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Auditee :	<b>Interlinge</b>
Audit Date From :	<b>01/03/2021</b>
Audit Date To :	<b>02/03/2021</b>
Expiry Date of the Audit :	<b>Please refer to the producer profile in the amfori BSCI platform</b>
Auditing Company :	<b>Intertek</b>
Auditor's Name(s) :	<b>Asmaa Erraji(Lead)</b>
Auditing Branch (if applicable) :	<b>Intertek Morocco and Tunisia</b>

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This is an extract of the on line Audit Report. The complete report is available in the amfori BSCI Platform.  
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Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence
<b>A</b> <b>Very Good</b>	<ul style="list-style-type: none"> <li>Minimum 7 Performance Areas rated A</li> <li>No Performance Areas rated C, D or E</li> </ul> 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>B</b> <b>Good</b>	<ul style="list-style-type: none"> <li>Maximum 3 Performance Areas rated C</li> <li>No Performance Areas rated D or E</li> </ul> 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.
<b>C</b> <b>Acceptable</b>	<ul style="list-style-type: none"> <li>Maximum 2 Performance Areas rated D</li> <li>No Performance Areas rated E</li> </ul> These are three examples: A A A A A A A A A C C C C A A A A A B B B B C C C D C C C C C C C C C C D D	The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.
<b>D</b> <b>Insufficient</b>	<ul style="list-style-type: none"> <li>Maximum 6 Performance Areas rated E</li> </ul> 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.
<b>E</b> <b>Unacceptable</b>	<ul style="list-style-type: none"> <li>Minimum 7 Performance Areas rated E</li> </ul> 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.
<b>Zero Tolerance</b>	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 :	<b>Interlinge</b>		
DBID number :	<b>11993</b>		
Audit ID :	<b>205101</b>		
Address :	<b>Lot 116, ZI My Rachid, Ben M'sik Casablanca Casablanca</b>		
Province :	<b>Grand Casablanca</b>	Country :	<b>Morocco</b>
Management Representative :	<b>Boubker El Idrissi Qaitouni</b>		
Contact person:	<b>Boubker El Idrissi Qaitouni</b>	Sector :	<b>Non-Food</b>
Industry Type :	<b>Textiles, clothing, leather</b>	Product group :	<b>Apparel</b>
Product Type :	<b>women underwear</b>		

**Audit Details** 

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

Rating per Performance Area (PA)												
PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
B	B	A	A	A	A	A	A	A	A	A	B	A

**Executive summary of audit report**

This was a follow up audit done by one auditor in 2 mandays by Asmaa Erraji (APSCA number: RA21700665).

The company INTERLINGE is mainly specialized in the manufacturing of underwear. It is located in a shared building with other textile companies. The sewing lines are based on the ground floor. The cutting department, the R&D department and the administration are in the mezzanine.

The total number of employees is 211, all are permanent and the most of them are women. There are no migrant workers nor agency workers.

Management was very cooperative during the audit, and all documents have been provided, workers have been interviewed without restrictions.

The facility corrected most of the findings raised during last audit, the remaining non compliances are below :

Findings:

PA 1 - social management system  
 - it was not noted that the facility has not yet corrected all non compliances so the facility management system still needs to be improved.

PA 2 - Workers Involvement and Protection  
 - It was noted that the facility organised meetings with workers representatives however 6 employees among the interviewed ones do not know the workers representatives.  
 - It was noted that the facility recorded verbal complaints however interviewed employees are not aware about installed communication box, also the management procedure of communication box is not posted and the location of communication box is not adequate.

PA 5 - Fair Remuneration  
 It was noted that the seniority bonus of the annual leave is not paid.

PA 7 - OHS  
 - It was noted that needle guards are still not installed in sewing machines and at least 8 machines were found without belt cover during audit date.  
 - The facility verified the electrical installation and pressure vessel by an approved body "Mimosas controle industriel" respectively on 09/02/2021 and 10/02/2021, however the hydraulic test of pressure vessel and material lift inspection are still not done.

PA 12 - Protection of the environment  
 - It was noted that fabric, carton and plastic waste are not collected by a specialized company.

Current status:

PA 1 - social management system  
 - The facility organised training of employees about factory rules and BSCI code of conduct. In addition BSCI COC is displayed in communication board.  
 - The facility has communicate amfori BSCI code of conduct to all its mail suppliers and asked them to align with it.  
 -The facility is monitoring overtime hours and its production capacity to be compliant with labour law and amfori BSCI requirements.

PA 5 - Fair Remuneration  
 According to the checked samples of 10 wage slips of each February 2021 - recent, January 2021 - peak, and October 2020 – random, all workers are paid legal minimum wage and receive a wage slip for each pay period which is monthly. All workers are registered in the social insurance scheme. Feeding hours are paid as required. Annual leave is granted. Holidays are paid as required.

PA 6 - Decent working hours  
 There is a swipe card system for working time recording. The working schedule is from 8:00 to 17:30 with half-an-hour break at 13:00. According to the checked samples of 10 time records of each February 2021 - recent, January 2021 - peak, and October 2020 – random, the overtime can reach 10 overtime hours per week but it is very rare. No excessive hours have been observed. Also, the facility adopts an annual working hours system.

PA 7 - OHS

The company has a HS committee and regular meetings are held. There is sufficient firefighting equipment. An automatic fire detection system has been installed around the workplaces. Evacuation plans are posted. The pressure vessel, the materials lift and the electrical installations are maintained and inspected by an approved body.

