك أعطى المدقق تصنيفاً جزئياً بدلاً من NO

متابعة تدقيق بتاريخ 25/11/2020

الحالة: مصحح

الدليل: بدأت المنشأة برامج التدريب لمتطلبات BSCI على سبيل المثال تدريب HSE g بتاريخ مارس 2020 وتدريب BSCI بتاريخ أغسطس 2020.

Remarks from Auditee:

None

Full Audit [Audit Id - 173784] Audit Date: 09/02/2020 PA Score: C

Deadline date:30/04/2020

Good practices

None

Areas of improvement

The overall results observations shows that the auditee partially fulfils the requirement of this performance area, the auditee has set and publicly stated their mission, vision and objectives which also refer to the amfori BSCI Code of Conduct, the facility has policies and procedures, however there is a gap in implementation to conduct training on the content of BSCI code of conduct and to have a form of engagement or communication between management and workers such as workers representatives

- 2.1 -** In accordance with amfori BSCI social requirement 2.1: the auditee has established good management practices that involve workers and their representatives in sound information exchange on workplace issues. It was noted that there are no elected workers' representatives in the facility to discuss workers' complaints or concerns, no regular meetings conducted between workers and management to discuss workers concerns. Facility does not have policies and procedures, no form of communication such as workers representatives, therefore auditor gave No rating instead of Partial.

<p>لوحظ أنه لا يوجد ممثلون عن العمال منتخبين في المنشأة لمناقشة شكاوى العمال أو مخاوفهم ، ولا توجد اجتماعات منتظمة بين العمال والإدارة لمناقشة شواغل العمال</p>	
2.4 -	<p>In accordance with BSCI social requirement 2.4 there is satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation During audit time , it was noted that the no training was conducted on the content of the amfori BSCI code of conduct for managers and workers , facility has policies and procedures and BSCI code of conduct was found posted in the facility , therefore auditor gave partial rating instead of NO</p> <p>BSCI للمديرين والعمال ، والمرفق لديه سياسات وإجراءات وتم العثور على مدونة قواعد السلوك amfori BSCI خلال فترة التدقيق ، لوحظ أنه لم يتم إجراء أي تدريب على محتوى مدونة قواعد السلوك المنشورة في المرفق ا</p>
Remarks from Auditee	
Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
1- Followup Audit [Audit Id - 199190] Audit Date: 25/11/2020 PA Score: A	Deadline date:25/01/2021
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee: None	
Full Audit [Audit Id - 173784] Audit Date: 09/02/2020 PA Score: A	Deadline date:
Good practices	
None	
Areas of improvement	
None	
Remarks from Auditee	
Performance Area 4 : No Discrimination	
1- Followup Audit [Audit Id - 199190] Audit Date: 25/11/2020 PA Score: A	Deadline date:25/01/2021
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee: None	
Full Audit [Audit Id - 173784] Audit Date: 09/02/2020 PA Score: A	Deadline date:
Good practices	
None	
Areas of improvement	
None	
Remarks from Auditee	

Performance Area 5 : Fair Remuneration

1- Followup Audit [Audit Id - 199190] Audit Date: 25/11/2020 PA Score: B

Deadline date:25/01/2021

GOOD PRACTICES:
AREAS OF IMPROVEMENT:
5.2 - Full audit dated 10/02/2020

In accordance with the Egyptian Labor Law no.12/2003, art 83, the work shall be reorganized at the establishment so that each worker shall have a weekly period of rest of not less than twenty four complete hours after at most six continuous working days. In all cases, the weekly period of rest shall be reckoned as a paid time. In accordance with the Egyptian labor law no 12/2003, art.45, The employer's obligation for the wage shall not be discharged except after the worker signs for receiving the wage in the register provided for purpose, or in the payrolls, providing the data of these documents shall comprise the items of the wage. In accordance with the amfori BSCI Requirements 5.2: wages are paid in a timely manner; regularly and fully in legal tender. 1- It was noted that from payment records reviewed , that all selected employees (19) Are not compensated for the weekly rest day (Friday) of each week), workers were found paid for the actual time they have worked, according to the labor contract for the employees ,it was noted that they are hired based on an annual contract, issue was noted for 19 selected employees. 2-It was noted that payment records provided for selected employees (19) for the three months (July 2019 , November 2019 , January 2020) did not include workers' signatures The facility has policies and procedures, all employees are paid above the legal minimum wage, employees are paid biweekly in cash , therefore auditor gave Partial rating instead of NO.

Follow up audit dated 25/11/2020

Status: Not Corrected

تدقيق كامل بتاريخ 10/02/2020

وفقاً لقانون العمل المصري رقم 12/2003 ، المادة 83 ، يتم إعادة تنظيم العمل بالمنشأة بحيث يحصل كل عامل على فترة راحة أسبوعية لا تقل عن أربع وعشرين ساعة كاملة بعد ستة أيام عمل متصلة على الأكثر . وفي جميع الأحوال ، تحسب فترة الراحة الأسبوعية مدفوعة الأجر. وفقاً لقانون العمل المصري رقم 12/2003 ، المادة 45 ، لا يجوز إبراء ذمة صاحب العمل من التزام الأجر إلا بعد أن يوقع العامل على استلام الأجر في السجل المقدم للغرض ، أو في جداول الرواتب ، مع تقديم البيانات. يجب أن تشمل هذه الوثائق على بنود الأجر. وفقاً لمتطلبات BSCI amfori 5.2: يتم دفع الأجر في الوقت المناسب ؛ بانتظام وبشكل كامل في المناقصة القانونية. 1- لوحظ أنه من سجلات الدفع التي تم استعراضها ، أن جميع الموظفين المختارين (19) لم يتم تمويضهم عن يوم الراحة الأسبوعية (الجمعة) من كل أسبوع ، تم العثور على العمال بأجر عن الوقت الفعلي الذي عملوا فيه ، حسب العمالة. عند الموظفين ، لوحظ أنه يتم تعيينهم على أساس عقد سنوي ، وقد تم تسجيل الإصدار لـ 19 موظفاً مختاراً. 2-لوحظ أن سجلات المدفوعات المقدمة للموظفين المختارين (19) لمدة ثلاثة أشهر (يوليو 2019 ، نوفمبر 2019 ، يناير 2020) لم تتضمن توقيعات العمال المنشأة لديها سياسات وإجراءات ، يتم دفع جميع الموظفين فوق الحد الأدنى القانوني. الأجر ، يتم دفع أجور الموظفين كل أسبوعين نقداً ، لذلك أعطى المدقق تصنيفاً جزئياً بدلاً من NO.

