
Auditee :	Jordan Chalk Mfg Co
Audit Date From :	24/05/2021
Audit Date To :	25/05/2021
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	Intertek
Auditor's Name(s) :	Mostafa Hassan(Lead)
Auditing Branch (if applicable) :	Intertek Egypt



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																																							
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: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr></table>	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	B	B	B	A	A	A	A	A	A	A	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.
A	A	A	A	A	A	A	A	A	A	A	A	A																													
A	A	A	A	A	A	A	A	A	A	B	B	B																													
A	A	A	A	A	A	A	B	B	B	B	B	B																													
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: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr><tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td></tr></table>	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.
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																													
C Acceptable	<ul style="list-style-type: none">• Maximum 2 Performance Areas rated D• No Performance Areas rated E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td></tr><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td></tr><tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr></table>	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	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.
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	C	D	D																													
D Insufficient	<ul style="list-style-type: none">• Maximum 6 Performance Areas rated E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td></tr><tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>E</td></tr><tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr></table>	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	D	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.
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	D	E	E	E	E	E																													
E Unacceptable	<ul style="list-style-type: none">• Minimum 7 Performance Areas rated E These are three examples: <table><tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr><tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr><tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr></table>	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	E	amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.
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	E																													
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 :	Jordan Chalk Mfg Co		
DBID number :	366087		
Audit ID :	210821		
Address :	Al Hussein Bin Abdullah II Industrial Estate, Karak, Jordan Karak		
Province :	Karak	Country :	Jordan
Management Representative :	Mr. Audi Aloqbi / Deputy General Manager		
Contact person:	Audi Aloqbi	Sector :	Non-Food
Industry Type :	Others	Product group :	Others
Product Type :	Chalk, Modelling Clay		

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 :	B	
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
C	A	A	A	B	A	A	A	A	A	A	A	A

Executive summary of audit report

Auditor: Mostafa HASSAN, APSCA: RA 21700368

1 auditor in 2 days

Jordan Chalk is a manufacturer of chalk and modeling clay, facility started since 2002.

Facility is situated in a total land area 6702 square meters, building area is 3900 square meters in 2 building, first building including clay production facility in 1120 square meters, second building including chalk production facility, admin offices, warehouse in 2600 square meters, buildings are made from steel, concrete and bricks.

Main operations in the facility: production, drying, quality control, packing.

There are total of 4 production lines for chalk, 3 production lines for modeling clay.

Total production capacity is 256 million pieces per year

A total of 93 employees are currently working in the facility, all are permanent employees, 50 males, 43 females, all are local employees (Jordanians).

Facility uses finger print time keeping system to record the attendance of employees with time in and out, regular working hours in the facility are in 1 shift, 8 hours, from 07:00 till 15:30 with 30 minutes rest break per day and 1 day off per week on Fridays, working week is defined between Saturday and Thursday.

Legal minimum wage is 260 JOD/month, minimum wage paid in the facility is 260 JOD/month

Employees are paid on monthly basis on the 5th of each month in cash.

There is no union associated with the facility, no CBA agreement, there are 2 elected workers' representatives in the facility, elections were conducted on 25/04/2021.

Official language used in the country is Arabic, official language used in the facility is Arabic and English, languages spoken by management is Arabic and English, language spoken by workers is Arabic.

Interviews with employees were conducted in Arabic language, conducted in a private room without any interference from management.

Minimum age found to be working in the facility is 20 years old (born 11/05/2001, 01/02/2021).

Facility is providing free transportation for all employees.

There is no dormitory provided by the facility.

Facility is certified for ISO 9001:2015, valid from 29/03/2021 till 03/04/2022.

Business License Nr. 3 (Facility ID 200007352), valid from 27/01/2021 till 31/12/2021

Tax ID Nr. 300002041 Valid from 21/12/2020 till 22/12/2021

There is 1 grievance box in the facility

The risk of #Covid-19 was identified, measures were taken, workers wearing masks, sanitizers are provided, social distance is maintained in production sections, instructions and warning signs are posted.

