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Auditee :	<b>Glass Co. For Ready Made Garments - Private Free Zone</b>
Audit Date From :	<b>18/11/2019</b>
Audit Date To :	<b>21/11/2019</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the amfori BSCI platform</b>
Auditing Company :	<b>Intertek</b>
Auditor's Name(s) :	<b>Mostafa Hassan(Lead)</b>
Auditing Branch (if applicable) :	<b>Intertek Egypt</b>

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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;"><b>A</b></p> <p style="text-align: center;"><b>Very Good</b></p>	<ul style="list-style-type: none"> <li>• Minimum 7 Performance Areas rated A</li> <li>• No Performance Areas rated C, D or E</li> </ul> <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>B</b></p> <p style="text-align: center;"><b>Good</b></p>	<ul style="list-style-type: none"> <li>• Maximum 3 Performance Areas rated C</li> <li>• No Performance Areas rated D or E</li> </ul> <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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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 style="text-align: center;"><b>C</b></p> <p style="text-align: center;"><b>Acceptable</b></p>	<ul style="list-style-type: none"> <li>• Maximum 2 Performance Areas rated D</li> <li>• No Performance Areas rated E</li> </ul> <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																													
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C	C	C	C	C	C	C	C	C	C	C	D	D																													
<p style="text-align: center;"><b>D</b></p> <p style="text-align: center;"><b>Insufficient</b></p>	<ul style="list-style-type: none"> <li>• Maximum 6 Performance Areas rated E</li> </ul> <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>
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 style="text-align: center;"><b>E</b></p> <p style="text-align: center;"><b>Unacceptable</b></p>	<ul style="list-style-type: none"> <li>• Minimum 7 Performance Areas rated E</li> </ul> <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;"><b>Zero Tolerance</b></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 :	<b>Glass Co. For Ready Made Garments - Private Free Zone</b>		
DBID number :	<b>330530</b>		
Audit ID :	<b>167864</b>		
Address :	<b>3 El-Montaser St., Shobra El khema, factories Road Cairo</b>		
Province :	<b>Al Qalyubiyah</b>	Country :	<b>Egypt</b>
Management Representative :	<b>Mr. Mohamed Mubarak / Assistant General Manager</b>		
Contact person:	<b>Mohamed Mubarak</b>	Sector :	<b>Non-Food</b>
Industry Type :	<b>Textiles, clothing, leather</b>	Product group :	<b>Apparel</b>
Product Type :	<b>Ready made gaments, woven bottoms</b>		

**Audit Details**



Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input 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 :	D		
Need of follow-up :	Yes	If YES, by : 21/11/2020	

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
C	C	A	A	B	A	E	A	A	A	A	A	A

**Executive summary of audit report**

Auditors: Mostafa HASSAN, APSCA: RA 21700368  
 Glass Co. For Ready Made Garments is a private free zone company which was established since 1998, facility is located in 3 Montaser Street, Shoubra El Kheima, In front of Crystal Asfour Mosque, Al Qalyubiyah, Egypt.  
 Total land area occupied by the facility is 2200 square meters and consists of one building in 5 floors (ground+ 4 floors), ground floor including raw material warehouse, washing section, cutting section and admin offices, first floor including sewing section, second floor including trimming section, QC section, Accessories warehouse, final packing area and finished goods warehouse, third floor including sampling department, clinic room, machines warehouse, fourth floor including eating area, pray area, boilers and compressors room.  
 Main operations in the facility are cutting, sewing, ironing, washing, quality control and packing.  
 There are 4 production lines in the facility, with production capacity of 4000 pieces/day.  
 There are total of 648 employees in the facility, all are permanent employees, all are local employees, 327 male, 321 females.  
 Languages spoken by management are Arabic and English, language spoken by workers is Arabic.  
 Interviews with employees were conducted in a private room, in Arabic language.  
 Wages of employees are calculated based on monthly rate, paid regularly on the 5th of each month in cash for 30% of employees, through direct deposit to bank account for 70% of employees.  
 Working week in the facility is from Saturday to Thursday, Friday is the weekly rest day.  
 Normal working hours are 8 hours per day from 08:00 to 16:00 with one hour break, lunch break is divided into two groups, first group from 12:00 to 12:30, second group from 13:00 to 13:30, all workers are provided with another 30 minutes for prayers.  
 The factory uses barcode scanners to record workers' working hours.  
 Minimum legal wage is 782 EGP/month, minimum wage paid in the facility is 1400 EGP/month.  
 Minimum age found to be working in the facility is 18 years old (born on 01/10/2001).  
 There is no union in the facility, no CBA agreement, there is no worker's committee or workers' representatives in the facility.  
 There is no dormitory provided by the facility.  
 Transportation is provided to all employees free of charge.  
 The nearest hospital is El Nasr Public hospital which is 3 minutes far from the factory.  
 The nearest fire station is Agriculture college fire station which is 8 minutes far from the factory.  
 There is an onsite clinic with full time nurse and a doctor visits the factory 2 times a week.

