

Monitored Party Alma DOOEL	amfori ID 807-000033-000	Address Todosija Paunov 8, 2300 Kocani, Kočani, North Macedonia
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Intertek
Monitoring Start Date 15/06/2026	Closing Meeting Finished Date 16/06/2026	Submission Date 02/07/2026
Expiration Date 02/07/2028	Announcement Type Semi Announced	
Site ALMA DOOEL	Site amfori ID 807-000033-002	

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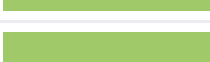
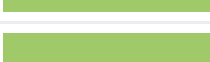
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OVERALL RATING



SECTION RATING

PA1: Social Management System	B	
PA 2: Workers Involvement and Protection	A	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination, Violence or Harassment	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, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

The audit has been conducted in 1.5 man day on-site – 15-16 June 2026 (2 man days report time incl. – 8:00-15:30, 8:30-13:00) by one Lead auditor (Tsvelina Maleshkova - CSCA21700581, Intertek BA). Audit window period – 27 May – 24 June 2026. The audit covers the period June 2025 – May 2026.

As part of the audit process an opening meeting, site tour, documentation review, workers' interviews and closing meeting were conducted – covering the on-site premises and workers.

ALMA DOOEL (Business license 5642205, 05/02/2002, TAX ID No4013002115572) is a privately owned company, established in 2002. Company's premises are located at 8 Todosija Paunov Str., 2300 Kochani, Macedonia. Company occupies one three story building, a total of 1280 sq.m., solid brick construction. At the same location there is one more company registered: ALMATEKS DOOEL (Business license 6039499, 10/10/2005, TAX ID No4013005121395). Both companies have one and the same owner. 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. And are employed under one and the same conditions. 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.

There are no foreign workers. Management of the factory was open and transparent. Full access was allowed to all areas, documents and records.

The average wage observed was 36566.00MKD/net and the highest one – 42705.00MKD/net. Living wage is calculated based on an average family with 3 members and market based food/utilities prices. Youngest worker is 26 years old.

There is 1 workers' representative.

The worker representative was absent at the time of the audit and could not sign the Closing meeting.

During the audit, factory's management demonstrated dedicated approach to complying with amfori BSCI requirements, The following PAs were found compliant, considering:

PA 3 - Rights of FOA and Collective Bargaining - rights of FOA and collective bargaining are not restricted by management. There is no union at the facility and respectively no internal CBA as this is not a legal requirement. There is a workers' representative freely elected amongst the others.

PA4 - No Discrimination - there were no discriminatory practices observed or reported during the audit. Facility management is aware that no forms of discrimination are acceptable. Employees are free to move around the workplace for water, toilet and are free to go at the end of the work day. Employees shared that they are treated with respect and there are no discriminatory practices.

PA5 - Fair Remuneration - facility demonstrated compliance with local law, workers receive their wages in a timely manner, All legally required deductions are made on a monthly basis and transferred to the National Revenue Agency. No illegal deductions were noted or reported during the audit.

PA6 - Decent Working Hours - Facility has a well developed production schedule. There are no shifts, all workers are on regular working time – 7.00 to 15.00 (Mon to Fri) There is a daily break of 30 min. No overtime was observed in the sample checked or reported. Electronic system for registering working time is used.

PA7 - Occupational Health and Safety - facility complies with all H&S and fire safety legal regulations. Effective training and preventive system is established and periodically monitored. Workers are aware and undergo initial and periodical trainings. Fire extinguishers/hose reels are installed and maintained on regular basis by external licensed companies. Working premises and warehouses are well maintained. Factors of the work environment are monitored. Risk assessment of the working places is available. There are people trained in providing first aid help and first aid kits are installed. No chemicals are used apart of small quantities of spot removal liquids.

PA8 - No Child Labour - Age verification is part of the hiring process, legal documents are checked upon hire and ID numbers are included in the labour contracts. No evidence of child labor was found during the audit. All employees are above 18 years old.

PA9 - Special protection for young workers - generally there are no young workers hired by factory. Factory's management demonstrated good awareness of the local law and amfori BSCI Code regarding protection for young workers and applicable limitations and special requirements.

PA10 - No Precarious Employment - official labor contracts are available for the workers. Contracts are made on permanent basis. Annexes are signed upon changes. No seasonal/migrant/young workers are used. All checked labour contracts were signed, valid and contained all necessary elements. Contracts are detailed, including information on: working hours, payment date, position, etc.

