

Monitoring

Monitored Party	: LEBANTEKS DOO	amfori ID	: 688-000003-000
Site	: Site 1	Site amfori ID	: 688-000003-001
Address	: 19.Avgusta 1. : 16230, Lebane : Jablanički okrug : Serbia	Monitoring Activity	: amfori Social Audit - Manufacturing
		Monitoring Type	: Full Monitoring
		Submission Date	: 09/04/2021
		Expiration Date	: 09/04/2022

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Overall rating



Section rating

PA1: Social Management System	D
PA 2: Workers Involvement and Protection	C
PA 3: The Rights of Freedom of Association and Collective Bargaining	A
PA 4: No Discrimination	A
PA 5: Fair Remuneration	A
PA 6: Decent Working Hours	C
PA 7: Occupational Health and Safety	A
PA 8: No Child Labour	A
PA 9: Special Protection for Young Workers	A
PA 10: No Precarious Employment	A
PA 11: No Bonded Labour	A
PA 12: Protection of the Environment	A
PA 13: Ethical Business Behaviour	A

General description

The company is located in renovated premises of a former weaving factory in South part of Serbia in the town of Lebane. At present there is a production hull of 2400 sq.m, 250 sq.m of offices, 200 sq.m of warehouse, 200 sq.m of sanitary facilities. The main processes are spinning of fiber threads, thread processing, spinning of yarn. The fibers are supplied by a single supplier. The company do not use processes requiring water - painting, washing, etc. No chemicals are used in production. Working hours are organized in three shifts of 8 hours. The maximum weekly working time is 40 hours. Overtime is practised on Saturdays. It is coluntary and paid by 110%. The maximum hours of overtime a week is 8 hours and maximum per month is 16 hours. Night work is counted and paid with a 26% premium. During the audit the auditor was admitted to all premises in the company, room was provided for interviews with the workers, the management was cooperative. All documents were submitted. Salaries are paid regularly by bank transfer. For each payout period, detailed records are kept. The company pays minimum settled by local government, which together with night shift payment and 0,4% for experience gives sufficient amount to meet BNW. There have been recorded 6 incidents and one labor accident for the past 12 months. The company does not hire young workers. The youngest worker is 19 years old. Drinking water is provided through dispensers as well as freely available water from the water supply. The company do not provide transport services but cover transport expences whcih are 65% paid by local municipality and only 35% by workers themselvs. The atmosphere between workers and between management and workers is friendly. There have been no cases of protests or strikes over the past period. The company hires workers directly and does not use work agencies. No cases of discrimination, forced labor or other unacceptable practices have been identified. Attached evidences:

-canteen, sanitary premisses, inside work place, outside the building, dispenser for water, safety signs, first aid box, grievance box, posted CoC and social policy, other social pilicies and procedures, control of working time, payslip calculation

Not attached: Collective bargaining - not mandatory and not concluded; Governmen waivers- not applicable; Dormitory or houses - not provided

Site Details

Site : Site 1

Site amfori ID : 688-000003-001

GICS Classification

Sector : Consumer Discretionary

Industry : Textiles, Apparel & Luxury Goods

Industry Group : Consumer Durables & Apparel

Sub Industry : Textiles

GS1 Classifications

N.A.

Product Process Classifications

N.A.

Metrics

Key Metrics

Total workforce	177 Workers
Legal minimum wage in local currency	29428 Monthly
Lowest wage paid for regular work at the site	31000 Monthly
Calculated living wage in local currency	32000 Monthly
Total sample	15 Workers

Other Metrics

Male workers	47 Workers
Female workers	130 Workers
Permanent workers - Male	17 Workers
Permanent workers - Female	78 Workers
Temporary workers - Male	31 Workers
Temporary workers - Female	62 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	2 Workers
Management - Female	0 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	0 Workers
Workers on probation - Female	0 Workers
Workers with night shift - Male	38 Workers
Workers with night shift - Female	123 Workers
Workers with disabilities - Male	1 Workers
Workers with disabilities - Female	3 Workers
Domestic migrant workers - Male	0 Workers
Domestic migrant workers - Female	0 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	48 Workers
Workers hired directly - Female	140 Workers
Workers hired indirectly - Male	0 Workers
Workers hired indirectly - Female	0 Workers
Unionised workers - Male	0 Workers
Unionised workers - Female	0 Workers
Workers under CBA - Male	0 Workers
Workers under CBA - Female	0 Workers
Pregnant workers	4 Workers
Workers on parental leave - Female	5 Workers
Sample - Male	5 Workers
Sample - Female	10 Workers

Findings

PA1: Social Management System

The company still not perform internal monitoring activities of the implemented social procedures and practices, which to give the management whole picture about the implemented management system.