Opening meeting: A full audit was conducted at Glass Co. For Ready Made Garments on November 18, 2019, upon arrival auditor conducted an opening meeting at 09:30 AM with Mr. Mohamed Mubarak / General manager assistant, Mr. Gamal KASSEM / HR Manager, Mr. Ahmed Shaker / Compliance officer. The Audit procedure and the assessment were explained to the auditee team as per amfori BSCI Standards. The factory allowed the auditor to access the facility.

Closing meeting: At the end of the assessment, a closing meeting was held with Mr. Gamal KASSEM / HR Manager, Mr. Ahmed Shaker (Compliance officer). Mr. Gamal Kassem on behalf of the management agreed to sign the CAP. The management was very receptive and accepted audit findings.

Workers in general point of view considers it as an acceptable facility and showed their satisfaction of the factory management attitude toward them during the last period.

Performance Area 3: Freedom of association and collective bargaining was rated "A" as the auditee has set and publicly stated their mission, vision and objectives which also refer to the amfori BSCI Code of Conduct, ensuring workers rights of freedom of association and collective bargaining via detailed policies, procedures and trainings, there is no union in the facility however there is no restriction from employer to let the workers form a union or join any external union, policies, procedures were reviewed by auditor.

Performance Area 4: No discrimination was rated "A" as the auditee has set and publicly stated their mission, vision and objectives which also refer to the amfori BSCI Code of Conduct, ensuring there is no discrimination via detailed policies, procedures, trainings, grievance mechanism through suggestions box and open door policy, there is no sign of discrimination in the facility, all workers are treated equally, policies, procedures were reviewed by auditor.

Performance area 6: Decent Working Hours was rated "A" as the auditee fulfills 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 decent working hours for workers via detailed policies, procedures and training, standard working hours are 48 hours/week, sufficient rest break provided to all employees, rest day is provided every seven days, no overtime hours noted during reviewed months, policies, procedures, time records review were reviewed by auditor, maximum working hours noted is as follows:

48 to 58 hours/week in October 2019 (Current month).

48 to 58 hours/week in July 2019 (Random month).

48 to 58 hours /week in April 2019 (Random month).

Performance area 8: No Child Labor was rated "A" as the overall results shows that the auditee fulfills 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, there is no sign of child labor in the facility, minimum age found to be working in the facility is 18 years old, policies, procedures, proof of age for selected employees, personnel records were reviewed by auditor.

Performance Area 9: Special protection for Young workers was rated "A" as the overall results shows that the auditee fulfills 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 procedures, minimum age found to be working in the facility is 18 years old, policies, procedures, proof of age for selected employees, personnel records were reviewed by auditor.

Performance Area 10: No precarious employment was rated "A" as 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 procedures, all workers in the facility are permanent employees, registered with local authorities, there is a signed labor contract kept in each employee personnel file, facility policies, procedures, personnel files, social insurance records and labor contracts for selected employees were reviewed by auditor.

Performance Area 11: No bonded labor was rated "A" as 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 procedures, ensuring no forced or bonded labor, grievance mechanism through suggestions box, open door policy, there is no sign of forced, bonded or prison labor in the facility, facility policies, procedures were reviewed by auditor.