متابعة تدقيق بتاريخ 25/11/2020
الحالة: غير مصحح
5.4 - Full audit dated 10/02/2020

In accordance with amfori BSCI Social requirements 5.4: the auditee provides sufficient remuneration that allows workers to meet decent living standards. It was noted that facility management was not aware of the living wage that should be considered and 73% from employees did not achieve the sufficient remuneration that allows workers to meet decent living standards, 73 % of employees were found paid below the calculated living wage therefore auditor gave No rating instead of Partial.

Follow up audit dated 25/11/2020

Status: Not Corrected

تدقيق كامل بتاريخ 10/02/2020 وفقاً للمتطلبات الاجتماعية 5.4 BSCI amfori: تقدم الجهة الخاضعة للرقابة مكافآت كافية تتيح للعمال تلبية مستويات المعيشة اللائقة. لوحظ أن إدارة المنشأة لم تكن على دراية بأجر المعيشة الذي يجب أخذه في الاعتبار وأن 73٪ من الموظفين لم يحصلوا على الأجر الكافي الذي يسمح للعمال بتحقيق معايير معيشية كريمة ، ووجد 73٪ من الموظفين يتقاضون رواتب أقل من أجر المعيشة المحسوب. لم يعطى المدقق أي تصنيف بدلاً من الجزئي

متابعة تدقيق بتاريخ 25/11/2020

الحالة: غير مصحح

Remarks from Auditee:

None

Full Audit [Audit Id - 173784] Audit Date: 09/02/2020 PA Score: B

Deadline date:30/04/2020

Good practices

None

Areas of improvement

The overall results observations shows that the auditee partially fulfils the requirement of this performance area, the auditee has set and publically stated their mission, vision and objectives which also refer to the amfori BSCI Code of Conduct , workers are paid regularly in cash account, all workers are paid more that minimum legal wage however there is a gap in implementation and internal verification to ensure all workers receive sufficient remuneration that allows workers to meet a decent living standard, ensure that employees are paid in full for rest days.

- 5.2 -** In accordance with the Egyptian Labor Law no.12/2003, art 83, the work shall be reorganized at the establishment so that each worker shall have a weekly period of rest of not less than twenty four complete hours after at most six continuous working days. In all cases, the weekly period of rest shall be reckoned as a paid time. In accordance with the Egyptian labor law no 12/2003, art.45, The employer's obligation for the wage shall not be discharged except after the worker signs for receiving the wage in the register provided for purpose, or in the payrolls, providing the data of these documents shall comprise the items of the wage. In accordance with the amfori BSCI Requirements 5.2: wages are paid in a timely manner; regularly and fully in legal tender. 1- It was noted that from payment records reviewed , that all selected employees (19) Are not compensated for the weekly rest day (Friday) of each week), workers were found paid for the actual time they have worked, according to the labor contract for the

employees ,it was noted that they are hired based on an annual contract, issue was noted for 19 selected employees. 2-It was noted that payment records provided for selected employees (19) for the three months (July 2019 , November 2019 , January 2020) did not include workers' signatures The facility has policies and procedures, all employees are paid above the legal minimum wage, employees are paid biweekly in cash , therefore auditor gave Partial rating instead of NO.

وحيث أنه من سجلات المرتبات، لوحظ أن جميع الموظفين المختارين (19) لا يحصلون على تعويض عن يوم الراحة الأسبوعية (الجمعة) من كل أسبوع، حيث تم العثور على عمال مدفوعي الأجر ولوحظ أنه من سجلات الدفع المستعرضة، لوحظ أن جميع الموظفين المختارين (19) لا يحصلون على تعويض عن يوم الراحة الأسبوعية (الجمعة) من كل أسبوع، حيث تم العثور على عمال مدفوعي الأجر في الوقت الفعلي عملوا، وفقاً لعقد العمل للموظفين، لوحظ أن يتم توظيفهم على أساس عقد سنوي، لوحظ إصدار لـ 19 موظفاً مختاراً في الوقت الفعلي عملوا، وفقاً لعقد العمل للموظفين، لوحظ أن يتم دفع جميع الموظفين فوق الحد الأدنى القانوني للأجور ، ويدفع للموظفين كل أسبوعين نقداً المرفق لديه سياسات وإجراءات ، يتم دفع جميع الموظفين فوق الحد الأدنى القانوني للأجور ، ويدفع للموظفين كل أسبوعين نقد 2-لوحظ أن سجلات الدفع المقدمة للموظفين المختارين (19) للأشهر الثلاثة (يوليو 2019 ، نوفمبر 2019 ، يناير 2020) لم تتضمن توقيعات العمال

5.4 - In accordance with amfori BSCI Social requirements 5.4: the auditee provides sufficient remuneration that allows workers to meet decent living standards. It was noted that facility management was not aware of the living wage that should be considered and 73% from employees did not achieve the sufficient remuneration that allows workers to meet decent living standards, 73 % of employees were found paid below the calculated living wage therefore auditor gave No rating instead of Partial.

