

Sedex Members Ethical Trade Audit Report

Version 7



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Audit content

(1) A SMETA audit was conducted which included some or all of labour standards, health and safety, environment and business ethics. The SMETA minimum requirements were applied and the SMETA auditor manual was followed. The scope of workers included all types at the site e.g. direct employees, agency workers, workers employed by service providers and workers provided by other contractors. Any deviations from the SMETA methodology are stated (with reasons for deviation) in the SMETA declaration.

The audit scope includes an assessment of the Workplace Requirements and the Management Systems Assessment against the code areas below.

2-pillar audits include:

- Labour standards:
 - 0. Enabling accurate assessment
 - 1. Employment is freely chosen
 - 1.A. Responsible recruitment and entitlement to work
 - 2. Freedom of association and right to collective bargaining are respected
 - 4. Child labour shall not be used
 - 5. Legal wages are paid
 - 5.A. Living wages are paid
 - 6. Working hours are not excessive
 - 7. No discrimination is practiced
 - 8. Regular employment is provided
 - 8.A. Sub-contracting and homeworkers are used responsibly
 - 9. No harsh or inhumane treatment is allowed
- Health and safety:
 - 3. Working conditions are safe and hygienic
- Environment:
 - 10.A. Environment 2-pillar

4-pillar audits include, in addition to the above:

- Environment:
 - 10.B. Environment 4-pillar
- Business ethics:
 - 10.C. Business ethics

(2) Where appropriate, non-compliances or non-conformances were raised where either local law or the base code were not met, and recorded as non-compliances on both the audit report, CAPR and on the Sedex Platform.

(3) Any non-conformance against customer code shall not be uploaded to Sedex, but sent directly to the customer in question.

Audit details

Site details

Sedex site reference	ZS417136638	Site name	DRENIK ND DOO BEOGRAD - Belgrade
Business name	Drenik ND doo	Site address	Pancevacki put 69 Beograd RS NA

Audit details

Sedex company reference	ZC417195030	Auditor company name	Bureau Veritas Certification
Audit company address	67/71 boulevard du Chateau, Neuilly sur Seine Cedex, FR, 92571		
Date of audit	2025-09-11	Audit conducted by	Jelena Vidakovic
Audit pillars	Labour Standards Health and safety Environment 4-Pillar Business ethics		
Time in and out	Day 1		Day 2
	In	08:30	In 08:00
	Out	17:00	Out 14:00
Audit type	Periodic		
Was the audit announced?	Announced		
Was the Sedex SAQ available for review?	Yes		

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Who signed and agreed CAPR? Vesna Janković / Legal and HR manager

Any conflicting information SAQ/Pre-Audit Info No

Is further information available? No

Audit attendance

	Senior management	Worker representative	Union representative
A: Present at the opening meeting?	Yes	Yes	No
B: Present at the audit?	Yes	Yes	No
C: Present at the closing meeting?	Yes	Yes	No
Reason for absence at the opening meeting	Company doesn't have UR		
Reason for absence during the audit	Company doesn't have UR		
Reason for absence at the closing meeting	Company doesn't have UR		

SMETA declaration

Auditor team

SMETA declaration

I declare that the audit underpinning the following report was conducted in accordance with SMETA Minimum Requirements and the SMETA Auditor Manual.

1. Where appropriate non-compliances/ non-conformances were raised against the Base Code and local law and recorded as non-compliances/ non-conformances on both the audit report, CAPR and on the Sedex Platform.
2. Any non-conformance against customer code alone shall not be uploaded to Sedex, and will be shared directly with the customer in question.

This report provides a summary of the findings and other applicable information found/gathered during the social audit conducted on the above date only and does not officially confirm or certify compliance with any legal regulations or industry standards. The social audit process requires that information be gathered and considered from records review, worker interviews, management interviews and visual observation. More information is gathered during the social audit process than is provided here. The audit process is a sampling exercise only and does not guarantee that the audited site prior, during or post-audit, are in full compliance with the Code being audited against. The provisions of this Code constitute minimum and not maximum standards and this Code should not be used to prevent companies from exceeding these standards. Companies applying this Code are expected to comply with national and other applicable laws and where the provisions of law and this Code address the same subject, to apply that provision which affords the greater protection. The ownership of this report remains with the party who has paid for the audit. Release permission must be provided by the owner prior to release to any third parties.

Any exceptions to the SMETA Methodology must be recorded here (e.g. different sample size) None

Lead auditor	Jelena Vidakovic	APSCA Number	21702034
Additional auditor	Nina BABOVIC	APSCA Number	32200506
Date of declaration	2025-09-12		

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Site representation

Declaration	I acknowledge that details from this report can change during the review process and that I will be given the opportunity to dispute the content once the review has been published.
Full name	Vesna Janković
Title	Legal and HR manager
Date of declaration	2025-09-12

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
3. Working conditions are safe and hygienic	3.A Ensure a safe working environment. Put in...		GE ZAF601135509
	3.L Implement effective processes to manage f...	Base code	NC ZAF601135508
5. Legal wages are paid	5.B Ensure that workers receive the insurance...		GE ZAF601135511
10.A. Environment 2-Pillar	10.A.A Remain aware of the local, regional an...		GE ZAF601135510
10.B. Environment 4-Pillar	10.B.F Have and communicate policies and proc...	Base code	NC ZAF601135507

Management systems

	Policies and procedures	Resources	Communication and training	Monitoring
1. Employment is freely chosen	✓	✓	✓	✓
1.A. Responsible recruitment and entitlement to work	✓	✓	✓	✓
2. Freedom of association and right to collective bargaining are respected	✓	✓	✓	✓
3. Working conditions are safe and hygienic	✓	✓	i	✓
4. Child labour shall not be used	✓	✓	✓	✓
5. Legal wages are paid	✓	✓	✓	✓
6. Working hours are not excessive	✓	✓	✓	✓
7. No discrimination is practiced	✓	✓	✓	✓
8. Regular employment is provided	✓	✓	✓	✓



Not addressed



Fundamental improvements required



Some improvements recommended



Robust management systems

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	Policies and procedures	Resources	Communication and training	Monitoring
8.A. Sub-contracting and homeworkers are used responsibly	✗	✗	✗	✗
9. No harsh or inhumane treatment is allowed	✓	✓	✓	✓
10.A. Environment 2-Pillar	✓	✓	i	✓
10.C. Business ethics	✓	✓	✓	✓

- ✗ Not addressed
- ⚠ Fundamental improvements required
- i Some improvements recommended
- ✓ Robust management systems

Site details

Company and site details

Sedex company reference	ZC417195030	
Sedex site reference	ZS417136638	
Company name	Drenik ND doo	
Business ownership type	GOODS	
Site name	DRENIK ND DOO BEOGRAD - Belgrade	
Site name in local language	DRENIK ND DOO - Beograd	
GPS location	GPS address	Pancevacki put 69, Belgrade, Serbia
	Coordinates	44.850441, 20.526102
Is the worksite in a remote location, far from habitation?	No	
Site contact	Contact name	Vesna Janković
	Job title	Legal and HR manager
	Phone number	+381 11 20 72 000
	Email	vesna.jankovic@dreniknd.com

[← Management systems](#)

[Worker analysis →](#)

Company and site details

Applicable business and other legally required business license numbers and documents

Business license nr. 17094726 (no validity date),
 Building license nr. 351-201/2017 from 10.04.2017. (no validity date)
 Risk assessment - last update October 2023.
 First aider certificate - ŠS - 20.03.2023.
 ISO 45001 certificate
 H&S rules - February 2016
 Fire safety plan - September 2023.
 Microclimatic testing report - June 2023. /15.03.2023.
 Grounding testing report - 08.09.2023.
 Forklift testing report - 02.02.2024.
 Fire extinguisher testing report - 27.05.2024.

