

Monitoring result for VOIA FASHION LTD on site Voia Fashion Ltd. Additional Production Unit

Monitoring

Monitored Party	: VOIA FASHION LTD
amfori ID	: 100-000015-000
Site	: Voia Fashion Ltd. Additional Production Unit
Site amfori ID	: 100-000015-002
Address	: Village of Levunovo, Sandanski region
	: 2817, Levunovo
	: Blagoevgrad
	: Bulgaria
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Submission Date	: 27/07/2022
Expiration Date	: 27/07/2024

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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 one Lead auditor, Veronika Grozdanova - APSCA RA21701114 (Intertek BA) in 3 days onsite (total of 3,5 audit days, reporting time included as 0,5 day added for second location visit). The audit dates were 11 July to 13 July 2022, as semi-announced audit; the relevant months in scope were 12 months from July 2021 to June 2022. As part of the audit process an opening meeting, site tour, documentation review, workers' interviews and closing meeting were conducted. The months reviewed were June 2022: current month, March 2022: low month and December 2021: peak month.

Factory management were open and transparent. Full access was allowed to all areas, requested documents and records were provided in timely manner. Private area was provided for the workers' interviews. All employees at the facility are directly hired. No agencies are used, there are 3 foreign management workers of Greek and 1 of Turkish origin. There are no subcontractors used.

The current audit is subject to EU GDPR 2016/ 679 and therefore some personal data has been removed from the report, as applicable.

Voia Fashion Ltd. is a privately owned company established in 2000 in Blagoevgrad and second location started in 2016 in Levunovo, region of Petrich, Bulgaria. Company's premises are located at Sheinitza locality in Blagoevgrad 2700 and second location in Levunovo village 2817, Bulgaria. It produces apparel of all kinds. Company's registry (business license): 101539959 by Bulgarian Trade registry.

Company occupies main building in Blagoevgrad, 2-story production building with total of 2875 sq.m., concrete and panels construction. It is located in gated yard. The building in Levunovo is bricks-made, with total size of 2150 sq.m. Cutting department is located there. Building premises are approved for industrial use, and regularly inspected by the competent constructional authorities.

The processes performed: cutting, sewing, ironing, packing process and quality control, there is in-place warehouse in both locations.

During the audit, factory's management demonstrated dedicated approach, complying with BSCI requirements, they were prepared for the audit and the management system was found functioning, based on well-developed policies, procedures and designated responsible people, following their assigned responsibilities. There were no findings noted, all PA were found compliant, considering:

PA1 - Social Management System and Cascade Effect – facility is committed and is 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 amfori BSCI Code of Conduct among its workers and has trained the managers and workers on its' provisions; has established and operates an effective grievance mechanism.

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 are 3 freely elected workers' representatives, free to carry out activities without management interference and responsible for the grievance mechanism in place.

PA4 - No Discrimination - there were no discriminatory practices observed or reported during the audit. No such signals filed so far.

PA5 - Fair Remuneration - facility demonstrated compliance with local law, workers receive their wages in a timely manner, all are above the minimum wage determined by local law and the decent living wage calculation. The lowest wage found was 593.35 BGN/month net; highest wage found was 930.55 BGN/month net. All workers receive payslips, legal benefits are provided. No illegal deductions were noted or reported during the audit.

PA6 - Decent Working Hours – Facility uses precise electronic time recording with cards, and has a well developed production schedule, working hours are from 8:00 to 16:40 with 40 min meal break, and 2 small breaks of 15 minutes each. There was no overtime work noted in the 3 sampled months, confirmed by workers interviews.

Regular hours worked were within the legally required 40 hours/week.

PA7 - Occupational Health and Safety - facility complies with the applicable HSE and fire safety legal requirements as well as with BSCI requirements in this field. Trainings are conducted and workers are aware of potential risks and how to deal with them. There are 12 trained first aiders, and designated rescue team. Occupational health examinations are conducted. Fire safety is maintained at very good level. The necessary fire protective equipment was observed on site - inspected and well maintained. Practical drills are conducted periodically. Machinery is in good order and well maintained. Special equipment (compressors) is inspected. No chemicals are used, only spot removal sprays are rarely processed. Work clothing and PPE are provided to all employees and positions.

PA8 - No Child Labour - Age verification is part of the hiring process, legal documents are checked regularly. No evidence of child labor was found during the audit. Youngest worker was born in 2000 and hired in 2022 at the age of 22. There is remedial action plan and procedure in case children are found in facility's premises.

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 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 permanent individual contracts are concluded.

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 such signals filed so far.

PA12 – Protection of the Environment - Facility has implemented an Environmental safety vision and plan, Environmental policy with procedures, potential risks and environmental aspects are identified in designated Environmental safety assessment.

There are no significant environmental risks related to company's processes; facility's waste is properly stored, separated and transported with the use of licensed service providers.

PA13 - Ethical Business Behavior – The audited factory has Policy on Anti- Corruption and designated procedure in case corruption is found/reported.

The facility exceeds the expectations of PA5: Fair remuneration, as free of charge transportation is provided in both locations. Also, the facility exceeds the expectations of PA7: Occupational Health and Safety, as there are fire emergency smoke domes (roof and side domes) installed in the facility's building in Blagoevgrad, and the expectations of PA12: Protection of the Environment as it has installed roof-positioned photovoltaic sun collectors in Blagoevgrad.

The facility follows sufficient #Covid-19 precautions measures - masks were provided to all employees, there were disinfecting stations with instructions available and workforce is positioned in respective distance. Specific HSE trainings are conducted and also instructions are placed on the information board.

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

- Contractor license/permit - no contractors are used
- Agency labour contract - no labour agencies are used.
- Government waivers - no waivers

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

- Remediation of previous findings/areas of improvement - the current audit was not a follow up audit
- Dormitories.

Site Details

Site : Voia Fashion Ltd. Additional Production Unit

Site amfori ID : 100-000015-002

GICS Classification

Sector : Consumer Discretionary

Industry : Textiles, Apparel & Luxury Goods

Industry Group : Consumer Durables & Apparel

Sub Industry : Apparel, Accessories & Luxury Goods

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	171 Workers
Legal minimum wage in local currency	550 Monthly
Lowest wage paid for regular work at the site	593 Monthly
Calculated living wage in local currency	588 Monthly
Total sample	20 Workers

Other Metrics

Male workers	41 Workers
Female workers	130 Workers
Permanent workers - Male	51 Workers
Permanent workers - Female	139 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	3 Workers
Management - Female	1 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	0 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	3 Workers
Workers with disabilities - Female	10 Workers
Domestic migrant workers - Male	0 Workers
Domestic migrant workers - Female	0 Workers
Foreign migrant workers - Male	4 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	51 Workers
Workers hired directly - Female	139 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	1 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	3 Workers
Sample - Male	7 Workers
Sample - Female	13 Workers

Findings

No findings