

Monitoring

Monitored Party	: SD Nachevi-90
amfori ID	: 100-000003-000
Site	: Nachevi 90
Site amfori ID	: 100-000003-002
Address	: Trakiya Str. 63A 8800 - Main Unit Asenovsko defile 40 str. 8800 - 2nd production unit. : 8800, Sliven : Sliven : Bulgaria
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Submission Date	: 22/08/2022
Expiration Date	: 22/08/2024

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Overall rating



Section rating

PA1: Social Management System	A
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	A
PA 6: Decent Working Hours	A
PA 7: Occupational Health and Safety	A
PA 8: No Child Labour	A
PA 9: Special Protection for Young Workers	A

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

General description

This audit has started on 26/07/2022 at 09:30 a.m. During the opening meeting the company was represented by the General Manager, Financial Manager and Workers' representative.

The audit was conducted by one Lead auditor in 3 days onsite. Name of auditor: Mr. Vasil Tepavicharov - SGS Lead Auditor (APSCA RA21701234). The audit is Full Initial/Fully-Announced. Terms of Implementation were presented and explained to the company management by the auditor. After explanation of the purpose of the audit ToI were presented – signed and stamped.

Company NACHEVI-90 - C-IE CD is established in 1991 with business license No.119035258. It is a factory for production of household soft furniture. The company is situated in city of Sliven, Bulgaria in two locations as follows:

- PU No.1 - 63 Trakya str., 8800 - building premises are with 3 floors. Total size of the premises is 37775.00 m2. Building is approved for industrial use as per Permit No.64/22.02.2006, issued by Municipality of Sliven;
- PU No.2 - 40 Asenovsko defile str., 8800 - building premises are with 3 floors. Total size of the premises is 5146.00 m2. Building is approved for industrial use as per Permit No.67/29.06.2016, issued by Municipality of Sliven.

Both PU premises are owned by the company.

Management of the factory was open, supportive and transparent. Full access was given to all areas, requested documents and records were provided in timely manner. Private area was provided for the workers' interviews. The current audit is subject to EU GDPR 2016/ 679 (The General Data Protection Regulation), therefore some personal data is not visible in the report, as applicable.

During the audit, factory's management demonstrated dedicated approach to comply with 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. More details for the performance areas are given in each section of the current audit report in AMFORI Sustainability platform.

During the closing meeting on 28/07/2022 audit results were discussed and agreed with the company Management. Closing Meeting document was signed by both Management and Workers' Representatives.

No findings were observed and raised during the audit.

Site Details

Site : Nachevi 90
Site amfori ID : 100-000003-002

GICS Classification

Sector	: Industrials	Industry	: Trading Companies & Distributors
Industry Group	: Capital Goods	Sub Industry	: Trading Companies & Distributors

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	416 Workers
Legal minimum wage in local currency	710 Monthly
Lowest wage paid for regular work at the site	710 Monthly
Calculated living wage in local currency	503 Monthly
Total sample	20 Workers

Other Metrics

Male workers	250 Workers
Female workers	166 Workers
Permanent workers - Male	256 Workers
Permanent workers - Female	175 Workers
Temporary workers - Male	0 Workers
Temporary workers - Female	0 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	2 Workers
Management - Female	0 Workers
Apprentices - Male	0 Workers
Apprentices - Female	0 Workers
Workers on probation - Male	0 Workers
Workers on probation - Female	0 Workers
Workers with night shift - Male	0 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	0 Workers
Workers with disabilities - Female	0 Workers
Domestic migrant workers - Male	0 Workers
Domestic migrant workers - Female	0 Workers
Foreign migrant workers - Male	0 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	256 Workers
Workers hired directly - Female	175 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	1 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	6 Workers
Sample - Male	15 Workers
Sample - Female	5 Workers

Findings

No findings