

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 :	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
A	A	A	A	A	A	A	A	A	A	A	A	A

Executive summary of audit report

The company is located in the Chirchik industrial zone, which is approximately 45 km north east from Tashkent. The area on which the enterprise is located is 13,49 hka of which 29 000 sq.m. are buildings - production and warehouse. The buildings are new, very well maintained and meet the safety requirements according to local legislation and BSCI requirements. The buildings are put into operation and have a permit for use by local authorities since 2014. The main activity on site at the moment of the audit are: dyeing of fabrics, cutting, sewing, stamping, ironing, cleaning and packaging. Most of the workers are young people attracted to work - the average age of the staff is between 25 and 37 years. Technological equipment is new, less than 5 years. Sewing equipment was supplied by Yamato - (Japan); Juki (Japan); Brother (Germany); Shima Seiki (Japan); Siruba (Taiwan), Tajima (Japan) Gerber (USA) Walz W - Textile printing machine (Germany); DTG - Digital Printing Machine on Textile (Turkey) Pailung - embroidery machines (Taiwan) and others. The conditions of the working environment - temperature and humidity are controlled. They have also been measured and maintained within the noise and dusting norms - the 2018 workplace attestation. Excessive levels of noise was identified only in one place - dyeing house. A laboratory tests of water both for drink and waste water are implemented monthly. The company has created excellent conditions for work and rest. The space around the buildings is formed with lawns and rest areas. The company provides free food for all workers, including those who work night work. The kitchen and the dining where the food is prepared and served are extremely clean. A modern clinic for medical diagnostics has been built on the territory of the company, which serves the workers. Medical examinations of staff are done free of charge every 6 months. Every worker has a medical record. For the transportation of workers, the company has purchased new buses to provide free transport to all workers. As an incentive for workers, the company provides new cars to those workers who show the best results. At the sewing department was established that every worker has a tablet by which every one can control personally his work and norm. The Auditor was granted with access to all premises and documents of the company. Interview room was provided. Salaries are paid regularly, without delay. No undue deductions are made. Workers have the right to choose how to receive their remuneration - in cash or by bank transfer. No evidence of violation of human or labor rights has been found. Trade union was established before 6 months and an official collective agreement exist. Workers freely and voluntarily are members by their wish. The Information boards with human rights, social policy, Amfori BSCI code, trade union membership and safety instruction are placed in all accessible for workers places. There is a sheddule with hours for meeting with General manager, a telephone numbers for direct compliance and a grievance boxes also are available.

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Overall rating :	A		
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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
A	A	A	A	A	A	A	A	A	A	A	A	A

Executive summary of audit report

The company is located north-west part of the Uzbekistan in Horezm area. The company is registered in 2016. All buildings are new constructed and fully adopted for the production process. The equipment and machines are new, last generation and high productive. The area on which the enterprise is located is 7 hka land with 26000 sq. meters workshops. They are put into operation and have a permit for use by local authorities since 2016. The main activity of the company is the production cotton hoisery. Also there is seweing workshop with ironing. The main processes are knitting, cutting, rewinding, sewing and packing. All main processes are operating on a 2 shifts. Mostly young people are attracted to work. Technological equipment is new- Lonati S.p.A. - Basic knitting equipment (Italy); Menegatto - rewinding equipment for the production of rubber yarns, elastic covering (Italy); Tecnopea S.p.A - molding equipment (Italy); Dinema - laboratory equipment, electronics (Italy); SSM - rewind equipment for spandex production, air covering (Switzerland); Atlas Copco - Compressor Equipment (Belgium); Heliot - machine for softening hardened silicones (Turkey); Yamato - sewing equipment (Japan); Juki - sewing equipment (Japan); Sulfet - equipment for printing prints (Turkey); R & B Impianti - knitting system air conditioning system (Italy) ;DOGU - conditioning system for the molding shop (Turkey) and other machine. At the moment of audit the company is runing in full capacity. The conditions of the working environment - temperature and humidity are controlled. They have also been measured and maintained. In knitting workshop the noise is over the limit and all workers are provided with earplugs. Dust level is controled automatically. The company has created excellent conditions for work and rest. The space around the buildings is formed with lawns and rest areas. The company provides free food for all workers, including those who work night work. The kitchen and the dining room where the food is prepared and served are extremely clean. A medical facility for medical diagnostics has been created on the territory of the company. Medical examinations of staff are done free of charge every 6 months. Every worker has a medical record. For the transportation of workers, the company has purchased new buses to provide free transport to all workers. Auditor was granted with access to all premises and documents of the company. Private Interview room was provided. During the interviews, none of the workers raised a complaint against the managers or the conditions in which they work. Salaries are paid regularly, without delay. Legal minimum wage in Uzbekistan is about 267650 sum (27,88 EUR), while the Basic need wage is about 580000 sum (59 EUR). The company pays 3 times more than legal minimum. All salaries are reach BNW. No undue deductions are made. Workers have the right to choose how to receive their remuneration - in cash or by bank transfer or mixed - one part in cash and other via bank transfer. No evidence of violation of human or labor rights has been found. The company has an official collective agreement and workers voluntary decides to participate or not. Their membership benefits are free tickets for cultural events and shows, free celebrations for some of the official holidays, and more. All findings identified during the audit are pointed into findings report. General impression from the company is good. No zero tolerance issues were identified during this audit.