[← Management systems](#)

[Worker analysis →](#)

Site activities

Site function	Factory Processing/Manufacturer Service Provider	
Site activities	Primary	Manufacture of other articles of paper and paperboard
	Secondary	
	Other	
Product type	Production of cellulose paper. Production of tissue paper, toilet paper, kitchen towels and napkins.	
Process overview	The company produces 100% tissue paper in jumbo rolls, which are then used as raw material for further processing. The production process starts with rolling the paper onto cardboard cores, after which the rolls are cut into smaller sizes according to customer needs. Once cut, the products are packed into commercial packages ready for delivery. There are 8 production lines in operation. The main equipment used includes: Converting machines – for transforming jumbo rolls into smaller rolls, Knife machines – for precise cutting of paper, Amotech and packing machines – for automatic wrapping and packaging, Bandler/common packaging machine – for bundling and preparing products for shipment.	
What level of mechanization best describes the work at this site?	High mechanisation / low manual Labour	

Site scope

Is the audited site a physically continuous area?	Yes
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[Worker analysis →](#)

Site scope

What is the area of audited site to its boundary?	70638m ²	
Building 1	Last construction works on site	1995
	If building is shared, provide details	N/A
	Number of floors	2
	Description of floor activities	Administration building: Ground floor Offices, reception desk, medical room, kitchen, changing rooms, toilets, 1st floor Offices, toilets and kitchen
Building 2	Last construction works on site	1995
	If building is shared, provide details	N/A
	Number of floors	1
	Description of floor activities	Converting department: Production site, offices, supportive storage, toilets
Building 3	Last construction works on site	1995
	If building is shared, provide details	N/A
	Number of floors	2
	Description of floor activities	Paper tissue 1: Ground floor Production and control rooms 1st floor Offices and laboratory

[← Site details](#)

[Worker analysis →](#)

Site scope

Building 4	Last construction works on site	1995
	If building is shared, provide details	N/A
	Number of floors	2
	Description of floor activities	Paper tissue 2: Ground floor Production and control rooms 1st floor Offices
Building 5	Last construction works on site	1995
	If building is shared, provide details	N/A
	Number of floors	2
	Description of floor activities	Paper tissue 3: Ground floor Production and control rooms 1st floor Offices and laboratory
Building 6	Last construction works on site	1995
	If building is shared, provide details	N/A
	Number of floors	2
	Description of floor activities	Final products storage: Ground floor Storage 1st floor Storage
Building 7	Last construction works on site	1995
	If building is shared, provide details	N/A
	Number of floors	1
	Description of floor activities	Supportive objects: Waste storage, Zero storage, Transformer station, Heating room

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[Worker analysis →](#)

Site scope

Is there any difference between the site scope of the audit and the Sedex site profile?

No

Does the scope of the audit subdivide any building or is limited to particular processes, products or businesses within the physical site?

No

Is any activity conducted onsite not included within the scope of the audit?

No

Worker accommodation and transport

Are there any site-provided worker accommodation buildings?

No

Does the site organise worker transport to the worksite?

Not applicable

It is paid to workers as per law

Work patterns

Approximate workers on site per month (% of peak)	January	90-95%	February	90-95%
	March	90-95%	April	95-100%
	May	95-100%	June	95-100%
	July	95-100%	August	90-95%
	September	90-95%	October	90-95%
	November	90-95%	December	90-95%

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[Worker analysis →](#)

Work patterns

Is there any night shift work at the site?

Yes

06:00-14:00, 14:00-22:00 and 22:00-06:00

What percentage of the workforce, including temporary and agency workers, work during the night shift?

70%

Was the audit conducted across all shift times, and did it include a representative sample of workers from each shift time in interviews and sampling?

Yes

Audit included workers who are working in all shifts

Site assessments

Does this site hold any certifications that address labour standards, human rights, corruption or environmental impact?

ISO 45001 (OHS), ISO 14001 (Environmental management), Other management system certification, Other certification

ISO 9001 no SR.10.069 valid till 13.8.2026 issued by AQRA, ISO 14001 no SR.30.048 valid till 21.6.2026 issued by AQRA, ISO 45001 no SR.50.248 valid till 21.6.2026 issued by AQRA, IFS cert no C578760 valid till 7.2.2026 issued by DNV, FSC COC cert no RS001381/2 valid till 8.9.2029 issued by BV, PEFC cert no BVPL-PEFC-COC-000253 VALID TILL 9.4.2030 issued by BV

Has the site assessed for negative impacts on the human rights, lands, resources, territories, livelihoods or food security of indigenous peoples or the local community?

Yes

No negative impacts

Has there been a Human Rights Impact Assessment (HRIA) conducted within the last three years at this site?

Yes

Last one done in June 2024

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[Worker analysis →](#)

Worker analysis

Gender disaggregated data available

Men and women

Worker totals

	Men	Women	Other	Total
Number of workers	587 (80.1%)	146 (19.9%)	- -	733 (100%)

Workers by type

	Men	Women	Other	Total
Permanent workers (employees)	438 (78.2%)	122 (21.8%)	- -	560 (76.4%)
Temporary or fixed term employees	149 (86.1%)	24 (13.9%)	- -	173 (23.6%)
Agency or subcontracted workers	0 -	0 -	- -	0 (0%)
Seasonal workers	0 -	0 -	- -	0 (0%)
Self-employed workers	0 -	0 -	- -	0 (0%)
Informal workers including home workers	0 -	0 -	- -	0 (0%)
Apprentices, trainees or interns	0 -	0 -	- -	0 (0%)

* % of total workforce

[← Site details](#)

[Worker interviews →](#)

Migrant workers

	Men	Women	Other	Total
Domestic migrant workers	0 -	0 -	- -	0 (0%)
International migrant workers	0 -	0 -	- -	0 (0%)
Total migrant workers	0 -	0 -	- -	0 (0%)

* % of total workforce

Where workers have migrated internally, N/A
list the most common internal states
workers have moved from

Workers by age

	Men	Women	Other	Total
18 - 24 years old	65 (98.5%)	1 (1.5%)	- -	66 (9%)
15 - 17 years old	0 -	0 -	- -	0 (0%)
Under 15 years old	0 -	0 -	- -	0 (0%)

* % of total workforce

[← Worker analysis](#)

[Worker interviews →](#)

Is the worker analysis data relevant for peak season and current to the audit? Yes

Please list the nationalities of all workers, with the three most common nationalities listed first Serbian

Most common nationalities as approximate % of workforce

	Men	Women	Other	Total
Serbian	80%	20%	-	100%

Workers by remuneration type

	Men	Women	Other	Total
Workers paid per unit (piece rate)	0 -	0 -	- -	0 (0%)
Workers paid based on a mix of 'piece work' and hourly rate	0 -	0 -	- -	0 (0%)
Workers paid hourly / daily rate	0 -	0 -	- -	0 (0%)
Salaried workers	587 (80.1%)	146 (19.9%)	- -	733 (100%)

* % of total workforce

[← Worker analysis](#)

[Worker interviews →](#)

Workers by payment cycle

	Men	Women	Other	Total
Paid daily	0 -	0 -	- -	0 (0%)
Paid weekly	0 -	0 -	- -	0 (0%)
Paid monthly	587 (80.1%)	146 (19.9%)	- -	733 (100%)
Other	0 -	0 -	- -	0 (0%)

* % of total workforce

If other payment cycle entered, please provide details N/A

People in managerial, supervisory and administrative roles

	Men	Women	Other	Total
Employees in management positions	3 (42.9%)	4 (57.1%)	- -	7
Supervisors or team leaders	9 (64.3%)	5 (35.7%)	- -	14
Administrative staff	0 -	0 -	- -	0

[← Worker analysis](#)

[Worker interviews →](#)

Worker interview summary

Gender disaggregated data available Men and women

Which methods of worker engagement were used? Individual interviews
Group interviews

Digital worker survey participants

	Men	Women	Other	Total
Number of workers	-	-	-	-

Were any of the audit findings attributable to the survey?

Was the interview sample representative of all types of nationality and employment types of workers? Yes

Was the interview sample representative of the gender composition of the workforce? Yes

Number and size of group interviews 6 group of 5

Did workers understand the purpose of the audit? Yes

Were interviews conducted in circumstances to ensure privacy, with the confidentiality of the interview process communicated to the workers? Yes

[← Worker analysis](#)

[Measuring workplace impact →](#)

Was there any indication that workers had been 'coached' in how they should respond to questions?

No

What was the general attitude of the workers towards their workplace?

Favorable

Attitude of workers

In which areas did workers raise significant concerns or complaints?

Work environment – comfort (e.g. temperature, noise or dust levels)

What did the workers like the most about working at this site?

Work atmosphere (e.g. treatment by supervisors)

Additional comments

None

Attitude of workers' committee/union representatives

The attitude of the workers' committee is generally positive and cooperative. They have been constructive and have not raised any major concerns so far.

Attitude of managers

The attitude of the managers was transparent and supportive. They provided all the information and documentation requested by the auditors in a timely manner.

Workers interviewed by type

	Total
Permanent workers	30
Temporary or fixed-term employees	12
Agency or subcontracted workers	0
Seasonal workers	0

[← Worker analysis](#)

[Measuring workplace impact →](#)

Workers interviewed by type

Other workers	0
Total number of workers interviewed	42

Workers interviewed by group/individual

	Men	Women	Other	Total
Workers interviewed in groups	20	10	-	30
Workers interviewed individually	7	5	-	12

Migrant workers interviewed

	Men	Women	Other	Total
Domestic migrant workers interviewed	0	0	-	0
International migrant workers interviewed	0	0	-	0
Total migrant workers interviewed	0	0	-	0

Measuring workplace impact

Gender disaggregated data available Men and women

Annual worker turnover (%)*

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	0.0%	-	0.0%
Last full calendar year (2024)	0.0%	0.0%	-	0.0%
Previous full calendar year (2023)	0.0%	0.0%	-	0.0%

* Number of workers leaving in last 12 months as a % of average total number of workers on site over the year.

Rate of absenteeism (%)*

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	0.0%	-	0.0%
Last full calendar year (2024)	0.0%	0.0%	-	0.0%
Previous full calendar year (2023)	0.0%	0.0%	-	0.0%

Number of days lost through job absence in the year, calculated as: (Number of days lost through job absence in the year) / [(Number of employees on 1st day of the year + Number of employees on the last day of the year) / 2] * (Number of available workdays in the year).