Kompanija još uvek ne obavlja aktivnosti internog praćenja sprovedenih socijalnih postupaka i praksi, što menadžmentu daje celokupnu sliku o implementiranom sistemu upravljanja.

This question was rated partially, because the company offers to the workers work during Saturdays. This overtime is voluntary and do not exceed 8 hours per week. However it happens constantly. It seems that the company takes orders which are more than the normal capacity or productivity of labour force is not calculated correctly

Ovo pitanje je ocenjeno delimično, jer kompanija radnicima nudi rad subotom. Ovaj prekovremeni rad je dobrovoljan i ne prelazi 8 sati nedeljno. Međutim, to se dešava stalno. Čini se da kompanija prima naloge koji su više od normalnog kapaciteta ili produktivnost radne snage nije pravilno izračunata

This question was rated as N/A, because the only supplier is ORMO group, which is in a same time RSP holder and main customer for the audited producer.

Ovo pitanje je ocenjeno kao N / A, jer je jedini dobavljač ORMO grupa, koja je istovremeno nosilac RSP-a i glavni kupac revidiranog proizvođača.

However that the company has only one supplier at the moment, the procedure for selection and control of the suppliers with social criteria is still not developed and used.

Međutim, jer kompanija trenutno ima samo jednog dobavljača, postupak izbora i kontrole dobavljača sa socijalnim kriterijumima još uvek nije razvijen i ne koristi se.

PA 2: Workers Involvement and Protection

Based on an evidences gathered during the audit, this quation was rated partially. The long-term goals are not developed with appropriate measures, a plan to achieve them and resources to ensure that they are achieved.

Dugoročni ciljevi nisu razvijeni odgovarajućim merama, planom za njihovo postizanje i resursima koji će osigurati njihovo postizanje.

Based on evidences gained during the audit, this question was rated partially. Training, related to the Amfori BSCI Code of conduct was provided to all personnel, however training materials, training program and specific training activities to the senior management staff, decision makers and worker representative are not a stable practice and not documented appropriately.

Na osnovu dokaza prikupljenih tokom revizije, ovo pitanje je ocenjeno delimično. Obuka u vezi sa Kodeksom ponašanja Amfori BSCI pružena je svom osoblju, međutim materijali za obuku, program obuke i posebne aktivnosti obuke za više rukovodeće osoblje, donosiocje odluka i predstavnika radnika nisu stabilna praksa i nisu dokumentovani na odgovarajući način.

Based on evidences gathered during the audit this question was rated partially. Presented grievance procedure do not consider a process for catching and response of external raised complaints (interested pary, community etc.). Most of the discussed problems are related to personal relations, however they are communicated and solved verbally and no records for this was kept.

Na osnovu dokaza prikupljenih tokom revizije, ovo pitanje je ocenjeno delimično. Predstavljeni postupak za žalbe ne uzima u obzir postupak hvatanja i odgovora na eksterne podnesene žalbe (zainteresovani pariye, zajednica itd.). Većina problema o kojima se razgovaralo odnosi se na lične odnose, međutim oni se komuniciraju i rešavaju usmeno i za to nisu čuvani zapisi.

