

Monitoring result for JRVG Socks Knitting on site

JRVG Socks Knitting

Monitoring

Monitored Party	: JRVG Socks Knitting	amfori ID	: 620-000042-000
Site	: JRVG Socks Knitting	Site amfori ID	: 620-000042-002
Address	: Travessa do Apeadeiro, nº68 Pavilhão F 4775-050 São Miguel da Carreira – Barcelos	Monitoring Activity	: amfori Social Audit - Small Producer Assessment
	: 4775-050, Barcelos	Monitoring Type	: Full Monitoring
	: Aveiro	Submission Date	: 09/11/2018
	: Portugal		

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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

This audit was a full audit for a small producer, performed in 1 man-day by one auditor.

JRVG Socks Knitting, Unipessoal Lda, was established on 26th April 2018, but only started production on July 2018, and produces socks.

At time of audit this facility was producing for only one customer.

Facility manufacturing operations are: reception of raw materials (yarn)-knitting of socks-inspection -packing-expedition.

Monthly production is about 41000 pairs of socks. Site can punctually use sub-contractors for molding and final packing at customer special request.

Facility is installed on ground floor of an industrial building made of brick and steel, with 480 m2, where is installed production (14 loams) and warehouse, a small office area, workers dressing room, toilets and break room.

There is a total of 5 workers on site, all male and Portuguese: one is the manager, other is maintenance technician and 3 machine operators (1 for each shift).

The youngest worker on site was 26 years old.

There are no workers affiliated to any unions, there are no workers representatives.

Facility is affiliated to ANIVEC- APIV–Textile Industry Collective bargaining agreement.

3 workers were interviewed individually. In general, all workers said they were very satisfied with their employment at the factory. All were former colleagues.

4 Records to show wages and hours were taken for 3 months from the period of July 2018 (starting month), August 2018 (peak month) and September 2018 (last month paid).

Performance Area 1 (Social Management System and Cascade Effect): facility manager is committed to comply with BSCI requirements.

Based on satisfactory evidence the auditee partially respects this performance area.

Performance area 2 (workers involvement and protection): There is one suggestion box, associated with the grievance procedure, but no grievances were logged.

During interviews, the workers were satisfied with work conditions and stated that they prefer to speak with manager for any concerns and did not report any concerns.

Based on satisfactory evidence the auditee fully respects this performance area.

Performance are 3 (The right of freedom of association and collective bargaining): By interviews (management representatives and workers) auditor noted that workforce rights are recognized and that the workers have the right to belong to a Union (policy in place), and they are free to do that if they want. In fact, during interviews and sample documents review it was verified that there were no workers affiliated to any industry unions.

Based on satisfactory evidence the auditee fully respects this performance area.

Performance area 4 (No discrimination): The facility has a written anti-discrimination policy communicated. Facility procedures follow local Law, which stated that workers should be employed based on their ability to do the job, rather than based on gender, age, disability, sexual orientation, racial characteristics, cultural or religious beliefs or similar factors. The facility recognized and respected cultural differences, employment (hiring, wages, benefits, advancement, termination, and retirement) shall be based on the worker's ability, not on personal characteristics.

Based on satisfactory evidence the auditee fully respects this performance area.

Performance area 5 (Fair remuneration): It was verified that wages are properly calculated and meet the category wage for the period.

Legal wage was paid to all workers and salaries are always paid on time and benefits are according to law.

All applicable withholdings are properly calculated, withheld and promptly paid over to the appropriate government agency within the specified timelines. There are no payroll deductions for employment broker fees, housing allowances, food allowances etc. All employees are provided with a written and understandable statement of their pay for each pay period

According to employee's interviews salaries are always paid on time, by direct deposit on bank account.

Overtime hours are paid according to legal rates.

Based on satisfactory evidence the auditee fully respects this performance area.

Performance area 6 (Decent Working Hours): Standard hours on site were on average 40 hours/week with 2 days off in every 7-day-period, Saturday and Sunday are rest days.

Facility work schedule is from Monday to Thursday: 8:00am to 5:00pm with 1-hour lunch break and 2 breaks of 10 min during morning and afternoon.

Production (knitting) works in 3 shifts: 6:00am-2:00pm, 2:00pm-10:00pm and 10:00pm-6:00am.

Auditor noted an accurately record of work hours, using a biometric system (fingertips).

According to attendance records and workers interviews, facility does not perform overtime hours

Based on satisfactory evidence the auditee fully respects this performance area.

Performance area 7 (Occupational health & safety):

Facility has external services for health & safety management and provides work medicine services to workers.

Water, tea, coffee, fruit and cookies are available for workers at no cost.

There is one employee trained on first aids and first aid kits are available on site (including defibrillator).

Facility has a work insurance in case of work accidents, but there was no occurrence year to date.

Facility has a risk evaluation per job position dated from 28.09.2018, to minimize the risks and find adequate personal protective equipment, including noise exposure (the 3 production workers are exposed to noise above the lower limit 80 db(A)< Lex, 8hours <85db (A), but they use adequate ear protectors), lightening and air quality.

Facility does not use or stores chemical products, only keeps a small quantity of oil for maintenance, properly handled and stored with MSDS.

All production workshops have adequate number and appropriate types of fire extinguishers and hoses that are visible, accessible, checked annually and posted with an instruction. All escape routes were unblocked and unobstructed. The facility building is equipped with smoke detectors and alarm system connected to a fire alarm and detection central. Workers received training on fire fighting and emergency procedures.

The worker from the night shift always has a personal alarm with him to press in case of emergency, this alarm is connected to a security company that will send a patrol in 5 mins.

Facility has implemented the self-protection measures against fire on buildings (fire permit), classified on 1st risk category (the less severe), and have submitted it to Civil Protection for approval. According to 1st risk category it is not mandatory to have the evacuation plan posted.

Based on satisfactory evidence the auditee fully respects this performance area.

Performance area 8 (No Child Labor): The facility has a written policy against child labor, posted at all production sites Facility follows National Laws, which state that the facility would not engage any persons less than 16 years of age.

Age documentation such as Citizen Card was required for review prior to hiring. Copies of age documentation are retained in employee personnel files, age and date of employment was stated clearly in employment application. By employee's interviews and personnel record the youngest worker found was 26 years old.

Based on satisfactory evidence the auditee fully respects this performance area

Performance area 9 (Special Protection for young workers): In general facility does not hires young workers, youngest worker on site was 26 years old. For all workers facility complies with local law. In this case, as the manager and facility owner new well all the workers, as they were former colleagues, the contracts were all permanent.

Based on satisfactory evidence the auditee fully respects this performance area.

Performance area 10

Site Details

Site : JRVG Socks Knitting

Site amfori ID : 620-000042-002

GICS Classification

Sector : Consumer Discretionary

Industry : Textiles, Apparel & Luxury Goods

Industry Group : Consumer Durables & Apparel

Sub Industry : Textiles

GS1 Classifications

N.A.

Product Process Classifications

N.A.

Metrics

Key Metrics

N.A.

Other Metrics

Total workforce	5 Workers
Permanent workers - Male	5 Workers
Management - Male	1 Workers
Workers with night shift - Male	1 Workers

Findings

No findings