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 facility, all are hired based on their own will and they can terminate the contract freely and with legally required notification. Workers confirmed they are respected and treated in a fair manner. Disciplinary measures are as per the Labour Law – warning, warning for dismissal, contract termination.

PA 12 – Facility has an Environmental assessment report, potential risks and environmental aspects are identified, as legally required. Waste is disposed of through licensed vendors. Responsible people are trained. The facility does not need any special environmental permits. No wet processes are performed, and no production wastewater is generated.

PA13 - Ethical Business Behaviour – Management is aware of the need of avoiding corruption. During the audit, the facility demonstrated transparency and willingness to share the required information with the Auditor. Audited factory operates with personal information of the workers, which is protected, as required under the personal data protection local law.

Responsibilities for the aspects of social compliance are allocated.

The following PAs need improvements: PA1 - Social Management System and Cascade Effect, as an NC was identified in PA2 and PA2 - Workers Involvement and Protection – as facility management had not completed the Gender Equality training.

This current audit was subject to EU GDPR 2016/ 679 and therefore some personal data may have been removed from the report, as applicable. The following documents are not uploaded as they are N/A to the facility: • Contractor license/ permit - no contractors are used • Agency labour contract - no labour agencies are used. • Government waivers - no waivers • CBA - no union and respectively no CBA The following pictures are not uploaded as they are N/A to the facility: • Remediation of previous findings/areas of improvement - the current audit was not a FU audit • Dormitories - not provided ; • Chemical storage – no chemicals

SITE DETAILS

Site
ALMA DOOEL

Site amfori ID
807-000033-002

GICS Classification

Sector
Consumer Discretionary

Industry Group
Consumer Durables & Apparel

Industry
Textiles, Apparel & Luxury Goods

Sub Industry
Textiles

amfori Process Classifications

Packaging / wrapping / shipping

Sewing / Stitching

Cutting

GS1 Classifications

N.A.

NACE Classification

Manufacture of other textiles

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	84	Workers
Legal minimum wage in local currency	26,046	Monthly
Lowest wage paid for regular work at the site	30,700	Monthly
Calculated living wage in local currency	27,225	Monthly
Total sample	12	Workers

Other Metrics

Male workers	29	Workers
Female workers	55	Workers
Non-binary workers	0	Workers
Permanent workers - Male	18	Workers
Permanent workers - Female	39	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	12	Workers
Temporary workers - Female	20	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	2	Workers
Management - Female	2	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	0	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	3	Workers
Workers with disabilities - Female	2	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	0	Workers
Domestic migrant workers - Female	0	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	30	Workers
Workers hired directly - Female	59	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	2	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	4	Workers
Sample - Female	8	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

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

Question: 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
Finding	
An effective management system to implement the amfori BSCI Code of conduct has been partially implemented as area of improvement was noted in PA 2, as the facility management had not completed the eLearning Gender Training. Therefore, the auditor selected rating "Partially". As required by sub-chapter 1.1. Auditee should implement an effective management system to ensure social performance can be integrated into the business model.	Делумно е имплементиран ефикасен систем за управување за спроведување на Кодексот на однесување на amfori BSCI, бидејќи е забележана област на подобрување во PA 2, бидејќи менаџментот на објектот не ја завршил обуката за родова еднаквост за е-учење. Затоа, ревизорот избра оценка „Делумно“. Како што се бара во подглавје 1.1. Ревидираниот субјект треба да спроведе ефикасен систем за управување за да се осигури дека социјалните перформанси можат да се интегрираат во бизнис моделот.



PA 2: Workers Involvement and Protection

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

Question: 2.4 Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?

ENGLISH	LOCAL LANGUAGE
Finding	
There is no evidence of eLearning Gender Training being completed by management. As required by 2.4: The auditee shall build sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation. As there are such topics in facility policies, the auditor selected rating "Partially".	Нема докази дека менаџментот ја завршил обуката за родова еднаквост преку е-учење. Како што се бара во точка 2.4: Ревидираниот субјект треба да изгради доволна компетентност кај менаџерите, работниците и претставниците на работниците за успешно вградување на одговорни практики во деловното работење. Бидејќи постојат такви теми во политиките на објектот, ревизорот избра оценка „Делумно“.