PA 3: The Rights of Freedom of Association and Collective Bargaining

Based on insuficient evidences this question was rated partially. There is a protocol from election of worker representative and all interviewee respond that they are familiar with her and are satisfied of communication. However no evidences from the election was presented (participant lists, candidates, number voted)

Na osnovu nedovoljnih dokaza ovo pitanje je ocenjeno delimično. Postoji protokol o izboru predstavnika radnika i svi sagovornici odgovaraju da su joj poznati i da su zadovoljni komunikacijom. Međutim, nisu predstavljeni dokazi sa izbora (spiskovi učesnika, kandidati, broj glasova)

PA 6: Decent Working Hours

Although overtime work does not exceed the allowable 8 hours per week and it is voluntary and paid with a bonus, according to the law, this issue is assessed as partially fulfilled due to the fact that the company offers workers overtime work every Saturday. The company should look for opportunities to reduce the use of overtime within the limits allowed by Amfori CoC - only in emergencies, troubleshooting machinery and urgent business needs.

PA 6: Decent Working Hours

Iako prekovremeni rad ne prelazi dozvoljenih 8 sati nedeljno i dobrovoljan je i plaća se bonusom, prema zakonu ovo pitanje se ocenjuje kao delimično ispunjeno zbog činjenice da kompanija svake subote radnicima nudi prekovremeni rad. Kompanija treba da traži mogućnosti da smanji upotrebu prekovremenog rada u granicama koje dozvoljava Amfori CoC - samo u hitnim slučajevima, mašinama za rešavanje problema i hitnim poslovnim potrebama.

PA 7: Occupational Health and Safety

This question was rated as N/A, because the nature of production do not suppose or use any type of chemicals
Ovo pitanje je ocenjeno kao N / A, jer priroda proizvodnje ne podrazumeva niti koristi bilo koju vrstu hemikalija

The verification of the procedure for reporting of an incident shows that the company do not perform sufficient enough internal investigation to identify the core reason and take preventive actions. Still the company rely on a decision taken by the government authority yet, who classify the incident. The company has a potential to improve the procedure for reporting and investigating the incidents by including of clear way for internal investigation, persons involved, magnitude of preventive actions (extra trainings, removing of hazards etc.)

Provera postupka prijavljivanja incidenta pokazuje da kompanija ne sprovodi dovoljno internih istraga da bi identifikovala osnovni razlog i preduzela preventivne mere. Ipak, kompanija se još uvek oslanja na odluku vladine vlasti koja je klasifikovala incident. Kompanija ima potencijal da poboljša postupak izveštavanja i istrage incidenata, uključujući jasan način za internu istragu, uključene osobe, obim preventivnih akcija (dodatni treninzi, uklanjanje opasnosti itd.)

At the premise for taking of food was not assured fridge and/or microwave for storing or heating the food, brought from home
U prostoriji za uzimanje hrane nije bio osiguran frižider i / ili mikrotalasna pećnica za čuvanje ili zagrevanje hrane donesene od kuće

The locker rooms could be assured with heating system and the company should consider that fact that lockers are used at their limit. There is lockers used by two workers at one the same time.

Svlačionice bi mogle da se osiguraju sistemom grejanja i kompanija bi trebalo da uzme u obzir činjenicu da se ormarići koriste na ograničenom nivou. Postoje ormarići koje istovremeno koriste dva radnika.

This question was rated as N/A because the company do not provide transportation to the workers.
Ovo pitanje je ocenjeno kao N / A jer kompanija ne pruža prevoz radnicima.

PA 10: No Precarious Employment

The practice according to local Law when hiring the workers is to offer them temporary contract with identified period from 1 month to 1 year. After second year the workers, received permanent contract. However, that this period is automatically prolonged without break of the work experience, this type of identified time labor contracts could be used to stress or press the people. The company can consider reducing of the period of two years for the identified time contracts with more appropriate probation period.

Praksa prema lokalnom zakonu prilikom zapošljavanja radnika je da im se ponudi privremeni ugovor sa utvrđenim periodom od 1 meseca do 1 godine. Posle druge godine radnici su dobili ugovor o radu na neodređeno vreme. Međutim, da se ovaj period automatski produžava bez prekida radnog iskustva, ova vrsta utvrđenih ugovora o radu na određeno vreme može se koristiti za stres ili pritisak na ljude. Kompanija može razmotriti smanjenje perioda od dve godine za identifikovane vremenske ugovore sa odgovarajućim probnim periodom.