



BSCI Audit Summary Report

NAME OF THE PRODUCER : COMFY ANGEL D.O.O.

DBID : 342690

DATE OF THE AUDIT : 10/11/2014

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Producer Information

Name of producer :	Comfy Angel D.O.O.		
DBID number :	342690		
Audit ID :	23194		
Address :	ul. Aleksandar Makedonski 1/G-13 7 500 PRILEP Republic of Macedonia,Prilep		
Province :	Prilep	Country :	Macedonia
Management Representative :	Andrew Bruce		
Contact person:	Nikolche Janeski		
Sector :	Non-Food	Industry Type :	Textiles, clothing, leather
Product group :	Home textiles	Product Type :	Home textiles

Audit Details

Type of audit :	<input type="checkbox"/> Full Audit	<input checked="" type="checkbox"/> Re-Audit
Sub type of audit :	<input type="checkbox"/> Combined audit	<input type="checkbox"/> Special investigation- RUC
	<input type="checkbox"/> Special investigation- Other	<input type="checkbox"/> Unannounced/ Semiannounced
Audit date :	10/11/2014	Audit Duration : 2.500
Audit methodology :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Primary Production
Auditing Company :	Intertek	
Auditing Company Branch :	Intertek Bulgaria	
Auditing company address :	24 A "Acad. Metodi Popov" Str.,,Sofia	
Lead Auditor Name(SA8000 Certificate Number) :	Elitsa Likova (AD10463)	
Team Member Name(SA8000 Certificate Number) :		

Audit Results for Part B tier I

Total Score Part B tier I:	<input checked="" type="checkbox"/> Good	<input type="checkbox"/> Improvements Needed	<input type="checkbox"/> Non-Compliant
Total Number of deviations in crucial questions :	0 / 35		
Agreed date for closing the Corrective Action Plan (If applicable) :			
Contingencies to be reported :	<input type="checkbox"/> Aborted	<input type="checkbox"/> Partially Conducted	<input type="checkbox"/> Combined With Other Systems
	<input type="checkbox"/> Desktop Review	<input type="checkbox"/> Others	

Audit Results for Part B tier II (Only relevant if Primary Production Methodology is used)

Please refer to section "Sampled Units Tier II" and "Audit Sample CAP B"

Audit Results for Part C (Only relevant if Part B tier I scores Good)

Total Score Part C:	<input type="checkbox"/> Good	<input checked="" type="checkbox"/> Improvements Needed
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Score Interpretation			
Good	Improvements Needed	Non-Compliant	Under "Grace Period"
Minor deviations are identified in no more than 2 questions per chapter, these questions are not marked as crucial.	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.	Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant.	Not Available

Audit Master Data Part A

For more details of the company, see complete Master Data in the on-line Audit Report

General information on the Producer			
Name of producer :	Comfy Angel D.O.O.		
Address :	ul. Aleksandar Makedonski 1/G-13 7 500 PRILEP Republic of Macedonia,Prilep		
Year of foundation :	2004		
Legal status :	Ltd.		
Turnover (in euros) :	8000000.000		
Main contact person :	Nikolche Janeski		
Language spoken :	Macedonian		
Valid GlobalG.A.P Certificate :	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Other Social audit :	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Social audit name :	

Auditors' notes

Producer's background

Company is a producer of duvets, pillows, mattress protectors, bedding, throwovers, packaging, cushions and other home textiles.

Factory is located in Prilep, Macedonia on 1/G- 13 Aleksandar Makedonski blvd. Whole factory occupied area is 10100 m² (two one-floor buildings built in the 70s). Production process area (m²) 6397; Warehouse (m²) 2067; Other (m²) 1636 .

CAP C has no deadlines and responsible persons for the corrective actions, because company is not planning to implement the requirements of SA 8000.

Chapter summary

No Data Available for Chapter Summary

Score Interpretation			
Good	Improvements Needed	Non-Compliant	Under "Grace Period"
Minor deviations are identified in no more than 2 questions per chapter, these questions are not marked as crucial.	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.	Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant.	Not Available

