

Monitored Party Green Hope for Agricultural Development, LTD	amfori ID 818-000056-000	Address Plot No. 7189/1 - Industrial Zone No.7 Sadat City, Menoufia - Egypt, 897 32 Sadat City, Al Minūfiyah, Egypt
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Follow-up Monitoring	Monitoring Partner Intertek
Monitoring Start Date 17/01/2024	Closing Meeting Finished Date 20/01/2024	Submission Date 07/02/2024
Expiration Date 19/08/2025	Announcement Type Fully Announced	
Site Site 1	Site amfori ID 818-000056-001	

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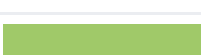


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OVERALL RATING



SECTION RATING

PA1: Social Management System	B	
PA 2: Workers Involvement and Protection	A	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination	A	
PA 5: Fair Remuneration	B	
PA 6: Decent Working Hours	A	

PA 7: Occupational Health and Safety	A	
PA 8: No Child Labour	A	
PA 9: Special Protection for Young Workers	A	
PA 10: No Precarious Employment	A	
PA 11: No Bonded Labour	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Auditor: Mostafa HASSAN, APSCA: CSCA 21700368

Audit was conducted on 17,18 January 2024 (1 auditor in 1.5 days), (1.5 audit days applied excluding 0.5 reporting time).

This follow-up audit was conducted by Intertek Egypt

Green Hope for Agricultural Development Ltd. is a manufacturer of Artichoke, Olives, peppers, strawberry, mixed pickles in glass jars, tin cans and PET gallons.

Facility is located in Sadat City, 90 km are from Cairo city, the capital of Egypt.

The facility is in operation at its present address since June 2022 situated in a total land area of 5640 sqm.

The facility is made up of 2 buildings:

First building (main building) consists of 4 levels (basement including oxidizing olives section, ground floor including production lines tin cans, jars, pasteurization section, male canteen, 1st floor including packaging section, temporary warehouse, female canteen, second floor including central lab, admin offices, area not yet in use, canteen,.

Second building including boiler room, spare parts store.

Main operations in the facility are Visual sorting, De-Salting, Brine preparation, Brine filling, Pasteurization, quality control, packaging.

A total of 90 employees are currently working in the facility, 26 females, 64 males, all are permanent employees, all are local employees (Egyptians).

The current number of employees decreased by 26% from initial audit, due to the facility transferred to a sister company (Green Hope for freezing).

84 employees were present during the audit time (60 males, 24 females), difference is due to annual leaves, sick leaves.

There are 3 production lines in the facility (cans line, Jars line, PET Gallon line) with production capacity of 1.8 million pieces annually.

Facility uses fingerprint to record the working hours for employees.

The working week is defined from (Saturday to Thursday), Friday is the weekly rest day, regular working hours for all sections are 8 hours/day from 08:00 till 16:00 including 1 hour break from 12:00 till 13:00.

Salaries are paid regularly on monthly basis on the 1st day of each month through direct deposit to bank account.

Employees are hired directly; no broker or recruitment agent are used to hire employees.

No union associated with the facility, no CBA exist, there are 2 workers' representatives in the facility, 1 male, 1 female, elected on 01/01/2024, monthly meetings are conducted, latest meeting was conducted on 09/01/2024.

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

Interviews with employees were conducted in a private room without any interference from management, interviews were conducted in local language (Arabic), no translator used.

There are 4 young employees in the facility between 16 to 18 years old transferred youngest employee found to be working in facility is 16 years old, born on 06/05/2007, hired on 06/06/2023.

Legal minimum wage in the country is 3000 EGP/month, lowest wage paid is 3000 EGP/month, average regular wage is 3245 EGP/month, highest wage is 6995 EGP/month, calculated living wage used GLWC/Anker methodology (5048 EGP/month).

5 months payment and time records were available for review from August 2023 till December 2023

Facility established an onsite clinic with daily devoted nurse.

No accommodation or housing provided by the facility.

Operating license no. 412019100200003, issued on 02/10/2019, permanent license.

Industrial registration record no. 1422011801027154, issued on 01/01/2023 valid till 26/01/2025

Commercial registration no. 97958, issued on 18/10/2019, valid till 17/10/2026.

Tax ID no. 134900059, issued on 05/09/2023, valid till 04/09/2028.

There is a health and safety committee in the facility consisting of 10 members with 50% of workers represented, last meeting was conducted on 26/12/2023, committee members were trained by external party during May 2022.

Occupational health examination was conducted during March 2023 for all workers.

There are 15 first aiders in the facility trained during December 2022.

There are 25 fire fighters in the facility trained during May 2023.

Latest emergency evacuation drill was conducted on 24/07/2023.

The facility provides free transportation to all workers.

There are no apprentices in the facility.

There are no apprentices, no pregnant employees, no employees in maternity leave, no apprentices in the facility.

Facility is certified for BRC by TUV, certificate no. 44 273 23370070, valid from 22/11/2023 till 21/11/2024.