Are accidents recorded? Yes

According the law

Annual number of work related accidents and injuries (per 100 workers)*

	Men	Women	Other	Total
Last full quarter (90 days)	1.33%	0.13%	-	1.46%
Last full calendar year (2024)	3.13%	1.14%	-	4.27%
Previous full calendar year (2023)	5.06%	1.25%	-	6.31%

* Calculated as (number of work related accidents and injuries * 100) / number of total workers.

Lost day work cases (per 100 workers)*

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	0.0%	-	0.0%
Last full calendar year (2024)	0.0%	0.0%	-	0.0%
Previous full calendar year (2023)	0.0%	0.0%	-	0.0%

* Calculated as (number of lost days due to work accidents and work related injuries * 100) / number of total workers.

Percentage of workers that work on average more than 48 total hours in a given week

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	0.0%	-	0.0%
Last full calendar year (2024)	0.0%	0.0%	-	0.0%

[← Worker interviews](#)

[Code area 0 →](#)

Percentage of workers that work on average more than 48 total hours in a given week

Previous full calendar year (2023)	0.0%	0.0%	-	0.0%
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Percentage of workers that work on average more than 60 total hours in a given week

	Men	Women	Other	Total
Last full quarter (90 days)	0.0%	0.0%	-	0.0%
Last full calendar year (2024)	0.0%	0.0%	-	0.0%
Previous full calendar year (2023)	0.0%	0.0%	-	0.0%

0. Enabling accurate assessment

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
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No findings

Systems and evidence examined to validate this code section

During the audit, auditors were given full access to the factory, documents, and workers for interviews. The audit went smoothly, with no obstruction. No bribery was offered, and no threats were made. The company gave a correct site description and Sedex site profile, which matched what was seen on site.

The auditee has its own BSCI Policy and Business Ethics Code, which includes standards on ethical behavior, human rights, integrity, legal compliance, data protection, environmental management, fair competition, anti-bribery, health and safety, and business information. The Labor Rules (24.04.2023) are considered the main business code. The Business Ethics Code (February 2024) is communicated to employees and suppliers. Vesna Janković was appointed in January 2024 as the person responsible for implementing human rights standards.

Human rights are also part of the company's ESG report and follow the ETI Base Code (February 2024). In July 2024, anti-bribery training was held for managers, purchasing, and sales staff.

New workers receive induction training, which includes the ETI Base Code, Worker's Rule Book, and Internal Ethical Code. These rules are also posted around the factory and on notice boards. At the end of 2024, refresher training was given on discrimination, child labor, human rights, and modern slavery.

Other trainings and policies include:

Other trainings and policies include:

Training on discrimination, child labor, human rights, modern slavery – end of 2024
 Gender equality training – 17.07.2024
 Sustainability and quality training – 02.07.2025
 Policy on parental leave – May 2025
 Supporting documents and evidence:
 Labor Rules – 24.04.2023
 Business Ethics Code – February 2024
 Human Rights Policy (part of Business Ethics Code) – February 2024
 Decision on responsible person for Code/CSR Policy – available
 Business License No. 17094726 – 19.01.2024, no expiry date
 ESG team appointment - 19.11.2024.

The company operates legally, with valid licenses and permissions, and has systems to ensure compliance with land rights and other legal requirements.

0. Enabling accurate assessment

Data points

Has the site received an official notice, fine, prosecution, or withhold release order (WRO) for non-compliance with legislation, regulation, consent, or permits within the last three years, relating to Health and Safety, labour rights or the environment? No

Did any workers selected by the auditor decline to be interviewed? No

1. Employment is freely chosen

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems

Management systems

Explanation for management systems grades

Policies and procedures

Grade: Robust

The company has a clear policy that prohibits forced labor and human trafficking, ensuring that all employment is voluntary. The policy is aligned with local laws and international standards and is regularly reviewed.

Resources

Grade: Robust

A designated senior manager is responsible for enforcing the policy, with support from trained HR staff. Sufficient resources are allocated to maintain effective implementation and oversight.

Communication and Training

Grade: Robust

All employees and managers receive regular training on the right to freely chosen employment, including during onboarding. The company also informs workers of how to report any concerns confidentially.

Monitoring

Grade: Robust

Internal audits and checks are conducted to verify that no forced labor practices exist. Anonymous reporting channels are in place, and audit results are reviewed for continuous improvement.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
	No findings		

[← Code area 0](#)

[Code area 1.A →](#)

Systems and evidence examined to validate this code section

There is no evidence of forced or bonded labour within the company. Workers are not controlled through threats, coercion, or violence and can freely leave the workplace after work, as confirmed in worker interviews. Surveillance is not used to monitor employees, and workers are free to communicate without fear of punishment. No worker is in debt to the company, and there are no financial schemes that prevent employees from leaving. Also no evidence of any restrictions on workers freedoms to leave the site at the end of the workday was found during audit.

All payments are in compliance with the law. Each employee has signed an employment contract, and copies are kept in their personal files along with their IDs, no original documents are retained by the company. Employees can resign with notice, and no deposits are required for recruitment. This was confirmed through a review of personal files and worker interviews. Time records and pay slips for 42 randomly selected workers, including permanent and temporary staff, were reviewed for July 2025 (current month), April 2025 (non-peak month), and December 2024 (non-peak month).

The Human Rights policy within the company is contained in the document Business Ethics Code – February 2024

The mechanism for employee complaints is covered in the Complaint procedure.

Training on discrimination, child labor, human rights, modern slavery – end of 2024

Gender equality training – 17.07.2024

Sustainability and quality training – 02.07.2025

Policy on parental leave – May 2025

Supporting documents and evidence:

Labor Rules – 24.04.2023

Business Ethics Code – February 2024

Human Rights Policy (part of Business Ethics Code) – February 2024

Decision on responsible person for Code/CSR Policy – January 2024

ESG team appointment - 19.11.2024.

42 randomly selected personal files and pay slips for July 2025 (current month), April 2025 (non-peak month), and December 2024 (non-peak month)

Training records

Interview with workers

1. Employment is freely chosen

Data points

If required under local law, is there a published 'modern slavery' or similar statement?	Not Applicable
Does the site utilise any workers who are prisoners?	No
Does the site use the labour of persons required to work under any government scheme?	No

1.A. Responsible recruitment and entitlement to work

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems

Management systems

Explanation for management systems grades	Policies and procedures
	Grade: Robust
	The company has clear policies ensuring responsible recruitment and verifying workers' legal right to work. These policies also address key topics such as human rights, data protection, anti-discrimination, and forced labour.
	Resources
	Grade: Robust
	A senior manager is formally assigned to oversee responsible recruitment, supported by a structured team. Adequate resources are allocated to ensure ethical and lawful hiring practices.
	Communication and Training
	Grade: Robust
	Employees, managers, and recruiters receive regular training on ethical recruitment, worker rights, and legal compliance. Training is part of onboarding and repeated annually, including awareness of risks like contract substitution and fake job offers.
	Monitoring
	Grade: Robust
	Internal audits and checks are regularly carried out to verify that recruitment practices meet legal and policy standards. No major issues have been identified, and monitoring is transparent and ongoing.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings

Systems and evidence examined to validate this code section

The company checks original photographic identification for all workers to confirm they have the legal right to work. Records are kept to show that all workers are employed legally. Recruitment is done fairly, without charging fees to workers. There are no foreign workers, so visas and travel costs are not relevant for this audit.

The employment terms, wages, benefits, and working and living conditions match what was communicated to workers during recruitment. Policies also include protections for children and young workers, and these are shared with partners and suppliers through the Internal Code of Conduct.

Workers confirmed during interviews that contracts are clear, payments are correct, and recruitment was fair. The company's Business Ethics Code and Human Rights Policy are communicated to workers and suppliers. Induction training also includes labor rules, ETI Base Code, and ethical standards. All policies are available on notice boards in the factory, ensuring employees are aware of their rights.

These practices show that the company complies with laws on recruitment and employment, ensures equal treatment, and supports responsible recruitment.

Evidences reviewed:

Labor Rules – 24.04.2023

Business Ethics Code – February 2024

Human Rights Policy (part of Business Ethics Code) – February 2024

Decision on responsible person for Code/CSR Policy – January 2024

42 randomly selected personal files and pay slips for July 2025 (current month), April 2025 (non-peak month), and December 2024 (non-peak month)

Worker interviews (confirmation of fair recruitment, clear contracts, correct wages and benefits)

1.A. Responsible recruitment and entitlement to work

Data points

Labour hire

Does the site use labour providers and/or formal, temporary, seasonal or guest worker programmes?	Workers are recruited, selected, and hired directly by our company
How do the labour providers recruit and hire workers?	Directly
Where labour providers were used to recruit, what was the highest number of tiers identified in a workers recruitment journey?	0
Are there any subcontracted workers (excluding dispatched labour) on site?	No
Were all non-employee (e.g. agency or subcontracted) workers included within the scope of this audit for the purpose of document review and (if onsite on date of audit) interview?	Not Applicable
Were sufficient documents for non-employee (e.g. agency or other subcontracted) workers available for review?	Not Applicable

Migrant workers

Do any workers migrate across international borders to work at this site?	No
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[← Code area 1.A](#)

[Code area 2 →](#)

Percentage of workers that are migrant 0%

Do any workers migrate from other states, provinces or regions within the country to work at this site? No

Recruitment fees

Were you able to detect recruitment fees and costs paid by workers during the recruitment and employment process? Not Applicable

Were recruitment fees or costs identified during worker interviews? No

No recruitment fees or costs identified

2. Freedom of association and right to collective bargaining are respected

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
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Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
--	---------------------------

Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
--	---------------------------

Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
---	---------------------------

Management systems

Explanation for management systems grades

Policies and procedures

Grade: Robust

The company has a clear policy that supports workers' rights to join trade unions and bargain collectively without fear of retaliation. These policies follow both local laws and international standards and are reviewed regularly.

