

Monitoring result for AKTAN MISR TEXTILE&DYEING S.A.E on site Site 1

Monitoring

Monitored Party	: AKTAN MISR TEXTILE&DYEING S.A.E
amfori ID	: 818-000038-000
Site	: Site 1
Site amfori ID	: 818-000038-001
Address	: EL GAMEYA EL KHAIREYA ST. : 31911, MEHALLA EL KOBRA : Al Gharbiyah : Egypt
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Submission Date	: 10/01/2022
Expiration Date	: 10/01/2024

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Overall rating



Section rating

PA1: Social Management System	B
PA 2: Workers Involvement and Protection	B
PA 3: The Rights of Freedom of Association and Collective Bargaining	A
PA 4: No Discrimination	A
PA 5: Fair Remuneration	A
PA 6: Decent Working Hours	A
PA 7: Occupational Health and Safety	A
PA 8: No Child Labour	A
PA 9: Special Protection for Young Workers	A

PA 10: No Precarious Employment	A
PA 11: No Bonded Labour	A
PA 12: Protection of the Environment	B
PA 13: Ethical Business Behaviour	A

General description

This amfori BSCI semi-announced full audit was conducted by Ahmed Hussein as a lead auditor, APSCA number RA 21703115, and Hamdy Karrar as team member, APSCA number RA 21704938. The monitoring firm is ALGI International inc.

This audit was conducted on December 28th and 29th, 2021, for a total of 2.5 MD on site. The opening meeting started on December 28th, 2021. Upon arrival, the lead auditor was greeted by Mr. Ahmed Gharib export and Compliance manager. After exchanging business cards, the auditor started the opening meeting. The audit process was explained to the auditee team as per the BSCI Scheme. The BSCI COC and TOI were accepted and signed by the producer. Aktan Misr is a manufacturer of a terry towels. Main operations: Weaving, warping, sewing, quality control, and packing.

The facility maintains the following legal documents:

Permanent operation license number: 1018042702004726 issued on 10th March 2019.

Commercial Record No.: 82467. Printed on 10th February 2021.

Tax Card No.: 672– 445– 727 valid till January 25th November 2023.

Industrial license number: 34744/2009 valid until 26th September 2024.

The factory was established since 1956 and consists of two buildings each one is consisting of 5 floors, with the total land area occupied by the facility is 1160 square meters approximately.

Building description

First building:

Ground floor for weaving section.

First floor for administration offices.

Second floor for warehouse.

Third floor for wrapping.

Fourth floor for sewing, QC and packing.

Second buildings:

All floors for administration offices.

Mandatory attachments that are not applicable includes: Employment contracts related to safety and persons on other services – as all workers are employed by the facility directly. List of outsourced processes- as no outsourcing within the facility. Written declaration of the subcontractor as no subcontracting processes. Written declaration of consistent of farms – as this is non-agriculture facility.

During this audit, it was confirmed that there were no outsourced processes. No child labour was observed. No young workers were observed. No migrant workers were observed. No seasonal workers or part-time workers were used. No employment agent was used, and the company hires all workers directly. There are no trainee or technical schools within the factory.

Additional precautions for COVID-19: The facility provided face masks for free. Awareness sessions for all workers. Sterilization materials are available for all workers. Periodical cleaning programs. A fever test for all workers is performed at the main gate before entry to the facility. All interviews are completed individually, and during workers' interviews, 2 meters are kept as a social distance. During this audit, the audit team checked 20 samples of attendance and payment during November 2021 (the last paid month), June 2021 (medium month), and December 2020 (medium month). The facility established remuneration procedures which indicated that the site paid for overtime premiums as per the legal requirements as follows: 135% of workers' basic wages to workers for their daylight hours of overtime work. 170% of workers' basic wages to workers for their night hours of overtime work. 200% of workers' basic wages to workers for their weekly day off overtime work. 300% of workers' basic wages to workers for their holiday overtime work. Salaries are paid in cash. BLW was calculated by the auditor according to the Anker methodology. The normal working week schedule is from Saturday to Thursday. Friday is the weekly rest day. The working hours start from 08:00 to 17:00 with a one-hour lunch break from 12.00 to 13.00 for all sections. Weaving section is working in two shifts. The first shift starts from 07:00 to 15:00 and the second shift starts from 15:00 to 23:00 with a one-hour break each shift.