There is a first aid room with a doctor coming on site 16 hours/month.

No housing nor transport provided to the workers.

**PA 8 - No child labor**

The company's policy is not to hire workers under 18 and apprentices under 16. There is a robust age verification system. The youngest worker is 18 years old. There is a child labor policy included in the management system and a remediation procedure as well.

**PA 9 - Special protection for young workers**

The facility respects legal requirements related to young workers under 18 years old working at the facility.

**PA 10 - No precarious employment**

New workers get a working contract in Arabic at hiring which is renewed in case of needs. Senior workers get a working card.

**PA 12 - Protection of the environment**

The facility established an environmental policy and a waste management procedure. Waste is stored separately and taken off by private persons.

**#COVID19 situation:**

The facility is taking safety measures to prevent any contamination. In the entrance, there is a shoes disinfectant in the floor and a security guard measures the temperature of the workers and the visitors. The workers are provided respiratory masks and all of them were wearing them at audit dates. Hand disinfectant dispensers are hanged around the workplaces and the administration.

**Ratings Summary**



<b>Auditee's background information</b>			
Auditee's name :	<b>Interlinge</b>	Legal status :	<b>SARL</b>
Local Name :	<b>Interlinge</b>	Year in which the auditee was founded :	<b>2000</b>
Address :	<b>Lot 116, ZI My Rachid, Ben M'sik Casablanca</b>	Contact person (please select) :	<b>Boubker El Idrissi Qaitouni</b>
Province :	<b>Grand Casablanca</b>	Contact's Email :	<b>boubker.idrissi@interlinge.com</b>
City :	<b>Casablanca</b>	Auditee's official language(s) for written communications :	<b>Arabic - French</b>
Region :	<b>Middle East/ North Africa</b>	Other relevant languages for the auditee :	<b>English</b>
Country :	<b>Morocco</b>	Website of auditee (if applicable) :	<b>www.interlinge.com</b>
GPS coordinates :	<b>33.567789, -7.525036</b>	Total turnover (in Euros) :	<b>1412089.00</b>
Sector :	<b>Non-Food</b>	Of which exports % :	<b>100.00</b>
Industry :	<b>Textiles, clothing, leather</b>	Of which domestic market % :	<b>0.00</b>
If other, please specify :	<b>None</b>	Production volume :	<b>800000 pieces/year</b>
Product Group :	<b>Apparel</b>	Production cost calculation :	<b>Yes</b>
If other, please specify :	<b>None</b>	Lost time injury calculation cost :	<b>Yes</b>
Product Type :	<b>women underwear</b>		

<b>Auditee's employment structure at the time of the audit</b>			
Total number of workers :	<b>211</b>	Total number of workers in the production unit to be monitored (if applicable) :	<b>0</b>
	<b>MALE WORKERS</b>	<b>FEMALE WORKERS</b>	
Permanent workers	<b>24</b>	<b>187</b>	
Temporary workers	<b>0</b>	<b>0</b>	
In management positions	<b>3</b>	<b>2</b>	
Apprentices	<b>0</b>	<b>0</b>	
On probation	<b>0</b>	<b>0</b>	
With disabilities	<b>0</b>	<b>0</b>	
Migrants (national citizens)	<b>0</b>	<b>0</b>	
Migrants (foreign citizens)	<b>0</b>	<b>0</b>	
Workers on the permanent payroll	<b>0</b>	<b>0</b>	
Production based workers	<b>21</b>	<b>185</b>	
With shifts at night	<b>0</b>	<b>0</b>	
Unionised	<b>0</b>	<b>0</b>	
Pregnant	<b>-</b>	<b>2</b>	
On maternity leave	<b>-</b>	<b>0</b>	

**Finding Report**



**Performance Area 1 : Social Management System and Cascade Effect**

1- Followup Audit [Audit Id - 205101] Audit Date: 01/03/2021 PA Score: B Deadline date:01/03/2022

**GOOD PRACTICES:**

**AREAS OF IMPROVEMENT:**

**1.1 -** Initial audit date : 08 & 09 October 2020

In accordance with amfori BSCI social requirements 1.1: the auditee has set up an effective management system to implement the amfori BSCI code of conduct. It was noted that auditee does not have neither social policy nor adequate factory rules as required by law. The auditors decided to select the rating "No" since there is lacking in the basics of a social management system.

Follow up audit : 01 & 02 March 2021

Partially corrected : The facility has established a social policy and factory rule and improved its management system however it was not noted that the facility has not yet corrected all non compliances so the facility management system still needs to be improved.

Audit de suivi le 01 & 02 Mars 2021

Partiellement corrigé : L'entreprise a établi une politique sociale et un règlement interieur, elle a également amélioré son système de gestion social mais en vue des non conformités qui ne sont pas encore clôturées, le système de gestion social de l'entreprise reste à améliorer.

**1.2 -** Initial audit date : 08 & 09 October 2020

In accordance with amfori BSCI social requirements 1.2: a senior manager has been appointed to ensure that the amfori BSCI values and principles are followed in a satisfactory manner. It was noted that the workers do not receive training relevant to the values and principles of amfori BSCI Code of Conduct. The auditors decided to select the rating "Partially" since a senior manager has been appointed to ensure the implementation of the amfori BSCI principles.

Follow up audit date : 01 & 02 March 2021

Corrected : The facility organised training of employees about factory rules and BSCI code of conduct. In addition BSCI COC is displayed in communication board.