PA 3: The Rights of Freedom of Association and Collective Bargaining, PA 4: No Discrimination, PA 8: No Child Labor, PA 9: Special Protection for Young Workers, PA 10: No Precarious Employment, PA 11: No Bonded Labor, PA 12: Protection of the Environment, PA 13: Ethical Business Behavior were not audited during this follow-up audit.

Management was cooperative during the whole audit process and accepted all audit findings.

Workers in general point of view considers it as an acceptable facility, showed their satisfaction of the factory management attitude toward them.

SITE DETAILS

Site

Site amfori ID

Site 1

818-000056-001

GICS Classification

Sector	Industry Group	Industry
Consumer Staples	Food & Staples Retailing	Food & Staples Retailing
Sub Industry		
Food Retail		

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	84	Workers
Legal minimum wage in local currency	3,000	Monthly
Lowest wage paid for regular work at the site	3,000	Monthly
Calculated living wage in local currency	5,048	Monthly
Total sample	14	Workers

Other Metrics

Male workers	60	Workers
Female workers	24	Workers
Permanent workers - Male	64	Workers
Permanent workers - Female	26	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Management - Male	11	Workers
Management - Female	2	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Workers on probation - Male	3	Workers
Workers on probation - Female	3	Workers
Workers with night shift - Male	0	Workers
Workers with night shift - Female	0	Workers
Workers with disabilities - Male	5	Workers
Workers with disabilities - Female	1	Workers
Domestic migrant workers - Male	0	Workers
Domestic migrant workers - Female	0	Workers
Foreign migrant workers - Male	0	Workers
Foreign migrant workers - Female	0	Workers
Workers hired directly - Male	64	Workers
Workers hired directly - Female	26	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Pregnant workers	0	Workers

Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Sample - Male	9	Workers
Sample - Female	5	Workers

FINDINGS

PA1: Social Management System

Site: Site 1 | Site amfori ID: 818-000056-001

Question: 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Follow-up audit 17,18 January 2024-Not corrected</p> <p>In accordance with amfori BSCI social requirements 1.1, the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct.</p> <p>It was noted that the auditee and management understand the importance and benefits of having an effective management system and related policies and procedures however there is a gap in internal verification regarding social management system and cascade effect, Fair remuneration, occupational health and safety, therefore the auditor provided partial rating instead of No rating.</p>	<p>لوحظ أن الجهة الخاضعة للتدقيق والإدارة تدرك أهمية وفوائد وجود نظام إدارة فعال والسياسات والإجراءات ذات الصلة ، ولكن هناك فجوة في التحقق الداخلي فيما يتعلق بنظام الإدارة الاجتماعية وتأثير التعاقب ، والأجر العادل ، الصحة والسلامة</p>

PA 5: Fair Remuneration

Site: Site 1 | Site amfori ID: 818-000056-001

Question: 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

ENGLISH	LOCAL LANGUAGE
Finding	
<p>Follow-up audit 17,18 January 2024-Not corrected</p> <p>In accordance with amfori BSCI requirements 5.4, the auditee provides sufficient remuneration that allows workers to meet decent living standards.</p> <p>It was noted that 85% from employees did not achieve the sufficient remuneration that allows workers to meet decent living standards.</p> <p>No policies or procedures related to living wage, 85% of employees were found paid below the calculated living wage.</p> <p>Legal minimum wage in the country is 3000 EGP/month, lowest wage paid is 3000 EGP/month, average regular wage is 3245 EGP/month, highest wage is 6995 EGP/month, calculated living wage</p>	<p>وقد لوحظ أن 85% من الموظفين لم يحصلوا على الأجر الكافي الذي يسمح للعمال بتحقيق مستويات معيشية كريمة.</p>

Finding

used GLWC/Anker methodology (5048 EGP/month), therefore auditor gave No rating instead of Partial.

PA 7: Occupational Health and Safety

Site: Site 1 | Site amfori ID: 818-000056-001

Question: 7.3 Is there satisfactory evidence that the auditee regularly carries out risk assessments for safe, healthy and hygienic working conditions?

ENGLISH

LOCAL LANGUAGE

Finding

Follow-up audit 17,18 January 2024-Not corrected
In accordance with the Egyptian Labor Law no.12/2003 art no. 215, the establishment and its branches shall carry out an evaluation and analysis of the risks and of the expected industrial and natural disasters and prepare an emergency plan for protection of the establishment and its workers in the event of an occurring disaster, providing the effectiveness of this plan shall be tested and practical drills shall be conducted on it to ascertain its efficiency and train the workers to face its requirements.

The establishment shall notify the concerned administrative authority with the emergency plan and any modifications produced therein and also in case of storing or using dangerous materials.

In accordance with amfori BSCI requirements 7.3: the auditee regularly carries out risk assessments for safe, healthy and hygienic working conditions. It was noted that the risk assessment does not include transmittable and non transmissible diseases.

Occupational health and safety risk assessment is conducted regularly, updated on 01/09/2023 therefore auditor gave Partial rating instead of No.

ولم يلاحظ أن تقييم المخاطر لا يشمل الأمراض المعدية وغير المعدية.