

Monitored Party <b>GEORGIEV PLP</b>	amfori ID <b>100-000018-000</b>	Address <b>47 San Stefano Str., 5800 SOFIA, Pleven, Bulgaria</b>
Monitoring Activity <b>amfori Social Audit - Manufacturing</b>	Monitoring Type <b>Full Monitoring</b>	Monitoring Partner <b>Intertek</b>
Monitoring Start Date <b>22/07/2024</b>	Closing Meeting Finished Date <b>08/08/2024</b>	Submission Date <b>08/08/2024</b>
Expiration Date <b>08/08/2026</b>	Announcement Type <b>Semi Announced</b>	
Site <b>Georgiev PLP Ltd</b>	Site amfori ID <b>100-000018-002</b>	

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## OVERALL RATING



## SECTION RATING

PA1: Social Management System	<b>A</b>	
PA 2: Workers Involvement and Protection	<b>A</b>	
PA 3: The Rights of Freedom of Association and Collective Bargaining	<b>A</b>	
PA 4: No Discrimination, Violence or Harassment	<b>A</b>	
PA 5: Fair Remuneration	<b>A</b>	
PA 6: Decent Working Hours	<b>A</b>	
PA 7: Occupational Health and Safety	<b>A</b>	

PA 8: No Child Labour	<b>A</b>	
PA 9: Special Protection for Young Workers	<b>A</b>	
PA 10: No Precarious Employment	<b>A</b>	
PA 11: No Bonded, Forced Labour or Human Trafficking	<b>A</b>	
PA 12: Protection of the Environment	<b>A</b>	
PA 13: Ethical Business Behaviour	<b>A</b>	

## GENERAL DESCRIPTION

The audit has been conducted in 3.5 man day on-site – 22-25 July 2024, (4.0 man days report time incl.) by one Lead auditor (Tsvetelina Maleshkova - CSCA 21700581, Intertek BA). The audit was semi-announced with a window period 23 May – 20 June 2024. The 12 months covered during the audit were 01 July 2023 to 30 June 2024.

Georgiev PLP OOD (Ltd) - Business license # is 205828638), subject to the present audit is a privately owned company established in 2019, created through the merging of two long existing companies (Georgiev & Co. Ltd. and Pleven 1999 Ltd.). The owners of the newly established company are the same as the old ones and workers are the same as well. Labour contracts with all workers have been resigned effective 01/12/2020.. Facility is a producer of tailored apparel for men and women. Company is located at 47 San Stefano Str., Pleven, Bulgaria and operates in a 4 floor brick construction building, a total of 4285 sq.m. Premises are located per floors as follows: 1) underground floor – special appliances' rooms, canteen, changing rooms; 2) 1st floor – ironing, sewing (special machines), warehouses (incoming materials and ready production); 3) 2nd floor and 3rd floor – sewing, cutting, administration, medical cabinet.

All employees at the facility are directly hired. No agencies are used, there are no seasonal/temporary/foreign/home workers. The difference in the number of employees in total and available at the day of the audit is because some of the people were on sick leave. Youngest worker is currently 19 years old. Highest wage - 1333.41BGN net/month and average one - 1008.77BGN net/month. There are also 13 freely elected workers'. As part of the audit process an opening meeting, site tour, documentation review, workers' interviews and closing meeting were conducted. Management of the factory was open and transparent.

Full access was allowed to all areas, documents and records. During the audit, factory's management demonstrated dedicated approach to complying with amfori BSCI requirements, they were well prepared for the audit and the management system was found well-functioning, based on well-developed policies, procedures and designated responsible people, following their assigned responsibilities. The following PAs were found compliant, considering:

PA1 - Social Management System and Cascade Effect – facility operates in compliance with both local law and the amfori BSCI principles. Different internal policies and procedures are elaborated and incorporated in the everyday activities.

Responsible people are assigned, so that implementation and monitoring of compliance can be performed.

PA2 - Workers Involvement and Protection – facility has translated and communicated the amfori BSCI Code of Conduct among its workers and has trained the managers and workers; has established and operates an effective grievance mechanism.

PA 3 - Rights of FOA and Collective Bargaining - facility has demonstrated well -functioning management system and rights of FOA and CBA are not restricted by management. There are workers' representatives freely elected among others, trained and free to carry out their activities.

PA4 - No Discrimination - there were no discriminatory practices observed or reported during the audit. There is a written policy. Employees are free to move around the workplace for water, toilet and are free to go at the end of the work day. Employees shared that they are treated with respect.