Performance Area 12: protection of the environment was rated "A" as 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 procedures, ensuring protection of the environment, facility has all necessary environmental permits/approvals, waste is properly managed and stored, all waste is disposed of through a licensed contractor, facility policies, procedures, environmental permits, licenses, environmental register, impact assessment were reviewed by auditor

## Ratings Summary



Auditee's background information			
Auditee's name :	<b>Glass Co. For Ready Made Garments - Private Free Zone</b>	Legal status :	<b>Private owned company</b>
Local Name :	مصنع جلاس للملابس الجاهزه	Year in which the auditee was founded :	<b>1998</b>
Address :	<b>3 El-Montaser St., Shobra El khema, factories Road</b>	Contact person (please select) :	<b>Mohamed Mubarak</b>
Province :	<b>Al Qalyubiyah</b>	Contact's Email :	<b>Mohamed_mubarak@glassgarments.com</b>
City :	<b>Cairo</b>	Auditee's official language(s) for written communications :	<b>Arabic</b>
Region :	<b>Middle East/ North Africa</b>	Other relevant languages for the auditee :	<b>English</b>
Country :	<b>Egypt</b>	Website of auditee (if applicable) :	<b>www.glass-garments.com.eg</b>
GPS coordinates :	<b>30.123524, 31.259288</b>	Total turnover (in Euros) :	<b>20000000.00</b>
Sector :	<b>Non-Food</b>	Of which exports % :	<b>100.00</b>
Industry :	<b>Textiles, clothing, leather</b>	Of which domestic market % :	<b>0.00</b>
If other, please specify :	<b>N/A</b>	Production volume :	<b>4000 pieces/day</b>
Product Group :	<b>Apparel</b>	Production cost calculation :	<b>Yes</b>
If other, please specify :	<b>N/A</b>	Lost time injury calculation cost :	<b>Yes</b>
Product Type :	<b>Ready made gaments, woven bottoms</b>		

Auditee's employment structure at the time of the audit			
Total number of workers :	<b>648</b>	Total number of workers in the production unit to be monitored (if applicable) :	<b>0</b>
	<b>MALE WORKERS</b>	<b>FEMALE WORKERS</b>	
Permanent workers	<b>327</b>	<b>321</b>	
Temporary workers	<b>0</b>	<b>0</b>	
In management positions	<b>26</b>	<b>11</b>	
Apprentices	<b>9</b>	<b>8</b>	
On probation	<b>0</b>	<b>15</b>	
With disabilities	<b>19</b>	<b>15</b>	
Migrants (national citizens)	<b>0</b>	<b>0</b>	
Migrants (foreign citizens)	<b>0</b>	<b>0</b>	
Workers on the permanent payroll	<b>327</b>	<b>321</b>	
Production based workers	<b>0</b>	<b>0</b>	
With shifts at night	<b>0</b>	<b>0</b>	
Unionised	<b>0</b>	<b>0</b>	
Pregnant	<b>-</b>	<b>7</b>	
On maternity leave	<b>-</b>	<b>4</b>	

**Finding Report**



**Performance Area 1 : Social Management System and Cascade Effect**

Full Audit [Audit Id - 167864] Audit Date: 18/11/2019 PA Score: C

Deadline date:20/02/2020

**GOOD PRACTICES:**

The main auditee exceeds expectations with respect to this Principle because: 1. The facility is certified ISO 9001:2015, valid till 03/08/2021.

**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 amofori 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 of their management system towards implementation of amfori BSCI code of conduct.

- 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, 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 و مشاركة العمال والمكافأة العادلة والصحة والسلامة وأخلاقيات ممارسه الأعمال

- 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
- يحتفظ 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

**Remarks from Auditee:**

**Performance Area 2 : Workers Involvement and Protection**

Full Audit [Audit Id - 167864] Audit Date: 18/11/2019 PA Score: C

Deadline date:20/02/2020

**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 amofori BSCI Code of Conduct, the facility has policies and procedures, however there is a gap in implementation to record grievances, 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 coomunication such as workers representatives, therefore auditor gave No rating instead of Partial.

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

- 2.5 -** In accordance with BSCI Social requirements 2.5, the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities. It was noted that the facility have a written grievance procedures though direct reporting and suggestions box, including responsible person, deadline for feedback, it was effective however the complaints and suggestions are not recorded The facility has written grievance procedures therefore auditor gave Partial rating instead of No.
- لوحظ أن المنشأة لديها إجراءات مكتوبة للتظلم من خلال صندوق الإبلاغ المباشر والاقتراحات ، بما في ذلك الشخص المسؤول ، والموعود النهائي لتقديم الملاحظات ، وكان فعالاً ولكن لم يتم تسجيل الشكاوى والاقتراحات

**Remarks from Auditee:**

**Performance Area 3 : The rights of Freedom of Association and Collective Bargaining**

Full Audit [Audit Id - 167864] Audit Date: 18/11/2019 PA Score: A

Deadline date:

**GOOD PRACTICES:**

None

**AREAS OF IMPROVEMENT:**

None

**Remarks from Auditee:**



<b>Performance Area 4 : No Discrimination</b>	
Full Audit [Audit Id - 167864] Audit Date: 18/11/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> None	
<b>Remarks from Auditee:</b>	
<b>Performance Area 5 : Fair Remuneration</b>	
Full Audit [Audit Id - 167864] Audit Date: 18/11/2019 PA Score: B	Deadline date:20/02/2020
<b>GOOD PRACTICES:</b> The main auditee exceeds expectations with respect to this Principle because: 1. Free transportation is provided to all employees. 2. Free meal provided to all employees.	
<b>AREAS OF IMPROVEMENT:</b> 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 fair remuneration via detailed policies, procedures and trainings, workers are paid regularly in cash, all workers are paid above the legal minimum wage, however there is a gap in implementation and internal verification to ensure to provide workers with sufficient remuneration that allows workers to meet a decent living standard. <b>5.4 -</b> 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 50% from employees did not achieve the sufficient remuneration that allows workers to meet decent living standards, 50% of employees were found paid below the calculated living wage therefore auditor gave No rating instead of Partial. لوحظ أن 50٪ من العمال لم يحققوا المكافأة الكافية التي تسمح للعمال بالوفاء بمستويات المعيشة اللائقة	
<b>Remarks from Auditee:</b>	
<b>Performance Area 6 : Decent Working Hours</b>	
Full Audit [Audit Id - 167864] Audit Date: 18/11/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> None	
<b>Remarks from Auditee:</b>	



**Performance Area 7 : Occupational Health and Safety**

Full Audit [Audit Id - 167864] Audit Date: 18/11/2019 PA Score: E

Deadline date:20/02/2020

**GOOD PRACTICES:**

The main auditee exceeds expectations with respect to this Principle because: 1. The facility is certified OHSAS 18001:2007, valid till 25/11/2019.

