
Auditee :	"Parvoz Xumo Ravnaq Trans" LLC
Audit Date From :	14/12/2020
Audit Date To :	17/12/2019
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	TUEV NORD GROUP
Auditor's Name(s) :	Dimitar Stoyanov(Lead)
Auditing Branch (if applicable) :	



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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 C C C C A A A A A 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 E E E E E E E E E E E E E E E E E 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 :	"Parvoz Xumo Ravnaq Trans" LLC		
DBID number :	405929		
Audit ID :	200930		
Address :	Yusuf Hamadoniy Str. 200500, Gijduvan Ghijduwon		
Province :	Buxoro	Country :	Uzbekistan
Management Representative :	Doston Khujamkulov		
Contact person:	Shermukhammad Achilov	Sector :	Non-Food
Industry Type :	Textiles, clothing, leather	Product group :	Apparel
Product Type :	Cotton Yarn, Cotton Fabrics		

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 :	D		
Need of follow-up :	Yes	If YES, by : 17/12/2020	

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
E	E	A	C	C	E	E	B	D	B	B	D	B

Executive summary of audit report

The name of the company Parvoz Xumo Ravnaq Trans is a global name of a group, which have different types of business. A specifically textile production is located in HAJ textile OOO, which is audited. The company is located in town of Gijduva, close to Buhara in Uzbekistan. Main activity of the company is production of a cotton yarn. The spinning factory buy a cotton from the cotton mill factory, which is also owned by the Parvoz Xumo Ravnaq Trans group. The main process is spinning of a raw "grey" yarn. No chemical processes are existed on site. The buildings are solid made- from concrete and bricks and without constructive defects. The site has all necessary registrations and permissions, issued by the government. Company registration #159/04.10.2011, registration in textil federation #ФЖ-11-1354/05.03.2018, registration in free economic zone #0016/22.09.2017. The main customers are companies from Russia and local companies. The processes are carding of cotton and spinning of yarn. The textile company HAJ textile OOO employees 393 workers all of them are permanent and directly hired by the company. In the country and in the company there is no practice to use agencies workers. The equipment is brand new and fully automated. The main responsibilities of the workers is to monitor the machines and in case a thread breaks, to block it again. At the moment of audit there was: production building with spinning shop, gift shop, warehouse for finished products and warehouse for raw materials. For the workers it is assured canteen, change dress rooms and toilets. Medical cabinet with 24h nurse presence also available. Entrance of the workers is assured with turniket sytem, which still not working. Working time for the workers is organised on 3 shifts with night work. Company provides free transport to all workers and free food during all shifts. The management was cooperative and open, the auditor was granted with access to all premisses and documents and private space for interviews. The audit was implemented by 1 auditor APSCA reg#21704228.

Attached evidences:
 Business license
 Policy/procedures
 Working hours (attendance)
 Wages/payroll
 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
 Collective bargaining

Evidences which are not attached:
 Contractor license/permit - not applicable. No contractors are used
 Agency labour contract - N/A All workers are hired directly
 Government waivers - N/A no government waivers are used
 Fire-related licenses - When building receives permission for operating all this inspections are performed.
 Structural/stability licenses-When building receives permission for operating all this inspections are performed.
 Environmental licenses - not a license, but company has permission for discharging of waste water and primary water treatmnet.
 Social insurance- N/A no special document for that. All social securities are deducted from salaries according to Local Law and deposited into Government funds.
 Findings/Areas of improvement (e.g. H&S) - not identified.
 Remediation of previous findings/areas of improvement- N/A this is initial audit
 Dormitories- N/A Company do not provide
 Inconsistencies between time and production records- not identified

Ratings Summary



Auditee's background information			
Auditee's name :	"Parvoz Xumo Ravnaq Trans" LLC	Legal status :	LLC
Local Name :	Haj Textile	Year in which the auditee was founded :	2011
Address :	Yusuf Hamadoniy Str. 200500, Gijduvan	Contact person (please select) :	Shermukhammad Achilov
Province :	Buxoro	Contact's Email :	hajtex.international@gmail.com
City :	Ghijduwon	Auditee's official language(s) for written communications :	Uzbek/Russian
Region :	South Asia	Other relevant languages for the auditee :	English
Country :	Uzbekistan	Website of auditee (if applicable) :	
GPS coordinates :	40 5 41 N 64 40 35 E	Total turnover (in Euros) :	15720000.00
Sector :	Non-Food	Of which exports % :	75.00
Industry :	Textiles, clothing, leather	Of which domestic market % :	25.00
If other, please specify :		Production volume :	9400000 kg
Product Group :	Apparel	Production cost calculation :	
If other, please specify :		Lost time injury calculation cost :	No
Product Type :	Cotton Yarn, Cotton Fabrics		