Part B Tier I - Overall Summary

Chapter	Full Audit Results (19041 and 11/08/2014)					Last Re-Audit Results (23194 and 10/11/2014)					
	G	IN	NC	NA	%	G	IN	NC	NA	NR	%
B.1. Management Practice	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.2. Documentation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.3. Working Hours	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	60.00	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.4. Compensation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.5.1. Child Labour	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.5.2. Young Workers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.6. Forced Labour / Disciplinary Measures / Prison Labour	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.7. Freedom of Association and Collective Bargaining	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.8. Discrimination, Harassment and Abuse	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.9. Working Conditions	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.10. Health and Social Facilities	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
B.11. Occupational Health and Safety (OHS)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	97.44	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	97.44
B.12. Dormitories (if not applicable, go to B.13)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	100.00	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	100.00
B.13. Environment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100.00
Total	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	97.56	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	99.13

Score Interpretation	
Good	Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial.
Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
Non-compliant	Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant.
Under "Grace Period"	Not Available
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

In House Production Structure

Department	Function in production	Number of Workers	Number of shifts	Shift 1		Shift 2		Shift 3	
				From	To	From	To	From	To
Finances	Finance	7	1	8:00 AM	4:00 PM				
Human Resources	HR	2	1	8:00 AM	4:00 PM				
Mgmt/General Admin	Management, marketing, design, secretariat and other administration	59	1	8:00 AM	4:00 PM				
Sales	Sales	10	1	8:00 AM	4:00 PM				
Packing	Packing	110	3	6:00 AM	2:00 PM	2:00 PM	10:00 PM	10:00 PM	6:00 AM
Production	Production	626	3	6:00 AM	2:00 PM	2:00 PM	10:00 PM	10:00 PM	6:00 AM
Warehouse	Warehouse	56	3	6:00 AM	2:00 PM	2:00 PM	10:00 PM	10:00 PM	6:00 AM

In House employment Structure at the time of the audit

Total number of workers :	870		
Male		Female	
Permanent workers	409	Permanent workers	461
In management position	7	In management position	5
On probation	0	On probation	0
National migrants	17	National migrants	5
Salaried workers	112	Salaried workers	141
Temporary workers (odd jobbers)	118	Temporary workers (odd jobbers)	130
Apprentices	0	Apprentices	0
With disabilities	0	With disabilities	0
Cross-border migrants	0	Cross-border migrants	1
Production based workers	253	Production based workers	364
		Pregnant	15
		On maternity leave	20

Outsourced structure

No Data Available for Outsourced structure

Dormitories (if applicable)

No Data Available for Dormitories

Corrective Action Plan (CAP) B Tier I

Chapters and Subchapters	Crucial	Score	CAP	Responsible Person	Deadline date
B.11. Occupational Health and Safety (OHS)					
B.11.8.1. Escape Routes and Emergency Exits	No	(-) [Minus]	<p>Full Audit(19041): In was noted that evacuation paths were narrowed for 4 employees in the production area (production 5, bags). In accordance with Macedonian Law for Civil Protection and Rescue (from 10.06.2004), Article 39: Companies are obliged to organize the protection and rescue of the employees and to take preventive measures related to protection and rescue. It is recommended that the evacuation paths are kept clear of obstructions at all times. Беше забележано дека излезите за евакуација во производство 5 (торби) 4 вработени имаа блокран излез. Се препорачува сите евакуациони излези да бидат слободни во секое време.</p> <p>1st Re Audit(23194): November 10-11, 2014 (date of this Re-audit): CAP not completed: It was noted that evacuation paths were narrowed for 2 employees in the production area (pillows). It is recommended that the evacuation paths are kept clear of obstructions at all times. Беше забележано дека евакуационите патеки за двајца вработени во погонот перници беа обстуирани. Се препорачува сите евакуациони патеки бидат слободни во секое време.</p>	Marinela Gligorova - Jovanoska	24/11/2014
Chapter Score		<input checked="" type="checkbox"/> Good <input type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant			
Number of deviations in crucial questions		0 of 6			
Fulfillment Percentage		97.44%			
Total Audit Results for Part B Tier I					
Total Score		<input checked="" type="checkbox"/> Good <input type="checkbox"/> Improvements Needed <input type="checkbox"/> Non-Compliant			
Total number of deviations in crucial questions		0 of 35			
Overall fulfillment percentage		99.13%			

Score Interpretation	
Good	Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial.
Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
Non-compliant	Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant.
Under "Grace Period"	Not Available
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

Part C: Audit Findings

Chapter	Current Audit Results (23194)			
	G	IN	NA	%
C.1. Policy	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	0.00
C.2. Planning and Implementation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	0.00
C.3. Management Review	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	50.00
C.4. Control of Subcontractors / Suppliers / Sub-suppliers	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	0.00
C.5. Control of Homeworkers	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	100.00
C.6. Compensation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	0.00
C.7. Child Labour	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	0.00
C.8. Outside Communication	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	0.00
Total	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	18.18