Resources

Grade: Robust

A responsible team, led by a senior manager, ensures that collective bargaining rights are respected and any concerns are addressed. The company maintains active communication with unions and worker representatives.

Communication and Training

Grade: Robust

Employees are informed about their rights through onboarding, handbooks, and regular communication. Managers and HR staff are trained to understand and support freedom of association and collective bargaining.

Monitoring

Grade: Robust

The company performs regular audits to ensure respect for these rights, with results shared with unions and workers. There are open feedback channels, and any issues raised are promptly resolved.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings

Systems and evidence examined to validate this code section

Freedom of association is guaranteed to all workers by law and the company's internal policies. Management respects employees' rights to collective bargaining and does not prevent them from organizing or electing representatives. Membership in a trade union is not mandatory, and currently there is no trade union registered in the company. The company also does not have an alternative system, such as a workers' representative, as this is not legally required. Workers confirmed in interviews that they do not need or want such a system. Relevant documents reviewed include the Labor Rules dated 24.04.2023, the Business Ethics Code (February 2024), and the Human Rights Policy (part of the Business Ethics Code, February 2024).

Labor Rules – 24.04.2023

Business Ethics Code – February 2024

Human Rights Policy (part of Business Ethics Code) – February 2024 Interview with workers

2. Freedom of association and right to collective bargaining are respected

Data points

Are trade unions allowed by law in the national context?	Yes
Are there any registered trade unions in the workplace?	No
Are they active?	
Does the employer recognise the trade union?	Not Applicable
Are the worker representative bodies, trade union or otherwise, accessible to all workers, including more vulnerable workers (such as female, migrant, agency, and seasonal workers)?	Yes
Are the worker representatives freely elected by the workforce as a whole?	Yes
Does union/worker committee membership reflect the gender composition of the workforce?	Yes
Does the membership reflect the nationality composition of the workforce?	Yes
Has there been any industrial action (e.g. strikes, unrest, or cases raised to formal tribunals or labour courts) in the past two years?	No

[← Code area 2](#)

[Code area 3 →](#)

3. Working conditions are safe and hygienic

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Some Improvements Recommended
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	Policies and procedures Grade: Robust The company has detailed health and safety policies to ensure safe and hygienic working conditions. These policies are regularly updated and cover accident prevention, hygiene, and emergency procedures. Resources Grade: Robust A dedicated H&S team and responsible person oversee safety, with sufficient resources allocated for PPE, cleaning, and equipment. Regular inspections and investments help maintain a safe environment. Communication and Training Grade: Some improvements needed Health and safety information is shared, but more hands-on training and regular refreshers are needed to ensure full understanding and compliance by all employees. Monitoring Grade: Robust Routine audits and inspections are conducted to check compliance with health and safety standards. Any hazards or incidents are documented, reviewed, and addressed without delay.

[← Code area 2](#)

[Code area 4 →](#)

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
3. Working conditions are safe and hygienic	3.A Ensure a safe working environment. Put in...		GE ZAF601135509
	3.L Implement effective processes to manage f...	Base code	NC ZAF601135508

Systems and evidence examined to validate this code section

The company has implemented a Health & Safety (H&S) system and it is certified against ISO 45001.

Company internally appointed H&S officer and additionally externally appointed licensed H&S representative – BD and ZM, from Beozastita. Fire safety equipment is available and within its validity date, including fire extinguishers, hydrants, smoke detectors, manual fire alarm. All of the evacuation routes are easily reachable and accessible, and the assembly point is clearly marked to ensure workers can evacuate promptly. First aid kits are available in the production area, and the company has first aid-trained personnel named on boxes.

Important phone numbers are posted next to the first aid boxes throughout the company. A fire safety training and drill were conducted on 3.9.2025 with some of the workers (daily shifts), finding raised. All workers are trained in fire safety and H&S. 24 injuries have been reported in the past 12 months, 6 serious, 18 minor. Injuries are processed in accordance to the law.

Company has been visited by H&S inspector, recently, and there were no fines. Personal Protective Equipment (PPE) is provided free of charge, and workers were observed wearing it during the audit. PPE usage is included as part of the H&S training. Electrical installations have been inspected by a licensed company, and machines are regularly maintained and operated in a safe manner. All sampled machines are checked, and reports were found valid and within validity date. Drinking water is available to workers, and micro-climatic testing has been performed. A grievance system is in place, allowing workers to report concerns, including those related to H&S. Changing rooms and toilets are clean and gender separated. The company does not use banned chemicals. Chemicals are stored in chemical storage with Material Safety Data Sheets (MSDS) available. The company ensures that all facilities are safe, certified, and regularly inspected. Fire safety measures, including alarms, equipment, clear exits, and regular drills, are fully implemented. Machinery and electrical systems are maintained and managed safely by qualified staff. Emergency plans are in place for various risks, with regular evacuation exercises. Measures are taken to protect workers from extreme weather. Employees have access to clean and secure toilets, washing and changing areas, drinking water, and hygienic supplies, with privacy and safe storage where appropriate.

Company has H&S committee required by law.

The company does not provide transportation or food to workers, but its paid as per law.

Medical checks are paid to all workers, including eye checks.

IMS policy dated 20/6/2022

ESG report done in 2025

HSE committee minutes of meeting dated 19.8.2025

Contract with HSE agency named Beozastita dated 6.3.2025.

Contract with firefighters, Dobergard dated 15.11.2022 last annex 31.12.2024
 Building license nr. 351-201/2017 from 10.04.2017. (no validity date)
 Procedure in case of emergency dated 23.08.2023
 HSE responsible person appointment – NA – decision from 19.8.2024.
 Risk assessment, last update October 2023.
 Micro-climatic testing report – summer dated 1.8.2024.
 Micro-climatic testing report – winter dated 26.2.2025
 Electrical installation testing report dated 9.9.2024.
 Grounding testing report dated 20.8.2025.
 Machines safety testing report forklifts dated 23.6.2025.
 Forklifts safety reports dated 2.10.2024.
 Forklift driver medical check dated 3.9.2025.
 Forklift driver training certificate, DA dated 4.10.2013.
 Fire drill records dated 3.9.2025
 Fire safety training records dated 30.4.2025
 H&S training records dated 30.4.2025.
 Advanced first aiders training certificate – DS dated 20.3.2023
 Hydrant network testing records dated 14.5.2025.
 Fire extinguishers testing records dated 19.8.2025.
 Fire automatic system testing records dated 3.7.2025.
 Fire safety plan dated 2.11.2023.
 Disaster risk assessment dated 8.7.2025.
 Fire safety plan - September 2023.
 H&S rulebook from February 2016.

Findings: non-compliances

ZAF601135508

Non-compliance

Due 2025-11-13

Code area

3 Working conditions are safe and hygienic

Status

Closed (2025-11-17)*

Workplace requirement

3.L Implement effective processes to manage fire safety including, but not limited to, accessible evacuation routes, a fire detection system, fire fighting/suppression equipment, training and regular drills covering all shifts and warning systems.

Time given to resolve

30 days

Verification method

Desktop audit

Issue title

860 - Fire drill/evacuation did not cover all workers e.g. night shift/foreign workers

Area of non-compliance/non-conformance

Base code

Description

During the document review and worker interviews, it was found that the company conducted regular fire drills however, not all workers from all shifts were included, and no fire drill was performed during the night shift.

Corrective and preventative actions

The company will conduct fire drills which will include workers from all shifts, including the night shift.

* PDF generated at 11:52 (UTC) on 17 Nov 2025. [View this finding on the Sedex platform](#) for live updates and closure details.

Findings: good examples

ZAF601135509

Good example

Code area

3 Working conditions are safe and hygienic

Workplace requirement

3.A Ensure a safe working environment. Put in place adequate controls to prevent accidents and injury (including long-term injury) to health arising out of, associated with, or occurring in the course of work.