ولوحظ أن إدارة المرفق لم تكن على علم بأجر المعيشة الذي ينبغي النظر فيه وأن 73 في المائة من الموظفين لم يحققوا الأجر الكافي الذي يسمح للعمال باستيفاء مستويات المعيشة اللائقة، ووجد أن 73 في المائة من الموظفين يتقاضون أجوراً أقل من أجر المعيشة المحسوبة وبالتالي أعطى مراجع الحسابات أي تصنيف بدلاً من الجزئي.

Remarks from Auditee

Performance Area 6 : Decent Working Hours

1- Followup Audit [Audit Id - 199190] Audit Date: 25/11/2020 PA Score: A

Deadline date:25/01/2021

GOOD PRACTICES:**AREAS OF IMPROVEMENT:**

6.2 - Full audit dated 10/02/2020

In accordance with BSCI social Requirement 6.2 Is there satisfactory evidence that the auditee request of overtime is in line with the requirements of the amfori BSCI Code of Conduct In accordance with the Egyptian Labor law no.12/2003, art 52, the worker shall have the right to a leave with full pay on the holidays to be determined by a decree of the concerned minister with a maximum limit of thirteen days per year. The employer may require the worker to attend to work on these days if so necessitated by work conditions. In this case, the worker shall be entitled, in addition to his wage for that day, to double that wage. It was noted that 15 workers out of 19 selected worked on 2 public holidays during January 2020 , however from payment records reviewed , it was noted that workers were not paid with overtime rate for working on that day , instead they were compensated with regular rate. Facility has policies and procedures ensuring that workers are compensated on a timely manner and in accordance with law , therefore auditor gave partial rating instead of No

Follow up audit dated 25/11/2020

Status: Corrected

Evidence: By checking payslip and attendance records for April, July and September 2020. It was evidenced that all overtime within Egyptian labour law (Maximum 12 hours per week) and paid according legal rate of Egyptian labour law 12/2003.

تدقيق كامل بتاريخ 10/02/2020

وفقاً للمتطلبات الاجتماعية 6.2 BSCI هل هناك دليل مقنع على أن طلب الخاضع للتدقيق للعمل الإضافي يتماشى مع متطلبات مدونة قواعد السلوك BSCI amfori وفقاً لقانون العمل المصري رقم 12/2003 ، المادة 52 ، يجب أن يكون العامل لديه الحق في إجازة براتب كامل في أيام العطل التي تحدد بقرار من الوزير المختص بحد أقصى ثلاثة عشر يوماً في السنة. يجوز لصاحب العمل أن يطلب من العامل الحضور للعمل في هذه الأيام إذا اقتضت ظروف العمل ذلك. وفي هذه الحالة ، يحق للعامل ، بالإضافة إلى أجره عن ذلك اليوم ، مضاعفة هذا الأجر. لوحظ أن 15 عاملاً من أصل 19 تم اختيارهم عملوا في عطلتين رسميتين خلال شهر يناير 2020 ، ولكن من سجلات الدفع التي تمت مراجعتها ، لوحظ أن العمال لم يحصلوا على أجر العمل الإضافي مقابل العمل في ذلك اليوم ، وبدلاً من ذلك تم تعويضهم بمعدل منتظم. لدى المنشأة سياسات وإجراءات تضمن تعويض العمال في الوقت المناسب ووفقاً للقانون ، لذلك أعطى المدقق تصنيفاً جزئياً بدلاً من لا

متابعة تدقيق بتاريخ 25/11/2020

الحالة: مصحح

الدليل: من خلال التحقق من كشوف الراتب وسجلات الحضور لشهر أبريل ويوليو وسبتمبر 2020. وقد ثبت أن جميع ساعات العمل الإضافية في قانون العمل المصري (بحد أقصى 12 ساعة في الأسبوع) وتنفق وفقاً للمعدل القانوني لقانون العمل المصري 12/2003.

Remarks from Auditee:

None

Full Audit [Audit Id - 173784] Audit Date: 09/02/2020 PA Score: C

Deadline date:30/04/2020

Good practices

None

Areas of improvement

The overall results observations shows that the auditee partially fulfils the requirement of this performance area, the auditee has set and publically stated their mission, vision and objectives which also refer to the BSCI Code of Conduct, ensuring decent working hours for workers via detailed policies, procedures and trainings, grievance mechanism through suggestions box and open door policy, standard working hours are 8 hours/day 48 hours/week, sufficient rest break provided to all employees however there is a gap in implementation and internal verification.

6.2 - In accordance with BSCI social Requirement 6.2 Is there satisfactory evidence that the auditee request of overtime is in line with the requirements of the amfori BSCI Code of Conduct In accordance with the Egyptian Labor law no.12/2003, art 52, the worker shall have the right to a leave with full pay on the holidays to be determined by a decree of the concerned minister with a maximum limit of thirteen days per year. The employer may require the worker to attend to work on these days if so necessitated by work conditions. In this case, the worker shall be entitled, in addition to his wage for that day, to double that wage. It was noted that 15 workers out of 19 selected worked on 2 public holidays during January 2020 , however from payment records reviewed , it was noted that workers were not paid with overtime rate for working on that day , instead they were compensated with regular rate. Facility has policies and procedures ensuring that workers are compensated on a timely manner and in accordance with law , therefore auditor gave partial rating instead of No
ولوحظ أن 15 عاملاً من أصل 19 مختاراً عملوا في عطلتين رسمية خلال يناير 2020، ولكن من سجلات الدفع المستعرضة، لوحظ أن العمال لم يتقاضوا أجراً عن العمل الإضافي عن العمل في ذلك اليوم، وبدلاً من ذلك تم تعويضهم بمعدل منتظم. لدى المرفق سياسات وإجراءات تضمن تعويض العمال في الوقت المناسب ووفقاً للقانون ، لذلك أعطى مراجع الحسابات تصنيفاً جزئياً بدلاً من لا

