

Monitored Party <b>Fergana Global Textile Ltd.</b>	amfori ID <b>860-000008-000</b>	Address <b>St. Aviasozlar 2, Fergana city, 150900 Fergana, Farg'ona, Uzbekistan</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Full Monitoring</b>	Monitoring Partner <b>TÜV NORD CERT GmbH</b>
Monitoring Start Date <b>05/03/2024</b>	Closing Meeting Finished Date <b>07/03/2024</b>	Submission Date <b>22/03/2024</b>
Expiration Date <b>22/03/2026</b>	Announcement Type <b>Semi Announced</b>	
Site <b>Fergana Global Textile Ltd.</b>	Site amfori ID <b>860-000008-001</b>	

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## OVERALL RATING



## SECTION RATING

PA1: Social Management System	<b>B</b>	
PA 2: Workers Involvement and Protection	<b>A</b>	
PA 3: The Rights of Freedom of Association and Collective Bargaining	<b>A</b>	
PA 4: No Discrimination, Violence or Harassment	<b>A</b>	
PA 5: Fair Remuneration	<b>A</b>	
PA 6: Decent Working Hours	<b>A</b>	
PA 7: Occupational Health and Safety	<b>A</b>	

PA 8: No Child Labour	<b>A</b>	
PA 9: Special Protection for Young Workers	<b>A</b>	
PA 10: No Precarious Employment	<b>A</b>	
PA 11: No Bonded, Forced Labour or Human Trafficking	<b>A</b>	
PA 12: Protection of the Environment	<b>A</b>	
PA 13: Ethical Business Behaviour	<b>B</b>	

## GENERAL DESCRIPTION

Announcement Type: Semi Announced

Monitoring: Full Monitoring

Monitoring Partner: TUV NORD CERT GmbH(APSCA Firm Member: 11600051

Auditor Name: Dimitar Stoyanov APSCA Number: CSCA: 21704228, Vera Kehayova (APSCA Number: CSCA: 21704695)

The company is part of a holding that has built a textile cluster starting from the cotton field. The audited company is located at Aviasozlar ko'chasi 2, Fergana, Fergana Region and has a total area of 108,500 sq.m. Part of the land is owned, and the other is used for rent. There are 11 buildings on its territory and all of them have the necessary permits. The spinning production is located on an area of 30,098 sq.m. Painting is carried out in a building of 11,205 sq.m., storage spaces, boiler room, electrical room, etc. The company's production takes place in buildings that meet all the requirements for the type of production and provide very good working conditions. Sanitary conditions are also very good. There are enough toilets, changing rooms and hot showers available to the workers. On the territory of the enterprise there is a medical center with a 24-hour duty of a nurse and a medical worker. On the grounds there is a modern facility for the treatment of waste water from the fabric dyeing process. The canteen, where hot food is prepared and served to the workers on all shifts, is clean and has enough space. There is also a dormitory with 6 rooms, which are provided to own employees who have arrived on a business trip, as well as to foreign specialists employed under a contract with the company. The grounds are very well maintained. The infrastructure related to fire safety is in good technical condition. Theoretical and practical classes are held for the workers participating in the fire fighting teams. At the time of the audit, the company employed 998 workers and the workplace capacity was 1,500. Working hours were mainly organized into three shifts for production, with a five-day work week. For some of the jobs, one work shift was established with a 6-day work week. According to the submitted documents, overtime is not paid. There is no union in the company, but the workers have elected their own representatives and established worker organisation. Meetings are regularly held and minutes are taken. During the audit, management showed openness and cooperation. All necessary documents are provided, free access to workers and all work premises is provided. A room is also provided for conducting confidential interviews with workers.

The audit was carried out by two auditors accompanied by a local translator. The opening and closing meeting were attended by:

Director of the site, Management representative, HR manager, OHS Manager, Worker representative, Environmental and facility manager

Main auditee:

- PA1: the expectations of the performance area are partially met
- PA2: the expectations of the performance area are met.
- PA3: the expectations of the performance area are met
- PA4: the expectations of the performance area are met
- PA5: the expectations of the performance area are met
- PA6: the expectations of the performance area are met
- PA7: the expectations of the performance area are partially met
- PA8: the expectations of the performance area are met
- PA9: the expectations of the performance area are met
- PA10: the expectations of the performance area are partially met
- PA11: the expectations of the performance area are met
- PA12: the expectations of the performance area are met
- PA13: the expectations of the performance area are partially met

