

# Monitoring result for Alma DOOEL on site ALMA DOOEL

## Monitoring

Monitored Party : Alma DOOEL  
amfori ID : 807-000033-000  
Site : ALMA DOOEL  
Site amfori ID : 807-000033-002  
Address : 5 Kej na Revolucija  
: 2300, Kocani  
: North Macedonia  
  
Monitoring Activity : amfori Social Audit - Manufacturing  
Monitoring Type : Full Monitoring  
Submission Date : 01/03/2022  
Expiration Date : 01/03/2024

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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: February, 09-10, 2022 ( audit was scheduled initially for February 03-04, but due to unforeseen circumstances it was conducted a week later)

The audit has been conducted in 1.5 man-day onsite (a total of 2 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 January, 1st, 2021 to December, 31st, 2021.

ALMA DOOEL (Ltd) is a privately owned company that has been originally established in 2002. Company's premises are located at 5 Kej na Revolucija, 2300 Kochani, Macedonia.

At the location of the main production unit there is one more company registered: ALMATEKS DOOEL, which is a subcontractor of ALMA DOOEL. Workers from both companies share the same production premises, canteen and sanitary facilities, and are functioning within a common management system, including working hours and Health & Safety. In ALMA DOOEL are employed 109 sewing and ironing workers along with an administration and a manager, in ALMATEKS DOOEL are employed 29 cutting and warehouse workers along with an administration and a manager. Workers in both companies are employed with the same rights an employment conditions. They are long-term partners and are owned by the same family. Both companies share the business premises as well as the supplementary facilities (canteen, lavatories). Sample of employees and documents covered both companies as they are interconnected in their daily production activities. The breakdown of employees in Data Evidence is of both companies.

Company occupies one three story building, a total of 1280 sq.m., solid brick construction.

Business license#: 5642205.

Management of the factory was 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.

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

#COVID19 – Facility strictly observes COVID19 precautionary 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

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.

PA1 - Social Management System – facility is committed to following the amfori BSCI principles and has distributed the Code of Conduct and Terms of Implementation to 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. Some areas of improvement were identified which have to be corrected in order to ensure full compliance with the BSCI 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.

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 production premises at both locations, the work environment factors are regularly measured – light, temperature, noise, dust. The fire safety equipment is inspected regularly. First aid kits are stocked well, there are First Aid trained persons at the facility.

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. Grievance mechanism and OHS Training are available for all workers, including for young workers, if such are hired in the future. No night shifts in the factory and management is aware these are not applicable 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. During the interviews workers shared there were no similar practices in the factory, all are hired based on their own will and they can terminate the contract freely and with legally required notification. Workers are free to move in the workplace, go for breaks, toilet, water. They also confirm that they feel free and are leaving their working places once the working hours are over. 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.

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 : ALMA DOOEL  
Site amfori ID : 807-000033-002

### GICS Classification

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Sector : Consumer Discretionary  
Industry Group : Consumer Durables & Apparel

Industry : Textiles, Apparel & Luxury Goods  
Sub Industry : Textiles

### amfori Process Classifications

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N.A.

### NACE Classification

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N.A.

### GS1 Classifications

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N.A.

### Water Stress Situation

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N.A.