
Auditee :	PJSC Chernihiv Clothes factory ELEGANT
Audit Date From :	12/11/2018
Audit Date To :	13/11/2018
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	Intertek
Auditor's Name(s) :	Alexander Zakharenko(Lead), Oleg Us
Auditing Branch (if applicable) :	Intertek Russia



This is an extract of the on line Audit Report. The complete report is available in the amfori BSCI Platform.
Access www.bsciplatform.org, for entitled users only.

All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent.

This is an extract of the amfori BSCI Audit Report, which is available in the amfori BSCI Platform. © amfori, 2018 - The English version is the legally binding One.

Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence
A Very Good	<ul style="list-style-type: none"> Minimum 7 Performance Areas rated A No Performance Areas rated C, D or E These are three examples: A B B B A A A A A A A B B B B B B B	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
B Good	<ul style="list-style-type: none"> Maximum 3 Performance Areas rated C No Performance Areas rated D or E These are three examples: A A A A A A B B B B B B B A A A A A B B B B B B B C B B B B B B B B B B C C C	The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.
C Acceptable	<ul style="list-style-type: none"> Maximum 2 Performance Areas rated D No Performance Areas rated E These are three examples: A A A A A A A A A C C C C A A A A A B B B B C C C D C C C C C C C C C C D D	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
D Insufficient	<ul style="list-style-type: none"> Maximum 6 Performance Areas rated E These are three examples: A A A A A A A A A A D D D A A A B B B C C C D D D E D D D D D D D E E E E E E	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
E Unacceptable	<ul style="list-style-type: none"> Minimum 7 Performance Areas rated E These are three examples: A A A A A A E E E E E E E A A B B C D E	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
Zero Tolerance	A Zero Tolerance issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)	Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.

Main Auditee Information



Name of producer :	PJSC Chernihiv Clothes factory ELEGANT		
DBID number :	336994		
Audit ID :	137778		
Address :	41,Peremogy, str., Chernigiv, Ukraine, 14017 Chernihiv		
Province :	Chernihivs'ka	Country :	Ukraine
Management Representative :	Natalia Romanovskaya		
Contact person:	Natalia Romanovskaya	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	Coats, Jackets, trousers, skirts		

Audit Details



Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit	
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms	
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural	<input type="checkbox"/> Small Producer
Audit Announcement :	<input type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced	<input checked="" type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No		
Audit extent (if applicable) :	none		
Audit interferences or contingencies (if applicable) :	none		
Overall rating :	A		
Need of follow-up :		If YES, by :	

Rating per Performance Area (PA)

PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
A	A	A	A	A	A	A	A	A	A	A	A	A

Executive summary of audit report

The audited site is a Private Joint Stock Company located in Chernihiv, Ukraine. The factory has one site with one 5 stores building of 11000 m2. Sewing, cutting, pressing and warehouse are located on the different floors. The total headcount was 464 during the audit. Overall responsibility for social sphere is delegated to Director Natalia Romanovskaya. There is TU organization in the factory, and there is also Workers' Council in place. The factory has Code of Ethics, Remuneration and Anti-Corruption Policy which control the working hours, holidays, termination of employment, remuneration, employment, working&social conditions, anti-discrimination, anti-harassment, Health & Safety, environment, liability and compensation. According to the law, the working schedule is maximum 40 hours per week. There was one shift from 08:30 to 17:00 with 30 minutes break for production workers from Monday to Friday. OT was not found in the selected samples. The workers were paid upon their performance calculated by hourly rate. Wages were paid by bank transfer till the 10th and 20th day of the month, and paid on-time always. Pay stubs and attendance logs of 20 permanent workers from August 2018 (random), March 2018 (random) and October 2018 (last current) were reviewed. Fire and labor safety inspection records and registers were checked. The overall working and safety conditions were adequate in the facility. There was fire alarm system, which was checked by external service provider annually. Fire drill is conducted annually, the last was conducted in September, 2018. There was a comprehensive Risk Assessment in the factory and all of the employees were trained against H&S. The necessary PPEs were provided for free to the workers (only chain gloves are needed). The chemicals were stored on shelves, but only small amount is present. There was found unmarked liquid (solvent) on the working place of pressing lady. Wastes were stored and identified according to the law and delivered by licensed vendors.

PA1: The factory has established on overall Social management System, which includes policies for working hours, remuneration, employment, anti-discrimination, anti-harassment, health & safety, environment and anti-corruption. The HR Manager is the representative for the social management system. This is communicated to the workers on training and posted on notice boards. The suppliers acknowledged that they follow the BSCI Code of Conduct and Terms of Implementation in writing. The workforce is properly organized in order to supply to the customers.