Auditee's employment structure at the time of the audit			
Total number of workers :	393	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	75	319	
Temporary workers	0	0	
In management positions	15	1	
Apprentices	0	0	
On probation	3	8	
With disabilities	0	0	
Migrants (national citizens)	0	0	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	75	319	
Production based workers	59	309	
With shifts at night	50	309	
Unionised	75	319	
Pregnant	-	0	
On maternity leave	-	0	

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 200930] Audit Date: 14/12/2020 PA Score: E

Deadline date: 17/12/2021

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Based on insufficient evidence, the company is currently not able to prove compliance with the requirement for an effective management system based on the requirements of Amfori BSCI. The following gaps have been identified:
 Etarli bo'lmagan dalillarga asoslanib, kompaniya Amfori BSCI talablari asosida samarali boshqaruv tizimi talablariga muvofiqligini hozirda isbotlay olmayapti. Quyidagi bo'shliqlar aniqlandi:

- 1.1 - Based on insufficient evidence, it was found that the company has not yet developed and announced a social policy that reflects the principles of Amfori BSCI. No goals have yet been set related to the implementation of social commitments, as well as a plan for improvements in relation to the requirements of Amfori BSCI. No procedure has been established for monitoring the system, which would describe the periodicity, responsibilities and the manner of conducting the monitoring. No written procedure has been established for the method of selection and control of suppliers in connection with their commitments to comply with social practices. There is no written procedure for filing complaints and signals, both by workers and from outside parties, and a procedure for resolving them in compliance with the rule of non-punishment of the signals submitted. The company has not yet conducted a review of management related to the implementation of the requirements of the social responsibility system.
 Etarli bo'lmagan dalillarga asoslanib, kompaniya hali Amfori BSCI tamoyillarini aks ettiruvchi ijtimoiy siyosatni ishlab chiqmaganligi va e'lon qilmaganligi aniqlandi. Ijtimoiy majburiyatlarni bajarish bilan bir qatorda Amfori BSCI talablariga nisbatan yaxshilanish rejasi bilan bog'liq hali biron bir maqsad belgilanmagan. Tizimni monitoring qilishning davriyligi, javobgarligi va o'tkazilish uslubini tavsiflovchi hech qanday tartib o'rnatilmagan. Ta'minlovchilarni ijtimoiy amaliyotga rioya qilish majburiyatlarini bilan bog'liq ravishda tanlash va nazorat qilish usuli uchun yozma tartib o'rnatilmagan. Ishchilar tomonidan ham, tashqi partiyalar tomonidan ham shikoyat va signallarni yozish tartibi va taqdim etilgan signallarni jazolamaslik qoidalariga muvofiq ularni hal qilish tartibi mavjud emas. Kompaniya hali ham ijtimoiy javobgarlik tizimi talablarini amalga oshirish bilan bog'liq boshqaruvni qayta ko'rib chiqmagan.
- 1.2 - During the audit, insufficient evidence was presented that the company had appointed a representative of the top management to be responsible for the hardening of the social system, its control and improvement. Nevertheless, such a person still exists, but is not specified in the structural scheme of management, and a job description indicating veg rights and obligations in connection with the implementation of the requirements of Amfori BSCI has not yet been developed.
 Tekshiruv davomida kompaniyaning ijtimoiy tizimning qattiqlashishi, uning nazorati va yaxshilanishi uchun mas'ul bo'lgan yuqori menejment vakilini tayinlanligi to'g'risida etarli dalillar keltirilmagan. Shunga qaramay, bunday shaxs hali ham mavjud, ammo boshqaruvning tarkibiy sxemasida ko'rsatilmagan va Amfori BSCI talablarini bajarish bilan bog'liq ravishda sabzavot huquqlari va majburiyatlarini ko'rsatadigan lavozim tavsifi hali ishlab chiqilmagan.
- 1.3 - On the basis of insufficient evidence, it has been established that the supply chain and the corresponding risks they may pose with regard to compliance with the requirements of Amfori BSCI. A procedure describing who and how it will select and control suppliers related to their commitment to ethical business principles. Requirement of Amfori BSCI.
 Etarli bo'lmagan dalillar asosida ta'minot zanjiri va Amfori BSCI talablariga muvofiqligi bilan bog'liq holda ular yuzaga kelishi mumkin bo'lgan xatarlar aniqlandi, ular etkazib beruvchilarni axloqiy majburiyatlarini bilan bog'liq kim va qanday tanlash va nazorat qilishni tavsiflovchi protsedura. biznes tamoyillari. Amfori BSCI talablari.
- 1.4 - The company has not yet developed a plan to include measures in case of downtime or interruption of work. There is still no clear calculation regarding the execution of orders in terms of labor - how many people will be needed, whether and how much overtime will be needed. The control of working hours is not performed in a reliable way - time of entry and time of departure. The control performed is by presence. This method does not allow for clear control of the actual working hours, as well as the possibility for the workers to monitor their working hours. Requirement of Amfori BSCI.
 Kompaniya ishlamay qolganda yoki ish to'xtab qolsa, tadbirlarni kiritish rejasini hali ishlab chiqmagan. Buyurtmalarning ish kuchi bo'yicha bajarilishi bo'yicha hali ham aniq hisob-kitob yo'q - qancha odam kerak bo'ladi, qo'shimcha ish vaqti kerak bo'ladimi yoki qancha. Ish vaqtini nazorat qilish ishonchli tarzda amalga oshirilmaydi - kirish vaqti va ketish vaqti. Amalga oshirilgan nazorat mavjudlikka bog'liq. Ushbu usul haqiqiy ish vaqtini aniq nazorat qilishga imkon bermaydi, shuningdek ishchilarning ish vaqtini kuzatishi mumkin. Amfori BSCI talablari.

