

Monitored Party KARALIS NEWLOOK FASHION S.A	amfori ID 300-000007-000	Address MARGAROPOULOU 74, 54629 THESSALONIKI, Kentrikí Makedonía, Greece
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Intertek
Monitoring Start Date 06/06/2023	Closing Meeting Finished Date 14/06/2023	Submission Date 22/06/2023
Expiration Date 22/06/2025	Announcement Type Semi Announced	
Site Site 1	Site amfori ID 300-000007-001	

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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: RA21701430

Audit date: June, 06-07, 2023

The audit has been conducted in 2 man-day onsite (a total of 2.5 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 June, 1st, 2022 to May, 31st, 2023. Youngest worker, found on site is 22 years old, hired in 2021 at the age of 20.

The highest pay per month is 1034.66 EUR, average is 744.38. There are no agencies used.

KARALIS NEWLOOK FASHION S.A. is a privately owned company that has been established in 1974. Company's premises are located in a residential area in Thessaloniki, 72 Margaropoulou 33 Agathonos Str., Thessaloniki, Greece. Company occupies one four story building, a total of 3000 sq.m., bricks and concrete construction. Business license#: 68852/62.

Management of the factory was open and transparent. Full access was allowed to all areas, documents and records. 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.

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 fully integrated in the daily operations, monitoring system is also established, ensuring continuous compliance with legal and internal requirements. Areas of improvement were not identified, and the facility is found to be in full compliance with the BSCI requirements.

PA2 - Workers Involvement and Protection – Facility has translated and communicated the BSCI Code of Conduct among its workers on its' provisions; as confirmed during the document review and workers interviews. There are two Worker representatives, freely elected by the workers in the facility, one attended the opening and closing meeting, and was interviewed as part of the audit.

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 are above local law and decent wage calculation. All workers receive payslips, legal benefits are provided. No illegal deductions were noted or reported during the audit. Facility is aware of the Living Wage concept and monitors it regularly.

#LivingWage methodology used is internal one, based on the amfori BSCI template.

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 – Facility complies with all applicable H&S and fire safety legal requirements as well as with BSCI requirements. Trainings are conducted and workers are aware of potential risks and how to deal with them. There are people trained in providing first aid help, first aid kits are available in the production premises. Fire safety is maintained at good level – fire extinguishers are regularly inspected, there is a fire alarm installed with manual activation buttons. Practical drills are conducted periodically. There is an emergency team, trained in operating fire extinguishers.

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. OHS Training are available for all workers, including for young workers, if such are hired in the future. Facility's management is aware that no night shifts shall be 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 maintain full compliance with the requirements.

#COVID19 – Facility strictly observes #COVID19 precautions 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 of charge, which was confirmed during the site tour and workers interviews. Disinfectant stations are available and people observe the physical distance. Working premises are disinfected daily.

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
Site 1

Site amfori ID
300-000007-001

GICS Classification

Sector
Consumer Discretionary

Industry Group
Consumer Durables & Apparel

Industry
Textiles, Apparel & Luxury Goods

Sub Industry
Textiles

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	75	Workers
Legal minimum wage in local currency	663	Monthly
Lowest wage paid for regular work at the site	680	Monthly
Calculated living wage in local currency	680	Monthly
Total sample	12	Workers

Other Metrics

Male workers	29	Workers
Female workers	46	Workers
Permanent workers - Male	26	Workers
Permanent workers - Female	43	Workers
Temporary workers - Male	3	Workers
Temporary workers - Female	5	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Management - Male	2	Workers
Management - Female	0	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	9	Workers
Workers with night shift - Female	2	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Domestic migrant workers - Male	0	Workers
Domestic migrant workers - Female	0	Workers
Foreign migrant workers - Male	2	Workers
Foreign migrant workers - Female	9	Workers
Workers hired directly - Male	29	Workers
Workers hired directly - Female	48	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	0	Workers

Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	1 Workers
Sample - Male	4 Workers
Sample - Female	8 Workers