

Monitoring result for GEORGIEV PLP on site Georgiev PLP Ltd

Monitoring

Monitored Party	: GEORGIEV PLP
amfori ID	: 100-000018-000
Site	: Georgiev PLP Ltd
Site amfori ID	: 100-000018-002
Address	: 47 San Stefano Str. : 5800, SOFIA : Pleven : Bulgaria
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Submission Date	: 20/06/2022
Expiration Date	: 20/06/2024

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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	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 Labour	A
PA 12: Protection of the Environment	A
PA 13: Ethical Business Behaviour	A

General description

The audit has been conducted by:
Auditing company: INTERTEK
Auditor: Gergana Georgieva
APSCA number: RA#21701430
Audit date: May, 16-19, 2022

The audit has been conducted in 3.5 man-day onsite (a total of 4 audit days, reporting time included). As part of the audit process an opening meeting, site tour, documentation review, workers' interviews and closing meeting were conducted.

The audit covered the period of April, 1st, 2021 to March, 31st, 2022. Youngest worker, found on site is 21 years old, hired in 2021 at the age of 20. The highest pay per month is 1553 BGN, average is 1108.89. There is a difference of 15 workers, between the total number of workforce in Employment Structure - General and on Day of Audit, as they were on sick and annual leave.

Georgiev PLP OOD (Ltd), subject to the present audit is a privately owned company established in 2019, created through the merging of two long existing companies (Georgiev & Co. Ltd. and Pleven 1999 Ltd.) which both had been undergoing BSCI audits since 2006 and 2008. The owners of the newly established company are the same as the old ones and workers are the same as well. Labour contracts with all workers have been resigned effective 01/12/2020. Business license # is 205828638. Facility is a producer of tailored apparel for men and women.

Company operates in the same premises and uses the same equipment.
Company is located at 47 San Stefano Str., Pleven, Bulgaria and operates in a four floor brick construction building, a total of 4285 sq.m.

Premises are located per floors as follows:

- 1) underground floor – special appliances' rooms, canteen, changing rooms;
- 2) 1st floor – ironing, sewing (special machines), warehouses (incoming materials and ready production);
- 3) 2nd floor and 3rd floor – sewing, cutting, administration, medical cabinet;

Management of the factory was open and transparent. Full access was allowed to all areas, documents and records.

It was observed that facility follows the COVID-19 precautions measures - mask were provided to all employees, there were disinfectants available and people observed the respective distance.

During the audit, factory's management demonstrated dedicated approach to complying with amfori BSCI requirements, they were well prepared for the audit and the management system was found well-functioning, based on well-developed policies, procedures and designated responsible people, following their assigned responsibilities. Management is committed to maintain full compliance with the requirements. The following PAs were found compliant, considering:

PA1 - Social Management System and Cascade Effect – facility is committed to following the amfori BSCI principles and has distributed and received signed copies of the Code of Conduct and Terms of Implementation by its business partners. Systems were found well integrated in the daily operations, monitoring system is also established, ensuring continuous compliance with legal and internal requirements.

PA2 - Workers Involvement and Protection – Facility has translated and communicated the BSCI Code of Conduct among its workers and has trained the managers on its' provisions; has established and operates an effective grievance mechanism, as confirmed during the document review and workers interviews. There are Worker representatives, elected in the facility.

PA 3 - Rights of Freedom of Association and Collective Bargaining - facility has demonstrated well -functioning management system and rights of freedom of association and collective bargaining are not restricted by management. There was no evidence that workers are discriminated against their union membership (or not).

PA4 - No Discrimination - there were no discriminatory practices observed or reported during the audit. Evidence suggests that the implemented management system is capable to protect from any forms of discrimination.

PA5 - Fair Remuneration - facility demonstrated compliance with local law, workers receive their wages in a timely manner. All workers receive payslips, legal benefits are provided. No illegal deductions were noted or reported during the audit.

PA6 - Decent Working Hours – Facility has a well developed production schedule, no gaps in implementing it were observed. Overtime policy is in line with local law and amfori BSCI requirements, stating that no more than 48 working hours per week are allowed and overtime is to voluntary and registered. Overtime not observed in sample.

PA7 - Occupational Health and Safety – initial H & S training is conducted for all new employees, as well as the regular necessary trainings. There is a Risk Assessment for the production premises and positions, trainings are conducted and workers are aware of potential risks. There are people trained in providing first aid help, first aid kits are available. Fire safety is maintained – fire extinguishers are regularly inspected, there is a fire alarm installed with smoke detectors and manual activation buttons. Practical drills are conducted periodically. There is an emergency team, trained in operating fire extinguishers.

PA8 - No Child Labour - Age verification is part of the hiring process, legal documents are checked by HR. No evidence or report for child labor was found during the audit. Factory has policy on child labor, including a remedial procedure.

PA9 - Special protection for young workers - generally there are no young workers hired by factory, there is no such practice. Factory's management demonstrated very good awareness of the local law amfori BSCI Code protection for young workers.

PA10 - No Precarious Employment - official labor contracts are available for the workers. Contracts meet the requirements of local law and are made on permanent basis. Temporary contracts were not found to be used with the intention to replace full time jobs.

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. No evidence for punishment, harassment and/ or abuse was found or reported during the audit. Workers confirmed they are respected and treated in a fair manner.

PA 12 – Protection of the Environment - Facility has implemented an Environmental policy, keeps track of environmental permits and licenses and manages its waste in a way that does not lead to the pollution of the environment.

PA13 - Ethical Business Behavior – Facility has Policy on Anti- Corruption and designated procedure in case corruption is found/ reported. Regular trainings on Ethical Business behavior for workers and for supervisors are conducted.

During the audit, the facility demonstrated transparency and willingness to share the required information with the Auditor. Responsibilities for the aspects of social compliance are allocated.

Management is committed to achieve full compliance with the requirements. #COVID19 – Facility strictly observes #COVID19 precautions measures - a special Risk assessment has been conducted in March, 2020 and prevention training is taking place twice per month. Single use PPE's – masks and gloves are provided, free of charge, which was confirmed during the site tour and workers interviews. Disinfectant stations are available and people observe the physical distance. Working premises are disinfected daily.

Management is committed to achieve full compliance with the requirements.

Attached are:

Remediation of previous findings/areas of improvement: N/a

The following documents are not uploaded as they are not applicable to the facility:

- Agency labour contract - no labour agencies are used
- Government waivers - no waivers
- Environmental licenses - no need for this type of production

The following pictures are not uploaded as they are not applicable to the facility:

- Dormitories

Site Details

Site : Georgiev PLP Ltd

Site amfori ID : 100-000018-002

GICS Classification

Sector : Industrials

Industry : Commercial Services & Supplies

Industry Group : Commercial & Professional Services

Sub Industry : Diversified Support Services

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	648 Workers
Legal minimum wage in local currency	504 Monthly
Lowest wage paid for regular work at the site	525 Monthly
Calculated living wage in local currency	512 Monthly
Total sample	28 Workers

Other Metrics

Male workers	131 Workers
Female workers	517 Workers
Permanent workers - Male	127 Workers
Permanent workers - Female	460 Workers
Temporary workers - Male	12 Workers
Temporary workers - Female	64 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	0 Workers
Management - Female	0 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	9 Workers
Workers on probation - Female	16 Workers
Workers with night shift - Male	0 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	8 Workers
Workers with disabilities - Female	32 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	139 Workers
Workers hired directly - Female	524 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	2 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	7 Workers
Sample - Male	8 Workers
Sample - Female	20 Workers

Findings

No findings