PA2: The factory involves workers and their representatives in order to provide information exchange on workplace issues. There is satisfactory evidence that factory defines long-term goals for protecting workers in line with demands of BSCI CoC. There is evidence (information log) that factory informs workers about their rights and responsibilities. Factory educates (provides training for managers, workers and workers representatives) of how to implement good practices in the business processes. Grievance mechanism for employees of the factory is established (suggestion box, journal log, responsible person) and is working.

PA3: Factory respects the right of workers to form trade union. Workers representative Olga Miticheva was elected in the democratic election process (the protocol of elections was presented to auditor).

PA4: auditee takes steps to avoid discrimination in the workplace – correspondent policy was established and communicated to the workers. Workers are provided the right to raise complaints (suggestion box is in place) in case they fill discrimination on the workplace. Employees are protected from harassment or disciplinary measures on grounds of discrimination.

PA5: Wages are over the legal minimum wage and living wage too and were on time by bank transfer till the 10th and 26nd day of the month, and paid on-time always. There were no any illegal deductions and all legally required benefits (social insurance, pension) were paid.

PA6: Production records, pay stubs, payrolls, and attendance sheets of 20 interviewed workers were checked from July 2017 (low), October 2017 (peak) and November 2017 (last current). According to the law, the working schedule is 40 hours per week, five days a week and 8 hours per day. Overtime was not found in the selected samples. The factory has electronic time recording System and time in and out data were provided from the electronic System for all workers during this follow-up audit.

PA7: The factory has assessed the risks. There was no accident in the factory in the last 6 months. The overall working and safety conditions were adequate in the facility. All of the employees were trained against H&S, fire safety and BSCI Code of Conduct during hiring and annually. The necessary PPEs were provided for free to the workers. There is an assigned person responsible for Health&Safety. The first aid kit was available and fully stocked. The factory has established Health&Safety instructions which controls operations (sewing, cutting, pressing of textile) from safety point of view. The diner,

locker room and sanitary facilities were clean and appropriate, potable water is coming from tap and inspection report is available. Aisles were kept free and emergency evacuation doors were unlocked and unblocked. Evacuation plans were posted in visible places.
Negative. Art. 7.7: During site tour auditor noted that liquid (1 (one) bottle of solvent) in the production workshop #2 was not marked.
This violates Labour Code of Ukraine, Article 153: Factory should implement modern means of safety techniques that prevent occupational injuries and provide sanitary and hygienic conditions that prevent the occurrence of occupational illnesses of workers

PA8: There is satisfactory evidence that factory does not engage child labour directly or indirectly (it is mentioned in CBA, politics of the company and in the procedure on hire – person needs to provide passport in order to be hired and the passport itself is given only when 18 y.o. is reached (age-verification is a part of the recruitment process). Correspondent policies and procedures are established and communicated in writing in order to protect children from any kind of exploitation. In case in case children are found to be working correspondent remedial policies are set up.

PA9: Factory ensures that young persons (younger 18 y.o) do not work at night and are protected against hard conditions of work. No young workers such as school participants was detected in the factory. Mechanisms to prevent, identify and mitigate harm to young workers were established on the factory – young workers are allowed only light working operations(according to local law). Young workers are properly trained on Health and Safety aspects.

PA10: There is satisfactory evidence that auditee employment relationships are not precarious for the workers (the auditee monitors that work cycles are respectful to the workers at every step). Workers are involved when the auditee defines working hours, training or disciplinary measures. The factory engages workers based on documented employment relationships (correspondent procedure was set up)

PA11: The factory does not engage in any form of forced, bonded, indentured, trafficked or non-voluntary labour (the correspondent policy developed). There were no migrant workers detected during the auditing process.

PA12: Factory provides the analysis of significant impacts and environmental implications associated to its activity. Due to the fact that production (cone shredding) has no influence to air pollution and water pollution – the local environmental norms are respected. All needed permissions and licenses are obtained from governmental bodies.

PA13: There is satisfactory evidence that the auditee actively opposes any act of corruption, bribery etc. (correspondent policy is set up and communicated to the workers). Auditee keeps accurate information regarding its own activities, structure and performance, takes the necessary measures to not be involved in falsifying information related to its activities. Factory respects workers' rights for privacy cares about security of personnel data: no originals of the documents are stored – only copies. Special metal safe is in use to store personal files.