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 200930] Audit Date: 14/12/2020 PA Score: E

Deadline date: 17/12/2021

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

Due to the evidence gathered during the audit, the company is not yet able to prove full compliance with this area of code of ethics. The following gaps were identified:
Tekshiruv davomida to'plangan dalillar tufayli kompaniya hali ushbu axloq qoidalariga to'liq mos kelishini isbotlay olmayapti. Quyidagi bo'shliqlar aniqlandi:

- 2.1 - Although it is clear from interviews with workers and their managers that regular meetings are held to discuss possible problems and their solutions, the company is still unable to present: - Minutes of such meetings, with clearly described questions asked by employees and commitments made by management to address them. -A plan for improvements (related to the issues raised at the meetings) with certain time frames and responsibilities. -Evidence for monitoring the progress and implementation of commitments made by management. Ishchilar va ularning menejerlari bilan o'tkazilgan intervyulardan kelib chiqib, yuzaga kelishi mumkin bo'lgan muammolar va ularning echimlarini muhokama qilish uchun muntazam yig'ilishlar o'tkazilishi aniq bo'lsa-da, kompaniya hanuzgacha quyidagilarni taqdim eta olmaydi: - xodimlar tomonidan berilgan aniq tavsiflangan savollar va ularni hal qilish uchun rahbariyat tomonidan qabul qilingan majburiyatlar bilan bunday yig'ilishlarning bayonnomalari. -Ma'lum muddat va javobgarlik bilan yaxshilanish rejasi (yig'ilishlarda ko'tarilgan masalalar bilan bog'liq). - rahbariyat tomonidan qabul qilingan majburiyatlarning bajarilishi va bajarilishini nazorat qilish uchun dalillar.
- 2.2 - Long-term goals for the protection and protection of workers in relation to the application of the ethical principles of Amfori BSCI. A vision, mission and strategic goal in relation to the ethical principles, as well as a plan have not yet been developed and presented to the public. for their achievement. Amfori BSCI axloqiy tamoyillarini qo'llash bilan bog'liq holda ishchilarni himoya qilish va himoya qilishning uzoq muddatli maqsadlari. Axloqiy tamoyillarga nisbatan qarash, missiya va strategik maqsad, shuningdek reja hali ishlab chiqilmagan va jamoatchilikka taqdim etilmagan. ularning yutuqlari uchun.
- 2.3 - Although workers' rights are explained when starting work and signing employment contracts, the company has not yet developed and presented to workers job descriptions for their jobs and internal company rules required by local law. Employment contracts are kept by the company but no copy is provided to the employee. Although there is a tariff table, employment contracts do not specify which paragraph of this schedule determines wages. The same establishment plan is not made available to workers. During the interviews, all workers reports that they know their salaries and their rights to remove themselves in case of emergency, to use annual leave, right to have a rest during the workday, availability to communicate with supervisors and managers

Ishga kirishishda va mehnat shartnomalarini imzolashda ishchilarning huquqlari tushuntirilsa-da, kompaniya hali ish joylari bo'yicha ish tavsiflari va mahalliy qonunchilikda talab qilingan kompaniyaning ichki qoidalarini ishlab chiqmagan va taqdim etmagan. Mehnat shartnomalari kompaniya tomonidan saqlanadi, ammo xodimga nusxasi berilmaydi. Garchi tarif jadvali mavjud bo'lsa-da, mehnat shartnomalarida ushbu jadvalning qaysi bandida ish haqi belgilanishi ko'rsatilmagan. Xuddi shu tashkil etish rejasi ishchilar uchun mavjud emas. Suhbat davomida barcha ishchilar maoshlari va favqulodda holatlarda o'zlarini olib tashlash, yillik ta'tildan foydalanish, ish kuni davomida dam olish huquqi, rahbarlar va menejerlar bilan muloqot qilish imkoniyatlarini bilishlari haqida xabar berishadi.

