

Monitored Party AKTAN MISR TEXTILE&DYEING S.A.E	amfori ID 818-000038-000	Address EL GAMEYA EL KHAIREYA ST. , 31911 MEHALLA EL KOBRA, AI Gharbiyah, Egypt
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner ALGI HOLDING COMPANY LLC
Monitoring Start Date 10/12/2025	Closing Meeting Finished Date 08/01/2026	Submission Date 08/01/2026
Expiration Date 08/01/2028	Announcement Type Semi Announced	
Site Site 1	Site amfori ID 818-000038-001	

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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, Violence or Harassment	A	
PA 5: Fair Remuneration	B	
PA 6: Decent Working Hours	A	
PA 7: Occupational Health and Safety	B	

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

GENERAL DESCRIPTION

Name of lead auditor: Ahmed Hussein.

APSCA membership number: CSCA 21703115.

Name of team auditor (if applicable): None.

APSCA membership number: None.

Names of observers, translators, trainees, advisors/consultants (if applicable): None.

Monitoring partner name: ALGI International.

Audit schedule details: The onsite audit is planned for 1 auditor x 2.5 onsite days + 0.5-day offsite reporting day.

Audit date: The audit took place on 07,08, & 09 December 2025.

Announcement type: Semi-Announced (Audit window: From 1st December 2025 till 29th December 2025).

Type of audit: Full Audit.

Time in / Time out

Day 1: Time in 08:00 - Time out 16:30.

Day 2: Time in 08:00 - Time out 16:30.

Day 3: Time in 09:00 - Time out 13:00.

Business partner information:

Aktan Misr Textile & Dyeing is specialized manufacturer of terry towels.

The facility is located at 5 El Sahed Fathy El Deeb Street, Industrial Area, El Mahalla El Kubra, Gharbia, Egypt

Main operations:

Weaving, warping, sewing, quality control, and packing.

The facility maintains the following legal documents:

Permanent operation license number: 1018042702004726 issued on 10th March 2019. Commercial Record No.: 82467.

Tax Card No.: 672– 445– 727 valid till January 23/03/2028.

Audited location information:

The factory was established in since 1956 and consists of two buildings each one is consisting of 5 floors, with the total land area occupied by the facility is 1160 square meters approximately.

Building description:

First building: Ground floor for weaving section. First floor for administration offices. Second floor for warehouse. Third floor for wrapping. Fourth floor for sewing, QC, and packing.

Second buildings: All floors for administration offices.

The auditee owns the facility

The facility is not a shared facility.

No dormitory or canteen was provided till the audit day.

Salary Payment Details

The facility established remuneration procedures that indicated that the site paid overtime premiums as per the legal requirements:

135% of workers' basic wages are paid to workers for their daylight hours of overtime work.

170% of workers' basic wages are paid to workers for their night hours of overtime work.

200% of workers' basic wages are given to workers for their weekly day off, overtime work.

300% of workers' basic wages are paid to workers for their holiday overtime work.

The workers' salaries are paid every two weeks.

Payment system: Cash.

Payment day: each two weeks and this accepted by labour law # 14/2025 in Egypt.

A sample of 20 workers was checked for 12 months from December 2024 to November 2025.

A sample of 20 workers' files, salary details, and attendance for November 2025 (Last paid month), August 2025 (Random month), and December 2024 (Random month) were checked during this audit.

Working hours analysis:

November 2025 – standard weekly working hours (48) + maximum weekly OT (6)

August 2025– standard weekly working hours (48) + maximum weekly OT (8)

December 2024 – standard weekly working hours (48) + maximum weekly OT (9)

All workers are registered and covered under the national social insurance scheme in accordance with the provisions of Egyptian Social Insurance and Pensions Law No. 148 of 2019 and its executive regulations.

The facility pays EGP 8000 per month, which matches the local legal minimum wage of EGP 7,000 per month in Egypt.