Description

Company is certified against ISO 45001

3. Working conditions are safe and hygienic

Data points

Is someone within the company responsible for health and safety?	Yes, senior manager or business owner Yes, qualified safety officer
Do workers operate high risk or heavy machinery or vehicles as part of their jobs?	Yes
Do workers handle or have access to hazardous substances (e.g. chemicals or pesticides)?	Yes All handlers are trained for that
Who organises accommodation for workers?	Not applicable
Who organises worker transportation between accommodation and worksite?	Not applicable
Who organises worker transportation while at work?	Not applicable
Do all structural additions (e.g. added floors) have a valid permit/inspection report as per local law?	Yes Building license nr. 351-201/2017 from 10.04.2017. (no validity date)
Does the visual appearance of the building give you any immediate concerns about the structural integrity of the building?	No
Are there any cracks observed in the walls, floors, ceilings or other areas of the facility, both internally or externally?	No

[← Code area 3](#)

[Code area 4 →](#)

Does the site have a structural engineer evaluation? Yes

4. Child labour shall not be used

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
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Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
--	---------------------------

Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
--	---------------------------

Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
---	---------------------------

Management systems

Explanation for management systems grades

Policies and procedures

Grade: Robust

The company has clear, well-documented policies that strictly prohibit child labour and align with ILO standards and local laws. A thorough age verification process is applied during recruitment to ensure compliance.

Resources

Grade: Robust

Dedicated staff oversee child labour compliance, with sufficient resources allocated to enforce policies. HR teams are trained and equipped to perform age checks and monitor recruitment procedures.

Communication and Training

Grade: Robust

HR and recruitment staff receive regular training on legal requirements and child labour risks. The zero-tolerance policy is clearly communicated to all employees and embedded in induction materials.

Monitoring

Grade: Robust

The company conducts regular audits and checks to prevent child labor, including in the supply chain. Anonymous reporting and strong controls are in place, with corrective actions taken immediately if needed.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
No findings			

[← Code area 3](#)

[Code area 5 →](#)

Systems and evidence examined to validate this code section

There were no young or child workers identified during the audit. Document checks showed that the youngest employee is 18 years old. No workers below this age were found. By law, employment is allowed from 15 years old, but the company has no such younger workers.

The company has a clear procedure for verifying the age of applicants before recruitment. During the hiring process, ID cards are checked, and a photocopy of the ID is kept in the employee's personal file. Each file includes the worker's name, household address, and date of birth, which ensures legal compliance.

Worker interviews confirmed that age verification is a normal part of the recruitment process, and no underage workers are employed. This system shows that the company respects the law and has controls in place to prevent child labor.

Evidences reviewed:

Labor Rules – 24.04.2023

Business Ethics Code – February 2024

Human Rights Policy (part of Business Ethics Code) – February 2024

Decision on responsible person for Code/CSR Policy – January 2024

42 randomly selected personal files and pay slips for July 2025 (current month), April 2025 (non-peak month), and December 2024 (non-peak month)

Worker interviews

4. Child labour shall not be used

Data points

Percentage of workers that are age 24 or younger	9%
Enter the legal age of employment	15
Enter the age of the youngest worker identified	20
Enter the number of workers under local legal minimum age	0
Enter the number of workers under 15 years old	0
Percentage of workers that are apprentices, trainees or interns	0.0%
Were there children present on the work floor but not working at the time of audit?	No
Do children live at the accommodation provided to workers?	Not Applicable

[← Code area 4](#)

[Code area 5 →](#)

5. Legal wages are paid

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems

Management systems

Explanation for management systems grades

Policies and procedures

Grade: Robust

The company has clear policies ensuring employees are paid living wages that meet legal and international standards. Wage levels are reviewed regularly based on cost of living, inflation, and legal updates.

Resources

Grade: Robust

An HR team oversees wage structures, ensuring they cover basic living needs and comply with all laws. Systems and tools are in place to track, review, and process wages accurately and transparently.

Communication and Training

Grade: Robust

Wage policies are explained during onboarding and included in employee handbooks and regular updates. HR staff are trained on accurate wage calculation, and employees have access to support if they have concerns.

Monitoring

Grade: Robust

Wages are audited regularly to confirm timely, accurate, and fair payment. Employee feedback is collected to assess whether wages meet basic needs, and corrective actions are taken when needed.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
5. Legal wages are paid	5.B Ensure that workers receive the insurance...		GE ZAF601135511

[← Code area 4](#)

[Code area 5.A →](#)

Systems and evidence examined to validate this code section

Time records and payslips for 42 randomly selected workers, including both permanent and temporary staff, were reviewed for July 2025 (current month), April 2025 (non-peak month), and December 2024 (non-peak month).

Wages are paid monthly, usually between the 15th and 20th of the following month, through bank transfers. All legal deductions, such as taxes and insurance, are correctly applied. The review confirmed that all workers receive a basic wage higher than the legal minimum. The lowest observed wage was 74,499 RSD (636.74 EUR at 117 RSD/EUR exchange rate).

Payslips are issued monthly in a clear format that workers can understand. They include details of basic pay, overtime, public holidays, and deductions, and all sampled payslips were signed by workers. Workers are paid for all time worked, including meetings and mandatory trainings, and these trainings are free of charge. Before starting work, each worker receives written information about wage terms, and any changes during employment are also communicated in writing.

Wages are based on the basic wage plus monthly productivity bonuses. In practice, this often results in workers earning more than their contracted wage. In addition, workers and their families receive full additional health insurance, which goes beyond legal requirements.

There is no evidence of workers receiving in-kind benefits or of deductions beyond those legally permitted. While Serbian law allows disciplinary deductions of up to 20%, this practice is not used in the company.

Interviews with workers confirmed that payments are correct, timely, and transparent, and that benefits such as health insurance are provided.

Evidence reviewed:

42 randomly selected personal files and payslips for July 2025 (current), April 2025 (non-peak), and December 2024 (non-peak)
Time presence records for the same 42 workers
Labor Rules – 24.04.2023
Business Ethics Code – February 2024
Human Rights Policy (part of Business Ethics Code) – February 2024
Worker interviews

Findings: good examples

ZAF601135511

Good example

Code area

5 Legal wages are paid

Workplace requirement

5.B Ensure that workers receive the insurances and benefits (including leave entitlements) they are legally or contractually entitled to.

Description

All employees and their families are provided with free health insurance

5. Legal wages are paid

Data points

What is the basic wage paid to workers?	Wages are based on job skills and experience The legal minimum wage
Does the site use digital payment methods (i.e. money paid directly into a bank account) to pay workers?	Only digital payments
How much as a percentage of their pay does a worker receive as 'payment-in-kind' benefits?	I don't know

Worker remuneration

Which benefits are provided to permanent or full-time workers that are not provided to temporary or part-time workers?	Life insurance Health care Disability and invalidity coverage Parental leave Retirement provision
--	---

Summary information

Is legal wage/legally recognised CBAs data available for any of these options?	Monthly
Is actual wage data available on site for any of these options?	Monthly

Maximum legal working hours	Max hours per day	8.0
	Max hours per week	40.0
	Max hours per month	184.0
Actual required working hours	Required hours per day	8.0
	Required hours per week	40.0
	Required hours per month	184.0
Maximum legal overtime hours	Max hours per day	4.0
	Max hours per week	8.0
	Max hours per month	Non applicable
Actual overtime hours	Max hours per day	4.0
	Max hours per week	Non applicable
	Max hours per month	Non applicable
Minimum legal wage	Min per hour	308.0
	Min per day	Non applicable
	Min per week	Non applicable
	Min per month	Non applicable
Actual minimum wage	Actual per hour	Non applicable
	Actual per day	Non applicable
	Actual per week	Non applicable
	Actual per month	74499.0

Minimum legal overtime wage	Min per hour	Non applicable
	Min per day	Non applicable
	Min per week	Non applicable
	Min per month	Non applicable
Actual minimum overtime wage	Actual per hour	Non applicable
	Actual per day	Non applicable
	Actual per week	Non applicable
	Actual per month	Non applicable

Wage analysis

Number of workers' records checked	126
Provide the date and details of the records	Total 126 randomly selected personal files and pay slips for July 2025 (current month), April 2025 (non-peak month), and December 2024 (non-peak month). For each month 42 samples.
Are there different legal minimum/legally recognised CBAs wage grades?	No
For the lowest paid workers, are wages paid for standard/contracted hours (excluding overtime) below or above the legal minimum/ legally recognised CBAs?	Above legal minimum
Indicate the breakdown of workforce per earnings	100% of workers have wages above legal minimum
Are there any bonus schemes used?	No

[← Code area 5](#)

[Code area 5.A →](#)

Were accurate records shown at the first request? Yes

Were any inconsistencies found? No

5.A. Living wages are paid

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
No findings			
Systems and evidence examined to validate this code section	The company review workers' total pay, including benefits, and compares it with credible living wage benchmarks. The company uses statistical data for living wages. Wages are reviewed on yearly level, and increased, to meet living standard. 42randomly selected Time records and payslips, including both permanent and temporary staff, were reviewed for July 2025 (current month), April 2025 (non-peak month), and December 2024 (non-peak month). Time presence records for selected 42 workers Interview with workers		

6. Working hours are not excessive

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	Policies and procedures Grade: Robust The company has clear policies that limit daily and weekly working hours in line with local laws and international standards. These include rules on overtime, breaks, and rest days, and are regularly reviewed. Resources Grade: Robust Work planning systems and time-tracking tools help manage workloads and prevent excessive overtime. HR and managers ensure compliance and adjust staffing when needed to protect employee well-being. Communication and Training Grade: Robust Employees are informed about working hour limits, overtime rules, and rest rights during training and onboarding. There are open channels to report overwork concerns without fear. Monitoring Grade: Robust Working hours are monitored through digital systems and regular audits. Any issues are addressed quickly to maintain legal compliance and ensure work-life balance.