- 2.4 - The company has not yet conducted informative training among employees and managers on the principles of Amfori BSCI Kompaniya hanuzgacha Amfori BSCI tamoyillari bo'yicha xodimlar va menejerlar o'rtasida ma'lumotli trening o'tkazmagan
- 2.5 - Although the company has a box for signals and complaints of workers and despite the fact that they have the opportunity to meet and pose possible problems orally, a procedure for managing such signals has not yet been developed. Such a document, containing the procedure for checking the boxes, where and how the written and oral signals are recorded, who is responsible for their tracking and decision, what is the escalation mechanism, in case a decision on a complaint has not been made within a certain period, containing a clear commitment that no one will be prosecuted for the signal submitted has not yet been made publicly available to all workers Requirement of Amfori BSCI. Kompaniyada ishchilarning signallari va shikoyatlari uchun quti mavjud bo'lsa ham va ular og'zaki ravishda uchrashish va mumkin bo'lgan muammolarni yuzaga keltirish imkoniyatiga ega bo'lishiga qaramay, bunday signallarni boshqarish tartibi hali ishlab chiqilmagan. Qutilarni tekshirish tartibini, yozma va og'zaki signallarni qayerda va qanday yozilishini, ularni kuzatib borish va qaror qabul qilish uchun kim javobgarligini, eskalatsiya mexanizmi nima ekanligini o'z ichiga olgan bunday hujjat, agar shikoyat bo'yicha qaror qabul qilinmagan bo'lsa taqdim etilgan signal uchun hech kim jinoy javobgarlikka tortilmasligi to'g'risida aniq majburiyatni o'z ichiga olgan ma'lum bir muddat hali ham barcha ishchilar uchun ochiq emas Amfori BSCI talablari.

Remarks from Auditee:

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining	
Full Audit [Audit Id - 200930] Audit Date: 14/12/2020 PA Score: A	Deadline date:17/12/2021
<p>GOOD PRACTICES: Workers have the right to announce that, under certain conditions, they can apply for financial assistance, as well as for being sent to a sanatorium, the values of which, thanks to their membership in the trade union, are borne either entirely or to a large extent by the trade union. The union also organizes visits to tourist places free of charge for workers. The union keeps records of the money collected and spent. Ishchilar ma'lum shartlar asosida moddiy yordam uchun murojaat qilishlari, shuningdek, ularning qadriyatleri kasaba uyushmasiga a'zolari tufayli to'liq yoki sanatoriya berilgan sanatoriya yuborilishi haqida ariza berishlari mumkin. katta darajada kasaba uyushmasi tomonidan. Shuningdek, kasaba uyushmasi ishchilar uchun sayyohlik joylariga bepul tashriflarni tashkil qiladi. Kasaba uyushmasi yig'ilgan va sarflangan pullarning hisobini yuritadi.</p>	
<p>AREAS OF IMPROVEMENT: Based on sufficient evidence, this area is partially fulfilled by the company. The following gap was found Etarli dalillarga asoslanib, ushbu maydon qisman kompaniya tomonidan amalga oshiriladi. Quyidagi bo'shliq topildi:</p> <p>3.3 - Although there is no evidence of harassment for their participation or forcible participation of workers in a trade union, the company is still unable to provide evidence of: - The free will of the workers to participate in the trade union and their consent to the legally determined deduction of 1% of the salary. - The employment contract does not include, or at least does not refer to, workers' rights under the collective agreement. The right to financial assistance, payment for travel, sending to a sanatorium, etc. Ularning ishtiroki yoki ishchilarning kasaba uyushmasida majburiy ishtiroki uchun ta'qiblar to'g'risida dalillar mavjud emasligiga qaramay, kompaniya hanzugacha quyidagi dalillarni taqdim eta olmaydi: - ishchilarning kasaba uyushmasida qatnashish istagi va qonuniy ravishda belgilangan ish haqining 1 foiz miqdorida ushlab qolinishiga rozilik bildirish. - Mehnat shartnomasida ishchilarning jamoa shartnomasi bo'yicha huquqlari mavjud emas yoki hech bo'lmaganda ularga tegishli emas. Moddiy yordam olish huquqi, sayohat uchun to'lov, sanatoriya yuborish va hk.</p>	
Remarks from Auditee:	
Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 200930] Audit Date: 14/12/2020 PA Score: C	Deadline date:17/12/2021
<p>GOOD PRACTICES:</p>	
<p>AREAS OF IMPROVEMENT: Based on the evidence gathered, this area partially meets the requirements of Amfori BSCI. To'plangan dalillarga asoslanib, ushbu maydon Amfori BSCI talablariga qisman javob beradi.</p> <p>4.3 - Although local law allows for fines for workers, the company has not yet developed a disciplinary procedure. Such a written document must be publicly available to workers and contain clear rules for imposing sanctions, as well as how to escalate them. No training has been conducted among workers and their supervisors to explain such an order, which could lead to unfair application of such disciplinary practices. Mahalliy qonunchilikda ishchilarni jarimaga tortish mumkin bo'lsa-da, kompaniyada hali intizomiy tartib ishlab chiqilmagan. Bunday yozma hujjat ishchilarga ochiq bo'lishi kerak va unda sanksiyalarni tayinlashning aniq qoidalari, shuningdek ularni qanday kuchaytirish kerak. Bunday tartibni tushuntirish uchun ishchilar va ularning rahbarlari o'rtasida hech qanday trening o'tkazilmagan, bu esa bunday intizomiy amaliyotni adolatsiz ravishda qo'llanilishiga olib kelishi mumkin.</p>	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 200930] Audit Date: 14/12/2020 PA Score: C	Deadline date:17/12/2021
<p>GOOD PRACTICES:</p>	
<p>AREAS OF IMPROVEMENT: The requirement of this area of the code of ethics is partially fulfilled. The following gaps were found: Axloq kodeksining ushbu sohasidagi talabi qisman bajarilgan. Quyidagi bo'shliqlar topildi:</p> <p>5.2 - The time that once a month (for each shift) is used by workers to clean the work sites is not recorded as extraordinary and is not paid or compensated, according to Article 157 of the Labor Code of the Republic of Uzbekistan. Ishchilar tomonidan oyiga bir marta (har bir smenada) ish joylarini tozalash uchun foydalanadigan vaqt favqulodda holat sifatida qayd etilmaydi va unga O'zbekiston Respublikasi Mehnat kodeksining 157-moddasiga binoan ish haqi yoki kompensatsiya berilmaydi.</p> <p>5.4 - Although the company has begun work to identify living wage, no reliable calculation has yet been made for these needs, as well as a survey among workers. Garchi kompaniya ish haqini aniqlash bo'yicha ishlarni boshlagan bo'lsa-da, ushbu ehtiyojlar uchun hali ishonchli hisob-kitob va ishchilar o'rtasida so'rov o'tkazilmagan.</p> <p>5.5 - The established working hours of the security guards prove that they work in shifts of 24 hours and thus generate more than 40 hours per week. Overtime of 8 hours per week is not compensated or paid, as set out in Article 157 of the Labor Code. Qo'riqchilarning belgilangan ish vaqti ularning 24 soat smenada ishlashini va shu bilan haftasiga 40 soatdan ko'proq vaqt ishlab chiqarishlarini isbotlamoqda. Mehnat kodeksining 157-moddasida belgilanganidek, haftasiga 8 soatdan ortiq ish vaqti kompensatsiya qilinmaydi yoki to'lanmaydi.</p>	
Remarks from Auditee:	