Audit de suivi le 01 & 02 Mars 2021

Corrigé : l'entreprise a organisé des formations de son personnel sur le code de conduite BSCI et le règlement intérieur. Aussi, le code de conduite BSCI est affiché dans le tableau de communication.

**1.3 -** Initial audit date : 08 & 09 October 2020

In accordance with amfori BSCI social requirements 1.3: the auditee has a good overview of the significant business partners and their level of alignment with the amfori BSCI Code of Conduct. It was noted that the auditee has not established its procedure to select significant business partners according to the BSCI amfori code of conduct and has not communicated them the BSCI code. The auditors decided to select the rating "No" then.

Follow up audit date : 01 & 02 March 2021

Corrected : The facility has communicate amfori BSCI code of conduct to all its mail suppliers and asked them to align with it.

Audit de suivi le 01 & 02 Mars 2021

Corrigé : l'entreprise a communiqué le code de conduite amfori BSCI à ses principaux fournisseurs et leur demander de s'y conformer.

**1.4 -** Initial audit date : 08 & 09 October 2020

In accordance with amfori BSCI social requirements 1.4: the auditee's workforce capacity is properly organised to meet the expectations of the delivery order and/or contracts. It was noted that the auditee does not have control over the production planning since it does not manage the cost calculation including overtime premium payment. The auditors decided to select the rating "Partial" since the auditee manages the other factors to control the production planning.

Follow up audit date : 01 & 02 March 2021

Corrected : The facility is monitoring overtime hours and pays it at premium rate.

Audit de suivi le 1 et 2 Mars 2021

Corrigé : L'entreprise fait un suivi des heures supplémentaires et a commencé le paiement de la majoration à partir du mois de Janvier 2021.

**Remarks from Auditee:**

Full Audit [Audit Id - 194394] Audit Date: 08/10/2020 PA Score: E Deadline date:08/10/2021

**Good practices**

**Areas of improvement**

**1.1 -** In accordance with amfori BSCI social requirements 1.1: the auditee has set up an effective management system to implement the amfori BSCI code of conduct. It was noted that auditee does not have neither social policy nor adequate factory rules as required by law. The auditors decided



to select the rating "No" since there is lacking in the basics of a social management system.

Il a été constaté que l'entité auditée n'a ni politique sociale ni règlement intérieur de l'usine comme l'exige la loi.

- 1.2 -** In accordance with amfori BSCI social requirements 1.2: a senior manager has been appointed to ensure that the amfori BSCI values and principles are followed in a satisfactory manner. It was noted that the workers do not receive training relevant to the values and principles of amfori BSCI Code of Conduct. The auditors decided to select the rating "Partially" since a senior manager has been appointed to ensure the implementation of the amfori BSCI principles.

Il a été constaté que les travailleurs ne reçoivent pas de formation en matière des valeurs et des principes du code de conduite d'amfori BSCI.

- 1.3 -** In accordance with amfori BSCI social requirements 1.3: the auditee has a good overview of the significant business partners and their level of alignment with the amfori BSCI Code of Conduct. It was noted that the auditee has not established its procedure to select significant business partners according to the BSCI amfori code of conduct and has not communicated them the BSCI code. The auditors decided to select the rating "No" then.

L'entité auditée n'a pas établi sa procédure de sélection des partenaires commerciaux principaux conformément au code de conduite de l'amfori de la BSCI et ne leur a pas communiqué le code de conduite de BSCI.

- 1.4 -** In accordance with amfori BSCI social requirements 1.4: the auditee's workforce capacity is properly organised to meet the expectations of the delivery order and/or contracts. It was noted that the auditee does not have control over the production planning since it does not manage the cost calculation including overtime premium payment. The auditors decided to select the rating "Partial" since the auditee manages the other factors to control the production planning.

Il a été noté que l'entité auditée n'a pas de contrôle sur la planification de la production car il ne gère pas le calcul des coûts, y compris le paiement de la majoration des heures supplémentaires.

Remarks from Auditee

**Performance Area 2 : Workers Involvement and Protection**

1- Followup Audit [Audit Id - 205101] Audit Date: 01/03/2021 PA Score: B Deadline date:01/03/2022

**GOOD PRACTICES:**

**AREAS OF IMPROVEMENT:**

**2.1 -** Initial audit date : 08 & 09 October 2020

In accordance with amfori BSCI social requirements 2.1: the auditee has good management practices that involve workers and their representatives in sound information exchange on workplace issues. It was noted that there is no meetings of the workers representatives with the employer or his representative to discuss and solve workers issues and to keep meeting minutes. The auditors decided to select the rating "Partially" since meetings of Health and Safety and the works council are held regularly.

Law N°65-99 of September 11th, 2003 which came into force on June 8th, 2004 states in Art.460 that workers representatives will meet with the employer or his representative at least once a month. In case of urgent issues they have to be received on their request.

Follow up audit date : 01 & 02 March 2021

Partially corrected : The facility organised meetings with workers representatives however 6 employees among the interviewed ones do not know the workers representatives.

Audit de suivi le 1 & 2 Mars 2021 :

Partiellement corrigé : L'entreprise a organisé des réunions avec les délégués du personnel mais 6 personnes interviewées ne connaissent pas les délégués du personnel.

**2.5 -** Initial audit date : 08 & 09 October 2020

In accordance with amfori BSCI social requirements 2.5: the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities. It was noted that the grievances are not recorded. The auditors decided to select the rating "Partially" since grievances are managed verbally.