[← Code area 5.A](#)

[Code area 7 →](#)

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
	No findings		
Systems and evidence examined to validate this code section	Time records and payslips for 42 randomly selected workers, including both permanent and temporary employees, were reviewed for July 2025 (current month), April 2025 (non-peak), and December 2024 (non-peak), alongside personal files and electronic time registration records. The company operates in three shifts (06:00–14:00, 14:00–22:00, and 22:00–06:00), while administrative staff work from 08:00–16:00. All employees receive legally mandated rest and meal breaks, including continuous rest hours between shifts, and one 30-minute break per shift. Overtime was found to be rare, with a maximum of four hours per week, and is compensated at the legally required rate of 126%. The highest recorded number of consecutive workdays without a break was X. All employees are entitled to a minimum of 20 days of annual leave. Reviewed documentation included Labor Rules dated 24.04.2023, the Business Ethics Code (February 2024), and the Human Rights Policy (part of the Business Ethics Code, February 2024), and compliance with working time, breaks, overtime, and leave entitlements was confirmed by employee interviews. 42 randomly selected personal files and payslips for July 2025 (current), April 2025 (non-peak), and December 2024 (non-peak) Time presence records for the same 42 workers Labor Rules – 24.04.2023 Business Ethics Code – February 2024 Human Rights Policy (part of Business Ethics Code) – February 2024 Workers Interview		

6. Working hours are not excessive

Data points

Is the sample size the same as in the wages section?	Yes
Normal day overtime premium as a percentage of standard wages	126%
If the site pays an overtime premium of less than 125% and this is allowed under local law, are there other considerations?	Site is paying 126%
Excluding overtime, what are the regular working hours per week for workers at this site?	40.0
Including overtime, what is the average number of working hours per week for full-time workers at this site?	48.0
In the sample, what was the maximum number of hours worked in a single week, including overtime, for any worker at this site?	48.0
Maximum number of days worked without a day off in sample	6

[← Code area 6](#)

[Code area 7 →](#)

7. No discrimination is practiced

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems

Management systems

Explanation for management systems grades

Policies and procedures

Grade: Robust

The company has a clear anti-discrimination policy that prohibits unfair treatment based on race, gender, religion, age, disability, or any protected characteristic. The policy is updated regularly and aligned with national and international standards.

Resources

Grade: Robust

An HR or compliance officer oversees enforcement of the policy, and resources are available to support a fair and inclusive workplace. Confidential reporting channels and accommodation for employees with special needs are in place.

Communication and Training

Grade: Robust

Employees receive regular training on anti-discrimination and diversity, with special focus on recruitment, promotion, and workplace behavior. The company promotes open communication and reinforces a zero-tolerance approach.

Monitoring

Grade: Robust

Internal audits and surveys track equality practices, and any reported incidents are thoroughly investigated. Data on hiring, promotions, and salaries is reviewed to ensure fairness and prevent bias.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
	No findings		

Systems and evidence examined to validate this code section

The company has a clear policy against discrimination, which is included in the Human Rights Policy (part of the Business Ethics Code, February 2024). No evidence of discrimination was found during the audit. Management has a strict stance of not tolerating discrimination in any form.

There is no discrimination in hiring, pay, training opportunities, promotion, termination, or retirement. Equal treatment applies to all workers, regardless of race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership, or political affiliation. Health checks for workers are conducted in line with the law.

Recruitment, training, development, and promotion follow the same rules for everyone, as defined in the Labor Rulebook. Grievance mechanisms are available and accessible to all workers without discrimination. Complaints can be submitted anonymously through a suggestion box, and the company also applies an open-door policy for workers to raise concerns.

The company has also taken steps to promote gender equality, demonstrated by specific training held on 17.07.2024, and through the adoption of a Policy on Parental Leave (May 2025), ensuring equal rights and protections for both male and female employees.

As part of its ESG reporting, the company monitors and reports on its efforts to promote diversity, inclusion, equal opportunities, and non-discrimination, which are key elements of responsible business conduct.

There are no records or practices of disciplinary measures being used as punishment. Instead, the company promotes equal treatment and open communication.

Evidences reviewed:

Training on discrimination, child labor, human rights, modern slavery – end of 2024
 Gender equality training – 17.07.2024
 Sustainability and quality training – 02.07.2025
 Policy on parental leave – May 2025
 Labor Rules – 24.04.2023
 Business Ethics Code – February 2024
 Human Rights Policy (part of Business Ethics Code) – February 2024
 Decision on responsible person for Code/CSR Policy – available

7. No discrimination is practiced

Data points

Percentage of women workers in skilled or technical roles (e.g. where specific qualifications are needed, such as engineer/laboratory analyst)?	10%
Representation of women in managerial roles (ratio of women workers to women managers)	2%
Representation of women in supervisory roles (ratio of women workers to women supervisors)	3%
Three most common nationalities in managerial and supervisory roles	Serbian

8. Regular employment is provided

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems

Management systems

Explanation for management systems grades

Policies and procedures

Grade: Robust

The company has clear policies that guarantee stable and regular employment, with all employees receiving written contracts. Temporary contracts are used only when justified, in full compliance with labour laws.

Resources

Grade: Robust

HR staff manage employment practices and track contract types using a digital HR system. Resources are in place to support permanent employment and to help workers transition from temporary roles when possible.

Communication and Training

Grade: Robust

Employees are informed of their rights and contract terms at hiring. HR and management receive training on maintaining regular employment in line with legal and ethical standards.

Monitoring

Grade: Robust

Contracts and employment practices are regularly audited to ensure most workers are on stable, long-term contracts. Any use of short-term contracts is monitored and must meet legal and policy requirements.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings

[← Code area 7](#)

[Code area 8.A →](#)

Systems and evidence examined to validate this code section

All obligations to employees under Serbian labour law have been fulfilled. Workers are employed according to the contracts signed between each employee and the company. All employees have been reported to the labor and social insurance authorities since the signing of their contracts. Company is meeting its contractual and legal obligations in cases of dismissal, termination or redundancy, checked through interviews. The company does not engage in apprenticeships, temporary, irregular, subcontracted, or non-employment labour models. There are migrant workers employed in the company.

There are agency workers employed in the company.

Time presence records for the same 42 workers

Labor Rules – 24.04.2023

Business Ethics Code – February 2024

Human Rights Policy (part of Business Ethics Code) – February 2024

Workers Interview

Personal files

Interview with workers

Interview with management

8. Regular employment is provided

Data points

Percentage of workers that are permanently or temporarily employed	100.0%
Percentage of workers that have been engaged via irregular, sub-contracted or non-employment models of labour, rather than permanent or temporary contracts of employment	0.0%
Percentage of workers employed as apprentices, trainees or interns	0.0%

8.A. Sub-contracting and homeworkers are used responsibly

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Not Addressed
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Not Addressed
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Not Addressed
Monitor the effectiveness of procedures to meet policy and workplace requirements	Not Addressed
Explanation for management systems grades	Policies and Procedures Grade: Not Addressed The company does not currently engage subcontractors or homeworkers, and therefore has not developed formal policies or procedures related to their selection, evaluation, or monitoring. Resources Grade: Not Addressed As subcontracting and homework are not part of the company's operations, no specific team or resources have been allocated for managing these functions. Communication and Training Grade: Not Addressed Since subcontractors and homeworkers are not utilized, there are no communication or training programs in place to address responsibilities, ethical practices, or legal requirements in this area. Monitoring Grade: Not Addressed The company does not conduct monitoring related to subcontractors or homeworkers, as these practices are not currently used within its operations.

[← Code area 8](#)

[Code area 9 →](#)

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
	No findings		
Systems and evidence examined to validate this code section	N/A, based on site tour and interviews with management and workers it was concluded that no sub-contractors and homeworkers are on site. The site has no intention in future to hire homeworkers and subcontractors.		
	Audits reports Worker interview		

8.A. Sub-contracting and homeworkers are used responsibly

Data points

Are homeworkers employed directly or engaged through an agent? Not applicable

Gender disaggregated data available

Number of homeworkers used

	Men	Women	Other	Total
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Number of workers	-	-	-	-
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What processes are carried out by homeworker?

Are full records of homeworkers available at the site?