Workers in general point of view considers it as an acceptable facility and showed their satisfaction of the facility management attitude toward them during the last period.

Management was receptive, cooperative and accepted all audit findings, signed the CAP, workers representatives were not available during the second day of the audit therefore they did not attend the closing meeting and did not sign on the CAP.

Performance Area 3: Freedom of association and collective bargaining was rated "A" as the auditee fulfills the requirement of this performance area, the auditee has set and publicly stated their mission, vision and objectives which also refer to the amfori BSCI Code of Conduct, ensuring workers' rights of freedom of association and collective bargaining via detailed policies, procedures and trainings, there is no union in the facility however there is no restriction from employer to let the workers form a union or join any external union, there are 2 elected workers' representatives in the facility, one grievance box, policies, procedures, representatives meeting records, grievance records were reviewed by auditors.

Performance Area 4: No discrimination was rated "A" as the auditee has set and publicly stated their mission, vision and objectives which also refer to the amfori BSCI Code of Conduct, ensuring there is no discrimination via detailed policies, procedures, trainings, grievance mechanism through suggestions box, workers representatives and open door policy, there is no sign of discrimination in the facility, all workers are treated equally, policies, procedures were reviewed by auditor.

Performance Area 6: Decent working hours was rated "A" as the auditee has set and publicly stated their mission, vision and objectives which also refer to the amfori BSCI Code of Conduct, ensuring decent working hours for workers via detailed policies, procedures, trainings, standard working hours are 48 hours/week, sufficient rest break provided to all employees, at least 1 rest day provided every seven days, policies, procedures, time records were

reviewed by auditor, no overtime work noted during reviewed months for sampled employees, maximum working hours noted are as follows:

48 hours/week during April 2021 (Current month), noted for all selected workers.

48 hours/week during February 2021 (Peak month) , noted for all selected workers.

50 hours/week during December 2020 (Low month) , noted for 4 selected workers.

Performance Area 8: No Child Labor was rated "A" as the auditee has set and publicly stated their mission, vision and objectives which also refer to the amfori BSCI Code of Conduct, facility has policies and procedures, facility set-up a solid age verification mechanism, minimum age found to be working in the facility is 20 years old, policies, procedures, proof of age for selected employees, personnel records were reviewed by auditor.

Performance Area 9: Special protection for Young workers was rated "A" as the overall results shows that the auditee fulfills the requirement of this performance area, the auditee has set and publicly stated their mission, vision and objectives which also refer to the amfori BSCI Code of Conduct, facility has policies and procedures, minimum age found to be working in the facility is 20 years old, policies, procedures, personnel files, proof of age for sampled employees were reviewed by auditor.

Performance Area 10: No precarious employment was rated "A" as the auditee has set and publicly stated their mission, vision and objectives which also refer to the amfori BSCI Code of Conduct, facility has policies and procedures, all workers in the facility are permanent employees, registered with local authorities, there is a signed labor contract kept in each employee personnel file, facility policies, procedures, personnel files, social insurance records and labor contracts for selected employees were reviewed by auditors.

Performance Area 11: No bonded labor was rated "A" as the auditee has set and publicly stated their mission, vision and objectives which also refer to the amfori BSCI Code of Conduct, facility has policies and procedures, ensuring no forced or bonded labor, grievance mechanism through suggestions box, open door policy, workers representatives, there is no sign of forced, bonded or prison labor in the facility, facility policies, procedures were reviewed by auditors.

Performance Area 13: Ethical business behavior was rated "A" as the auditee partially fulfills the requirement of this performance area, the auditee has set and publicly stated their mission, vision and objectives which also refer to the amfori BSCI Code of Conduct, facility has policies and procedures related to ethics and integrity, policies, procedures, training records were reviewed by auditor.