The law n° 65-99, Art. 461 states that a record book must be established for the grievances of the workers representatives and the respective answers of the management. This record book must be put at the disposal of the workers and the Labor inspection.

Follow up audit date : 01 & 02 March 2021

Partially corrected : The facility recorded verbal complaints however interviewed employees are not aware about installed communication box, also the management procedure of communication box is not posted and the location of communication box is not adequate.

Audit de suivi le 1 & 2 Mars 2021 :

Partiellement corrigé : L'entreprise a enregistré les réclamations verbales mais les employés interviewés ne sont pas au courant de la boîte de réclamation ainsi que la procédure de gestion de la boîte n'est pas affichée et l'emplacement de la boîte n'est pas adéquat.

**Remarks from Auditee:**

Full Audit [Audit Id - 194394] Audit Date: 08/10/2020 PA Score: B Deadline date:08/10/2021

Good practices

Areas of improvement

**2.1 -** In accordance with amfori BSCI social requirements 2.1: the auditee has good management practices that involve workers and their representatives in sound information exchange on workplace issues. It was noted that there is no meetings of the workers representatives with the employer or his representative to discuss and solve workers issues and to keep meeting minutes. The auditors decided to select the rating "Partially" since meetings of Health and Safety and the works council are held regularly.

Law N°65-99 of September 11th, 2003 which came into force on June 8th, 2004 states in Art.460 that workers representatives will meet with the employer or his representative at least once a month. In case of urgent issues they have to be received on their request.

Il a été constaté qu'il n'y a pas de réunions des délégués de personnel avec l'employeur ou son représentant pour discuter et résoudre les problèmes des travailleurs et pour tenir des comptes rendus des réunions.

**2.5 -** In accordance with amfori BSCI social requirements 2.5: the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities. It was noted that the grievances are not recorded. The auditors decided to select the rating "Partially" since grievances are managed verbally.

The law n° 65-99, Art. 461 states that a record book must be established for the grievances of the workers representatives and the respective answers of the management. This record book must be put at the disposal of the workers and the Labor inspection.

Il a été constaté que les réclamations ne sont pas enregistrées et sont traitées verbalement.

Remarks from Auditee

<b>Performance Area 3 : The rights of Freedom of Association and Collective Bargaining</b>	
1- Followup Audit [Audit Id - 205101] Audit Date: 01/03/2021 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 194394] Audit Date: 08/10/2020 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
3.3 - This question is rated N/A since there is not any union at facility level. There are elected workers representatives.	
<u>Remarks from Auditee</u>	
<b>Performance Area 4 : No Discrimination</b>	
1- Followup Audit [Audit Id - 205101] Audit Date: 01/03/2021 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 194394] Audit Date: 08/10/2020 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<u>Remarks from Auditee</u>	

<b>Performance Area 5 : Fair Remuneration</b>	
1- Followup Audit [Audit Id - 205101] Audit Date: 01/03/2021 PA Score: A	Deadline date:01/03/2022
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<p><b>5.5 -</b> Initial audit date : 08 &amp; 09 October 2020</p> <p>In accordance with Amfori BSCI social requirement 5.5: the auditee provides workers with the social benefits that are legally granted. It was noted that the seniority bonus of the annual leave is not paid to 94 workers out of 213 which are working in different departments: sewing, cutting, packaging. The auditors decided to select the rating "Partially" since other benefits are granted as required.</p> <p>The Law 65-99 of September 11th, 2003, Art. 232 states that workers must get 1.5 days more holidays for each period of five years continuous or discontinuous work in the company.</p> <p>Follow up audit date : 01 &amp; 02 March 2021</p> <p>Not corrected : Additional holidays are not paid yet to senior employees.</p> <p>Audit de suivi le 1 &amp; 2 Mars 2021 :</p> <p>Non corrigé : le congé d'ancienneté n'est toujours pas payé.</p>	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 194394] Audit Date: 08/10/2020 PA Score: A	Deadline date:08/10/2021
<u>Good practices</u>	
<u>Areas of improvement</u>	
<p><b>5.5 -</b> In accordance with Amfori BSCI social requirement 5.5: the auditee provides workers with the social benefits that are legally granted. It was noted that the seniority bonus of the annual leave is not paid to 94 workers out of 213 which are working in different departments: sewing, cutting, packaging. The auditors decided to select the rating "Partially" since other benefits are granted as required.</p> <p>The Law 65-99 of September 11th, 2003, Art. 232 states that workers must get 1.5 days more holidays for each period of five years continuous or discontinuous work in the company.</p> <p>La prime d'ancienneté des jours de congé n'est pas payée.</p>	
<u>Remarks from Auditee</u>	