Living wage calculation: Basic Living Wage calculation: The facility pays a minimum salary of EGP 8000 per month, which matches the minimum legal wage (EGP 7000 per month), while the calculated basic living wage by GLWC is EGP 12448 per month.

Operating Shifts and Working Hours Overview:

The administrative employees are working hours are from 8:00 to 16:00 including one hour break from 12:00 to 13:00.

The production workers are working hours are as following:

All departments are working from 7:00 to 15:00 including one hour break from 12:00 to 13:00.

The weaving and security departments is working in 3 shifts as following:

Shift 1: from 7:00 to 15:00 00 including one hour break from 12:00 to 13:00.

Shift 2: from 15:00 to 23:00 including one hour break from 19:00 to 20:00.

Shift 3: from 23:00 to 07:00 including one hour break from 02:00 to 03:00.

Working days from Saturday to Thursday.

Friday is the day off.

Time recording system:

The facility uses automatic attendance records to record workers' attendance with clear and verifiable time in and time out.

Worker number information:

Total number of employees = 167.

Total number of male workers = 87.

Total number of female workers = 80.

Total number of production workers = 150.

Total number of production male workers = 77.

Total number of production female workers = 73.

Vulnerable worker number: None

Any other special group workers: None

No worker's agent was used.

No young workers.

No Migrant Workers.

Vulnerable workers, including young workers, pregnant workers, migrant workers, and disabled workers working hours: N/A.

Worker Organization:

Although no trade union is currently established at the facility, management has expressed its willingness to recognize and engage with workers' unions should they be formed in the future.

To ensure effective two-way communication, workers have elected a worker representative. Mr. Gamal Saad serves as the liaison between employees and management, facilitating open dialogue and representing workers' concerns. The most recent election was held on 3 July 2023, with the term valid until July 2026, ensuring continuity and legitimacy of representation.

The most recent meeting between the workers' representative and facility management was held on 1 December 2025, during which general health and safety issues were discussed.

Good practice:

None.

Circumstances: There was no special circumstance during the audit.

General notes: The official language in Egypt is Arabic; all workers and employees can speak Arabic. The management staff speaks Arabic and English.

Remarks: Collective bargaining agreements, inconsistency between time and production records, and remediation of previous findings were not applicable in this audit.

Summary of findings: During the current audit, it was evidenced that the system needs improvement for performance areas 1 (Social Management System Q.1.1 & Q 1.4), 2 (Workers Involvement and Protection Q 2.5), 5 (Fair Remuneration Q 5.4), 6 (Decent Working Hours Q 6.2), and 7 (Occupational Health and Safety Q 7.1, Q 7.13, Q 7.16, Q 7.19, Q 7.21 and Q7.22), and 12 (Protection of the Environment Q 12.2).

SITE DETAILS

Site

Site amfori ID

Site 1

818-000038-001

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Textiles, Apparel & Luxury Goods

Sub Industry

Textiles

amfori Process Classifications

Drying (finished textile)

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

Total workforce	١٥٠	Workers
Legal minimum wage in local currency	٧٤٠٠٠	Monthly
Lowest wage paid for regular work at the site	٨٤٠٠٠	Monthly
Calculated living wage in local currency	١٢٤٤٤٨	Monthly
Total sample	٢٠	Workers