Score Interpretation	
Good	Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial.
Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re-audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

Corrective Action Plan Part C

Chapters and Subchapters	Crucial	Score	CAP	Responsible Person	Deadline date
C.1. Policy					
C.1.1	No	(-) [Minus]	1st Re Audit(23194): Cl. 9.1 of SA 8000 9.1 a requires that the company's policy for social accountability and labour conditions shall clearly include the commitment to conform to all requirements of the standard. Чл.9.1 од SA 8000 9.1а потребно е политиката за социална одговорност и работни услови јасно да биде нагласена обврската за спроведување на сите барања од стандардите. The social policy of the organization does not reflect the commitment to conform to all requirements of SA 8000. It is recommended that the company policy reflects such commitment. Социалната политика на организацијата не е во согласност со обврската за спроведување на сите барања од SA8000. Се препорачува политиката на компанијата да ја превземе оваа обврска.		
Chapter Score		<input type="checkbox"/> Good <input checked="" type="checkbox"/> Improvements Needed			
Number of deviations in crucial questions		0 of 0			
Fulfillment Percentage		0.00%			
C.2. Planning and Implementation					
C.2.1	No	(-) [Minus]	1st Re Audit(23194): Cl.9.5 of SA 8000 requires that the company shall ensure that the requirements of this standard are understood and implemented at all levels of the organisation. Чл.9.5 од SA 8000 компанијата мора да ги спроведе сите барања и стандарди во сите нивоа во организацијата. There is no evidence that the company ensures that the requirements of SA8000 are effectively understood and implemented at all levels. It is recommended that the company takes action to communicate and develop awareness about the requirements of SA 8000 in all employees and at all levels. Нема докази дека компанијата ги обезбедува барањата од SA 8000 на сите нивоа во организацијата. Се препорачува компанијата да првземе акција со имформирање за барањата од SA 8000 на сите вработени во сите нивоа.		
Chapter Score		<input type="checkbox"/> Good <input checked="" type="checkbox"/> Improvements Needed			
Number of deviations in crucial questions		0 of 0			
Fulfillment Percentage		0.00%			
C.3. Management Review					
C.3.1	No	(-) [Minus]	1st Re Audit(23194): Cl.9.4 of SA 8000 requires that top management shall periodically review the adequacy, suitability, and continuing effectiveness of the company's policy, procedures, and performance results vis-à-vis the requirements of this standard and other requirements to which the company subscribes. Чл.9.4 од SA 8000 бара главниот менаџмент периодично да прави проценка на адекватноста и ефективноста на политиката на компанијата, процедурите и перформансите наспроти барањата од стандардите и други барања кои ги спроведува компанијата. There is no evidence that the top management periodically reviews the adequacy and the effectiveness of the company's policies, procedures and performance results against the requirements of SA 8000. It is recommended that the top		

Score Interpretation	
Good	Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial.
Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

			management conducts such management review to evaluate the adequacy and the effectiveness of its policies, procedures and results against the requirements of SA 8000. Нема докази дека главниот менаџмент на компанијата периодично прави проценка на адекватноста и ефективноста на политиката на компанијата, процедурите и перформансите според SA 8000 стандардот. Се препорачува главниот менаџмент да спроведува таква проценка за евалуација на адекватноста и ефективноста на политиките, процедурите и резултатите од SA 8000 стандардот.		
Chapter Score		<input type="checkbox"/> Good <input checked="" type="checkbox"/> Improvements Needed			
Number of deviations in crucial questions		0 of 0			
Fulfillment Percentage		50.00%			
C.4. Control of Subcontractors / Suppliers / Sub-suppliers					
C.4.1.	No	(-) [Minus]	1st Re Audit(23194): Cl. 9.8. of SA 8000 requires that the company shall establish, maintain, and document in writing appropriate procedures to evaluate and select suppliers/subcontractors (and, where appropriate, sub-suppliers) taking into account their performance and commitment to meet the requirements of this standard. Чл. 9.8. од SA 8000 бара од компанијата да обезбеди, одржува и документира во писмена форма П отребните процедури за евалуација на селектираните доставувачи/контрактори(и каде применливо поддоставувачи) дали нивните перформанси да се во согласност со овој стандард. In the company, there is no procedure to recruit suppliers , based on their ability to meet the requirements of SA 8000. It is recommended that the company develops a procedure to recruit suppliers based on their ability to meet the requirements of SA 8000. Во компанијата нема процедура за одбирање на добавувач според нивната способност да се усогласат со барањата од SA 8000 стандардот. Се препорачува компанијата да развие процедура за одбирање добавувачи кои го спроведуваат SA 8000.		
C.4.2.	No	(-) [Minus]	1st Re Audit(23194): Cl.9.7. of SA 8000 requires that the company shall maintain appropriate records of suppliers/subcontractors' commitments to social accountability. Чл.9.7. од SA 8000 бара компанијата да чува документација за обврските за социална одговорност на добавувачите/контракторите. No records of the commitment of suppliers to the requirements of SA 8000. It is recommended that the company maintains records of the commitment of its suppliers to meet the requirements of SA 8000. Нема докази за обврските на добавувачите од SA 8000 стандардот. Се препорачува компанијата да чува документација за обврските за социална одговорност на добавувачите/контракторите.		
Chapter Score		<input type="checkbox"/> Good <input checked="" type="checkbox"/> Improvements Needed			
Number of deviations in crucial questions		0 of 0			
Fulfillment Percentage		0.00%			
C.6. Compensation					
			1st Re Audit(23194): Cl. 8.1. of SA 8000 requires that the company shall respect the right of personnel to a living wage. Чл. 8.1. од SA 8000 бара компанијата да го почитува		