<b>Performance Area 6 : Decent Working Hours</b>	
1- Followup Audit [Audit Id - 205101] Audit Date: 01/03/2021 PA Score: A	Deadline date:01/03/2022
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<p><b>6.2 -</b> Initial audit date : 08 &amp; 09 October 2020</p> <p>In accordance with amfori BSCI requirements 6.2: the auditee request of overtime is in line with the requirements of the amfori BSCI Code of Conduct. It was noted that overtime hours are not paid at premium rate as required by law (125% for hours above 10 hours/day) that was identified in November 2019 and March 2020 for 5 out of 15 sampled workers working in sewing and packaging. The auditors decided to select the rating "Partial" since overtime is very rare and there is no excessive hours.</p> <p>Law n° 65-99 which came into force on June 8th, 2004, Art.199 states that in factories which adopt the annualisation system overtime is considered from 2288 h up per year or the 11th hour per day.</p> <p>Follow up audit date : 01 &amp; 02 March 2021</p> <p>Corrected : The facility started paying overtime hours at permium rate on January 2021.</p> <p>Audit de suivi le 1 &amp; 2 Mars 2021 :</p> <p>Corrigé : L'entreprise commence à payer la majoration des heures supplémentaires en Janvier 2021.</p>	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 194394] Audit Date: 08/10/2020 PA Score: C	Deadline date:08/10/2021
<u>Good practices</u>	
<u>Areas of improvement</u>	
<p><b>6.2 -</b> In accordance with amfori BSCI requirements 6.2: the auditee request of overtime is in line with the requirements of the amfori BSCI Code of Conduct. It was noted that overtime hours are not paid at premium rate as required by law (125% for hours above 10 hours/day) that was identified in November 2019 and March 2020 for 5 out of 15 sampled workers working in sewing and packaging. The auditors decided to select the rating "Partial" since overtime is very rare and there is no excessive hours.</p> <p>Law n° 65-99 which came into force on June 8th, 2004, Art.199 states that in factories which adopt the annualisation system overtime is considered from 2288 h up per year or the 11th hour per day.</p> <p>Les heures supplémentaires ne sont pas payées à taux majoré comme exigé par la loi.</p>	
<u>Remarks from Auditee</u>	

**Performance Area 7 : Occupational Health and Safety**

1- Followup Audit [Audit Id - 205101] Audit Date: 01/03/2021 PA Score: A

Deadline date:01/03/2022

**GOOD PRACTICES:**

**AREAS OF IMPROVEMENT:**

**7.3 -** Initial audit date : 08 & 09 October 2020

In accordance with Amfori BSCI social requirement 7.3: the auditee regularly carries out risk assessments for safe, healthy and hygienic working conditions. It was noted that the risk assessment is not detailed and the severity of each risk is not measured. The auditors decided to select the rating "Partially" since the risk assessment needs more improvement.

L'évaluation des risques n'est pas assez détaillée et la gravité de chaque risque n'est pas mesurée.

Follow up audit date : 01 & 02 March 2021

Corrected : the facility has revised its risk analysis per work station and included the severity of its risk.

Audit de suivi le 01 & 02 Mars 2021

Corrigé : l'entreprise a révisé son analyse de risque et y a intégré la criticité de chaque risque.

**7.5 -** Initial audit date : 08 & 09 October 2020

In accordance with Amfori BSCI social requirement 7.5: 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. It was noted that there is no employees trained in first aid. The auditors decided to select the rating "Partially" since other OHS trainings are held.

According to Law n° 65-99, Art.317 any factory where the activity may lead to work injuries, at least two workers should be trained on first aid.

Follow up audit date : 01 & 02 March 2021

Corrected : The facility trained 10 employees on 24/11/2020 on first aid by facility doctor.

Audit de suivi le 1 & 2 Mars 2021 :

L'entreprise a formé 10 employés le 24/11/2020 en secourisme par le medecin de travail.

**7.8 -** Initial audit date : 08 & 09 October 2020

In accordance with Amfori BSCI social requirement 7.8: the auditee has developed and implemented accident and emergency procedures. It was noted that the auditee did not implemented accident and emergency procedures. Then, the auditors decided to select the rating "No".

Il a été constaté que l'entité auditée n'a pas mis en œuvre de procédures en cas d'accident et d'urgence.

Follow up audit date : 01 & 02 March 2021

Corrected : The facility implemented accident and emergency procedures.

Audit de suivi le 1 & 2 Mars 2021

Corrigé : L'entreprise a établi une procédure d'urgence et d'accident.

**7.13 -** Initial audit date : 08 & 09 October 2020

In accordance with Amfori BSCI social requirement 7.13: the auditee ensures a competent person checks electrical installations and equipment. It was noted that the electrical installation, the compressed air vessel and the materials-lift havenot been inspected by approved entities. The auditors decided to select the rating "Partially" since these equipment are maintained by specialized companies.

According to Law of Dec. 31, 1951, Art. 2, companies which work with electricity must control their equipment and installations once a year.

According to Law of January 12th, 1955 on gas pressure vessels, they must undergo a yearly control.

Vizieral Decree of 29 hijja 1372 (September 9th, 1953), Article 32: Lifting equipment shall be examined thoroughly once every twelve months at least.

Follow up audit date : 01 & 02 March 2021

Partially corrected : The facility verified the electrical installation and presurre vessel by an approved body "Mimosas controle industriel" respectively on 09/02/2021 and 10/02/2021, however the hydraulic test of pressure vessel and material lift inspection are still not done.

Audit de suivi le 1 & 2 Mars 2021 :

Partiellement corrigé : L'entreprise a fait vérifier l'installation électrique et le reservoir d'air comprimé by un organisme agréé "Mimosas controle industriel" respectivement le 09/02/2021 et 10/02/2021, mais l'épreuve hydraulique du reservoir d'air comprimé et la vérification de l'appareil de levage n'est pas encore faite.

**7.17 -** Initial audit date : 08 & 09 October 2020

In accordance with amfori BSCI requirements 7.17: The auditee ensures adequate safeguards for any machine part, function or process which may cause injury to workers. It was noted that needle-guards in 60% of sewing machines are not installed. The auditors decided to select the

rating "Partially" since there are machines that are protected with safe-guards.

Les protèges aiguilles d'environ 60% des machines piqueuses ne sont pas installés correctement.

