

# Monitoring summary report for Parvoz Xumo Ravnaq Trans LLC

## MONITORING ID: 25-0309037



Monitored Party <b>Parvoz Xumo Ravnaq Trans LLC</b>	amfori ID <b>860-000021-000</b>	Address <b>Yusuf Hamadoniy str., 200500 Gijduvan, Buxoro, 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>10/03/2025</b>	Closing Meeting Finished Date <b>12/03/2025</b>	Submission Date <b>31/03/2025</b>
Expiration Date <b>31/03/2026</b>	Announcement Type <b>Semi Announced</b>	
Site <b>Site 1</b>	Site amfori ID <b>860-000021-001</b>	

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## OVERALL RATING



## SECTION RATING

PA1: Social Management System	<b>D</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>C</b>	
PA 13: Ethical Business Behaviour	<b>A</b>	

## GENERAL DESCRIPTION

Name of lead auditor: Dimitar Stoyanov, APSCA number: 21704228

Name of team auditor: Vera Kehayova, APSCA number: 21704695

Name of translators: Shoxrux Mirkhaydarov, Said Aykhodjaev

Monitoring partner: TUV NORD CERT GmbH (APSCA Firm Member: 11600051)

Audit schedule details: The audit was implemented by 2 auditors x 2.75 day each for total of 5.5 man days. Audit was semi announced.

Business partner information: The company Parvoz Xumo Ravnaq Trans LLC is founded in 2018 and it is located in Gijduvan district, Bukhara region, Uzbekistan. The company name Parvoz Xumo Ravnaq Trans is a global group name that has various types of business and brands. Specifically, the textile production is located under the HAJ textile OOO brand, which was actually audited. The main activity of the company is production of cotton yarns, cotton fabrics and sewing production. The main activities in the company are spinning of cotton yarn, weaving of fabrics, dyeing, knitting and sewing. A wastewater treatment plant has been built on the company's territory, which is currently being expanded by acquiring processes for chemical and biological water treatment. The buildings housing the production facilities are newly built of concrete and bricks, insulated with external siding.

Audited location information: The company has warehouses for raw cotton (sheds) with a total area of 5000 m2, which are located on the company's territory. The remaining workshops located on the company's territory and which were audited are as follows: Spinning workshop building, which houses the cotton carding department and warehouse for finished products - total area 16707 m2; Fabric weaving shop building along with fabric dyeing department. Inside are chemical warehouse -846 m2, dyeing department 432 m2, color preparation department 1620 m2, drying room 1512 m2, chemical laboratory, physical laboratory, packaging department, weaving room 2142 m2. The total size of the building is 14425 m2. Building of the sewing industry with a total area of 5321 m2. Administrative building with 3 floors each of 1372 m2, where the last third floor is a dormitory with 14 rooms. The rooms are equipped with beds, wardrobes, refrigerators, TVs, sanitary units (toilet and bathroom). The size of the rooms varies, with the largest number of beds being 4 and the size of the room being 30 m2 including the sanitary facilities. On the territory of the company there is 3 canteens which prepare and offer hot meals for every one on every shifts. The meal is free of charge for the workers.

Operating shifts and hours: Working time in the company is organized in 3 shifts regime for spinning, dyeing, knitting and one single daily shift for sewing department. 1st shifts starts from 08:00 to 16:00, 2nd from 16:00 to 00:00 and 3rd from 00:00 to 08:00. Security and medical staff work in 12 hours regime, where they have one day daily shift from 07:00 to 19:00, one night shift from 19:00 to 07:00, and two days off. Working time in sewing department is from Monday to Saturday, with working hours from 08:00 to 16:00 (Monday to Friday) and 08:00 - 14:00 on Saturday. During working day is provided 1 hour break for lunch. Working time is reported through electronic system via face control.rant etc.) and they work in a special order this should be mentioned as well.

Time recording system: Working time is reported through electronic system via face control.rant etc.)

Salary payment details: The company has established a job schedule and salary structure based on positions and the corresponding qualification levels for each role. Workers receive a fixed salary as agreed upon in their employment contract, with the exception of those working in the sewing shop, who are paid based on the quantity produced, also known as the "piece rate." Quarterly bonuses are added to salaries, ranging from 10% to 100%, depending on years of experience. Additionally, workers have the opportunity to earn an extra bonus based on their performance. The company provides free meals and transportation to and from the workplace. Salaries are paid without delay, typically by the 10th of the month following the month worked, and are processed entirely via bank transfer. Night hours are reported and paid according to local legislation with an increase of 150%.