The security section is working in three shifts. The first shift starts from 07:00 to 15:00, the second shift starts from 15:00 to 23:00, and the third shift starts from 23:00 to 07:00 with a one-hour break each shift.

No peak season was identified by the facility.

The factory has appointed a senior management representative Mr. Ahmed Gharib export and compliance manager who has a good overview of amfori BSCI Code requirements. However, gaps have been identified in the implementation of performance areas 1, 2, 5, 7, and 12. Closing meeting: At the end of the assessment on December 29th, 2021, a closing meeting was held to discuss all the areas of improvement in the findings report and positive notes with facility management, who agreed with the findings and signed the findings report.

Site Details

Site : Site 1
Site amfori ID : 818-000038-001

GICS Classification

Sector	: Industrials	Industry	: Industrial Conglomerates
Industry Group	: Capital Goods	Sub Industry	: Industrial Conglomerates

GS1 Classifications

N.A.

Product Process Classifications

N.A.

Metrics

Key Metrics

Total workforce	150 Workers
Legal minimum wage in local currency	1200 Monthly
Lowest wage paid for regular work at the site	2400 Monthly
Calculated living wage in local currency	2612 Monthly
Total sample	20 Workers

Other Metrics

Male workers	80 Workers
Female workers	70 Workers
Permanent workers - Male	82 Workers
Permanent workers - Female	80 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	6 Workers
Management - Female	4 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	0 Workers
Workers on probation - Female	0 Workers
Workers with night shift - Male	25 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	0 Workers
Domestic migrant workers - Female	0 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	82 Workers
Workers hired directly - Female	80 Workers
Workers hired indirectly - Male	0 Workers
Workers hired indirectly - Female	0 Workers
Unionised workers - Male	0 Workers
Unionised workers - Female	0 Workers
Workers under CBA - Male	0 Workers
Workers under CBA - Female	0 Workers
Pregnant workers	0 Workers
Workers on parental leave - Male	0 Workers
Sample - Male	10 Workers
Sample - Female	10 Workers

Findings

PA1: Social Management System

During the interviews with facility management, worker's representative interviews, worker interviews, a site tour, and a review of facility documentation, it was revealed that the system still requires improvement in performance areas 1, 2, 5, 7, and 12.

خلال المقابلات مع إدارة المنشأة ، والمقابلات مع ممثل العمال ، ومقابلات العمال ، وجولة في الموقع ، ومراجعة وثائق المنشأة ، تم الكشف عن أن النظام لا يزال بحاجة إلى تحسين في مجالات الأداء 1 و 2 و 5 و 7 و 12.

PA 2: Workers Involvement and Protection

During the interviews with facility management, worker's representative interviews, worker interviews, a site tour, and a review of facility documentation, it was revealed that the facility established energy, environmental, health, and safety objectives, but the facility did not define long-term goals for protecting workers in line with the aspirations of the amfori BSCI Code of Conduct.

خلال المقابلات مع إدارة المنشأة ، والمقابلات مع ممثل العمال ، ومقابلات العمال ، وجولة في الموقع ، ومراجعة وثائق المنشأة ، تم الكشف عن أن المنشأة وضعت أهدافاً تتعلق بالسلامة والصحة والبيئة والطاقة وamfori BSCI. لكن المنشأة لم تحدد أهدافاً طويلة الأجل لحماية العمال بما يتماشى مع تطلعات مدونة قواعد السلوك

During the interviews with facility management, worker's representative interviews, worker interviews, a site tour, and a review of facility documentation, it was revealed that the facility has an internal complaint and grievance box and an open-door policy to receive workers' complaints and suggestions, but there is no grievance mechanism for communities.