Score Interpretation	
Good	Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial.
Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

C.6.1.	No	(-) [Minus]	правото на достоинствен доход на персоналот. There is no evidence that the company calculates basic needs wage. It is recommended that the company calculates the basic needs wage and strives to reach this level. Нема докази дека компанијата ги пресметува основната потребна плата. Се препорачува да се прави тоа и да се цели да се постигне тоа ниво.		
C.6.2.	No	(-) [Minus]	1st Re Audit(23194): Cl.8.1. of SA 8000 requires that 8.1 the company shall ensure that wages paid for a normal work week shall be sufficient to meet the basic needs of personnel and to provide some discretionary income. Чл.8.1. од SA 8000 компанијата треба да обезбеди неделната плата ќе ги покрива основните потреби и обезбеди приход. There is no evidence that the company does have a plan to pay a living wage. It is recommended that the company develops such plan. Нема докази дека компанијата има план за исплаќање достоинствен приход. Препорака е да има ваков план.		
Chapter Score		<input type="checkbox"/> Good <input checked="" type="checkbox"/> Improvements Needed			
Number of deviations in crucial questions		0 of 0			
Fulfillment Percentage		0.00%			
C.7. Child Labour					
C.7.1.	No	(-) [Minus]	1st Re Audit(23194): Cl.1.2. requires that the company shall establish, document, maintain, and effectively communicate to personnel and other interested parties, policies and written procedures for remediation of children found to be working. Чл.1.2. бара компанијата да обезбеди, документаира, одржува и ефективно го информира персоналот и другите заинтересирани странки за политиките и процедурите за ресоцијализација на деца кои работат. The company has established but not communicated to all interested parties a remediation plan for child labour if found . It is recommended that it communicates such plan to all parties. Компанијата има воспоставено ваква политика но не е споделена со сите заинтересирани странки. Се препорачува овој план да се сподели со сите.		
Chapter Score		<input type="checkbox"/> Good <input checked="" type="checkbox"/> Improvements Needed			
Number of deviations in crucial questions		0 of 0			
Fulfillment Percentage		0.00%			
C.8. Outside Communication					
C.8.1.	No	(-) [Minus]	1st Re Audit(23194): Cl. 9.13. of SA 8000 requires that the company shall establish and maintain procedures to communicate regularly to all interested parties data and other information regarding compliance with the standard. Чл.8.1. од SA 8000 бара компанијата да обезбеди и одржува процедури со сите заинтересирани странки за сите податоци и информации во врска со спроведувањето на стандардот. There have not been established procedures to communicate regularly to all interested parties data and other information regarding performance of the requirements of SA 8000. It is recommended that the company develops and implements such communication procedure. Нема воспоставено процедура за известување во врска со преформансите за стандардот SA 8000 со сите заинтересирани странки. Се препорачува да развие ваква		

Score Interpretation	
Good	Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial.
Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re-audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