Remarks from Auditee

Performance Area 7 : Occupational Health and Safety

1- Followup Audit [Audit Id - 199190] Audit Date: 25/11/2020 PA Score: A

Deadline date:25/01/2021

GOOD PRACTICES:**AREAS OF IMPROVEMENT:****7.1 - Full audit dated 10/02/2020**

In accordance with BSCI social requirement 2.4 there is satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation During audit time , it was noted that the no training was conducted on the content of the amfori BSCI code of conduct for managers and workers , facility has policies and procedures and BSCI code of conduct was found posted in the facility , therefore auditor gave partial rating instead of NO In accordance with BSCI social Requirement 7.1 there is satisfactory evidence that the auditee is in observance of the occupational health and safety regulations applicable for its activities. In accordance with the Egyptian Labor Law no. 12/2003, art 227, the concerned minister shall issue the decrees necessary for determining the establishments and their branches which shall undertake the institution functional agencies for vocational safety and health and ensuring labor environment security, the relevant concerned committees and the quarters to be assigned by the training process in these fields. These decrees shall determine the rules to be followed in this respect. The said committees shall be concerned with studying the conditions of work, the causes of accidents and injuries, the vocational diseases and others, and shall lay the rules and precautions capable to prevent them. The decisions of these committees shall bind the establishments and their branches. The training process shall comprise the workers of the functional agency for vocational safety and health, and ensuring labor environment security, the members of the concerned committees and those in charge of all levels of management and production, commensurate with their responsibilities and the nature of their work. It was noted that the facility has changed the establishment of the health & safety committee , however new members of the committee (12) have not yet received the occupational health & safety training from competent authority as required by law , however management showed a document proving that they have already applied for the training, in meantime internal training is provided to the employees , therefore auditor gave partial rating instead of No

Follow up audit dated 25/11/2020

Status: Corrected

Evidence: The facility provided training for safety committee members by legal authority dated 08-12 March 2020.

تدقيق كامل بتاريخ 10/02/2020

وفقاً للمتطلب الاجتماعي 2.4 BSCI ، هناك أدلة مرضية على أن الجهة الخاضعة للتدقيق تبني كفاءة بين المديرين والعمال وممثلي العمال لتضمين الممارسات المسؤولة بنجاح في عملية الأعمال خلال وقت التدقيق ، لوحظ أنه لم يتم إجراء أي تدريب على محتوى مدونة قواعد السلوك amfori BSCI للمديرين والعمال ، والمنشأة لديها سياسات وإجراءات وتم العثور على مدونة قواعد السلوك BSCI في المنشأة ، لذلك أعطى المدقق تصنيفاً جزئياً بدلاً من NO وفقاً للمتطلب الاجتماعي 7.1 BSCI هناك دليل مرض على أن الخاضع للتدقيق يلتزم بقواعد الصحة والسلامة المهنية المطبقة على أنشطته. وفقاً لقانون العمل المصري رقم 12/2003 ، المادة 227 ، يصدر الوزير المختص المراسم اللازمة لتحديد المنشآت وفروعها التي تتولى الوكالات الوظيفية للمؤسسة للصحة المهنية وتأمين أمن بيئة العمل واللجان المختصة ذات الصلة والجهات التي سيتم تكليفها. من خلال عملية التدريب في هذه المجالات. تحدد هذه المراسم القواعد الواجب اتباعها في هذا الشأن. وتختص اللجان المذكورة بدراسة ظروف العمل وأسباب الحوادث والإصابات والأمراض المهنية وغيرها ، وتضع القواعد والاحتياطات الكفيلة بمنعها. وتكون قرارات هذه اللجان ملزمة للمنشآت وفروعها. تشمل عملية التدريب العاملين في الوكالة الوظيفية للصحة والسلامة المهنية ، وضمان أمن بيئة العمل ، وأعضاء اللجان المختصة والمسؤولين عن جميع مستويات الإدارة والإنتاج ، بما يتناسب مع مسؤولياتهم وطبيعة عملهم. لوحظ أن المنشأة قد غيرت إنشاء لجنة الصحة والسلامة ، إلا أن الأعضاء الجدد في اللجنة (12) لم يتلقوا بعد تدريب الصحة والسلامة المهنية من السلطة المختصة وفقاً لما يقتضيه القانون ، إلا أن الإدارة أظهرت وثيقة تثبت أنهم قد تقدموا بالفعل للتدريب ، وفي غضون ذلك يتم توفير تدريب داخلي للموظفين ، لذلك أعطى المدقق تصنيفاً جزئياً بدلاً من لا

متابعة تدقيق بتاريخ 25/11/2020

الحالة: مصحح

الإببات: قدمت المنشأة تدريباً لأعضاء لجنة السلامة من قبل السلطة القانونية بتاريخ 08-12 مارس 2020.

7.3 - Full audit dated 10/02/2020

In accordance with the Egyptian Labor Law no.12/2003 art no. 215, the establishment and its branches shall carry out an evaluation and analysis of the risks and of the expected industrial and natural disasters and prepare an emergency plan for protection of the establishment and its workers in the event of an occurring disaster, providing the effectiveness of this plan shall be tested and practical drills shall be conducted on it to ascertain its efficiency and train the workers to face its requirements. The establishment shall notify the concerned administrative authority with the emergency plan and any modifications produced therein and also in case of storing or using dangerous materials. In accordance with amfori BSCI Social requirements 7.3: the auditee regularly carries out risk assessments for safe, healthy and hygienic working conditions. It was noted that risk assessment did not take into consideration, pregnant women, disabled persons, transmittable diseases and non transmittable diseases Facility has policies and procedures; risk assessment is covering all processes therefore auditor gave Partial rating instead of No.