Attached evidence:

Business license

Policies/procedures

Working hours (attendance)

Entrance to the audited facility, including entity name

Hygiene-sensitive areas (e.g. canteen, toilets)

Notice board / code of conduct

Basic fire safety

Drinking water

First aid

Finding s/Areas of improvement (e.g. H&S)

Collective bargaining, Dormitories, High-risk health and safety areas (e.g. chemical storage), Environmental permission (water)-

Evidences which are not attached:

Contractor license/permit - not applicable. No contractors are used

Agency labor contract - N/A All workers are hired directly

Government waivers - N/A no government waivers are used

Fire-related licenses - N/A no such kind of license is requested. When building receives permission for operating all these inspections are performed.

Structural ability licenses-N/A no such kind of license is requested. When building receives permission for operating all these inspections are performed.

Inconsistencies between time and production records - not identified

SITE DETAILS

Site

Fergana Global Textile Ltd.

Site amfori ID

860-000008-001

GICS Classification

Sector	Industry Group	Industry
Consumer Discretionary	Consumer Durables & Apparel	Textiles, Apparel & Luxury Goods
Sub Industry		
Textiles		

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

## METRICS

### Key Metrics

Total workforce	804	Workers
Legal minimum wage in local currency	1 050 000	Monthly
Lowest wage paid for regular work at the site	1 550 000	Monthly
Calculated living wage in local currency	621 048,25	Monthly
Total sample	33	Workers

### Other Metrics

Male workers	457	Workers
Female workers	347	Workers
Non-binary workers	0	Workers
Permanent workers - Male	524	Workers
Permanent workers - Female	462	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	11	Workers
Temporary workers - Female	1	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	41	Workers
Management - Female	4	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	36	Workers
Workers on probation - Female	43	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	248	Workers
Workers with night shift - Female	359	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	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	7	Workers

Foreign migrant workers - Female	1	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	535	Workers
Workers hired directly - Female	463	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	335	Workers
Unionised workers - Female	408	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	535	Workers
Workers under CBA - Female	463	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	3	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	4	Workers
Workers on parental leave - Non-binary	0	Workers
Minimum wage agreed on CBA in local currency	1 050 000	Monthly
Sample - Male	19	Workers
Sample - Female	14	Workers
Sample - Non-binary	0	Workers

## FINDINGS



### PA1: Social Management System

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**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
<b>Finding</b>	
This question was rated partially - there is findings in other areas.Amfori BSCI requirements.	Bu savol qisman baholandi - boshqa sohalarda ham topilmalar mavjud Amfori BSCI talablari.



### PA 7: Occupational Health and Safety

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**Question:** 7.5 Is there satisfactory evidence that the auditee regularly provides OHS trainings to ensure workers understand the rules of work, personal protection and measures for preventing and reacting to injury to themselves and fellow workers?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
The presented evidence of a practical evacuation exercise (photographs and protocols) does not contain essential information, namely - the time for which the personnel managed to evacuate the premises and the result from inspection of the number of the workers at the meeting point	Amaliy evakuatsiya mashqlarining taqdim etilgan dalillari (fotosuratlar va protokollar) muhim ma'lumotlarni o'z ichiga olmaydi, xususan - xodimlarning binolarni evakuatsiya qilishga muvaffaq bo'lgan vaqti va yig'ilish joyidagi ishchilar sonini tekshirish natijasi.

**Question:** 7.6 Is there satisfactory evidence that the auditee enforces the use of PPE to provide protection to workers alongside other controls and safety systems?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
During the tour of the enterprise, in the premises for which excessive noise has been established and the use of hearing protection devices is mandatory (spinning workshop, weaving workshop), workers were noticed who did not use the ear protection devices (plugs) distributed to them. Some of the loader workers was spotted to work without protective shoes.The company should increase control over the use of PPE, as well as introduce measures to raise workers' awareness.	Korxonani ko'zdan kechirish chog'ida ortiqcha shovqin mavjud bo'lgan va eshitish vositalaridan foydalanish majburiy bo'lgan binolarda (yigiruv bo'limi, to'quv bo'limi) tarqatilgan quloqni himoya qiluvchi vositalardan (quloqchin) foydalanmagan ishchilar aniqlandi. Yuk ko'taruvchi ishchilarning bir qismi himoya poyabzalizis ishlayotgani aniqlandi. Kompaniya shaxsiy himoya vositalaridan foydalanish ustidan nazoratni kuchaytirishi, shuningdek, ishchilarning xabardorligini oshirish



#### Finding

These can be specialized trainings, short presentations, printed materials (posters), conducting surveys among workers and other appropriate ones.

choralarini ko'rishi kerak. Bular maxsus o'quvlar, qisqa taqdimotlar, bosma materiallar (plakatlar), ishchilar o'rtasida so'rovlar o'tkazish va boshqa tegishli bo'lishi mumkin.