PA5 - Fair Remuneration - workers receive their wages in a timely manner, all are above the minimum one determined by local law and the decent living wage calculation. Salaries are paid via bank transfers on the 15th of the month. Most production employees are on piece rates. Payslips and legal benefits are provided. No illegal deductions were noted or reported. No overtime was observed.

PA6 - Decent Working Hours - Facility has a well developed production schedule. Overtime policy is in line with local law and amfori BSCI requirements. Contracts are signed on 40 hours/week. Saturdays and Sundays are always rest days. There are no shifts, all workers are on regular working time - 7.30 - 16.30 with 2 physiological breaks of 15 min, 2 administrative breaks of 15 min and 1 meal break of 30 min - Monday to Friday. Maximum working days observed in the sample checked were 5.

PA7 - OHS - facility complies with the applicable H&S and fire safety legal requirements as well as with BSCI requirements in this field. OHS trainings are conducted as well as occupational health examinations. The necessary fire protective equipment was observed on site - inspected and well maintained. Practical drills are conducted periodically.

PA8 - No Child Labour - Age verification is part of the hiring process, legal documents are checked by HR. No evidence or report for child labor was found during the audit. Facility has policy on child labor, including a remedial procedure.

PA9 - Special protection for young workers - generally there are no young workers hired by factory, there is no such practice. Factory's management demonstrated very good awareness of the local law and amfori BSCI CoC regarding protection for young workers and applicable limitations and special requirements.

PA10 - No Precarious Employment - official labor contracts are available for the workers. Contracts meet the requirements of local law and are made on permanent basis. No temporary contracts are used. All workers are hired on permanent

labour contracts with 6 months probation period and 1 month advance notice in case of termination. All checked labour contracts were signed, valid and contained all necessary elements.

PA11 - No Bonded Labour – No evidence was found or reported during the audit for any form of servitude, forced, bonded, indentured, trafficked or non-voluntary labour. During the interviews workers shared there were no similar practices in the factory, all are hired based on their own will and they can terminate the contract freely and with legally required notification. Workers are free to move in the workplace, go for breaks, toilet, water, leave their working places once the working hours are over.

PA 12 – Facility has implemented an Environmental policy, measures and accesses its impacts on the environment. Facility tracks usage of resources – water, electricity. Waste is classified and disposed off through the local waste disposal company. Due to the activities performed in the facility – cutting, sewing, no special permits are required and no wastewater or air emissions are generated.

PA13 - Ethical Business Behaviour – The audited factory has Policy on Anti- Corruption and designated procedure in case corruption is found/reported. During the audit, the facility demonstrated transparency and willingness to share the required information with the Auditor. Audited factory operates with personal information of the workers, which is protected, as required under the personal data protection local law. This current audit was subject to EU GDPR 2016/ 679 and therefore some personal data may have been removed from the report, as applicable.

The following documents are not uploaded as they are N/A to the facility: • Contractor license/permit – not used • Agency labour contract – not used • Government waivers - no waivers • CBA - no union The following pictures are not uploaded as they are N/A to the facility: • Remediation of previous findings - not a FU audit • Dormitories – no such • Chemicalal warehouse - no chemicals

## SITE DETAILS

Site  
**Georgiev PLP Ltd**

Site amfori ID  
**100-000018-002**

### GICS Classification

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Sector <b>Industrials</b>	Industry Group <b>Commercial &amp; Professional Services</b>	Industry <b>Commercial Services &amp; Supplies</b>
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Sub Industry  
**Diversified Support Services**

### amfori Process Classifications

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N.A.

### GS1 Classifications

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N.A.

### NACE Classification

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N.A.

### Water Stress Situation

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N.A.

# METRICS

## Key Metrics

Total workforce	580	Workers
Legal minimum wage in local currency	723.99	Monthly
Lowest wage paid for regular work at the site	884.92	Monthly
Calculated living wage in local currency	754.6	Monthly
Total sample	25	Workers

## Other Metrics

Male workers	130	Workers
Female workers	450	Workers
Non-binary workers	0	Workers
Permanent workers - Male	118	Workers
Permanent workers - Female	395	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	14	Workers
Temporary workers - Female	63	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	2	Workers
Management - Female	0	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	0	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	10	Workers
Workers with disabilities - Female	42	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	0	Workers
Domestic migrant workers - Female	0	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	132	Workers
Workers hired directly - Female	458	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	2	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	6	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	7	Workers
Sample - Female	18	Workers
Sample - Non-binary	0	Workers