Follow up audit dated 25/11/2020

Status: Not Corrected

تدقيق كامل بتاريخ 10/02/2020

وفقاً لقانون العمل المصري رقم 12/2003 ، مادة رقم 215 ، على المؤسسة وفروعها إجراء تقييم وتحليل للمخاطر والكوارث الصناعية والطبيعية المتوقعة وإعداد خطة طوارئ لحماية المنشأة والعمال فيها في حالة وقوع كارثة ، مع توفير فعالية يجب اختبار هذه الخطة وإجراء تدريبات عملية عليها للتأكد من كفاءتها وتدريب العمال لمواجهة متطلباتها. على المنشأة إخطار الجهة الإدارية المختصة بخطة الطوارئ وأي تعديلات تطرأ عليها وكذلك في حالة التخزين أو استخدام المواد الخطرة. وفقاً لمتطلبات amfori BSCI الاجتماعية 7.3: تجري الجهة الخاضعة للرقابة بانتظام تقييمات المخاطر من أجل ظروف عمل آمنة وصحية وصحية. ولوحظ أن تقييم المخاطر لم يأخذ في الاعتبار ، وأن لدى النساء الحوامل والمعوقين والأمراض المعدية والأمراض غير المعدية سياسات وإجراءات ؛ يغطي تقييم المخاطر جميع العمليات ، لذلك أعطى المراجع تصنيفاً جزئياً بدلاً من لا.

متابعة تدقيق بتاريخ 25/11/2020

الحالة: غير مصحح

7.15 - Full audit dated 10/02/2020

7.15 In accordance with the Egyptian Decree No. 211 for the year 2003- chapter 3 art 2," it is necessary to prepare entries and exits for emergency, ensuring that routes leading to work sites should be suitable to the number of workers, and providing those entries, exits and routes with suitable signs and lighting according to the emergency plan of the facility" all doors should be easy to open and should be open outward. In accordance with amfori BSCI Social requirements 7.15: the auditee ensures that escape routes, aisles and emergency exits in the production site are not blocked, easily accessible and clearly marked. It was noted that one out of two emergency exits provided in the last floor yarn warehouse is from sliding type , one out of two emergency exits is in yarn warehouse and cutting section was found opening inward , one out of two emergency exits in production area is from sliding type and one out of emergency exits of finished product warehouse from sliding type . Facility has policies and procedures, exits and aisles are clear and marked, there are at least 2 emergency exits in all other floors of the facility therefore auditor gave Partial rating instead of No.

Follow up audit dated 25/11/2020

Status: Corrected

Evidence: all sliding exit doors are replaced with outwards open doors.

تدقيق كامل

وفقاً للمرسوم المصري رقم 211 لعام 2003- الفصل 3 المادة 2 ، "من الضروري إعداد مداخل ومخارج للطوارئ ، والتأكد من أن الطرق المؤدية إلى مواقع العمل يجب أن تكون مناسبة لعدد العمال ، وتوفير تلك المداخل والمخارج والمسارات ذات العلامات والإضاءة المناسبة وفقاً لخطة الطوارئ للمنشأة "يجب أن تكون جميع الأبواب سهلة الفتح ويجب أن تكون مفتوحة للخارج. وفقاً لمتطلبات تضمن الجهة الخاضعة للتدقيق عدم إغلاق طرق الهروب والممرات ومخارج الطوارئ في موقع الإنتاج ، ويمكن الوصول إليها بسهولة وتمييزها بوضوح. لوحظ أن: amfori BSCI Social 7.15: واحدًا من مخارج الطوارئ المتوفرة في مستودع الغزل بالطابق الأخير هو من النوع المنزلق ، ومخرج واحد من مخارج الطوارئ في مستودع الغزل وتم العثور على قسم القطع مفتوحاً للداخل ، ومخرج واحد من مخارج الطوارئ في منطقة الإنتاج هو من النوع المنزلق وواحد من مخارج الطوارئ لمستودع المنتج النهائي من النوع المنزلق. للمنشأة سياسات وإجراءات ، والمخارج والممرات واضحة ومحددة ، ويوجد على الأقل مخرجان للطوارئ في جميع الطوابق الأخرى للمنشأة ، لذلك أعطى المدقق تصنيفاً جزئياً بدلاً من لا

متابعة تدقيق بتاريخ 25/11/2020

الحالة: مصحح

الدليل: يتم استبدال جميع أبواب الخروج المنزلقة بأبواب مفتوحة للخارج

7.19 - Full audit dated 10/02/2020

7.19 In accordance with BSCI Social requirements 7.19 the auditee has emergency procedures, in writing, to deal with cases of trauma or serious illness including for when the patient has to be transferred to an appropriate medical facility. It was noted that there are no emergency procedures, in writing, to deal with cases of trauma or serious illness including for when the patient has to be transferred to an appropriate medical facility, no procedures exist therefore auditor gave No rating instead of Partial

Follow up audit dated 25/11/2020

Status: Not Fully Corrected

Evidence: The facility has a written procedure for Covid 19 but still there are no emergency procedures, in writing, to deal with cases of trauma or serious illness including for when the patient has to be transferred to an appropriate medical facility, no procedures exist therefore auditor gave partial rating instead of No.

تدقيق كامل بتاريخ 10/02/2020

7.19 وفقاً لمتطلبات BSCI الاجتماعية 7.19 ، لدى الجهة الخاضعة للرقابة إجراءات طارئة ، مكتوبة ، للتعامل مع حالات الصدمة أو المرض الخطير بما في ذلك عندما يتعين نقل المريض إلى منشأة طبية مناسبة. لوحظ أنه لا توجد إجراءات طارئة ، كتابية ، للتعامل مع حالات الصدمة أو المرض الخطير بما في ذلك عندما يتعين نقل المريض إلى منشأة طبية مناسبة ، ولا توجد إجراءات لذلك لم يعط المدقق أي تصنيف بدلاً من جزئي

متابعة تدقيق بتاريخ 25/11/2020

الحالة: غير مصححة بالكامل

الدليل: لدى المنشأة إجراء مكتوب لـ Covid 19 ولكن لا توجد إجراءات طارئة مكتوبة للتعامل مع حالات الصدمة أو المرض الخطير بما في ذلك عندما يتعين نقل المريض إلى منشأة طبية مناسبة ، فلا توجد إجراءات لذلك. أعطى المدقق تصنيفاً جزئياً بدلاً من لا.