Ratings Summary


Auditee's background information			
Auditee's name :	Jordan Chalk Mfg Co	Legal status :	Private limited partnership
Local Name :	الشركة الأردنية لصناعة الطباشير	Year in which the auditee was founded :	2002
Address :	Al Hussein Bin Abdullah II Industrial Estate, Karak, Jordan	Contact person (please select) :	Audi Aloqbi
Province :	Karak	Contact's Email :	Audi.oqbi@jordanchalk.com
City :	Karak	Auditee's official language(s) for written communications :	Arabic
Region :	Middle East/ North Africa	Other relevant languages for the auditee :	English
Country :	Jordan	Website of auditee (if applicable) :	http://www.jordanchalk.com/
GPS coordinates :	31 12 20 N 35 49 24 E	Total turnover (in Euros) :	1646100.00
Sector :	Non-Food	Of which exports % :	95.00
Industry :	Others	Of which domestic market % :	5.00
If other, please specify :	Chalk, Modelling Clay	Production volume :	256 million pieces per year
Product Group :	Others	Production cost calculation :	Yes
If other, please specify :	Chalk, Modelling Clay	Lost time injury calculation cost :	Yes
Product Type :	Chalk, Modelling Clay		

Auditee's employment structure at the time of the audit			
Total number of workers :	93	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	47	41	
Temporary workers	0	0	
In management positions	3	2	
Apprentices	0	0	
On probation	4	3	
With disabilities	0	1	
Migrants (national citizens)	0	0	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	50	43	
Production based workers	0	0	
With shifts at night	24	0	
Unionised	0	0	
Pregnant	-	0	
On maternity leave	-	1	

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 210821] Audit Date: 24/05/2021 PA Score: C

Deadline date:26/08/2021

GOOD PRACTICES:

The main auditee exceeds expectations with respect to this Principle because the facility is certified for ISO 9001:2015, valid from 29/03/2021 till 03/04/2022.

AREAS OF IMPROVEMENT:

The overall results observations shows that the auditee partially fulfils the requirement of this performance area, the auditee has set and publicly stated their mission, vision and objectives which also refer to the amfori BSCI Code of Conduct, ensuring social management system and cascade effect via detailed policies, procedures and trainings, there is a senior member of management appointed to ensure the amfori BSCI code of conduct, however there is a gap in internal verification of their management system towards implementation of amfori BSCI code of conduct.

تُظهر ملاحظات النتائج الإجمالية أن الجهة الخاضعة للتدقيق تفي جزئيًا بمتطلبات مجال الأداء هذا ، وقد حددت الجهة الخاضعة للتدقيق مهمتها ورؤيتها وأهدافها وأعلنت علنًا عنها والتي تشير أيضًا إلى مما يضمن نظام الإدارة الاجتماعية وتأثير التسلسل عبر التفاصيل السياسات والإجراءات والدورات التدريبية ، هناك عضو كبير في الإدارة تم تعيينه لضمان مدونة BSCI مدونة قواعد السلوك الخاصة بـ amfori BSCI ومع ذلك هناك فجوة في التحقق الداخلي من نظام الإدارة الخاص بهم نحو تنفيذ مدونة قواعد السلوك ، amfori BSCI مدونة قواعد السلوك

- 1.1 -** In accordance with amfori BSCI requirements 1.1, the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct. It was noted that the auditee and management understands the importance and benefits of having an effective management system and related policies and procedures however there is a gap in internal verification regarding social management system and cascade effect, workers involvement and protection, fair remuneration, health and safety, protection of the environment, therefore the auditors provided partial rating instead of NO rating.