Worker number information:

- Total worker number - 1340 (633 male and 707 female)
- Production worker number - 1210 (577 male and 633 female )
- Vulnerable worker number (6 male foreign migrants)
- Any other special group workers (6 apprentices male and 16female.)

Good practices: Company provide hot meal on every shift and free trnsportation for all workers.

Worker organization details: A trade union was established in the company with the name name - Trade Union of Workers at Parvoz Humo Ravnak Trans MChZ. The last elections were held on 02.07.2023 using a channel in the Telegram application, where all workers took part. By a protocol dated 12.07.2023, the elected chairman of the trade union, Ms.

Iroda Tukhtaeva, was approved. All workers fill out a handwritten application for participation in the trade union and agree to have 1% membership fee deducted from them. In essence, trade unions in Uzbekistan are mutual aid funds, in which the collected membership fees are distributed between the central structure of the trade union and 40% of the collected funds remain at the disposal of the established trade union. The main problems that this trade union solves are supporting workers with monetary sums on various occasions - illness, death, wedding. Decisions on support are made transparently, the funds are allocated free of charge.

Circumstances: The audit team was provided with free access to all premissess -production, canteen, dormitory. A private rooms were ensured for the implementation of interviews and workers were selected by the auditors. No negative circumstances occurred during this audit. The management was cooperative and the atmosphere was favorable.

Summary of findings: PA1 - findings in 1.1; 1.2; 1.3; 1.5; 1.6 and 1.7, PA2- finding in 2.2,; PA3-no findings, PA4-no findings, PA5- finding in 5.2, PA6-no findings, PA7-findings in 7.4; 7.6; 7.7 and 7.11,; PA8- finding in 8.4,; PA9-no findings, PA10-no findings, PA11-no findings, PA12-findings in 12.1 and 12.2,; PA13- findings in 13.2

Living wage calculation: The calculation of LW was done by the audit team using official data from local marker, manually collected, data from <https://www.numbeo.com/cost-of-living/in/Bukhara-Uzbekistan>, discussion with the workers and worker representative and using anker methodology. All data provided in the calculation is based on neto salary and neto prices.

SITE DETAILS

Site

Site amfori ID

Site 1

860-000021-001

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

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	1,311	Workers
Legal minimum wage in local currency	1,155,000	Monthly
Lowest wage paid for regular work at the site	1,232,000	Monthly
Calculated living wage in local currency	1,605,875	Monthly
Total sample	44	Workers

### Other Metrics

Male workers	621	Workers
Female workers	690	Workers
Non-binary workers	0	Workers
Permanent workers - Male	627	Workers
Permanent workers - Female	707	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	6	Workers
Temporary workers - Female	0	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	10	Workers
Management - Female	3	Workers
Management - Non-binary	0	Workers
Apprentices - Male	5	Workers
Apprentices - Female	16	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	5	Workers
Workers on probation - Female	11	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	452	Workers
Workers with night shift - Female	368	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	6	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	637	Workers
Workers hired directly - Female	710	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	637	Workers
Unionised workers - Female	710	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	643	Workers
Workers under CBA - Female	710	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	0	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Workers on parental leave - Non-binary	0	Workers
Minimum wage agreed on CBA in local currency	1,155,000	Monthly
Sample - Male	16	Workers
Sample - Female	28	Workers
Sample - Non-binary	0	Workers

## FINDINGS



### PA1: Social Management System

Site: Site 1 | Site amfori ID: 860-000021-001

**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

The management system is assessed as partially effective due to the presence of inconsistencies in several areas.

Boshqaruv tizimi bir nechta sohalarda nomuvofiqliklar mavjudligi sababli qisman samarali deb baholandi.

**Question:** 1.2 Is there satisfactory evidence that a senior manager has been appointed to ensure that the values and principles of amfori BSCI are followed in a satisfactory manner?

#### ENGLISH

#### LOCAL LANGUAGE

#### Finding

At the time of the audit, the person appointed as the representative for the introduction and control of the implementation of Amfori's ethical principles had left BSCI and the person responsible for human resources was introduced during the audit. However, he was not explicitly authorized by order.

Audit vaqtida Amfori axloqiy tamoyillarini joriy etish va amalga oshirishni nazorat qilish bo'yicha mas'ul etib tayinlangan shaxs BSCI'ni tark etdi va audit davomida kadrlar xodimi mas'ul deb tayinlandi. Ammo ushbu shaxs buyruq orqali mas'ul deb tasdiqlanmagan.