7.22 - # Covid 19: During the facility tour, it was noted that a male toilet in weaving section is not fitted with soap, paper and hot water.

كوفيد 19: خلال جولة المنشأة ، لوحظ أن مرحاض الذكور في قسم النسيج غير مزود بالصابون والورق والماء الساخن.

Remarks from Auditee:

None

Full Audit [Audit Id - 173784] Audit Date: 09/02/2020 PA Score: D

Deadline date:30/04/2020

Good practices

None

Areas of improvement

The overall results observations shows that the auditee partially fulfils the requirement of this performance area, the auditee has set and publicly stated their mission, vision and objectives which also refer to the amfori BSCI Code of Conduct, facility has policies and procedure, risk assessment on occupational health and safety was conducted covering all processes in the facility, sufficient number of fire extinguishers is

provided, clear aisles are maintained, emergency exits are clear and well marked, first aid kits were provided in all sections however there was a gap in implementation and internal verification.

7.1 - In accordance with BSCI social requirement 2.4 there is satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation During audit time , it was noted that the no training was conducted on the content of the amfori BSCI code of conduct for managers and workers , facility has policies and procedures and BSCI code of conduct was found posted in the facility , therefore auditor gave partial rating instead of NO In accordance with BSCI social Requirement 7.1 there is satisfactory evidence that the auditee is in observance of the occupational health and safety regulations applicable for its activities. In accordance with the Egyptian Labor Law no. 12/2003, art 227, the concerned minister shall issue the decrees necessary for determining the establishments and their branches which shall undertake the institution functional agencies for vocational safety and health and ensuring labor environment security, the relevant concerned committees and the quarters to be assigned by the training process in these fields. These decrees shall determine the rules to be followed in this respect. The said committees shall be concerned with studying the conditions of work, the causes of accidents and injuries, the vocational diseases and others, and shall lay the rules and precautions capable to prevent them. The decisions of these committees shall bind the establishments and their branches. The training process shall comprise the workers of the functional agency for vocational safety and health, and ensuring labor environment security, the members of the concerned committees and those in charge of all levels of management and production, commensurate with their responsibilities and the nature of their work. It was noted that the facility has changed the establishment of the health & safety committee , however new members of the committee (12) have not yet received the occupational health & safety training from competent authority as required by law , however management showed a document proving that they have already applied for the training, in meantime internal training is provided to the employees , therefore auditor gave partial rating instead of No ولوحظ أن المنشأة قد غيرت إنشاء لجنة الصحة والسلامة، إلا أن الأعضاء الجدد في اللجنة (12) لم يتلقوا بعد التدريب على الصحة والسلامة المهنية من السلطة المختصة كما يقتضي القانون، ومهما كانت الإدارة أظهرت وثيقة تثبت أنها قد تقدمت بالفعل للتدريب، في هذه الأثناء يتم توفير التدريب الداخلي للموظفين، وبالتالي أعطى مراجع الحسابات تصنيف جزئي بدلاً من لا

7.3 - In accordance with the Egyptian Labor Law no.12/2003 art no. 215, the establishment and its branches shall carry out an evaluation and analysis of the risks and of the expected industrial and natural disasters and prepare an emergency plan for protection of the establishment and its workers in the event of an occurring disaster, providing the effectiveness of this plan shall be tested and practical drills shall be conducted on it to ascertain its efficiency and train the workers to face its requirements. The establishment shall notify the concerned administrative authority with the emergency plan and any modifications produced therein and also in case of storing or using dangerous materials. In accordance with amfori BSCI Social requirements 7.3: the auditee regularly carries out risk assessments for safe, healthy and hygienic working conditions. It was noted that risk assessment did not take into consideration, pregnant women, disabled persons, transmittable diseases and non transmittable diseases Facility has policies and procedures; risk assessment is covering all processes therefore auditor gave Partial rating instead of No.

أن تقييم المخاطر لم يأخذ بعين الاعتبار ، النساء الحوامل والمعوقين ، الأمراض المعدية والأمراض غير المعدية

7.15 - In accordance with the Egyptian Decree No. 211 for the year 2003- chapter 3 art 2, " it is necessary to prepare entries and exits for emergency, ensuring that routes leading to work sites should be suitable to the number of workers, and providing those entries, exits and routes with suitable signs and lighting according to the emergency plan of the facility" all doors should be easy to open and should be open outward. In accordance with amfori BSCI Social requirements 7.15: the auditee ensures that escape routes, aisles and emergency exits in the production site are not blocked, easily accessible and clearly marked. It was noted that one out of two emergency exits provided in the last floor yarn warehouse is from sliding type , one out of two emergency exits is in yarn warehouse and cutting section was found opening inward , one out of two emergency exits in production area is from sliding type and one out of emergency exits of finished product warehouse from sliding type . Facility has policies and procedures, exits and aisles are clear and marked, there are at least 2 emergency exits in all other floors of the facility therefore auditor gave Partial rating instead of No.