			процедура.		
Chapter Score		<input type="checkbox"/> Good	<input checked="" type="checkbox"/> Improvements Needed		
Number of deviations in crucial questions		0 of 0			
Fulfillment Percentage		0.00%			
Total Audit Results for Part C					
Total Score		<input type="checkbox"/> Good	<input checked="" type="checkbox"/> Improvements Needed		
Total number of deviations in crucial questions		0 of 0			
Overall fulfillment percentage		18.18%			

Score Interpretation	
Good	Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial.
Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re-audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

Workers Interview Sheet

Workers Interview Sheet			
Workers	Male workers number	Female workers number	% of the total workforce
Total	14	12	2.99
Workers aged < 18 years interviewed	0	0	0.00
Apprentices interviewed	0	0	0.00
Disabled persons interviewed	0	0	0.00
Full time workers interviewed	14	12	2.99
Part time workers interviewed	0	0	0.00
Seasonal workers interviewed	0	0	0.00
Migrant workers interviewed	0	0	0.00
Pregnant workers interviewed		0	0.00

Interview methods used	number (how many)
Number of Individual interviews conducted	13
# of people interviewed in Group(s)	13
# of Interviews conducted on site	16
# of Interviews conducted off site	0
Was an interpreter used?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Language(s) used for worker interviews	Macedonian

No. of interview	Essentials (If the number of rows is not enough, please add pages as needed and include with the attachments).
1	Female production worker, 25 years old. She is working in the factory since 2013. Wages are regularly paid, without any delay, as well as social and health benefits. Overtime hours only on Saturday, paid at the premium rate. Fire safety is in very good level. Health and Safety trainings are regularly conducted, as well as emergency evacuation drills. Working equipment and machines are safe and in very good technical condition. There are no forms of child labour, forced labour, discrimination.
2	Female production worker, 31 years old. She is working in the factory since 2012. Wages are regularly paid, without any delay, as well as social and health benefits. Overtime hours only on Saturday, paid at the premium rate. Health and Safety trainings are regularly conducted, as well as emergency evacuation drills. Working equipment and machines are safe. There are no forms of child labour, forced labour, discrimination.
3	Female production worker, 51 years old She is working in the factory since 2010. Wages are regularly paid, without any delay, as well as social and health benefits. Paid leaves, sickness leaves can be used freely, without problem. Fire safety and fire fighting equipment are in very good level. Health and Safety trainings are regularly conducted, as well as emergency evacuation drills. Working equipment and machines are safe and in good technical condition. There is no Trade Union in the factory, and no collective bargaining agreement is in force. There are no forms of child labour, forced labour, discrimination.
4	Male productionworker, 37 years old. He is working in the factory since 2012. Wages are regularly paid, without any delay, as well as social and health benefits. Working hours are within the legal requirements. Electronic time card system is installed in the factory, for monitoring and control of the working hours. Fire safety is in good level. Health and Safety trainings are regularly conducted, as well as emergency evacuation drills. Workers are equipped with the relevant PPE's. Working equipment and machines are safe and in very good technical condition. Management treats workers with respect.
5	Male production worker, 23 years old. He is working in the factory since 2013. Wages are regularly paid, without any delay, as well as social and health benefits. Working hours are within the legal requirements. Health and Safety trainings are regularly conducted, as well as emergency evacuation drills. Working equipment and machines are safe and in very good technical condition. No discrimination or abuse.
6	Female production worker, 36 years old. She is working in the factory since 2010. Wages are regularly paid, without any delay, as well as social and health benefits. Paid leaves, sickness leaves, maternity leaves can be used freely, without problem. Health and Safety trainings are regularly conducted, as well as emergency evacuation drills. Working equipment and machines are safe and in good technical condition. Workers are well treated.
7	Male production worker, 32 years old. He is working in the factory since 2011. Wages are regularly paid, without any delay, as well as social and health benefits. Working hours are within the legal requirements. Health and Safety trainings are regularly conducted, as well as emergency evacuation drills. Working equipment and machines are safe and in very good technical condition. No discrimination or abuse.
8	Male production worker, 56 years old. He is working in the factory since 2012. Wages are regularly paid, without any delay. Overtime on Saturday, paid with a premium. Health and Safety trainings are regularly conducted, as