**Question:** 1.3 Is there satisfactory evidence that the auditee has identified their significant business partners and their level of alignment with the amfori BSCI Code of Conduct?

#### ENGLISH

#### LOCAL LANGUAGE

#### Finding

The company has identified its suppliers. A list of approved suppliers is maintained, but there is no information on their level of compliance with the Amfori BSCI ethical principles, therefore the assessment of the issue is "partial".

Kompaniya yetkazib beruvchilarni aniqlagan. Tasdiqlangan yetkazib beruvchilar ro'yxati yuritiladi, ammo ularning Amfori BSCI axloqiy tamoyillariga muvofiqligi darajasi to'g'risida ma'lumot yo'q, shuning uchun ushbu talab "qisman" muvofiq deb belgilandi.

**Question:** 1.5 Is there satisfactory evidence that the auditee monitors how its business partners observe the amfori BSCI Code of Conduct?

#### ENGLISH

#### LOCAL LANGUAGE



### Finding

During an inspection of the supplier management department, it was found that there was no evidence of monitoring of suppliers regarding their compliance with the ethical principles of Amfori BSCI code of conduct.

Yetkazib beruvchilarni boshqarish bo'limini tekshirish paytida yetkazib beruvchilarning Amfori BSCI axloq kodeksining axloqiy tamoyillariga muvofiqligi to'g'risida hech qanday dalil yo'qligi aniqlandi.

**Question:** 1.6 Is there satisfactory evidence that the auditee has developed the necessary policies and processes to prevent and address any adverse human rights impacts that may be detected in its supply chain?

### ENGLISH

### LOCAL LANGUAGE

### Finding

An inspection of the supplier management department revealed that there was no policy or procedure that clearly stated what actions the company would take against a supplier if a human rights violation was detected at the supplier.

Yetkazib beruvchilarni boshqarish bo'limining tekshiruvi shuni ko'rsatdiki, agar yetkazib beruvchida inson huquqlari buzilishi aniqlansa, kompaniya yetkazib beruvchiga qarshi qanday choralar ko'rishini aniq ko'rsatadigan siyosat yoki tartibot yo'q.

**Question:** 1.7 Is there satisfactory evidence that the auditee manages its business relations in a responsible manner?

### ENGLISH

### LOCAL LANGUAGE

### Finding

During an inspection in the supplier management department, it was found that the contracts do not include conditions under which the contract can be terminated - for example, in case of non-compliance with ethical business practices, participation in corrupt transactions and others, violation of human rights.

Yetkazib beruvchilarni boshqarish bo'limida o'tkazilgan tekshiruv davomida shartnomalarda shartnomani bekor qilish shartlari (masalan, axloqiy biznes amaliyotiga rioya qilmaslik, korruptsiya bitimlarda ishtirok etish va boshqalar, inson huquqlari buzilgan taqdirda) mavjud emasligi aniqlandi

## PA 2: Workers Involvement and Protection

Site: Site 1 | Site amfori ID: 860-000021-001

**Question:** 2.2 Is there satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the amfori BSCI Code of Conduct?

### ENGLISH

### LOCAL LANGUAGE

### Finding

During the communication with the management there was described a lot of aims targeted for the

Rahbariyat bilan muloqot paytida keyingi davrga mo'ljallangan ko'plab maqsadlar bayon etildi, ammo

Finding	
next period, however the specific aim for a long term maintenance and improvement of the implemented sistem for compliing with Amfori BSCI was not demonstrated	amfori BSCI talablariga muvofiq amalga oshirilayotgan tizimni uzoq muddatli saqlash va takomillashtirishning aniq maqsadi ko'rsatilmadi

## PA 5: Fair Remuneration

Site: Site 1 | Site amfori ID: 860-000021-001

**Question:** 5.2 Is there satisfactory evidence that wages are paid in a timely, stable and regular manner, and fully in legal tender?

ENGLISH	LOCAL LANGUAGE
Finding	
When reviewing the working hours and payrolls for January 2025, June 2024, and September 2024, it was found that for 2 workers the total number of hours worked was calculated and paid according to the agreed hourly rates. However, overtime hours were not reported or visibly reflected in the payrolls. The company compensated employees with a day off, in accordance with local legislation. However, clear and distinct evidence of these compensations was not provided. It is unclear which specific day was designated as compensation for overtime work in the attendance records, as those days are still recorded as regular working days.	2025-yil yanvar, 2024-yil iyun va 2024-yil sentabr oylari uchun ish vaqti va ish haqini ko'rib chiqayotganda, ikki ishchi uchun ishlagan soatlarning umumiy soni kelishilgan soatlik stavkalar bo'yicha hisoblab chiqilganligi va to'langanligi aniqlandi. Biroq, qo'shimcha ish soatlari haqida hisobot qilinmagan va ish haqi varaqalarida aniq ko'rsatilmagan. Kompaniya xodimlarga mahalliy qonunchilikka muvofiq dam olish kunini taqdim etgan. Biroq, ushbu kompensatsiyalar uchun aniq dalillar keltirilmagan. Davomat hisobotlarida qo'shimcha ish vaqti uchun kompensatsiya sifatida qaysi kun ko'rsatilganligi aniq emas, chunki bu kunlar hali ham oddiy ish kunlari sifatida qayd etiladi.