لوحظ ان عدد واحد مخرج من مخرجين الطوارئ في الدور الأخير لمخزن الغزل من النوع الجرار و عدد واحد من مخرجي مخز الغزل و قسم القص يفتح للداخل و عدد واحد من مخرجي قسم الانتاج و مخزن المنتج النهائي من النوع الجرار

7.19 - In accordance with BSCI Social requirements 7.19 the auditee has emergency procedures, in writing, to deal with cases of trauma or serious illness including for when the patient has to be transferred to an appropriate medical facility. It was noted that there are no emergency procedures, in writing, to deal with cases of trauma or serious illness including for when the patient has to be transferred to an appropriate medical facility, no procedures exist therefore auditor gave No rating instead of Partial
لوحظ أنه لا توجد إجراءات طارئة مكتوبة، للتعامل مع حالات الصدمة أو الأمراض الخطيرة بما في ذلك عندما يكون المريض قد نقل إلى مرفق طبي مناسب

Remarks from Auditee

Performance Area 8 : No Child Labour

1- Followup Audit [Audit Id - 199190] Audit Date: 25/11/2020 PA Score: A

Deadline date:25/01/2021

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Remarks from Auditee:

None

Full Audit [Audit Id - 173784] Audit Date: 09/02/2020 PA Score: A

Deadline date:

Good practices

None

Areas of improvement

None

Remarks from Auditee

Performance Area 9 : Special protection for young workers	
1- Followup Audit [Audit Id - 199190] Audit Date: 25/11/2020 PA Score: A	Deadline date:25/01/2021
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee: None	
Full Audit [Audit Id - 173784] Audit Date: 09/02/2020 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
None	
<u>Remarks from Auditee</u>	
Performance Area 10 : No Precarious Employment	
1- Followup Audit [Audit Id - 199190] Audit Date: 25/11/2020 PA Score: A	Deadline date:25/01/2021
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee: None	
Full Audit [Audit Id - 173784] Audit Date: 09/02/2020 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
None	
<u>Remarks from Auditee</u>	
Performance Area 11 : No Bonded Labour	
1- Followup Audit [Audit Id - 199190] Audit Date: 25/11/2020 PA Score: A	Deadline date:25/01/2021
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: No migrant workers found during this audit, so 11.2 is not applicable لم يتم العثور على عمال مهاجرين خلال هذا التدقيق ، لذلك 11.2 لا ينطبق	
Remarks from Auditee: None	
Full Audit [Audit Id - 173784] Audit Date: 09/02/2020 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
None	
11.2 - No any migrant workers are employed in the facility	
<u>Remarks from Auditee</u>	

Performance Area 12 : Protection of the Environment	
1- Followup Audit [Audit Id - 199190] Audit Date: 25/11/2020 PA Score: A	Deadline date:25/01/2021
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee: None	
Full Audit [Audit Id - 173784] Audit Date: 09/02/2020 PA Score: A	Deadline date:
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
None	
<u>Remarks from Auditee</u>	
Performance Area 13 : Ethical Business Behaviour	
1- Followup Audit [Audit Id - 199190] Audit Date: 25/11/2020 PA Score: A	Deadline date:25/01/2021
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
13.1 - Full audit dated 10/02/2020	
<p>In accordance with amfori BSCI Social requirements 13.1: the auditee actively opposes any act of corruption, extortion or embezzlement, or in any form of bribery in its activities as a business enterprise It was noted that no training was provided by the facility for workers and managers on ethics and integrity The facility has policies but no procedures, there is no sign of any act of corruption, extortion or any form of bribery therefore auditors gave partial rating instead of NO.</p> <p>Follow up audit dated 25/11/2020</p> <p>Status: Corrected</p> <p>Evidence: training records dated August 2020 and anti-corruption policy issued dated January 2020.</p>	
<p>10/02/2020 تدقيق كامل بتاريخ</p> <p>وفقاً للمتطلبات الاجتماعية 13.1 amfori BSCI: تعارض الجهة الخاضعة للتدقيق بنشاط أي عمل من أعمال الفساد أو الابتزاز أو الاختلاس أو أي شكل من أشكال الرشوة في أنشطتها كمشروع تجاري. لوحظ أنه لم يتم توفير أي تدريب من قبل المنشأة للعمال والمديرين بشأن الأخلاق والنزاهة لدى المنشأة سياسات ولكن لا توجد إجراءات ، ولا توجد أي علامة على أي عمل من أعمال الفساد أو الابتزاز أو أي شكل من أشكال الرشوة ، لذلك أعطى المقيّمون تصنيفاً جزئياً بدلاً من NO.</p> <p>متابعة تدقيق بتاريخ 25/11/2020</p> <p>الحالة: مصحح</p> <p>الدليل: سجلات التدريب بتاريخ أغسطس 2020 وسياسة مكافحة الفساد الصادرة بتاريخ يناير 2020.</p>	
Remarks from Auditee: None	
Full Audit [Audit Id - 173784] Audit Date: 09/02/2020 PA Score: A	Deadline date:30/04/2020
<u>Good practices</u>	
None	
<u>Areas of improvement</u>	
<p>The overall results observations shows that the auditee partially fulfils the requirement of this performance area, the auditee has set and publicly stated their mission, vision and objectives which also refer to the amfori BSCI Code of Conduct, facility has policies related to ethics and integrity, however there is a gap in implementation and internal verification.</p> <p>13.1 - In accordance with amfori BSCI Social requirements 13.1: the auditee actively opposes any act of corruption, extortion or embezzlement, or in any form of bribery in its activities as a business enterprise It was noted that no training was provided by the facility for workers and managers on ethics and integrity The facility has policies but no procedures, there is no sign of any act of corruption, extortion or any form of bribery therefore auditors gave partial rating instead of NO</p> <p>ولوحظ أنه لم يقدم المرفق أي تدريب للعمال والمديرين على الأخلاقيات والنزاهة، فالمرفق لديه سياسات ولكن لا توجد إجراءات، ولا توجد أي علامة على أي عمل من أعمال الفساد أو الابتزاز أو أي شكل من أشكال الرشوة ولذلك أعطى مراجعو تقييمنا جزئياً بدلاً من لا</p>	
<u>Remarks from Auditee</u>	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Follow-up Audit	25/11/2020	199190	B	A	A	A	B	A	A	A	A	A	A	A	A	A
Full Audit	09/02/2020	173784	D	C	A	A	B	C	D	A	A	A	A	A	A	C