خلال المقابلات مع إدارة المنشأة ، ومقابلات ممثل العمال ، ومقابلات العمال ، وجولة في الموقع ، ومراجعة وثائق المنشأة ، تم الكشف عن أن المنشأة لديها صندوق داخلي للشكاوى والتظلمات وسياسة الباب المفتوح لتلقي شكاوى العمال واقتراحات ، ولكن لا توجد آلية تظلم للمجتمعات

PA 5: Fair Remuneration

During the interviews with facility management, worker's representative interviews, worker interviews, a site tour, and a review of facility documentation, it was revealed that the facility management calculated BLW using Anker methodology as EGP 2700, which is very close to the calculated BLW by the auditing team, EGP 2612.5, but by checking payment records for 20 workers, it was found that the minimum paid salary within the facility is EGP 2400, which is lower than both the calculated BLWs by the facility and the audit team.

BLW خلال المقابلات مع إدارة المنشأة ، والمقابلات مع ممثل العمال ، ومقابلات العمال ، وجولة في الموقع ، ومراجعة وثائق المنشأة ، تم الكشف عن أن إدارة المنشأة حسبت المحسوب بواسطة فريق التدقيق 2612.5 جنيهًا مصريًا ، ولكن من خلال التحقق من BLW بمبلغ 2700 جنيهًا مصريًا ، وهو قريب جدًا من Anker باستخدام منهجية المحسوبة من قبل المنشأة وفريق BLWs سجلات الدفع لـ 20 عاملاً ، وجد أن الحد الأدنى للراتب المدفوع داخل المنشأة هو 2400 جنيه مصري ، وهو أقل من كل من التدقيق.

PA 7: Occupational Health and Safety

During the interviews with facility management, worker's representative interviews, worker interviews, a site tour, and a review of facility documentation, it was revealed that there were no qualification certificates available for safety technician as per ministerial decree number 134/2003.

خلال المقابلات مع إدارة المنشأة ، ومقابلات ممثل العمال ، ومقابلات العمال ، والجولة الميدانية ، ومراجعة وثائق المنشأة ، تم الكشف عن عدم توفر شهادات تأهيل لفني السلامة وفقاً للقرار الوزاري رقم 134/2003.

During the interviews with facility management, worker's representative interviews, worker interviews, a site tour, and a review of facility documentation, it was revealed that there was no emergency procedure, in writing, to deal with cases of trauma or serious illness.

خلال المقابلات مع إدارة المنشأة ، والمقابلات مع ممثلي العمال ، ومقابلات العمال ، والجولة في الموقع ، ومراجعة وثائق المنشأة ، تم الكشف عن عدم وجود إجراء طارئ ، كتابياً ، للتعامل مع حالات الصدمة أو المرض الخطير.

During the interviews with facility management, worker's representative interviews, worker interviews, a site tour, and a review of facility documentation, it was revealed that there was no anti-slip rubber on washing facilities floors to prevent workers from sliding during use of those facilities.

خلال المقابلات مع إدارة المنشأة ، ومقابلات مع ممثل العمال ، ومقابلات العمال ، وجولة في الموقع ، ومراجعة وثائق المنشأة ، تم الكشف عن عدم وجود مطاط مانع للانزلاق . على أرضيات مرافق الغسيل لمنع العمال من الانزلاق أثناء استخدام تلك المرافق .

PA 12: Protection of the Environment

During the interviews with facility management, worker's representative interviews, worker interviews, a site tour, and a review of facility documentation, it was revealed that there were no procedures in place to ensure the integration of local environmental law into the business model.

خلال المقابلات مع إدارة المنشأة ، والمقابلات مع ممثلي العمال ، ومقابلات العمال ، والجولة في الموقع ، ومراجعة وثائق المنشأة ، تم الكشف عن عدم وجود إجراءات معمول بها لضمان دمج القانون البيئي المحلي في نموذج الأعمال.