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 200930] Audit Date: 14/12/2020 PA Score: E

Deadline date:17/12/2021

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

The requirements in this area are partially met. The following gaps were found:
Ushbu sohadagi talablar qisman qondiriladi. Quyidagi bo'shliqlar topildi:

- 6.1 -** According to the submitted records, no overtime work is declared, but at the same time there is evidence that such is used by some workers. The accounting of working time is not done hourly - through a system of time of entry and time of departure, which makes it impossible to verify the amount of overtime.
Taqqim etilgan yozuvlarga ko'ra, ortiqcha ish vaqti e'lon qilinmagan, ammo shu bilan birga ba'zi ishchilar tomonidan ishlatilganligi haqida dalillar mavjud. Ish vaqtini hisobga olish soatiga amalga oshirilmaydi - kirish vaqti va jo'nab ketish vaqti tizimi orqali amalga oshiriladi, bu esa ortiqcha vaqt miqdorini tekshirishni imkonsiz qiladi.
- 6.2 -** The working hours of the guards are on a 24-hour shift, as can be seen from the submitted records. Thus, they generate overtime of 8 hours per week, which is against the requirements of Articles 115 and 123 of the Labor Code of the Republic of Uzbekistan, which sets the requirements for the length of the working day and the maximum duration of shifts.
Soqchilarning ish vaqti 24 soatlik smenada, buni taqqim etilgan yozuvlardan ko'rish mumkin. Shunday qilib, ular haftasiga 8 soatdan ortiq ish vaqtini ishlab chiqaradilar, bu O'zbekiston Respublikasi Mehnat kodeksining 115 va 123-moddalari talablariga zid bo'lib, ish kunining davomiyligi va smenalarning maksimal davomiyligi talablarini belgilaydi.

Remarks from Auditee:

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 200930] Audit Date: 14/12/2020 PA Score: E

Deadline date: 17/12/2021

GOOD PRACTICES:

AREAS OF IMPROVEMENT:

- 7.1 - Workers are instructed about the possible risks and how to work safely. However the company still not perform regular evaluation of the applicable law to verify whether all requirements are implemented or not.