Follow up audit date : 01 & 02 March 2021

Not corrected : Needle guards are still not installed in sewing machines and at least 8 machines were found without belt cover during audit date.

Audit de suivi le 1 & 2 Mars 2021

Non corrigé : Les protèges doigts ne sont toujours pas installés et au moins 8 machines ont été trouvées sans cache courroie le jour de l'audit.

**7.19 -** Initial audit date : 08 & 09 October 2020

In accordance with Amfori BSCI social requirement 7.19: the auditee has emergency procedures, in writing, to deal with cases of trauma or serious illness. It was noted that the auditee does not have written procedures to deal with cases of trauma or serious illness. Then, the auditors decided to select the rating "No".

Il a été noté que l'entité auditée ne dispose pas de procédures écrites pour traiter les cas de traumatisme ou de maladie grave.

Follow up audit date : 01 & 02 March 2021

Corrected : The facility has established a procedure to deal with trauma and serious illness.

Audit de suivi le 01 & 02 Mars 2021

Corrigé : L'entreprise a établi une procédure dans le cas d'un traumatisme ou maladie grave.

**7.23 -** No transportation provided.

**Remarks from Auditee:**

Full Audit [Audit Id - 194394] Audit Date: 08/10/2020 PA Score: B

Deadline date:08/10/2021

Good practices

Areas of improvement

**7.3 -** In accordance with Amfori BSCI social requirement 7.3: the auditee regularly carries out risk assessments for safe, healthy and hygienic working conditions. It was noted that the risk assessment is not detailed and the severity of each risk is not measured. The auditors decided to select the rating "Partially" since the risk assessment needs more improvement.

L'évaluation des risques n'est pas assez détaillée et la gravité de chaque risque n'est pas mesurée.

**7.5 -** In accordance with Amfori BSCI social requirement 7.5: 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. It was noted that there is no employees trained in first aid. The auditors decided to select the rating "Partially" since other OHS trainings are held.

According to Law n° 65-99, Art.317 any factory where the activity may lead to work injuries, at least two workers should be trained on first aid.

Il a été constaté qu'il n'y a pas d'employés formés aux premiers secours.

**7.8 -** In accordance with Amfori BSCI social requirement 7.8: the auditee has developed and implemented accident and emergency procedures. It was noted that the auditee did not implemented accident and emergency procedures. Then, the auditors decided to select the rating "No".

Il a été constaté que l'entité auditée n'a pas mis en œuvre de procédures en cas d'accident et d'urgence.

**7.13 -** In accordance with Amfori BSCI social requirement 7.13: the auditee ensures a competent person checks electrical installations and equipment. It was noted that the electrical installation, the compressed air vessel and the materials-lift havenot been inspected by approved entities. The auditors decided to select the rating "Partially" since these equipment are maintained by specialized companies.

According to Law of Dec. 31, 1951, Art. 2, companies which work with electricity must control their equipment and installations once a year.

According to Law of January 12th, 1955 on gas pressure vessels, they must undergo a yearly control.

Vizieral Decree of 29 hijja 1372 (September 9th, 1953), Article 32: Lifting equipment shall be examined thoroughly once every twelve months at least.

Il a été constaté que l'installation électrique, le réservoir d'air comprimé et le monte-charge n'ont pas été vérifiés par des organismes agréés.

**7.17 -** In accordance with amfori BSCI requirements 7.17: The auditee ensures adequate safeguards for any machine part, function or process which may cause injury to workers. It was noted that needle-guards in 60% of sewing machines are not installed. The auditors decided to select the rating "Partially" since there are machines that are protected with safe-guards.

Les protèges aiguilles d'environ 60% des machines piqueuses ne sont pas installés correctement.

**7.19 -** In accordance with Amfori BSCI social requirement 7.19: the auditee has emergency procedures, in writing, to deal with cases of trauma or serious illness. It was noted that the auditee does not have written procedures to deal with cases of trauma or serious illness. Then, the auditors decided to select the rating "No".

Il a été noté que l'entité auditée ne dispose pas de procédures écrites pour traiter les cas de traumatisme ou de maladie grave.

**7.23 -** This question is rated N/A since no transportation is provided to workers.  
Remarks from Auditee

**Performance Area 8 : No Child Labour**

1- Followup Audit [Audit Id - 205101] Audit Date: 01/03/2021 PA Score: A Deadline date:01/03/2022

**GOOD PRACTICES:**

**AREAS OF IMPROVEMENT:**

**8.3 -** Initial audit date : 08 & 09 October 2020  
 In accordance with Amfori BSCI social requirement 8.3: the auditee has adequate policies and procedures in writing toward protecting children from any kind of exploitation. It was noted that the auditee does not have a written policies and procedures toward children protection from any kind of exploitation. The auditors decided to select the rating "Partially" since there is an internal notice of the articles of law that prohibits child labour.  
 Follow up audit date : 01 & 02 March 2021  
 Corrected : the facility has established a written procedure.  
  
 Audit de suivi le 01 & 02 Mars 2021  
 Corrigé : l'entreprise a établi une procédure écrite.

**8.4 -** Initial audit date : 08 & 09 October 2020  
 In accordance with Amfori BSCI social requirement 8.4:the auditee has adequate and remedial policies and procedures to provide for further protection in case of found child labour. The auditors decided to select the rating "No" in absence of any corresponding policy or procedure.  
 Il a été constaté que l'entité auditée ne dispose pas de politiques et de procédures correctives pour assurer une protection supplémentaire en cas de découverte de travail d'enfants.  
 Follow up audit date : 01 & 02 March 2021  
 Corrected : The facility has established a written remediation procedure in case of found child labour.  
  
