

Monitored Party Alma DOOEL	amfori ID 807-000033-000	Address Todosija Paunov 8, 2300 Kocani, Kočani, North Macedonia
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Intertek
Monitoring Start Date 13/06/2024	Closing Meeting Finished Date 26/06/2024	Submission Date 26/06/2024
Expiration Date 26/06/2026	Announcement Type Semi Announced	
Site ALMA DOOEL	Site amfori ID 807-000033-002	

This is an extract of the online Monitoring Result, generated on 03/07/2024, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available on the [amfori Sustainability Platform](#) - The English version is the legally binding one.

amfori does not assume any liability with regard to the compliance of this extract, or any versions of this extract, with the Regulation (EU) 2016/679 (General Data Protection Regulation).

All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent. © amfori, 2021

OVERALL RATING



SECTION RATING

PA1: Social Management System	A	
PA 2: Workers Involvement and Protection	A	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination, Violence or Harassment	A	
PA 5: Fair Remuneration	A	
PA 6: Decent Working Hours	A	
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, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

The audit has been conducted in 1.5 man day on-site – 13-14 June 2024 (2 man days report time incl.) by one Lead auditor (Tsvetelina Maleshkova - CSCA21700581, Intertek BA). The audit covers the period May 2023 – April 2024. As part of the audit process an opening meeting, site tour, documentation review, workers' interviews and closing meeting were conducted – covering the on-site premises and workers. #COVID19 – measures are changed and no specific restrictions are in place.

ALMA DOOEL (Business license 5642205, 05/02/2002, TAX ID No4013002115572) is a privately owned company, established in 2002. Company's premises are located at 8 Todosija Paunov Str., 2300 Kochani, Macedonia. At the location of the main production unit there is one more company registered: ALMATEKS DOOEL (Business license 6039499, 10/10/2005, TAX ID No4013005121395). Both companies have one and the same owner. Workers from both companies share the same production premises, canteen and sanitary facilities, and are functioning within a common management system, including working hours and Health & Safety. And are employed under one and the same conditions. Sample of employees and documents covered both companies as they are interconnected in their daily production activities. The breakdown of employees in Data Evidence is of both companies. Company occupies one three story building, a total of 1280 sq.m., solid brick construction.

There are no foreign workers. Management of the factory was open and transparent. Full access was allowed to all areas, documents and records.

The average wage observed was 33644.00MKD/net and the highest one – 46440.00MKD/net. Living wage is calculated based on an average family with 2.7 members and market based food/utilities prices. Youngest worker is 32 years old. There is 1 workers' representative. The difference in the number of employees is because there was a person on sick leave.

During the audit, factory's management demonstrated dedicated approach to complying with amfori BSCI requirements, The following PAs were found compliant, considering:

PA1 - Social Management System and Cascade Effect – facility is committed to operating in compliance with local law and the amfori BSCI principles. Internal policies and procedures are elaborated, incorporated in its everyday activities and made available to all employees through trainings and by posting them on the information boards. There is a responsible person assigned for overseeing the social compliance of the facility. Facility has good planning and production process based on realistic production capacity.

PA2 - Workers Involvement and Protection – facility has translated and communicated the amfori BSCI Code of Conduct by posting it on the information board. Workers have been trained on it. Grievance procedure is implemented (there is a suggestion box available) and responsible people are assigned. A logbook is maintained.

PA 3 - Rights of FOA and Collective Bargaining - rights of FOA and collective bargaining are not restricted by management. There is no union at the facility and respectively no internal CBA as this is not a legal requirement. There is a workers' representative freely elected amongst the others.

PA4 - No Discrimination - there were no discriminatory practices observed or reported during the audit. Facility management is aware that no forms of discrimination are acceptable. Employees are free to move around the workplace for water, toilet and are free to go at the end of the work day. Employees shared that they are treated with respect.

PA5 - Fair Remuneration - facility demonstrated compliance with local law, workers receive their wages in a timely manner, All legally required deductions are made on a monthly basis and transferred to the National Revenue Agency. No illegal deductions were noted or reported during the audit.