Does the supplier buy products or services from suppliers that use homeworkers? Information not available
N/A

Sub-contracting

Are there any concerns about unrecorded work or undeclared sub-contracting on site, giving considerations to the workers' capacity? No
No subcontractor used

[← Code area 8.A](#)

[Code area 9 →](#)

Are any sub-contractors used? No

9. No harsh or inhumane treatment is allowed

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems

Management systems

Explanation for management systems grades	Policies and procedures
	Grade: Robust
	The organization has a clear, comprehensive policy prohibiting all forms of harsh or inhumane treatment—including physical, verbal, sexual harassment, bullying—aligned with international human rights standards. The policy applies to employees, contractors, and visitors, and is regularly updated and communicated.
	Resources
	Grade: Robust
	Adequate resources support enforcement, including dedicated HR personnel to monitor behavior, investigate complaints, and manage grievance mechanisms with confidentiality and protection from retaliation. Management is trained to handle conflicts and inappropriate conduct promptly.
	Communication and Training
	Grade: Robust
	Regular, mandatory training for all employees and specific training for managers promote awareness of acceptable workplace behavior, conflict resolution, and reporting channels. The company maintains open communication to reinforce its zero-tolerance policy.
	Monitoring
	Grade: Robust
	Robust monitoring includes audits, employee surveys, grievance tracking, anonymous reporting tools, and performance reviews to detect and address any mistreatment. Corrective actions are taken promptly to improve the workplace environment.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
			No findings

Systems and evidence examined to validate this code section

No evidence about disciplinary practices in the company. No evidence of harsh or inhumane treatment. All workers have the possibility to address confidential grievances (anonymously through suggestion box).
Company isn't conducting bodily searches of workers, checked through interviews. A whistle-blower system is also available. All new employees are trained upon employment. All workers are familiar with workplace policy prohibiting harsh or inhumane treatment, including gender-based violence and harassment. Human rights are part of the company's ESG report and follow the ETI Base Code (February 2024). In July 2024, anti-bribery training was held for managers, purchasing, and sales staff.

New workers receive induction training, which includes the ETI Base Code, Worker's Rule Book, and Internal Ethical Code. These rules are also posted around the factory and on notice boards. At the end of 2024, refresher training was given on discrimination, child labor, human rights, and modern slavery.

Other trainings and policies include:

Training on discrimination, child labor, human rights, modern slavery – end of 2024
Gender equality training – 17.07.2024
Sustainability and quality training – 02.07.2025
Policy on parental leave – May 2025
Supporting documents and evidence:
Labor Rules – 24.04.2023
Business Ethics Code – February 2024
Human Rights Policy (part of Business Ethics Code) – February 2024
Decision on responsible person for Code/CSR Policy – available
ESG team appointment - 19.11.2024.

9. No harsh or inhumane treatment is allowed

Data points

Is there a formal process for workers to report concerns, complaints, or problems ('grievance mechanism')?	Yes, there is a formal grievance process
What type of grievance mechanism(s) are available?	Businesses has a transparent system in place as a suggestion box and also open door communication.
Number of grievances raised in the last 12 months	0
Number of grievances resolved in the last 12 months	0

10.A. Environment 2–Pillar

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Some Improvements Recommended
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems

Management systems

Explanation for management systems grades

Policies and procedures

Grade: Robust

The company has comprehensive environmental policies aligned with all local, regional, and national laws, covering resource use, waste disposal, hazardous chemicals, and overall environmental impact. Environmental licenses and permits are maintained and regularly reviewed. A dedicated team tracks legal updates and communicates changes to employees. The company has had no environmental inspections in the past year, demonstrating strong compliance readiness.

Resources

Grade: Robust

Sufficient resources are allocated to environmental management, including appointed EMS experts and personnel responsible for compliance and waste management. The company either holds or implements ISO 14001 standards, reflecting a commitment to environmental management. Regular audits support continuous improvement and corrective actions.

Communication and Training

Grade: Some improvement needed

There is an ongoing communication and training program to keep all employees informed about environmental laws and best practices, particularly those handling hazardous materials. Training is periodically updated, and clear channels exist for reporting environmental concerns. Communication with third parties should be more clear and transparent.

Monitoring

Grade: Robust

The company conducts frequent internal audits and external assessments to monitor environmental impact, ensuring proper resource use and hazardous chemical management. Documentation of permits and chemical inventories is maintained and reviewed regularly. The system tracks environmental performance and promptly addresses any issues or violations.

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
10.A. Environment 2-Pillar	10.A.A Remain aware of the local, regional an...		GE ZAF601135510

[← Code area 9](#)

[Code area 10.B →](#)

Systems and evidence examined to validate this code section	The company ensures compliance with local, regional, and national environmental laws. Company does not hold any special licenses or permits, as they are not legally required. All activities are carried out in compliance with applicable legal and environmental standards, with appropriate documentation regarding resource use and waste management. There are no specific client requirements regarding environmental topics. Additionally, the company keeps an up-to-date list of hazardous chemicals, ensuring safety and regulatory compliance. Company is aware of the local, regional and national environmental laws relating to its site, and have clear processes around how these laws of communication and updating them. A list of all hazardous substances used is maintained. The company has had visits from environmental inspectors in March 2025. Company is certified against ISO 14001. IMS policy dated 20/6/2022 List of all applicable laws and regulations available on dated 17.7.2025 EMS objectives dated 10.01.2025
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Findings: good examples

ZAF601135510

Good example

Code area

10.A Environment 2-Pillar

Workplace requirement

10.A.A Remain aware of the local, regional and national environmental laws relating to the site, and have clear processes around how these laws are updated and communicated.

Description

Company is certified against ISO 14001

[← Code area 10.A](#)

[Code area 10.B →](#)

10.A. Environment 2-Pillar

Data points

Has the site received an official notice, fine or prosecution for any non-compliances with environmental legislation, regulation, consent or permits (within the last three years)?	No
Does the site have any valid environmental or energy management certificates?	Yes, ISO 14001 no SR.30.048 valid till 21.6.2026 issued by AQRA
Are there any other sustainability certifications present (e.g. Forest Stewardship Council (FSC), Marine Stewardship Council (MSC)?	Yes FSC COC cert no RS001381/2 valid till 8.9.2029 issued by BV, PEFC cert no BVPL-PEFC-COC-000253 VALID TILL 9.4.2030 issued by BV
Has the site implemented or made plans to implement any adaptive measures to protect workers from the impact of climate change?	Yes Yes, the factory has already implemented certain measures to protect workers from the impacts of climate change. Improved ventilation and cooling systems have been introduced, along with additional breaks during high temperatures and lighter work clothing. Plan is also to further improve working conditions in line with climate developments.

[← Code area 10.A](#)

[Code area 10.B →](#)

10.B. Environment 4-Pillar

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
10.B. Environment 4-Pillar	10.B.F Have and communicate policies and proc...	Base code	NC ZAF601135507

[← Code area 10.A](#)

[Code area 10.C →](#)

Systems and evidence examined to validate this code section

The company has an environmental policy and has appointed an officer responsible for environmental matters. The environmental policy is shared with all employees but not with third parties, finding raised.

Company has a plan and goals for reducing its environmental resource (water, energy). The company implemented a comprehensive environmental management system that tracks energy consumption and waste generation. Company is recycling waste. The company has had visits from environmental inspectors in the last 12 months. Company is certified against ISO 14001. The company has a system for measuring and monitoring the consumption of key utilities such as water, energy, and natural resources, and have precise objectives to reduce this consumption, records checked during audit.

Company has a biodiversity policy, dated 13.9.2024. Environmental elements are precisely defined.

The water permit is currently in process. The company has conducted the required inspection and is now awaiting a response from the Ministry.

IMS policy dated 20/6/2022

List of all applicable laws and regulations available on dated 17.7.2025

EMS objectives dated 10.01.2025

List of chemicals dated 6.3.2025.

Environmental aspects dated 10.7.2024

Report on air emission 19.3. 2025.

Wastewater report dated 22.8.2025.

EMS expert appointed, BR, dated 31.1.2015.

Waste disposal responsible person GT, dated 1.6.2025

EMS Inspection record dated 7.3.2025

Yearly waste report dated 26.2.2025.

Waste disposal plan dated May 2025.

Contract with waste disposal operator KEMEKO doo for non-hazardous waste dated 28.2.2025

Contract with waste disposal operator PWW Deponija hazardous waste dated 29.1.2025

Waste flow document paper waste dated for non-dangerous 27.8.2025

Waste flow document hazardous waste dated for dangerous 5.8.2025.

Findings: non-compliances

ZAF601135507

Non-compliance

Due 2025-12-13

Code area	Status
10.B Environment 4-Pillar	Closed (2025-11-17)*
Workplace requirement	Time given to resolve
10.B.F Have and communicate policies and processes, endorsed at the highest level, that includes commitments to improve environmental performance and an approach to managing environmental impacts on relevant stakeholders	60 days
Issue title	Verification method
602 - Site has an environmental policy in place but does not communicate it to its suppliers	Desktop audit
Description	Area of non-compliance/non-conformance
Although the site has a clearly defined environmental policy, it has not yet been shared with its suppliers.	Base code
Corrective and preventative actions	
Site will share the environmental policy with their suppliers	

* PDF generated at 11:52 (UTC) on 17 Nov 2025. [View this finding on the Sedex platform](#) for live updates and closure details.