## PA 7: Occupational Health and Safety

Site: Site 1 | Site amfori ID: 860-000021-001

**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
Finding	
During a tour of the company in the spinning workshop, where it is mandatory to wear hearing protection, one worker was noticed without such protection, although the same had been purchased and distributed to everyone. In the dyeing workshop, workers were noticed without work	Shovqindan himoyalash vositasidan foydalanish majburiy bo'lgan yigiruv ustaxonasida bunday himoya barchaga bir xilda sotib olingan va hammaga tarqatilgan bo'lsa ham, bir nafar ishchi bunday himoyasiz bo'lganligi kuzatildi. Bo'yash ustaxonasida ishchilar ish kiyimisiz bo'lganligi

Finding	
clothes. When talking to them, it was found that they had such clothes distributed by the company, but they did not use them. The company should increase control over the use of work clothes and PPE.	kuzatildi. Ular bilan suhbatlashganda, ularda kompaniya tomonidan tarqatilgan bunday kiyimlar borligi aniqlandi, ammo ular ulardan foydalanmadilar. Kompaniya ish kiyimlari va shaxsiy himoya vositalaridan foydalanish ustidan nazoratni kuchaytirishi kerak.

**Question: 7.7** Is there satisfactory evidence that the auditee implements engineering and administrative control measures to avoid or minimise the release of hazardous substances into the work environment, keeping the level of exposure below internationally established or recognised limits?

ENGLISH	LOCAL LANGUAGE
Finding	
An inspection of the chemical warehouse revealed that a channel runs through the entire warehouse, carrying all spilled liquid chemicals and dispersed powder chemicals to the plant's wastewater treatment facility. This creates two immediate risks – mixing chemicals that can react with each other, potentially causing a fire, and increasing the concentration of chemicals in the wastewater, making it impossible to treat to safe levels. Liquid chemicals, including hydrogen peroxide, are stored in containers that do not have tanks underneath to catch spills when they occur.	Kimyoviy omborni tekshirish shuni ko'rsatdiki, barcha to'kiladigan suyuq kimyoviy moddalar va purkaladigan kukunli kimyoviy moddalar zavodning tozalash inshootiga tushadigan butun ombor bo'ylab kanal mavjud. Bu ikkita to'g'ridan-to'g'ri xavfni keltirib chiqaradi: bir-biri bilan reaksiyaga kirishishi mumkin bo'lgan kimyoviy moddalarni aralashib ketishi, potentsial yong'inga olib kelishi va oqava suvlarda xavfsiz darajada tozalashni imkonsiz qiladigan kimyoviy moddalar kontsentratsiyasining oshishi. Suyuq kimyoviy moddalar, shu jumladan vodorod peroksid, agar to'kilishlar yuzaga kelsa, ularni ushlab qolish uchun tagida rezervuari bo'lmagan idishlarda saqlanadi.

**Question: 7.11** Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?

ENGLISH	LOCAL LANGUAGE
Finding	
During the conversation with the health and safety officer and the review of the documentation, the company failed to present the inspection books of the pressure vessels and steam and hot water boilers.	Xavfsizlik texnikasi bo'yicha mas'ul xodim bilan suhbatlashish va hujjatlarni ko'rib chiqish paytida kompaniya bosimli idishlar va bug' va issiq suv qozonlarini tekshirish qaydlarini taqdim eta olmadi.

## PA 8: No Child Labour

Site: Site 1 | Site amfori ID: 860-000021-001

**Question:** 8.4 Is there satisfactory evidence that the auditee has adequate and remedial policies and procedures to provide for further protection in case children are found to be working?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
Although the company has established a policy against the use of child labor, it does not include a remediation procedure for cases where child labor is identified, either within its own production or at any of its business partners and/or subcontractors.	Kompaniya bolalar mehnatidan foydalanishga qarshi siyosat o'rnatgan bo'lsa-da, u o'z ishlab chiqarishi doirasida yoki uning biron bir biznes hamkori va/yoki subpudratchilarida bolalar mehnati aniqlangan holatlar uchun oldini olish tartibini o'z ichiga olmaydi.