PA6 - Decent Working Hours - Facility has a well developed production schedule. There are no shifts, all workers are on regular working time – 7.00 to 15.00 (Mon to Fri) There is a daily break of 30 min. No overtime was observed in the sample checked or reported.

PA7 - Occupational Health and Safety - facility complies with all H&S and fire safety legal regulations. Effective training and preventive system is established and periodically monitored. Workers are aware and undergo initial and periodical trainings. Fire extinguishers/hose reels are installed and maintained on regular basis by external licensed companies. Working premises and warehouses are well maintained. Factors of the work environment are monitored. Risk assessment of the working places is available. There are people trained in providing first aid help and first aid kits are installed. No chemicals are used apart of small quantities of spot removal liquids.

PA8 - No Child Labour - Age verification is part of the hiring process, legal documents are checked upon hire and ID numbers are included in the labour contracts. No evidence of child labor was found during the audit All employees are above 18 years old.

PA9 - Special protection for young workers - generally there are no young workers hired by factory. Factory's management

demonstrated good awareness of the local law and amfori BSCI Code regarding protection for young workers and applicable limitations and special requirements.

PA10 - No Precarious Employment - official labor contracts are available for the workers. Contracts are made on permanent basis. Annexes are signed upon changes. No seasonal workers are used. All checked labour contracts were signed, valid and contained all necessary elements. Contracts are detailed, including information on: working hours, payment date, position, etc.

PA11 - No Bonded Labour – No evidence was found or reported during the audit for any form of servitude, forced, bonded, indentured, trafficked or non-voluntary labour. During the interviews workers shared there were no similar practices in the facility, all are hired based on their own will and they can terminate the contract freely and with legally required notification. Workers confirmed they are respected and treated in a fair manner. Disciplinary measures are as per the Labour Law – warning, warning for dismissal, contract termination.

PA 12 – Facility has an Environmental assessment report, potential risks and environmental aspects are identified, as legally required. Waste is disposed through licensed vendors.. Responsible people are trained. The facility does not need any special environmental permits. As the facility performs wet processes, analysis on the wastewater are performed every 6 months and the water is discharged in the city sewerage system and treated in the city waste water treatment plant. External air emission analysis are also performed.

PA13 - Ethical Business Behaviour – Management is aware of the need of avoiding corruption. During the audit, the facility demonstrated transparency and willingness to share the required information with the Auditor. Audited factory operates with personal information of the workers, which is protected, as required under the personal data protection local law. Responsibilities for the aspects of social compliance are allocated.

This current audit was subject to EU GDPR 2016/ 679 and therefore some personal data may have been removed from the report, as applicable. The following documents are not uploaded as they are N/A to the facility: • Contractor license/ permit - no contractors are used • Agency labour contract - no labour agencies are used. • Government waivers - no waivers • CBA - no union and respectively no CBA The following pictures are not uploaded as they are N/A to the facility: • Remediation of previous findings/areas of improvement - the current audit was not a FU audit • Dormitories - not provided ; • Chemical storage – no chemicals

SITE DETAILS

Site
ALMA DOOEL

Site amfori ID
807-000033-002

GICS Classification

Sector
Consumer Discretionary

Industry Group
Consumer Durables & Apparel

Industry
Textiles, Apparel & Luxury Goods

Sub Industry
Textiles

amfori Process Classifications

Cutting

Packaging / wrapping / shipping

Sewing / Stitching

GS1 Classifications

N.A.

NACE Classification

Manufacture of other textiles

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	84	Workers
Legal minimum wage in local currency	22,567	Monthly
Lowest wage paid for regular work at the site	27,458	Monthly
Calculated living wage in local currency	23,210	Monthly
Total sample	12	Workers

Other Metrics

Male workers	26	Workers
Female workers	58	Workers
Non-binary workers	0	Workers
Permanent workers - Male	26	Workers
Permanent workers - Female	59	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	2	Workers
Management - Female	2	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	0	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	2	Workers
Workers with disabilities - Female	2	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	0	Workers
Domestic migrant workers - Female	0	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	26	Workers
Workers hired directly - Female	59	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	0	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	4	Workers
Sample - Female	8	Workers
Sample - Non-binary	0	Workers