لوحظ أن المراجع والإدارة يتفهمان أهمية وفوائد وجود نظام إدارة فعال والسياسات والإجراءات ذات الصلة ، ولكن هناك فجوة في التحقق الداخلي فيما يتعلق بنظام الإدارة الاجتماعية وتأثير المشاركة ، وإشراك العمال وحمايتهم ، والأجر العادل ، والصحة والسلامة ، وحماية البيئة

- 1.3 -** In accordance with amfori BSCI Social requirements 1.3. Auditee should have a good overview of the significant business partners and their level of alignment with the BSCI Code of Conduct. Supplier keeps accurate information about their sub-suppliers and business partners however facility does not take into consideration the level of conformity of their current business partners and suppliers and did not share, ask to sign or communicate the code with their suppliers therefore the auditor gave Partial rating instead of NO
- يحتفظ المورد بمعلومات دقيقة عن مورديه الفرعيين وشركائه في العمل ، ومع ذلك لا تأخذ المنشأة في الاعتبار مستوى مطابقة مورديه الفرعيين الحاليين للمواد الخام ولا يشارك أو ينشر مدونة السلوك مع مورديهم ، ولا يوقعون عليها

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 210821] Audit Date: 24/05/2021 PA Score: A

Deadline date:26/08/2021

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The overall results observations shows that the auditee partially fulfils the requirement of this performance area, the auditee has set and publicly stated their mission, vision and objectives which also refer to the amfori BSCI Code of Conduct, the facility has policies and procedures, there is a senior management member responsible for grievances, there are elected workers representatives however there is a gap in implementation related to conduct regular meetings to discuss workers concerns

تُظهر ملاحظات النتائج الإجمالية أن الجهة الخاضعة للتدقيق تفي جزئيًا بمتطلبات مجال الأداء هذا ، وقد حددت الجهة الخاضعة للرقابة وأعلنت علنًا عن مهمتها ورؤيتها وأهدافها والتي تشير أيضًا إلى مدونة والمنشأة لديها سياسات وإجراءات ، وهناك عضو الإدارة العليا المسؤول عن المظالم ، هناك ممثلون منتخبون للعمال ولكن هناك فجوة في التنفيذ المتعلقة بإجراء اجتماعات ، amfori BSCI مدونة قواعد السلوك منتظمة لمناقشة مخاوف العمال

- 2.1 -** In accordance with amfori BSCI Social requirements 2.1: the auditee has established good management practices that involve workers and their representatives in sound information exchange on workplace issues. It was noted that there are 2 elected workers' representatives in the facility, elected during April 2021, no meetings conducted with management to discuss workers concerns. Facility has policies and procedures, elected workers representatives, written grievance mechanism therefore auditor gave Partial rating instead of No.
- لوحظ أن هناك ممثلين منتخبين للعمال في المنشأة ، تم انتخابهما خلال أبريل 2021 ، ولم يتم عقد اجتماعات مع الإدارة لمناقشة مخاوف العمال

Remarks from Auditee:

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining

Full Audit [Audit Id - 210821] Audit Date: 24/05/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

None

Remarks from Auditee:

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 210821] Audit Date: 24/05/2021 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: None	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 210821] Audit Date: 24/05/2021 PA Score: B	Deadline date:26/08/2021
GOOD PRACTICES: The main auditee exceeds expectations with respect to this Principle because the facility is providing transportation free of charge to all employees.	
AREAS OF IMPROVEMENT: <p>The overall results observations shows that the auditee partially fulfils the requirement of this performance area, the auditee has set and publicly stated their mission, vision and objectives which also refer to the amfori BSCI Code of Conduct, ensuring fair remuneration via detailed policies, procedures and trainings, workers are paid regularly through direct deposit to bank, all employees are paid above the legal minimum wage, however there is a gap in implementation and internal verification to ensure to provide employees with sufficient remuneration that allows workers to meet a decent living standard.</p> <p>amfori تُظهر ملاحظات النتائج الإجمالية أن الطرف الخاضع للتنسيق يفي جزئياً بمتطلبات مجال الأداء هذا ، وقد حدده المراجع وأعلن عن مهمته ورويته وأهدافه التي تشير أيضاً إلى مدونة قواعد السلوك مما يضمن مكافأة عادلة عبر سياسات وإجراءات تنفيذية والتدريبات ، يتم دفع العمال بانتظام من خلال الإيداع المباشر للبنك ، ويتم دفع جميع الموظفين فوق الحد الأدنى القانوني للأجور ، ولكن ، BSCI هناك فجوة في التنفيذ والتحقق الداخلي لضمان تزويد الموظفين بأجر كافٍ يسمح للعمال بتلبية مستوى معيشي لائق</p> <p>5.4 - In accordance with amfori BSCI Social requirements 5.4: the auditee provides sufficient remuneration that allows workers to meet decent living standards. It was noted that 90% from employees did not achieve the sufficient remuneration that allows workers to meet decent living standards, 90% of employees were found paid below the calculated living wage, facility has policies and procedures, 90% of employees did not achieve the sufficient remuneration therefore auditor gave NO rating instead of Partial. لوحظ أن 90٪ من العمال لم يحققوا المكافأة الكافية التي تسمح للعمال بالوفاء بمستويات المعيشة اللائقة</p>	
Remarks from Auditee:	
Performance Area 6 : Decent Working Hours	
Full Audit [Audit Id - 210821] Audit Date: 24/05/2021 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: None	
Remarks from Auditee:	