**Question:** 7.9 Is there satisfactory evidence that the auditee makes visible potential hazards to the workers and visitors through signs and warnings?

#### ENGLISH

#### LOCAL LANGUAGE

#### Finding

One of the signs designating the assembly points in case of evacuation are text only, written in the local and Russian languages. This would make it difficult for migrants and visitors who do not know these two languages. The company should mark all assembly points with signs in accordance with the international coding.

Evakuatsiya qilingan taqdirda yig'ilish punktlarini belgilovchi belgilardan biri faqat mahalliy va rus tillarida yozilgan matndir. Bu esa bu ikki tilni bilmaydigan muhojirlar va tashrif buyuruvchilar uchun qiyinchilik tug'diradi. Kompaniya barcha yig'ilish punktlarini xalqaro kodlashtirishga muvofiq belgilar bilan belgilashi kerak.

### PA 10: No Precarious Employment

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**Question:** 10.3 Is there satisfactory evidence that the auditee provides workers with understandable information before entering into employment?

#### ENGLISH

#### LOCAL LANGUAGE

#### Finding

Based on sufficient evidence, it was established that the migrant workers employed by the company signed employment contracts and accompanying documents to their employment records in Russian or Uzbek. This contradicts Amfori BSCI's requirement that the documents should be translated into the language of the workers. According to the risk assessment carried out from 06.08.2021, all workers who work in a places exposed to risk of the 3rd and higher category should receive additional paid annual leave. There is no evidence that the workers are informed and such additional paid leave is granted to them.

Yetarli dalillar asosida korxonada ishlayotgan mehnat migrantlari mehnat shartnomalari va mehnat daftarchalariga qo'shimcha hujjatlarni rus yoki o'zbek tillarida imzolagani aniqlandi. Bu Amfori BSCI ning hujjatlar ishchilar tiliga tarjima qilinishi kerakligi haqidagi talabiga zid keladi. 06.08.2021 dan o'tkazilgan xavfni baholashga ko'ra, 3 va undan yuqori toifadagi xavfli joylarda ishlaydigan barcha ishchilar yillik qo'shimcha haq to'lanadigan ta'til olishlari kerak. Ishchilarning xabardor qilinganligi va ularga bunday qo'shimcha haq to'lanadigan ta'til berilganligi haqida hech qanday dalil yo'q.

### PA 13: Ethical Business Behaviour

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**Question:** 13.2 Is there satisfactory evidence that the auditee keeps accurate information regarding its own activities, structure and performance?

**ENGLISH**

**LOCAL LANGUAGE**

**Finding**

The submitted evidence of working time control cannot fully confirm the absence of overtime due to the fact that attendance is recorded, but not the exact number of hours worked. The attendance form does not correspond with the summary monthly report of hours worked.

Ish vaqtini nazorat qilish to'g'risidagi taqdim etilgan dalillar ish vaqtining aniq soni emas, balki davomat qayd etilganligi sababli qo'shimcha ish vaqtining yo'qligini to'liq tasdiqlay olmaydi. Yo'l-yo'riqli davomat shakli ishlagan soatlar bo'yicha oylik yig'ma hisobotga mos kelmaydi.

**Question:** 13.4 Is there satisfactory evidence that the auditee collects uses and otherwise processes personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements?

**ENGLISH**

**LOCAL LANGUAGE**

**Finding**

It was established that the company collects personal information related to the registration of individuals in various state institutions (judicial, hospital) without a legal requirement for this and a clear justification for what purpose it will be used. The information collected is not included as required by the recruitment process.

Aniqlanishicha, kompaniya jismoniy shaxslarni turli davlat muassasalaridan (sud, shifoxona) ro'yxatga olish bilan bog'liq shaxsiy ma'lumotlarni buning uchun qonuniy talab va undan qanday maqsadda foydalanilishini aniq asoslanmasdan to'playdi. To'plangan ma'lumotlar ishga qabul qilish jarayoni talab qilganidek kiritilmagan.