10.B. Environment 4-Pillar

Data points

Has the site conducted a risk assessment on the environmental impact of the site, including implementation of controls to reduce identified risks?	Yes
What additional specific environmental policies does the site capture?	Biodiversity and eco system impact management Responsible use and management of water Switching to renewable energy sources
Is there a system for managing client's requirements and legislation in the destination countries regarding environmental and chemical issues?	Not Applicable
Does the site have reduction targets in place to manage climate related risks?	None
Does the site have reduction targets in place for environmental aspects (e.g. water consumption and discharge, waste, energy and green-house gas emissions: (Scope 1, 2 & 3))?	Yes water consumption and discharge, waste and energy consumption
Has the site checked that any sub-contracting agencies or business partners operating on the premises have the appropriate permits and licences and are conducting business in line with environmental expectations of the facility?	Not Applicable

Usage/discharge analysis

Last full calendar year (2024)

Previous full calendar year (2023)

[← Code area 10.B](#)

[Code area 10.C →](#)

Total electricity consumption from non-renewable sources (kWh)	72,950,855	70,864,051
Total electricity consumption from renewable sources (kWh)	0	0
Sources of renewable energy used	None	None
Types of renewable energy used	Data not available	Data not available
Total natural gas consumption (kWh)	174,591,933	169,002,262
Usage of other purchased fuels	LPG 1.62 t, Diesel 102101 l, Gasoline 1512 l LPG 1.92 t, Diesel 93676 l, Gasoline 1002 l	
Has the site completed any carbon footprint analysis?	Yes	Yes
	Scope 1: 28368 (tCO ₂ e) Scope 2: 49460 (tCO ₂ e) Scope 3: 0 (tCO ₂ e)	Scope 1: 27429 (tCO ₂ e) Scope 2: 40045 (tCO ₂ e) Scope 3: 0 (tCO ₂ e)
Water sources	local water authority	local water authority
Does the site use mercury or mercury compounds?	No	No
Water volume used (m3)	405,504	400,440
Water discharged	surface water	surface water
Water volume discharged (m3)	405,504	405,504
Water volume recycled (m3)	0	0
Total waste produced (mt)	3,117.7	2,336

[← Code area 10.B](#)
[Code area 10.C →](#)

Total hazardous waste produced (mt)	6.1	6
Waste to recycling (mt)	2,480	1,828
Waste to landfill (mt)	631.6	502
Waste to other (mt)	0	0
Total product produced (mt)	70,225	68,700

10.C. Business ethics

Management systems

Develop and maintain relevant policies and procedures to ensure workplace requirements are met	Robust Management Systems
Appoint a manager with sufficient seniority who is responsible for implementing procedures	Robust Management Systems
Communicate and train employees and other workers, including managers and supervisors, on relevant policies and procedures	Robust Management Systems
Monitor the effectiveness of procedures to meet policy and workplace requirements	Robust Management Systems
Explanation for management systems grades	Policies and procedures Grade: Robust The company has clear policies against bribery, corruption, and unethical conduct, aligned with laws and shared with all employees and suppliers. Resources Grade: Robust A dedicated team ensures these policies are followed, with proper training and internal controls in place. Communication and Training Grade: Robust Ethics training is provided regularly to all staff, and employees can report concerns confidentially without fear of retaliation. Monitoring Grade: Robust Regular audits and investigations ensure compliance, with quick action taken if any issues arise. The company maintains all required licenses and has had no legal problems.

[← Code area 10.B](#)

Summary of findings

Code area	Workplace requirement	Area of NC	Finding
	No findings		
Systems and evidence examined to validate this code section	The company has a clear ethics policy against bribery, corruption, and other unethical practices, shared with suppliers and other high-risk partners. Personal data is collected and stored with proper consent in line with legal requirements. All necessary land ownership or leasing licenses and permissions are in place and available for review. No evidence about disciplinary practices in the company. No evidence of harsh or inhumane treatment. All workers have the possibility to address confidential grievances (anonymously through suggestion box). Company isn't conducting bodily searches of workers, checked through interviews. A whistle-blower system is also available. All new employees are trained upon employment. All workers are familiar with workplace policy prohibiting harsh or inhumane treatment, including gender-based violence and harassment. Human rights are part of the company's ESG report and follow the ETI Base Code (February 2024). In July 2024, anti-bribery training was held for managers, purchasing, and sales staff. New workers receive induction training, which includes the ETI Base Code, Worker's Rule Book, and Internal Ethical Code. These rules are also posted around the factory and on notice boards. At the end of 2024, refresher training was given on discrimination, child labor, human rights, and modern slavery. Other trainings and policies include: Training on discrimination, child labor, human rights, modern slavery – end of 2024 Gender equality training – 17.07.2024 Sustainability and quality training – 02.07.2025 Policy on parental leave – May 2025 Supporting documents and evidence: Labor Rules – 24.04.2023 Business Ethics Code – February 2024 Human Rights Policy (part of Business Ethics Code) – February 2024 Decision on responsible person for Code/CSR Policy – available ESG team appointment - 19.11.2024.		

[← Code area 10.B](#)

10.C. Business ethics

Data points

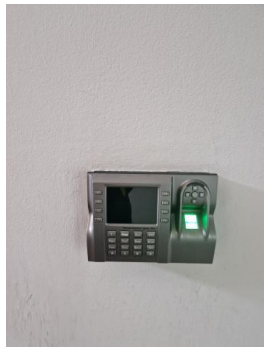
Has the site received an official notice, fine or prosecution for any non-compliances with business ethics legislation, regulation, consent or permits (within the last three years)?	No
Provide any certified anti-bribery management systems for the site	N/A

[← Code area 10.C](#)

Attachments



[Toilets 1.jpg](#)



[Time evidence.jpg](#)



[Suggestion box.jpg](#)



[Waste cartridges.jpg](#)



[Production process 3.jpg](#)



[Toilets.jpg](#)



[Regularly checked fire hydrant.jpg](#)



[Evacuation plan 3.jpg](#)



[Fire alarm 1.jpg](#)



[Fire equipment 1.jpg](#)



[PPE 2.jpg](#)



[Firefighter brigade.jpg](#)



[Evacuation plan 2.jpg](#)



[PPE 1.jpg](#)



[Evacuation plan.jpg](#)



[Fire extinguisher.jpg](#)



[ETI COde.jpg](#)



[Kitchen.jpg](#)



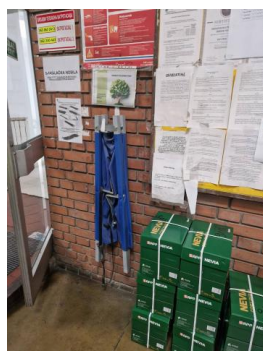
[Evacuation sign.jpg](#)



[Evacuation sign 1.jpg](#)



[Production machine.jpg](#)



[First aid stretcher.jpg](#)



[Assembly point.jpg](#)



[General view of entrance.jpg](#)



[General view.jpg](#)



[Electrical cabinets.jpg](#)



[Dressing room.jpg](#)



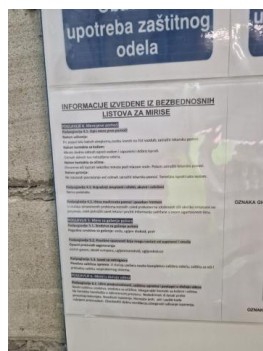
[Clinic.jpg](#)



[PPE.jpg](#)



[HSE Instructions 1.jpg](#)



[MSDS list.jpg](#)



[Firefighter brigade 1.jpg](#)



[Fire equipment.jpg](#)



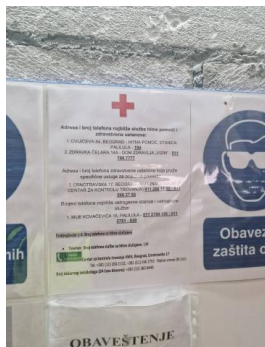
[Production process 5.jpg](#)



[Finished product warehouse.jpg](#)



[Fire alarm.jpg](#)



[First aid information.jpg](#)



[Notice board.jpg](#)



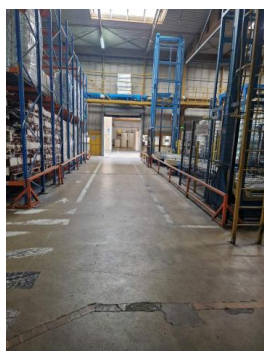
[HSE Instructions.jpg](#)



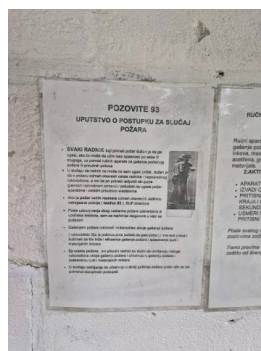
[Chemicals.jpg](#)



[Production process 1.jpg](#)



[General view of storage.jpg](#)



[Instructions in case of fire.jpg](#)



[General view of production.jpg](#)



[Potable water.jpg](#)



[Production process 2.jpg](#)



[Production process 4.jpg](#)



[Evacuation exit.jpg](#)



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