**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.
- 7.3 -** 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 is not updated regularly, latest updated on 01/08/2010, air quality was not tested in washing section and spot cleaning area, in addition the 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.  
وقد لوحظ أن تقييم المخاطر لا يتم تحديثه بانتظام ، وأخر تحديث في 01/08/2010 ، لم يتم اختبار جودة الهواء في قسم الغسيل ومنطقة تنظيف البقع ، بالإضافة إلى أن تقييم المخاطر لم يأخذ بعين الاعتبار النساء الحوامل والمعوقين ، الأمراض السارية والأمراض غير السارية ،
- 7.7 -** 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 7.7: the auditee implements engineering and administrative control measures to avoid or minimise the release of hazardous substances into the work environment keep the level of exposure below internationally established or recognised limits. It was noted that stain removing room is not isolated from the production section, fumes from the ventilation table are not exhausted to the outside of the production section, air quality was not tested in washing section and spot cleaning area. Facility risk assessment was not properly covering the hazard of fumes inside the production sections therefore auditor gave No rating instead of Partial.  
لوحظ أن غرفة إزالة البقع ليست معزولة عن قسم الإنتاج ، والأبخرة من طاولته التهوية غير مستنفدة إلى الخارج من قسم الإنتاج ، ولم يتم اختبار جودة الهواء في قسم الغسيل ومنطقة تنظيف البقع
- 7.14 -** In accordance with the Egyptian Decree No. 211 for the year 2003- chapter 3 art 2," - It is also necessary to arrange water sources with joints connected to the fire hydrant as well as providing reserved water tanks for the establishments needed. In accordance with amfori BSCI Social requirements 7.14: the auditee has installed an adequate amount of and properly working firefighting equipment. It was noted that fire hydrant system installed is not yet operational during the audit time, hydrants are installed covering all floors, reserve tanks are available however not yet operational Facility has policies and procedures, sufficient number of fire extinguishers are provided therefore auditor gave Partial rating instead of No.  
تم تثبيت نظام الحنفية لمكافحة الحرائق حتى الآن خلال فترة التدقيق ، يتم تثبيت الحنفيات التي تغطي جميع الطوابق ، وخزانات الاحتياط متاحة ولكن لم يتم تشغيلها بعد
- 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 secondary emergency exit in 4th floor (canteen and pray area), was found under construction and not accessible during the audit time, there are approximately 300 persons as the canteen capacity at one time. One out of 2 emergency exits in the washing section (ground floor), where approximately 22 persons are working is from slide door type and do not open in the direction of exit. 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 أن مخرج الطوارئ الثانوي في الطابق الرابع (المقصف ومنطقة الصلاة) ، تم العثور عليه قيد الإنشاء ولا يمكن الوصول إليه خلال فترة التدقيق ، وهناك ما يقرب من 300 شخص كقاعة مقصف في وقت واحد. مخرج واحد من أصل 2 في قسم الغسيل (الطابق الأرضي) ، حيث يعمل حوالي 22 شخصاً هو باب منزلق ولا يفتح في اتجاه الخروج
- 7.17 -** In accordance with the Egyptian Labor Law no 12/2003 art.209, the establishment and its branches shall take all precautions and measures to provide the means of vocational safety and health and ensuring labor environment security for protection from mechanical dangers resulting from colliding the worker's body with a solid body, particularly the following: a. All danger arising from work tools and machines comprising tagging and lifting equipment, articles, apparatuses and means of transport, handling and power transmission. b. All danger arising from construction, building, and digging works, and risks of collapse and downfall. In accordance with amfori BSCI Social requirements 7.17: the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers. It was noted that 70% of sewing machines were missing safety guard (eye guard, finger guard), there are total of 600 sewing machines in the facility Majority of sewing machines were missing proper safety guard therefore auditor gave No rating instead of Partial  
لوحظ أن 70% من آلات الخياطة كانت تفتقد إلى الأمان (واقى العين ، واقى الإصبع) ، وهناك ما مجموعه 600 ماكينة خياطة في المنشأة
- 7.18 -** In accordance with the Egyptian Labor Law no 12/2003 art.212 ,the establishment shall provide the means of protection from the negative risks arising from and the aggravation harm or danger through the failure to provide them, like the means of rescue, the first aid, the clean up, arrangement and organization of the places of work , along with ensuring that the workers in places of food cooking, meal serving , and having drinks carry health certificates indicating that they are free of epidemic and contagious diseases.b. All danger arising from construction, building, and digging works, and risks of collapse and downfall. In accordance with amfori BSCI Social requirements 7.18: the auditee ensures qualified first-aid is available at all times It was noted that there is no eye wash station in the spot clean area. Facility has policies and procedures, first aid kits well stocked in all floors of the facility, there is a clinic room with daily devoted nurse, therefore auditor gave Partial rating instead of No.  
لوحظ أنه لا توجد وحدة غسل العين في منطقة تنظيف البقع
- 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 ، خطياً ، للتعامل مع حالات الصدمة أو الأمراض الخطيرة بما في ذلك عندما يكون المريض قد نقل إلى مرفق طبي مناسب
- 7.21 -** In accordance with the Egyptian Labor Law no 12/2003 art.212 ,the establishment shall provide the means of protection from the negative risks arising from and the aggravation harm or danger through the failure to provide them, like the means of rescue, the first aid, the clean up, arrangement and organization of the places of work , along with ensuring that the workers in places of food cooking, meal serving , and having drinks carry health certificates indicating that they are free of epidemic and contagious diseases.b. All danger arising from construction, building, and digging works, and risks of collapse and downfall. In accordance with amfori BSCI Social requirements 7.21: the auditee provides workers with access to an appropriate, clean area for storing food, eating and/or cooking It was noted that health certificate was found expired for the 3

<p>persons handling food in the canteen, expired on 27/10/2019, 03/11/2019, 13/11/2019. Facility has policies and procedures, eating area was found clean, food were covered, therefore auditor gave Partial rating instead of No.                  لوحظ أنه تم العثور على شهادة صحية منتهية الصلاحية لثلاثة أشخاص كانوا يتعاملون مع الطعام في المقصف ، وانتهت في 27/10/2019 ، 03/11/2019 ، 13/11/2019</p>	
<b>Remarks from Auditee:</b>	
<b>Performance Area 8 : No Child Labour</b>	
Full Audit [Audit Id - 167864] Audit Date: 18/11/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> None	
<b>Remarks from Auditee:</b>	
<b>Performance Area 9 : Special protection for young workers</b>	
Full Audit [Audit Id - 167864] Audit Date: 18/11/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> None	
<b>Remarks from Auditee:</b>	
<b>Performance Area 10 : No Precarious Employment</b>	
Full Audit [Audit Id - 167864] Audit Date: 18/11/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> None	
<b>Remarks from Auditee:</b>	
<b>Performance Area 11 : No Bonded Labour</b>	
Full Audit [Audit Id - 167864] Audit Date: 18/11/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> None	
<b>Remarks from Auditee:</b>	
<b>Performance Area 12 : Protection of the Environment</b>	
Full Audit [Audit Id - 167864] Audit Date: 18/11/2019 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b> The main auditee exceeds expectations with respect to this Principle because: 1. The facility is certified ISO 14001:2015, valid till 03/08/2021.	
<b>AREAS OF IMPROVEMENT:</b> None	
<b>Remarks from Auditee:</b>	