## PA 12: Protection of the Environment

Site: Site 1 | Site amfori ID: 860-000021-001

**Question:** 12.1 Is there satisfactory evidence that the auditee continuously identifies the significant impacts and environmental implications associated to its activity?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
The presented environmental impact assessment of 2022 does not fully cover the possible pollution and impact on all elements of the environment - water, air, land. The assessment made is in relation to emissions released into the atmosphere related to the additional buildings under construction. The possible impacts arising from the discharge of wastewater have not been assessed - as can be seen from the presented measurements, some of the wastewater indicators exceed 10 times the permissible concentrations. The possible aspects of the environment that could be positively or negatively affected by the company's activities have not been determined.	Taqdim etilgan 2022-yilgi atrof-muhitga ta'sirini baholash mumkin bo'lgan ifloslanish va atrof-muhitning barcha elementlariga - suv, havo, quruqlikka ta'sirini to'liq qamrab olmagan. O'tkazilgan baholash qurilayotgan qo'shimcha binolar bilan bog'liq atmosferaga chiqariladigan chiqindilar bilan bog'liq. Oqava suvlarni oqizishdan kelib chiqadigan mumkin bo'lgan ta'sirlar baholanmagan - taqdim etilgan o'lchovlardan ko'rinib turibdiki, oqava suvlarning ayrim ko'rsatkichlari ruxsat etilgan konsentratsiyadan 10 baravar oshadi. Atrof-muhitning kompaniya faoliyatiga ijobiy yoki salbiy ta'sir ko'rsatishi mumkin bo'lgan jihatlari aniqlanmagan.

**Question:** 12.2 Is there satisfactory evidence that the auditee has procedures in place to ensure integration of local environmental law into the business model?

ENGLISH	LOCAL LANGUAGE
<b>Finding</b>	
Not enough evidence was presented of an existing procedure regarding how the company monitors and carries out inspections for compliance with the requirements of environmental legislation. The existed practice is through the company lawyer	Kompaniyaning ekologik qonunchilik talablariga muvofiqligini qanday nazorat qilishi va tekshirishlarini amalga oshirishi to'g'risida mavjud tartibot to'g'risida yetarli dalillar keltirilmagan. Mavjud amaliyot - kompaniyaning huquqshunos

Finding	
information of the changes are transfered to the management, but no process of verification and action.	orqali amalga oshiriladi, bunda qonunchilikdagi o'zgarishlar to'g'risidagi ma'lumotlar rahbariyatga yetkaziladi, ammo ularni kuchga kiritish va bajarilishini ta'minlash bo'yicha tizim mavjud emas.

PA 13: Ethical Business Behaviour

Site: Site 1 | Site amfori ID: 860-000021-001

Question: 13.2 Is there satisfactory evidence that the auditee keeps accurate information regarding its own activities, structure and performance?	
ENGLISH	LOCAL LANGUAGE
Finding	
<p>During the inspection of documents related to the working time report, it was found that records from the check-in check- out system are retained for a period of three months only. The documents for two of the inspected months, June and September 2024, were not available for verification.</p> <p>Inconsistencies were found in attendance forms, where days used as compensation were shown as working days. There is a lack of accurate information about the hours of overtime worked (they are not reported separately in the attendance forms or the report from the check-in and check-out system), which may lead to exceeding the permitted limits of 4 hours per week or 120 hours per year.</p>	<p>Ish vaqti to'g'risidagi hisobot bilan bog'liq hujjatlarni tekshirishda kirish va chiqish tizimidagi qaydlar faqat uch oy davomida saqlanganishi aniqlandi. Tekshirilgan oylardan ikki oyi - 2024-yil iyun va sentyabr oylaridagi hujjatlar tasdiqlash uchun taqdim etilmadi. Davomat jildlarida nomuvofiqliklar aniqlandi - kompensatsiya sifatida ishlatilgan kunlar ish kunlari hisobida kiritilgan. Ortiqcha ishlagan soatlar soni to'g'risida aniq ma'lumot yo'q (ular davomatni hisobga olish shakllarida yoki kirish va chiqish tizimining hisobotida alohida ko'rsatilmagan), bu ruxsat etilgan chegaralardan haftasiga 4 soat yoki yiliga 120 soatdan oshib ketishiga olib kelishi mumkin.</p>