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 210821] Audit Date: 24/05/2021 PA Score: A

Deadline date:26/08/2021

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

The overall results observations shows that the auditee partially fulfils the requirement of this performance area, the auditee has set and publicly stated their mission, vision and objectives which also refer to the amfori BSCI Code of Conduct, facility has policies and procedure, risk assessment on occupational health and safety was conducted covering all processes in the facility, sufficient number of fire extinguishers is provided, clear aisles are maintained, emergency exits are clear and well marked, first aid kits were provided in all sections however there was a gap in implementation and internal verification.

BSCI تُظهر ملاحظات النتائج الإجمالية أن الطرف الخاضع للتنسيق يفي جزئيًا بمتطلبات مجال الأداء هذا ، وقد حددته المراجع وأعلن عن مهمته ورؤيته وأهدافه التي تشير أيضًا إلى مدونة قواعد سلوك والمرافق لديه سياسات وإجراءات ، وتقييم المخاطر حول الصحة والسلامة المهنية ، تم إجراؤها على جميع العمليات في المنشأة ، تم توفير عدد كافٍ من طفايات الحريق ، تم الحفاظ على سمات amfori واضحة ، مخارج الطوارئ واضحة وذات علامة جيدة ، تم توفير مجموعات الإسعافات الأولية في جميع الأقسام ولكن كانت هناك فجوة في التنفيذ والتحقق الداخلي.

- 7.3 -** In accordance with Jordan labor law, Article 78: A. The employer shall do the following: 1. Provide the required precautions to protect the employees from the dangers and diseases that may result from the work and the used equipment. 2. Provide personal protection equipment for the employees to protect them against the work dangers and occupational. diseases such as clothes, glasses, gloves, shoes and others, in addition to guiding them how to use, keep them and keep their cleanliness. 3. Acquainting the employee before his/her employment with the dangers of his/her occupation and the protective means that shall be taken in accordance with the regulations and decisions issued in this regards. 4. Providing the medical aid means and equipment for the employees in the establishment in accordance with the levels specified by the Minister after consulting the competent official authorities. B. The employees shall not bear any expenses arising from executing or providing what has been mentioned in paragraph. Jordan Labor law, Article 80, the employer shall take the required precautions for protecting the establishment and employees from the dangers of fire, explosions, storing, transferring or dealing with flammable materials and provide the sufficient equipment or means in accordance with the instructions of the competent official authorities. In accordance with amfori BSCI requirements 7.3, the auditee regularly carries out risk assessments for safe, healthy and hygienic working conditions. It was noted that the risk assessment conducted in the facility is not regularly reviewed and updated every 12 months, latest updated on 19/07/2014 Facility has policies and procedures; risk assessment is covering all processes therefore auditor gave Partial rating instead of No.