<b>Performance Area 13 : Ethical Business Behaviour</b>	
Full Audit [Audit Id - 167864] Audit Date: 18/11/2019 PA Score: A	Deadline date:20/02/2020
<b>GOOD PRACTICES:</b> None	
<b>AREAS OF IMPROVEMENT:</b> 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 procedures related to ethics and integrity, however there is a gap in implementation and internal verification. <b>13.1 -</b> 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 and procedures, there is no sign of any act of corruption, extortion or any form of bribery therefore auditors gave partial rating instead of NO لوحظ أنه لم يتم توفير أي تدريب من قبل العاملين والمدبرين حول الأخلاقيات والنزاهة	
<b>Remarks from Auditee:</b>	

**Summary**



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	18/11/2019	167864	C	C	A	A	B	A	E	A	A	A	A	A	A	D

**Producer Photos**



External photo(s) of the production unit(s)  
Facility building outer view.JPG



External photo(s) of the production unit(s)  
Facility name.JPG



Photo first aid facilities  
Clinic room.JPG



Photo first aid facilities  
Eye wash station - washing section.JPG



Photo first aid facilities  
First aid kit.JPG



Photo of chemical storage room (if applicable)  
Chemicals store.JPG



Photo of fire safety equipment  
Fire alarm call point.JPG



Photo of fire safety equipment  
Fire alarm panel.JPG



Photo of fire safety equipment  
Fire extinguisher.JPG



Photo of fire safety equipment  
Sprinkler system - warehouse.JPG



Photo of the canteen (if applicable)  
Canteen.JPG



Photo of the code of conduct on display  
Code posted.JPG



Photo of the inside of the main production hall  
Assembly point.JPG



Photo of the inside of the main production hall  
Boiler room.JPG



Photo of the inside of the main production hall  
Compressors room.JPG





Photo of the inside of the main production hall  
Cutting section.JPG



Photo of the inside of the main production hall  
Drinking water.JPG



Photo of the inside of the main production hall  
Electrical panel.JPG



Photo of the inside of the main production hall  
Emergency light.JPG



Photo of the inside of the main production hall  
Evacuation aisle.JPG



Photo of the inside of the main production hall  
Evacuation map.JPG



Photo of the inside of the main production hall  
Fabric inspection.JPG



Photo of the inside of the main production hall  
Fabric store.JPG



Photo of the inside of the main production hall  
Final product warehouse.JPG



Photo of the inside of the main production hall  
Metal detection device.JPG



Photo of the inside of the main production hall  
MSDS posted.JPG



Photo of the inside of the main production hall  
Notice board.JPG



Photo of the inside of the main production hall  
Packing section.JPG



Photo of the inside of the main production hall  
Praying area.JPG



Photo of the inside of the main production hall  
Sewing section.JPG



Photo of the inside of the main production hall  
Suggestion box.JPG



Photo of the inside of the main production hall  
Time keep device.JPG



Photo of the inside of the main production hall  
Washing section.JPG



Photo of the personal protection equipments (if applicable)  
Cutting worker wearing steel mesh gloves.JPG



Photo of the personal protection equipments (if applicable)  
Loading worker wearing safety shoes.JPG



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



Photo of the sanitary facilities  
Toilet.JPG



Photo of non-conformity  
Emergency exit slide door type - washing section.JPG



Photo of non-conformity  
Emergency exit staircase under construction.JPG



Photo of non-conformity  
Fumes from stain removing table not exhausted to the outside.JPG



Photo of non-conformity  
Health certificates expired for persons in canteen.JPG



Photo of non-conformity  
Sewing machine missing eye guard.JPG



Photo of non-conformity  
Sewing machine missing finger guard.JPG



Photo of non-conformity  
Stain removing open to production section and not isolated.JPG