Ishchilarga yuzaga kelishi mumkin bo'lgan xatarlar va qanday qilib xavfsiz ishlash kerakligi to'g'risida ko'rsatma beriladi. Biroq, kompaniya hali ham barcha talablarning bajarilishini yoki bajarilmasligini tekshirish uchun amaldagi qonunlarni muntazam ravishda baholamaydi.
- 7.3 - The company still not implement risk assessment by working places, which is also mandatory by the local resolution PKP 263 and the provisions applicable to it
Kompaniya hali ham ish joylari bo'yicha xavfni baholashni amalga oshirmaydi, bu PKP 263 mahalliy qarori va unga tegishli qoidalar bilan majburiydir.
- 7.4 - There was not provided sufficient written evidences for communication between workers and their representatives about the risk assessment and possible measures which should be taken for it prevention.

Ishchilar va ularning vakillari o'rtasida xavfni baholash va uning oldini olish uchun ko'rilishi mumkin bo'lgan choralar to'g'risida muloqotlar uchun etarli yozma dalillar mavjud emas edi.
- 7.6 - The company still not define all places where workers should wear personal protective equipment and what to be their type. In a places with high noise were observed workers without ear protection equipment. The same is available, but no strict control for it use.

Kompaniya hanuzgacha ishchilar shaxsiy himoya vositalarini kiyishlari kerak bo'lgan joylarni va ularning turi qanday bo'lishini aniqlamagan. Shovqin baland bo'lgan joylarda quloqni himoya qilish uskunalari bo'lmagan ishchilar kuzatilgan. Xuddi shu narsa mavjud, ammo uni ishlatish uchun qat'iy nazorat yo'q.
- 7.9 - No signs were provided to inform workers of the places where there are risks, as well as what protective equipment is required to be used. Xavfli joylar, shuningdek, qanday himoya vositalaridan foydalanish zarurligi to'g'risida ishchilarga xabar berish uchun hech qanday belgilar berilmagan.
- 7.14 - One of the fifty fire extinguishers installed was installed without a hose, making its use inadequate. The company replaced it immediately, so the case did not escalate.

O'rnatilgan ellikta o't o'chirgichdan biri shlangsiz o'rnatilib, uni ishlatish etarli emas edi. Kompaniya uni zudlik bilan almashtirdi, shuning uchun ish avj olmadi.
- 7.15 - Emergency doors are clearly marked. However, one of them does not open in the direction of movement in case of evacuation. As this is not the only and main emergency exit and there is an alternative emergency exit, the company has committed to change either the opening direction or the evacuation diagram. For this reason, the case does not escalate.

Favqulodda vaziyatlar eshiklari aniq belgilangan. Biroq, ulardan biri evakuatsiya holatida harakat yo'nalishi bo'yicha ochilmaydi. Bu favqulodda chiqishning yagona va asosiy yo'li emasligi va muqobil favqulodda chiqish yo'li bo'lgani uchun, kompaniya ochilish yo'nalishini yoki evakuatsiya sxemasini o'zgartirishga majbur bo'ldi. Shu sababli ish avj olmaydi.
- 7.16 - The evacuation plans are posted. However on them there is no clear mark "where am I" and places where fire extinguishers are located. Evakuatsiya rejalarini joylashtirilgan. Ammo ularda "men qayerdaman" degan aniq belgi va o't o'chiruvchilar joylashgan joylar yo'q.
- 7.18 - There is only one first aid kit, which was found to be not well equipped and not sufficient in number according to local regulation соН-273. As the company has a medical office with a 24-hour presence of a nurse, the case does not escalate as a threat to health and life.

СоН-273 mahalliy qoidalariga muvofiq jihozlanmagan va soni etarli emasligi aniqlangan bitta birinchi tibbiy yordam vositasi mavjud. Kompaniyada 24 soat davomida hamshira bo'lgan tibbiyot idorasi bo'lgani uchun, ish sog'liq va hayotga tahdid sifatida avj olamaydi.
- 7.24 - This question was rated N/A as no houses are provided by the company.

Ushbu savol N / A deb baholandi, chunki kompaniya tomonidan hech qanday uy berilmaydi.
- 7.25 - The company still not yet implement mandatory inspection of sanitary norms related to level of noise, illumination, dust, electrical groundings and etc, which are asked by ПКМ 263.
Kompaniya hanuzgacha PKM 263 tomonidan so'ralgan shovqin darajasi, yorug'lik, chang, elektr topraklama va boshqalar bilan bog'liq sanitariya me'yorlarini majburiy tekshirishni amalga oshirmayapti.

