

Monitoring result for Ventius International LLC on site Site 1

Monitoring

Monitored Party	: Ventius International LLC
amfori ID	: 383-000004-000
Site	: Site 1
Site amfori ID	: 383-000004-001
Address	: Mother Teresa 49/D no.7
	: 50000, Gjakova
	: Kosovo, Republic Of
	: Kosovo, Republic Of
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Submission Date	: 11/08/2022
Expiration Date	: 11/08/2024

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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

The company Ventius International shpk, found in 2015, is situated in Gjakove-Kosovo. Facility is settled in an industrial are with a total surface of 63.000 sq.meters. The company has 2 production units, both included in the audit scope, with a distance of 1 km from each-other. Both units are used for production of mattress.

The visit was a fully announced full initial audit, performed in a total of 4,5 MD onsite, and it was conducted on 25-29/07/2022. When audit has started, during the opening meeting Mr. Pleurat Fazlija – HR Manager, Mrs. Rona Gruda, QA Manager in charge for social performance, Mr. Valon Loxhaj, HS Manager and Mrs. Arlinda Nimani - Workers Representative were attending.

After explanation of the purpose of the audit, Tol were presented – signed and stamped.

Working hours were organized in one regular 8-hours shift for administration staff and management.

Production is organized in two(2) shifts, working 5 days per week (Monday – Friday) for a total of 40 regular working hours during the week. Worked hours on Saturdays are registered and calculated as overtime. Sunday are days off. Shifts are organized as following:

06:00-15:00 first shift; 15:30-00:00 second shift. Working hours from 22.00 till 00.00 are considered night work.

Based on the audit sampled workers and the relevant payroll and attendance records reviewed, it was observed that there were additional overtime hours performed in the facility and they are paid at the premium rate and within legal limits, which was confirmed during the workers' interviews. Facility tour, workers' interviews, relevant documentation review, including personal files, payroll and working time records were covered by Mr. Arber Xhahani - Lead auditor APSCA RA21703970, on behalf of SGS Albania. All requested documentation were presented on time, including payroll and attendance sheets. As per evidence gathered during the audit, documentation related to agency labour, government waivers, collective bargaining are not applicable. The youngest employee is a male operator, born on 2004, hired on 2022. Appropriate procedure followed for engaging young employee.

During the audit, no forms of child labor, forced labor, discrimination, sexual harassment and/or any other forms of criminal abuse were observed. There were 1 young worker and 2 migrant workers employed in the facility. No home work applied.

Chemicals are used onsite, and it was noted lack of secondary containment.. As required by local law, the site has an environmental permit/license(non-dangerous process). No collective agreement applicable.

The management attitude toward the SGS Auditor was positive. Full access was granted to all facility premises and relevant documents for review. Photos were taken upon permission of the Management. Workers' interviews were conducted privately, without the presence of the Management. At the end of the audit during the closing meeting, audit results were presented to the company. The Audit Findings Report was signed by both Management and Workers' representatives.

Site Details

Site : Site 1
Site amfori ID : 383-000004-001

GICS Classification

Sector : Consumer Discretionary
Industry Group : Consumer Durables & Apparel

Industry : Textiles, Apparel & Luxury Goods
Sub Industry : Textiles

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

Metrics

Key Metrics

Total workforce	2161 Workers
Legal minimum wage in local currency	170 Monthly
Lowest wage paid for regular work at the site	280 Monthly
Calculated living wage in local currency	0 Monthly
Total sample	36 Workers

Other Metrics

Male workers	1392 Workers
Female workers	769 Workers
Permanent workers - Male	1385 Workers
Permanent workers - Female	761 Workers
Temporary workers - Male	21 Workers
Temporary workers - Female	15 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	131 Workers
Management - Female	79 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	2 Workers
Foreign migrant workers - Female	0 Workers
Workers hired directly - Male	1406 Workers
Workers hired directly - Female	776 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	6 Workers
Sample - Male	20 Workers
Sample - Female	16 Workers

Findings

PA1: Social Management System

Based on satisfactory evidence the site partially meets this principle because there is no communication procedure with their significant business partners about updates of Amfori BSCI code of conduct.

Bazuar në dëshmi të mbleshura, shoqëria plotëson pjesërisht këtë parim sepse nuk ka asnjë procedurë komunikimi me partnerët e tyre të rëndësishëm të biznesit për përditësimet e kodit të sjelljes Amfori BSCI.

PA 5: Fair Remuneration

There is no internal calculation of local living salary.

Nuk ka një përllogaritje të brendshme të pagës së jetesës lokale.

PA 7: Occupational Health and Safety

1. As noted during site tour, 1 fork lift was left with the keys inside and with no surveillance of fork lift driver. 2. Fork lift drivers shall receive renewal of their driving license.

1. Siç u vërejt gjatë turit në fabrikë, 1 pirun u la me çelësat brenda dhe pa mbikëqyrje të drejtuesit të pirunit. 2. Drejtuesit e pirunit duhet të bëjnë rinovimin e lejes së drejtimit.

As noted during site tour, chemicals stored in production site were not placed above secondary containments.

Nga vëzhgimi gjete turit në fabrikë, u vërejt se kimikatet e pozicionuara në prodhim nuk janë vendosur mbi enë dytesore.

2 evacuation plans noted in first floor, were missing details, as actual point; location of fire extinguishers etc. and not reflecting actual organization of production lines.

2 plane evakuimi të shënuara në katin e parë, mungonin detajet, si pikë aktuale; vendndodhja e aparateve të zjarrit etj dhe që nuk pasqyrojnë organizimin aktual të linjave të prodhimit.