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Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

	well as emergency evacuation drills. Working equipment and machines are safe and in very good technical condition. No discrimination or abuse.
9	Female production worker, 43 years old. She is working in the factory since 2012. Wages are regularly paid, without any delay, as well as social and health benefits. Overtime hours only on Saturday, paid at the premium rate. Health and Safety trainings are regularly conducted, as well as emergency evacuation drills. Working equipment and machines are safe. There are no forms of child labour, forced labour, discrimination.
10	Male production worker, 26 years old. He is working in the factory since 2010. Wages are regularly paid, without any delay. Overtime on Saturday, paid with a premium. Health and Safety trainings are regularly conducted, as well as emergency evacuation drills. Working equipment and machines are safe and in very good technical condition. No discrimination or abuse.
11	Male production worker, 34 years old. He is working in the factory since 2011. Wages are regularly paid, without any delay. Overtime on Saturday, paid with a premium. Health and Safety trainings are regularly conducted. Working equipment and machines are safe and in very good technical condition. No discrimination or abuse. Workers are well treated.
12	Male production worker, 36 years old. He is working in the factory since 2013. Wages are regularly paid, without any delay. Overtime on Saturday, paid with a premium. Health and Safety and fire safety trainings are regularly conducted. Good relations in the team and with the management.
13	Female production worker, 33 years old. She is working in the factory since 2011. Wages are regularly paid, without any delay. Overtime on Saturday, paid with a premium. Health and Safety trainings are regularly conducted, as well as emergency evacuation drills. Working equipment and machines are safe and in very good technical condition. No discrimination or abuse.
14	Group interview with 4 production workers. Female worker, 43 years old (working in the factory since 2010), female worker, 34 years old (working in the factory since 2011), female worker, 40 years old (working in the factory since 2013 and female worker, 39 years old (working in the factory since 2011). Wages are regularly paid, without any delay, as well as social and health benefits. Working hours are within the legal requirements. Overtime hours are paid at the premium rate. Paid leaves, sickness leaves or maternity leaves can be used freely, without problem. Fire safety is in very good level. Health and Safety trainings are regularly conducted, as well as emergency evacuation drills. Special trainings are regularly conducted for these workers, engaged in operations with chemicals and other hazardous materials. Workers are equipped with the relevant PPE's. Working equipment and machines are safe and in very good technical condition. Very good social policies and practices are established toward the workers, especially toward pregnant women, young mothers and night shift workers.
15	Group interview with 4 production workers. Female worker, 23 years old (working in the factory since 2014), female worker, 38 years old (working in the factory since 2011), male worker, 41 years old (working in the factory since 2013 and male worker, 37 years old (working in the factory since 2010). Wages are regularly paid, without any delay, as well as social and health benefits. Working hours are within the legal requirements. Overtime hours are paid at the premium rate. Paid leaves, sickness leaves or maternity leaves can be used freely, without problem. Fire safety is in very good level. Health and Safety trainings are regularly conducted, as well as emergency evacuation drills. Special trainings are regularly conducted for these workers, engaged in operations with chemicals and other hazardous materials. Workers are equipped with the relevant PPE's. Working equipment and machines are safe and in very good technical condition. Very good social policies and practices are established toward the workers.
16	Group interview with 5 production workers. Male worker, 45 years old (working in the factory since 2012), male worker, 41 years old (working in the factory since 2012), male worker, 39 years old (working in the factory since 2013), male worker, 29 years old (working in the factory since 2013) and male worker, 32 years old (working in the factory since 2011). Wages are regularly paid, without any delay, as well as social and health benefits. Working hours are within the legal requirements. Overtime hours are paid at the premium rate. Paid leaves, sickness leaves or maternity leaves can be used freely, without problem. Fire safety is in very good level. Health and Safety trainings are regularly conducted, as well as emergency evacuation drills. Special trainings are regularly conducted for these workers, engaged in operations with chemicals and other hazardous materials. Workers are equipped with the relevant PPE's. Working equipment and machines are safe and in very good technical condition. Very good social policies and practices are established toward the workers.

Score Interpretation	
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Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

Child and Young Workers Record Sheet

No Data Available for >Child and Young Workers Record Sheet

Score Interpretation	
Good	Minor deviations are identified in no more than 2 questions per chapter; these questions are not marked as crucial.
Improvements Needed	Deviations are identified in less than half of the total number of questions per chapter. No deviations are found in questions marked as crucial.
Non-compliant	Deviations are identified in half or more of the total number of questions per chapter. One deviation in a question marked as crucial is sufficient to assess the entire chapter as non-compliant.
Under "Grace Period"	Not Available
Not Applicable	Requirements do not match to the company structure
Not Rated	Only applicable for re audits; if a question was rated "+" in the previous full audit or re-audit the auditor will mark the question NR

Overall Producer Pictures

No Photos Available