Remarks from Auditee:

Performance Area 8 : No Child Labour	
Full Audit [Audit Id - 200930] Audit Date: 14/12/2020 PA Score: B	Deadline date:17/12/2021
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>This area partially meets the requirements. Child labor do not exist, the company has a procedure for hiring which includes verification of personal documents to control the age of applicants. The management committed and knows that child labor is forbidden and will not be tolerated. However, the following gaps were identified.</p> <p>Ushbu maydon qisman talablarga javob beradi. Bolalar mehnati mavjud emas, kompaniyada yollash tartibi mavjud bo'lib, unga murojaat etuvchilarning yoshini nazorat qilish uchun shaxsiy hujjatlarni tekshirish kiradi. Rahbariyat bolalar mehnati taqiqlanganligi va pullik olinmasligini biladi. Biroq, quyidagi bo'shliqlar aniqlandi.</p>	
8.3 -	The policy for child labor is developed, however still not publicised and communicated with workers and among the supply chain. Bolalar mehnati bo'yicha siyosat ishlab chiqilgan, ammo u hali ham e'lon qilinmaydi va ishchilar bilan va ta'minot zanjiri o'rtasida etkazilmaydi.
8.4 -	The procedure about the child labor is exist. However this procedure was not approved by the management and do not contain specific responsibilities about the control - who, which way will take a control of implementation. Bolalar mehnati to'g'risidagi protsedura mavjud. Ammo ushbu protsedura rahbariyat tomonidan ma'qullanmagan va nazorat bo'yicha aniq javobgarlikni o'z ichiga olmaydi - bu kim tomonidan amalga oshirilishini nazorat qiladi.
Remarks from Auditee:	
Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 200930] Audit Date: 14/12/2020 PA Score: D	Deadline date:17/12/2021
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>No young workers aged between 16 and 18 were identified during the audit. Using of young workers labor is stipulated in local law and company follow the law. However, there is still not clear internal rules what to do in case of young worker appear at work. Tekshiruv davomida 16 dan 18 yoshgacha bo'lgan yosh ishchilar aniqlanmadi. Yosh ishchilar mehnatidan foydalanish mahalliy qonunchilikda belgilangan va kompaniya qonunlarga amal qiladi. Biroq, ishchi yosh ishchi paydo bo'lganda nima qilish kerakligi haqida hali ham aniq ichki qoidalar mavjud emas.</p>	
9.3 -	The risk assessment of working places about the possible risks and hazards for young workers still not implemented. There is no reglament about appropriate and unappropriate working places for young workers. Yosh ishchilar uchun yuzaga kelishi mumkin bo'lgan xavf va xavflar to'g'risida ish joylarining xavfini baholash hali ham amalga oshirilmagan. Yosh ishchilar uchun tegishli va nomuvofiq ish joylari to'g'risida reglament yo'q.
Remarks from Auditee:	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 200930] Audit Date: 14/12/2020 PA Score: B	Deadline date:17/12/2021
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>This area partially meet the requirements. All workers are informed verbally about their rights during the hiring proces. All of them have signed labor contract which are presented to the Government authorities. However, the following gap was identified:</p> <p>Ushbu hudud qisman talablarga javob beradi. Ishga qabul qilish jarayonida barcha ishchilarga o'z huquqlari to'g'risida og'zaki ma'lumot beriladi. Ularning barchasi davlat organlariga taqdim etiladigan mehnat shartnomasini imzoladilar. Biroq, quyidagi bo'shliq aniqlandi:</p>	
10.3 -	Based on evidences was established that internal rules and personal job descriptions are not yet developed and provided to the workers. Labor contract is signed only in one original and no copy for the workers. The collective bargain also was not made accessible for all the workers. Dalillarga asosan ichki tartib qoidalari va shaxsiy lavozim ta'riflari hali ishlab chiqilmaganligi va ishchilarga taqdim etilishi aniqlandi. Mehnat shartnomasi faqat bitta asl nusxada imzolaniadi va ishchilar uchun nusxasi yo'q. Kollektiv bitimlar ham barcha ishchilar uchun ochiq bo'lmadi.
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 200930] Audit Date: 14/12/2020 PA Score: B	Deadline date:17/12/2021
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>This area partially meets the requirement. No personal documents or other property which belongs to the workers are kept by the company. No evidences or reports that someone was harassed or abused. However the following gap was identified.</p> <p>Ushbu hudud talabga qisman javob beradi. Ishchilarga tegishli bo'lgan shaxsiy hujjatlar yoki boshqa mol-mulk kompaniya tomonidan saqlanmaydi. Biror kishini tazyiqqa uchraganligi yoki suiiste'mol qilinganligi to'g'risida dalillar yoki xabarlar yo'q. Ammo quyidagi bo'shliq aniqlandi.</p>	
11.4 -	The written disciplinary procedure with clear rules and possible escalation of disciplinary practices still not developed. The workers and supervisors are not trained according such kind of procedure. Haqiqiy qoidalar va intizomiy amaliyotni kuchaytirishi mumkin bo'lgan yozma intizomiy protsedura hali ishlab chiqilmagan. Ishchilar va rahbarlar bunday tartibda o'qimaydilar.
Remarks from Auditee:	

Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 200930] Audit Date: 14/12/2020 PA Score: D	Deadline date:17/12/2021
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>This area partially meets the requirement. There is no immediate threat for the environment. The company activities at the moment are not dangerous for the environment, however the following gaps were identified: Ushbu hudud talabga qisman javob beradi. Atrof-muhit uchun zudlik bilan tahdid yo'q. Hozirgi vaqtda kompaniya faoliyati atrof-muhit uchun xavfli emas, ammo quyidagi bo'shliqlar aniqlandi:</p>	
12.1 -	The company still not yet implement identification of significant aspects for the environment. A policy with commitment not to harm the environment and comitment to follow local applicable law and requirements of the customers still not developed and publicised. Kompaniya hanuzgacha atrof-muhit uchun muhim jihatlarni aniqlashni amalga oshirmagan. Atrof muhitga zarar etkazmaslik va mahalliy amaldagi qonunchilik va mijozlarning talablariga rioya qilishni talab qiladigan siyosat hali ishlab chiqilmagan va e'lon qilinmagan.
12.2 -	Based on insufficient evidences, the company do not identify which are applicable laws for it activities in scope of prevention the environment. There still no appointed person who will take care to track the changes and to take necessary measures and steps for implementation of such kind of laws. Ishonchsiz dalillarga asoslanib, kompaniya atrof-muhitni oldini olish sohasidagi faoliyati uchun qaysi amaldagi qonunlar mavjudligini aniqlamaydi. O'zgarishlarni kuzatib borish va shu kabi qonunlarni amalga oshirish uchun zarur choralar va choralarini ko'rish uchun g'amxo'rlik qiladigan hali tayinlangan shaxs yo'q.
12.4 -	Procedure about how to handle with wastes, which type and where to keep, to whom to be transferred, which are dangerous wastes and where to keep still not yet developed. Trainig among the personnel how to handle with the wastes still not implemented. Chiqindilar bilan ishlash tartibi, qaysi turi va qaerda saqlanishi, kimga o'tkazilishi, xavfli chiqindilar va qaerda saqlanishi hali ishlab chiqilmagan. Hali ham amalga oshirilmagan chiqindilar bilan qanday ishlashni xodimlar o'rtasida o'qitish.
Remarks from Auditee:	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 200930] Audit Date: 14/12/2020 PA Score: B	Deadline date:17/12/2021
GOOD PRACTICES:	
AREAS OF IMPROVEMENT:	
<p>This area partially meets the requirements. The company is not tied to illegal practices and all documents about their activities are kept properly. However, the following gap was identified: Ushbu maydon qisman talablarga javob beradi. Kompaniya noqonuniy amaliyotlarga bog'liq emas va ularning faoliyati to'g'risidagi barcha hujjatlar tegishli darajada saqlanadi. Biroq, quyidagi bo'shliq aniqlandi:</p>	
13.1 -	A procedure and policy against bribery still not yet developed. The personnel and the business partners are still not yet informed about what will be considered as a bribery and what will be the measures which the company will take in such case. Pora olishga qarshi protsedura va siyosat hali ishlab chiqilmagan. Xodimlar va biznes sheriklariga hanuzgacha pora sifatida qaraladigan narsa va kompaniyaning bunday holatda qanday choralar ko'rishi haqida hali ma'lumot berilmagan.
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	14/12/2020	200930	E	E	A	C	C	E	E	B	D	B	B	D	B	D

Producer Photos



External photo(s) of the production unit(s)
IMG_3859.jpg



Photo of fire safety equipment
IMG_4001.jpg



Photo of the inside of the main production hall
IMG_3890.jpg



External photo(s) of the production unit(s)
IMG_3895.jpg



Photo of non-conformity
IMG_3887.jpg



Photo of the inside of the main production hall
IMG_3891.jpg



External photo(s) of the production unit(s)
IMG_4042.jpg



Photo of the canteen (if applicable)
IMG_4014.jpg



Photo of the sanitary facilities
IMG_3892.jpg



Photo first aid facilities
DSC00046.jpg



Photo of the canteen (if applicable)
IMG_4015.jpg



Photo of the sanitary facilities
IMG_3893.jpg



Photo of fire safety equipment
IMG_3872.jpg

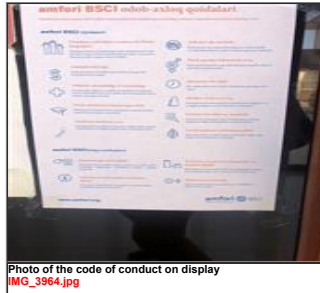


Photo of the code of conduct on display
IMG_3864.jpg



Photo of the sanitary facilities
IMG_4010.jpg



Photo of fire safety equipment
IMG_3997.jpg



Photo of the inside of the main production hall
IMG_3982.jpg



Photo of the personal protection equipments (if applicable)
IMG_0746.JPG