 Audit de suivi le 01 & 02 Mars 2021  
 Corrigé : L'entreprise a établie une procédure de remediation en cas de travail d'enfant.

**Remarks from Auditee:**

Full Audit [Audit Id - 194394] Audit Date: 08/10/2020 PA Score: C Deadline date:08/10/2021

Good practices

Areas of improvement

**8.3 -** In accordance with Amfori BSCI social requirement 8.3: the auditee has adequate policies and procedures in writing toward protecting children from any kind of exploitation. It was noted that the auditee does not have a written policies and procedures toward children protection from any kind of exploitation. The auditors decided to select the rating "Partially" since there is an internal notice of the articles of law that prohibits child labour.  
  
 Il a été noté que l'entité auditée ne dispose pas de politiques et de procédures écrites visant à protéger les enfants contre toute forme d'exploitation.

**8.4 -** In accordance with Amfori BSCI social requirement 8.4:the auditee has adequate and remedial policies and procedures to provide for further protection in case children are found to be working. It was noted that the auditee does not have remedial policies and procedures for further protection in case of found child labour. The auditors decided to select the rating "No" in absence of any corresponding policy or procedure.  
  
 Il a été constaté que l'entité auditée ne dispose pas de politiques et de procédures correctives pour assurer une protection supplémentaire en cas de découverte de travail d'enfants.

Remarks from Auditee



<b>Performance Area 9 : Special protection for young workers</b>	
1- Followup Audit [Audit Id - 205101] Audit Date: 01/03/2021 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 194394] Audit Date: 08/10/2020 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<u>Remarks from Auditee</u>	

<b>Performance Area 10 : No Precarious Employment</b>	
1- Followup Audit [Audit Id - 205101] Audit Date: 01/03/2021 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<p><b>10.1 -</b> Initial audit date : 08 &amp; 09 October 2020</p> <p>In accordance with amfori BSCI requirement 10.1: the auditee employment relationships are not precarious for the workers. One interviewed employee has signed six fixed-term contracts of six months each since her hiring in June 2017 and still not a permanent worker. The auditors decided to select the rating "Partially" since this case is not general.</p> <p>The law N°65-99 which has come into force on June 8th, 2004 states in Art. 16 that temporary contracts may be concluded in case of starting a new factory, replacement of a worker, launching a new product or seasonal work. The contract may be concluded for maximum one year and may be renewed once.</p> <p>Follow up audit date : 01 &amp; 02 March 2021</p> <p>Corrected : The employee had a non-fixed term contract and from the checked sample no employee has a fixed term contract more than one year.</p> <p>Audit de suivi le 01 &amp; 02 Mars 2021</p> <p>Corrigé : L'employé a un contrat indéterminé et aucun employé parmi l'échantillon vérifié n'a de CDD au delà de 1an.</p>	
<p><b>10.3 -</b> Initial audit date : 08 &amp; 09 October 2020</p> <p>In accordance with amfori BSCI requirement 10.3: The auditee provides workers with understandable information before entering into employment. It was noted that the working contracts are in French which is not understood by the most of the workers who understand only Arabic. The auditors decided to select the rating "Partially" since the contracts are provided and signed by both workers and the facility.</p> <p>Follow up audit date : 01 &amp; 02 March 2021</p> <p>Corrected : The facility has established working contracts in Arabic and all contracts done for new workers after previous audit are in Arabic.</p> <p>Audit de suivi le 1 et 2 Mars 2021 :</p> <p>Corrigé : L'entreprise a établi des contrats de travail en arabe.</p>	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 194394] Audit Date: 08/10/2020 PA Score: B	Deadline date:08/10/2021
<u>Good practices</u>	
<u>Areas of improvement</u>	
<p><b>10.1 -</b> In accordance with amfori BSCI requirement 10.1: the auditee employment relationships are not precarious for the workers. One interviewed employee has signed six fixed-term contracts of six months each since her hiring in June 2017 and still not a permanent worker. The auditors decided to select the rating "Partially" since this case is not general.</p> <p>The law N°65-99 which has come into force on June 8th, 2004 states in Art. 16 that temporary contracts may be concluded in case of starting a new factory, replacement of a worker, launching a new product or seasonal work. The contract may be concluded for maximum one year and may be renewed once.</p> <p>Une des employés interrogés a signé six contrats à durée déterminée de six mois chacun et qui n'est toujours pas une employée permanente.</p>	
<p><b>10.3 -</b> In accordance with amfori BSCI requirement 10.3: The auditee provides workers with understandable information before entering into employment. It was noted that the working contracts are in French which is not understood by the most of the workers who understand only Arabic. The auditors decided to select the rating "Partially" since the contracts are provided and signed by both workers and the facility.</p> <p>Il a été constaté que les contrats de travail sont en français, ce qui n'est pas compris par la plupart des ouvriers.</p>	
<u>Remarks from Auditee</u>	

<b>Performance Area 11 : No Bonded Labour</b>	
1- Followup Audit [Audit Id - 205101] Audit Date: 01/03/2021 PA Score: A	Deadline date:
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 194394] Audit Date: 08/10/2020 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<b>11.2 -</b> This question is rated N/A since there are no migrant workers.	
<u>Remarks from Auditee</u>	