Producer Photos



External photo(s) of the production unit(s)
EXTERNAL PHOTO.jpg



Photo first aid facilities
FIRST AID BOX.jpg



Photo of fire safety equipment
ALARM SYSTEM.jpg



Photo of fire safety equipment
EMERGENCY EXIT.jpg



Photo of fire safety equipment
EXIT ROUTE.jpg



Photo of fire safety equipment
FIRE EXTINGUISHERS.jpg



Photo of fire safety equipment
FIRE HYDRANT CONTENTS.jpg



Photo of fire safety equipment
FIRE HYDRANT.jpg



Photo of fire safety equipment
FIRE SAFETY EQUIPMENT.jpg



Photo of the code of conduct on display
POSTED COC.jpg



Photo of the sanitary facilities
TOILET.jpg



Photo of the sanitary facilities
WASHING FACILITY.jpg



Photo of the personal protection equipments (if applicable)
PPE.jpg



Photo of fire safety equipment
Alarm system 2.jpg



Photo of fire safety equipment
sprinklers.jpg



Photo of the code of conduct on display posted COC.jpg



Photo of the inside of the main production hall compliant box.jpg

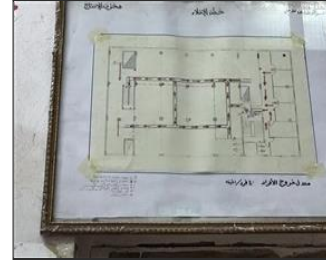


Photo of the inside of the main production hall evacuation layout 2.jpg



Photo of the inside of the main production hall evacuation layout.jpg



Photo of the inside of the main production hall Floor planning.jpg



Photo of the inside of the main production hall production 2.jpg



Photo of the inside of the main production hall production 3.jpg



Photo of the inside of the main production hall Production 4.png



Photo of the inside of the main production hall production area.jpg

OneCert® International

OneCert International Private Limited

India Office:- H-08, Mansarovar Industrial Area, Mansarovar, Jaipur 302020, Rajasthan, India

Phone: +91-9414046706; +91-141-2395481; Email: info@onecert.net

USA Office: OneCert Inc., 1021 D Street, Lincoln, NE 68502, USA,

Phone: (402) 420-6080, Fax: (888) 475-6044

Web: www.onecert.com, www.onecertinternational.com

Scope Certificate

N° ONE-XXXX-201222-T-GOTS

OneCert International declares that

has been inspected and assessed according to the

Global Organic Textile Standard (GOTS)

- Version 6.0 -

and that products of the categories as mentioned below (and further specified in the product appendix) conform with this standard:

Product categories: Home Textiles

Processing steps / activities carried out under responsibility of the above-mentioned company for the certified products:

Exporting, Importing, Trading, Weaving, Manufacturing and Dyeing

This Certificate is valid until: February 21, 2022

Place and Date of Issue

Stamp of the Issuing Body

Standard Logo

Jaipur, Rajasthan, India; 22 December 2020



Sandeep Bhargava

This Scope Certificate provides no proof that any goods delivered by its holder are GOTS certified. Proof of GOTS certification of goods delivered is provided by a valid Transaction Certificate (TC) covering them.

The issuing body may withdraw this certificate before it expires if the declared conformity is no longer guaranteed.

Accredited by: IOAS, Accreditation N°: 89

This electronically issued document is the valid original version.

Scope Certificate ONE-XXXX & License number ONE-XXXX, Certificate of compliance, Page 1 of 3

OC-053 (24 Feb 2020-sb)

OneCert® International

OneCert International Private Limited

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Global Organic Textile Standard (GOTS)

Products Appendix to Certificate No. ONE-XXXX

In specific the certificate covers the following products:

Product Category	Product Details	Material & Material Composition	Label Grade
Home Textiles	Towels	100% Organic Cotton	Organic
Home Textiles	Bathrobes	100% Organic Cotton	Organic

Place and Date of Issue

Stamp of the Issuing Body

Standard Logo

Jaipur, Rajasthan, India; 22 December 2020



Sandeep Bhargava

OneCert

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Scope Certificate ONE-XXXX & License number ONE-XXXX, Certificate of compliance, Page 2 of 3

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Global Organic Textile Standard (GOTS)

Facility Appendix to Certificate No. ONE-XXXX

Under the scope of this certificate the following facilities have been inspected and assessed. The listed processing steps/activities conform with the corresponding criteria of the Global Organic Textile Standard (GOTS) for the certified products:

Name of Facility	Address of Operation	Processing Steps / Activities	Type of Relation (Main/ Facility)
		Exporting, Importing, Trading, Weaving, Manufacturing and Dyeing	Main

Place and Date of Issue

Stamp of the Issuing Body

Standard Logo

Jaipur, Rajasthan, India; 22 December 2020

Sandeep Bhargava



OneCert

CERTIFICATE

The company

is granted authorisation according to STANDARD 100 by OEKO-TEX® to use the STANDARD 100 by OEKO-TEX® mark, based on our test report **CR025 168488.2**



for the following articles:

Beach towels, Bath towels, Kitchen towels, Bath ropes made of 100% cotton white and yarn or fabric dyed with reactive dyestuff, include accessories (sewing threads, woven and printed labels)

The results of the inspection made according to STANDARD 100 by OEKO-TEX®, Annex 4, **product class II** have shown that the above mentioned goods meet the human-ecological requirements of the STANDARD 100 by OEKO-TEX® presently established in Annex 4 for products with direct contact to skin.

The certified articles fulfil requirements of Annex XVII of REACH (incl. the use of azo colourants, nickel release, etc.), the American requirement regarding total content of lead in children's articles (CPSIA; with the exception of accessories made from glass) and of the Chinese standard GB 18401:2010 (labelling requirements were not verified).

The holder of the certificate, who has issued a conformity declaration according to ISO 17050-1, is under an obligation to use STANDARD 100 by OEKO-TEX® mark only in conjunction with products that conform with the sample initially tested. The conformity is verified by audits.

The certificate CRTO 082094 is valid until 31.03.2021

Vienna, 22.07.2020

Robert Löcker
Managing Director

Dipl.-HTL-Ing. Helene Melnitzky
Manager Department of Ecology