لوحظ أن تقييم المخاطر الذي يتم إجراؤه في المنشأة لا يخضع للمراجعة والتحديث بانتظام كل 12 شهرًا ، آخر تحديث بتاريخ 19/07/2014

- 7.5 -** In accordance with Jordan labor law, Article 78: A. The employer shall do the following: 1. Provide the required precautions to protect the employees from the dangers and diseases that may result from the work and the used equipment. 2. Provide personal protection equipment for the employees to protect them against the work dangers and occupational. diseases such as clothes, glasses, gloves, shoes and others, in addition to guiding them how to use, keep them and keep their cleanliness. 3. Acquainting the employee before his/her employment with the dangers of his/her occupation and the protective means that shall be taken in accordance with the regulations and decisions issued in this regards. 4. Providing the medical aid means and equipment for the employees in the establishment in accordance with the levels specified by the Minister after consulting the competent official authorities. B. The employees shall not bear any expenses arising from executing or providing what has been mentioned in paragraph. Jordan Labor law, Article 80, the employer shall take the required precautions for protecting the establishment and employees from the dangers of fire, explosions, storing, transferring or dealing with flammable materials and provide the sufficient equipment or means in accordance with the instructions of the competent official authorities. In accordance with the amfori BSCI social requirements 7.5, the auditee regularly provides OHS trainings to ensure workers are conversant with the rules of work, personal protection and measures for preventing and reacting to injury to themselves and fellow workers. It was noted that no recent fire drill conducted in the facility, latest fire drill was conducted on 10/04/2019. The facility has policies and procedures, therefore auditor gave partial rating instead of No.

يشار إلى أنه لم يتم إجراء تمرين إخلاء حديث في المنشأة ، وتم إجراء آخر تمرين على الحريق بتاريخ 10/04/2019

- 7.22 -** In accordance with Jordan labor law, Article 78: A. The employer shall do the following: 1. Provide the required precautions to protect the employees from the dangers and diseases that may result from the work and the used equipment. 2. Provide personal protection equipment for the employees to protect them against the work dangers and occupational. diseases such as clothes, glasses, gloves, shoes and others, in addition to guiding them how to use, keep them and keep their cleanliness. 3. Acquainting the employee before his/her employment with the dangers of his/her occupation and the protective means that shall be taken in accordance with the regulations and decisions issued in this regards. 4. Providing the medical aid means and equipment for the employees in the establishment in accordance with the levels specified by the Minister after consulting the competent official authorities. B. The employees shall not bear any expenses arising from executing or providing what has been mentioned in paragraph. In accordance with the amfori BSCI social requirements 7.22, the auditee provides workers with clean washing facilities, changing rooms and toilets that are also respectful of local customs. It was noted that 50% of toilets were not clean with broken flushes, there are total of 4 male toilets and 3 female toilets No cleaning procedures exist therefore auditor gave No rating instead of Partial.

لوحظ أن 50٪ من المراحيض لم تكن نظيفة مع وجود كسور في المياه ، وهناك 4 مراحيض للذكور و 3 مراحيض نسائية

Remarks from Auditee:

Performance Area 8 : No Child Labour

Full Audit [Audit Id - 210821] Audit Date: 24/05/2021 PA Score: A

Deadline date:

GOOD PRACTICES:

None

AREAS OF IMPROVEMENT:

None

Remarks from Auditee:

Performance Area 9 : Special protection for young workers	
Full Audit [Audit Id - 210821] Audit Date: 24/05/2021 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: None	
Remarks from Auditee:	
Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 210821] Audit Date: 24/05/2021 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: None	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 210821] Audit Date: 24/05/2021 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: None	
Remarks from Auditee:	
Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 210821] Audit Date: 24/05/2021 PA Score: A	Deadline date:26/08/2021
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: <p>The overall results observations shows that the auditee partially fulfils the requirement of this performance area, the auditee has set and publicly stated their mission, vision and objectives which also refer to the amfori BSCI Code of Conduct, facility has policies and procedure, facility has all environmental permits/approvals, there is a contract with a licensed contractor for the disposal of all kind of waste however there was a gap in implementation and internal verification to ensure that air emission from the forklift is assessed.</p> <p>تُظهر ملاحظات النتائج الإجمالية أن الجهة الخاضعة للتدقيق تفي جزئيًا بمتطلبات مجال الأداء هذا ، وقد حددت الجهة الخاضعة للتدقيق مهمتها ورؤيتها وأهدافها وأعلنت علنًا عنها والتي تشير أيضًا إلى والمنشأة لديها سياسات وإجراءات ، والمنشأة لديها كل شيء التصاريح / الموافقات البيئية ، هناك عقد مع مقاول مرخص للتخلص من جميع أنواع النفايات ولكن ، amfori BSCI مدونة قواعد السلوك كانت هناك فجوة في التنفيذ والتحقق الداخلي لضمان تقييم انبعاثات الهواء من الرافعة الشوكية</p> <p>12.1 - ENVIRONMENTAL PROTECTION LAW NO. 52 OF 2006, Article 19: A- The owners of factories or vehicles or workshops or any entity that conducts activities with a negative impact on the Environment and emit environmental pollutants must install equipment or take the necessary measures to prevent or reduce the emission of such pollutants therefrom, and to control such pollutants before emission from such factories or vehicles into the air to within the limits permitted based on the set standards. In accordance with amfori BSCI standards 12.1, the auditee continuously identifies the significant impacts and environmental implications associated to its activity. It was noted that air emission from 1 diesel forklift was not assessed. Facility has policies and procedures, facility has all necessary environmental permits, therefore auditor have partial rating instead of No.</p> <p>لوحظ أنه لم يتم تقييم انبعاثات الهواء من رافعة شوكية ديزل واحدة.</p>	
Remarks from Auditee:	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 210821] Audit Date: 24/05/2021 PA Score: A	Deadline date:
GOOD PRACTICES: None	
AREAS OF IMPROVEMENT: None	
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	24/05/2021	210821	C	A	A	A	B	A	A	A	A	A	A	A	A	B

Producer Photos



External photo(s) of the production unit(s)
Facility building outer view.JPG



External photo(s) of the production unit(s)
Facility name.JPG



Photo first aid facilities
First aid kit.JPG



Photo of fire safety equipment
Fire alarm panel.JPG



Photo of fire safety equipment
Fire alarm.JPG



Photo of fire safety equipment
Fire extinguisher.JPG



Photo of fire safety equipment
Fire hose reel tested.JPG



Photo of fire safety equipment
Fire hose reel.JPG



Photo of non-conformity
Toilet not clean and missing operational flush.JPG



Photo of the code of conduct on display
Code posted.JPG



Photo of the inside of the main production hall
Assembly point.JPG



Photo of the inside of the main production hall
Chalk production section photo 1.JPG



Photo of the inside of the main production hall
Chalk production section photo 2.JPG



Photo of the inside of the main production hall
Clay production section.JPG



Photo of the inside of the main production hall
Drinking water.JPG



Photo of the inside of the main production hall
Electrical panels.JPG



Photo of the inside of the main production hall
Emergency exit.JPG



Photo of the inside of the main production hall
Emergency light.JPG



Photo of the inside of the main production hall
Emergency procedures.JPG



Photo of the inside of the main production hall
Ergonomic signs.JPG



Photo of the inside of the main production hall
Evacuation aisle.JPG



Photo of the inside of the main production hall
Evacuation map.JPG



Photo of the inside of the main production hall
Final product warehouse.JPG



Photo of the inside of the main production hall
Inspection of fire extinguisher.JPG



Photo of the inside of the main production hall
No smoking sign.JPG



Photo of the inside of the main production hall
Packing section.JPG



Photo of the inside of the main production hall
Policies posted.JPG



Photo of the inside of the main production hall
Raw materials store.JPG



Photo of the inside of the main production hall
Suggestions box.JPG



Photo of the inside of the main production hall
Time keeping device.JPG



Photo of the personal protection equipments (if applicable)
PPE and warning signs.JPG