<b>Performance Area 12 : Protection of the Environment</b>	
1- Followup Audit [Audit Id - 205101] Audit Date: 01/03/2021 PA Score: B	Deadline date:01/03/2022
<b>GOOD PRACTICES:</b>	
<b>AREAS OF IMPROVEMENT:</b>	
<p><b>12.2 -</b> Initial audit date : 08 &amp; 09 October 2020</p> <p>In accordance with Amfori BSCI social requirement 12.2: the auditee has procedures in place to ensure integration of local environmental law into the business model. It was noted that the auditee does not have nor environmental policy nor waste management procedure. The auditors decided to select the rating "No" in absence of any procedure.</p> <p>Il a été noté que l'entité auditée n'a ni politique environnementale ni procédure de gestion des déchets.</p> <p>Follow up audit date : 01 &amp; 02 March 2021</p> <p>Corrected : The facility has established an environmental policy and waste management procedure with a waste follow up including records.</p> <p>Audit de suivi le 1 &amp; 2 Mars 2021 :</p> <p>Corrigé. L'entreprise a établi une procédure environnementale ainsi qu'une procédure de gestion de déchets avec un suivi des déchets avec enregistrement.</p>	
<p><b>12.4 -</b> Initial audit date : 08 &amp; 09 October 2020</p> <p>In accordance with Amfori BSCI social requirement 12.4, the auditee partially respects this principle: waste is managed in a way that does not lead to the pollution of the environment. It was noted that fabric, carton and plasticwaste are not collected by a specialized company. They are collected by a person without a legal contract. So the auditors decided to select the rating "No".</p> <p>Il a été noté que les déchets de tissu, de carton et de plastique ne sont pas collectés par une entreprise spécialisée. Ils sont collectés par une personne sans contrat légal.</p> <p>Follow up audit date : 01 &amp; 02 March 2021</p> <p>Not corrected : The waste is still collected by an external person who is not a specialized company.</p> <p>Audit de suivi le 01 &amp; 02 Mars 2021</p> <p>Non corrigé : Les déchets sont toujours collectés par une personne physique externe qui n'est pas une société spécialisée.</p>	
<b>Remarks from Auditee:</b>	
Full Audit [Audit Id - 194394] Audit Date: 08/10/2020 PA Score: C	Deadline date:08/10/2021
<u>Good practices</u>	
<u>Areas of improvement</u>	
<p><b>12.2 -</b> In accordance with Amfori BSCI social requirement 12.2: the auditee has procedures in place to ensure integration of local environmental law into the business model. It was noted that the auditee does not have nor environmental policy nor waste management procedure. The auditors decided to select the rating "No" in absence of any procedure.</p> <p>Il a été noté que l'entité auditée n'a ni politique environnementale ni procédure de gestion des déchets.</p> <p><b>12.4 -</b> In accordance with Amfori BSCI social requirement 12.4, the auditee partially respects this principle: waste is managed in a way that does not lead to the pollution of the environment. It was noted that fabric, carton and plasticwaste are not collected by a specialized company. They are collected by a person without a legal contract. So the auditors decided to select the rating "No".</p> <p>Il a été noté que les déchets de tissu, de carton et de plastique ne sont pas collectés par une entreprise spécialisée. Ils sont collectés par une personne sans contrat légal.</p>	
<u>Remarks from Auditee</u>	

<b>Performance Area 13 : Ethical Business Behaviour</b>	
1- Followup Audit [Audit Id - 205101] Audit Date: 01/03/2021 PA Score: A	Deadline date:
<b><u>GOOD PRACTICES:</u></b>	
<b><u>AREAS OF IMPROVEMENT:</u></b>	
<b><u>Remarks from Auditee:</u></b>	
Full Audit [Audit Id - 194394] Audit Date: 08/10/2020 PA Score: A	Deadline date:
<u>Good practices</u>	
<u>Areas of improvement</u>	
<u>Remarks from Auditee</u>	

**Summary** 

Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Follow-up Audit	01/03/2021	205101	B	B	A	A	A	A	A	A	A	A	A	B	A	A
Full Audit	08/10/2020	194394	E	B	A	A	A	C	B	C	A	B	A	C	A	D

Producer Photos



External photo(s) of the production unit(s)  
external view of the facility.JPG



Photo of fire safety equipment  
Alarm button.JPG



Photo of fire safety equipment  
emergency exit.JPG



Photo of fire safety equipment  
fire extinguisher.JPG



Photo of fire safety equipment  
FIRE FIGHTING EQUIPMENT.JPG



Photo of the code of conduct on display  
communication board.JPG



Photo of the code of conduct on display  
displayed code of conduct.JPG



Photo of the inside of the main production hall  
packing department.JPG



Photo of the nursery (if applicable)  
first aid room.JPG



Photo of the sanitary facilities  
sanitary area.JPG



Photo of the personal protection equipments (if applicable)  
poster remembering employee the wear of PPE.JPG



Photo first aid facilities  
first aid box.JPG



Photo first aid facilities  
first aid material.JPG



Photo first aid facilities  
first aid supplies stock.JPG

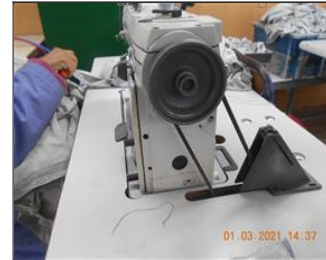


Photo of non-conformity  
No belt cover in sewing machine.JPG



Photo of non-conformity  
no needle guard.JPG