Ratings Summary



Auditee's background information			
Auditee's name :	PJSC Chernihiv Clothes factory ELEGANT	Legal status :	Private Open Joint Stock Company
Local Name :	ПрАТ "Чернігівська швейна фабрика"Елегант"	Year in which the auditee was founded :	2011
Address :	41,Peremogy, str., Chernigiv, Ukraine, 14017	Contact person (please select) :	Natalia Romanovskaya
Province :	Chernihivs'ka	Contact's Email :	na@elegant-cg.com.ua
City :	Chernihiv	Auditee's official language(s) for written communications :	Ukrainian, English
Region :	Europe	Other relevant languages for the auditee :	Russian
Country :	Ukraine	Website of auditee (if applicable) :	http://elegant-cg.com.ua
GPS coordinates :	51°29'15.7"N 31°16'49.0"E	Total turnover (in Euros) :	2000000.00
Sector :	Non-Food	Of which exports % :	99.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	1.00
If other, please specify :	outwear	Production volume :	32000 psc/month
Product Group :	Apparel	Production cost calculation :	Yes
If other, please specify :	Women's apparel	Lost time injury calculation cost :	Yes
Product Type :	Coats, Jackets, trousers, skirts		

Auditee's employment structure at the time of the audit			
Total number of workers :	464	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	26	417	
Temporary workers	0	0	
In management positions	3	18	
Apprentices	0	0	
On probation	0	0	
With disabilities	3	18	
Migrants (national citizens)	0	0	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	29	435	
Production based workers	26	417	
With shifts at night	0	0	
Unionised	6	172	
Pregnant	-	0	
On maternity leave	-	24	

Finding Report



Performance Area 1 : Social Management System and Cascade Effect	
Full Audit [Audit Id - 137778] Audit Date: 12/11/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Performance Area 2 : Workers Involvement and Protection	
Full Audit [Audit Id - 137778] Audit Date: 12/11/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
Full Audit [Audit Id - 137778] Audit Date: 12/11/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 137778] Audit Date: 12/11/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 137778] Audit Date: 12/11/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 137778] Audit Date: 12/11/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	

Performance Area 7 : Occupational Health and Safety	
Full Audit [Audit Id - 137778] Audit Date: 12/11/2018 PA Score: A	Deadline date:23/11/2018
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>7.7 - 7.7 - Based on MI, WI, DE and SO satisfactory evidence, the main auditee partially respects this point, because during site tour auditor noted that liquid (1 (one) bottle of solvent) in the production workshop #2 was not marked.</p> <p>Labour Code of Ukraine, Article 153:</p> <p>Factory should implement modern means of safety techniques that prevent occupational injuries and provide sanitary and hygienic conditions that prevent the occurrence of occupational illnesses of workers</p> <p>7.7 - Грунтуючись на достатніх доказах (обхід підприємства, інтерв'ю з менеджментом, інтерв'ю з робітниками підприємства, аналіз документації), підприємство частково дотримується вимог даного розділу оскільки під час обходу підприємства аудитор відмітив, що у виробничому цеху №2 ємність з розчинником була не маркована.</p> <p>Кодекс законів України про працю, Ст 153:</p> <p>Власник або уповноважений ним орган повинен впроваджувати сучасні засоби техніки безпеки, які запобігають виробничому травматизмові, і забезпечувати санітарно-гігієнічні умови, що запобігають виникненню професійних захворювань працівників.</p>	
Remarks from Auditee:	
Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 137778] Audit Date: 12/11/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 137778] Audit Date: 12/11/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 137778] Audit Date: 12/11/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 137778] Audit Date: 12/11/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	

Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 137778] Audit Date: 12/11/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 137778] Audit Date: 12/11/2018 PA Score: A	Deadline date:
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
Remarks from Auditee:	

Summary



Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	12/11/2018	137778	A	A	A	A	A	A	A	A	A	A	A	A	A	A

Producer Photos



External photo(s) of the production unit(s)
External photo of the production unit.jpg

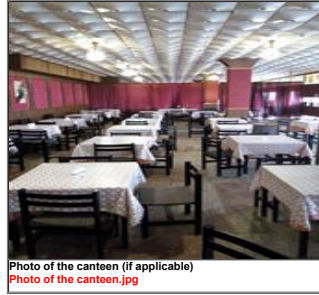


Photo of the canteen (if applicable)
Photo of the canteen.jpg



Photo of the nursery (if applicable)
Photo of the nursery.jpg



Photo first aid facilities
Photo first aid facilities_1.jpg



Photo of the code of conduct on display
Photo of the code of conduct on display.jpg



Photo of the personal protection equipments (if applicable)
Photo of the personal protection equipment.jpg



Photo first aid facilities
Photo first aid facilities_2.jpg



Photo of the inside of the main production hall
Photo of the inside of the main production hall.jpg



Photo of the sanitary facilities
Photo of the sanitary facilities (toilet).jpg



Photo of fire safety equipment
Fire safety equipment.jpg



Photo of the inside of the main production hall
Photo of the inside of the main production hall_2.jpg



Photo of the sanitary facilities
Photo of the sanitary facilities (washroom).jpg



Photo of non-conformity
NC1_Not marked liquid (art 7_7).jpg