Other Metrics

Male workers	٨٠	Workers
Female workers	٧٠	Workers
Non-binary workers	٠	Workers
Permanent workers - Male	٨٧	Workers
Permanent workers - Female	٨٠	Workers
Permanent workers - Non-binary	٠	Workers
Temporary workers - Male	٠	Workers
Temporary workers - Female	٠	Workers
Temporary workers - Non-binary	٠	Workers
Seasonal workers - Male	٠	Workers
Seasonal workers - Female	٠	Workers
Seasonal workers - Non-binary	٠	Workers
Management - Male	١٠	Workers
Management - Female	٧	Workers
Management - Non-binary	٠	Workers
Apprentices - Male	٠	Workers
Apprentices - Female	٠	Workers
Apprentices - Non-binary	٠	Workers
Workers on probation - Male	٠	Workers
Workers on probation - Female	٠	Workers
Workers on probation - Non-binary	٠	Workers
Workers with night shift - Male	٦٠	Workers
Workers with night shift - Female	٠	Workers
Workers with night shift - Non-binary	٠	Workers
Workers with disabilities - Male	٠	Workers
Workers with disabilities - Female	٠	Workers
Workers with disabilities - Non-binary	٠	Workers
Domestic migrant workers - Male	٠	Workers
Domestic migrant workers - Female	٠	Workers
Domestic migrant workers - Non-binary	٠	Workers
Foreign migrant workers - Male	٠	Workers

Foreign migrant workers - Female	• Workers
Foreign migrant workers - Non-binary	• Workers
Workers hired directly - Male	ΛΥ Workers
Workers hired directly - Female	Λ• Workers
Workers hired directly - Non-binary	• Workers
Workers hired indirectly - Male	• Workers
Workers hired indirectly - Female	• Workers
Workers hired indirectly - Non-binary	• Workers
Unionised workers - Male	• Workers
Unionised workers - Female	• Workers
Unionised workers - Non-binary	• Workers
Workers under CBA - Male	• Workers
Workers under CBA - Female	• Workers
Workers under CBA - Non-binary	• Workers
Pregnant workers	• Workers
Workers on parental leave - Male	• Workers
Workers on parental leave - Female	• Workers
Workers on parental leave - Non-binary	• Workers
Sample - Male	Υ• Workers
Sample - Female	Υ• Workers
Sample - Non-binary	• Workers

FINDINGS



PA1: Social Management System

Site: Site 1 | Site amfori ID: 818-000038-001

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	
It was observed through management interviews, documentation checks, site tours, and workers' interviews that the facility needs improvement regarding performance area 1 (Social Management System), performance area 2 (Workers Involvement and Protection), performance area 5 (Fair Remuneration), performance area 6 (Decent Working Hours), performance area 7 (Occupational Health and Safety) and performance area 12 (Protection of the Environment). This is against amfori BSCI requirements. This question is marked partially as the facility is already in compliance with other amfori BSCI code of conduct requirements. The facility management justified the findings as they were not aware of these requirements.	الأداء 1 (نظام الإدارة الاجتماعية)، الأداء 2 (مشاركة وحماية العمال)، الأداء 5 (الأجور العادلة)، الأداء 7 (السلامة والصحة المهنية)، والأداء 12 (حماية البيئة). ويُعد ذلك غير متوافق بشكل كامل مع متطلبات amfori BSCI. وقد تم تقييم السؤال على أنه امتثال جزئي نظراً لالتزام amfori المنشأة ببنود أخرى من مدونة قواعد السلوك الخاصة بـ BSCI. وقد أوضحت إدارة المنشأة أن أوجه عدم الامتثال ترجع إلى عدم الوعي بهذه المتطلبات المحددة.

Question: 1.4 Is there satisfactory evidence that the auditee's workforce capacity is properly organised to meet the expectations of the delivery order and/or contracts?

ENGLISH	LOCAL LANGUAGE
Finding	
Observation: Based on document review and interviews with workers and management, it was confirmed that the auditee's workforce capacity is generally organised to meet delivery orders and contractual requirements. However, it was noted that an average of 8 hours of overtime per week was observed in three sampled months for 7 out of 20 sampled workers. The sampled months were November 2025, August 2025, and April 2025. Although this overtime is not currently considered a severe systemic issue, its repeated occurrence has been noted as a point of observation in line with the BSCI Code of Conduct (CoC). Facility management attributed the additional hours to urgent business requirements from certain clients.	الملاحظة: استناداً إلى مراجعة المستندات والمقابلات التي أجريت مع العمال والإدارة، تبين أن طاقة القوى العاملة لدى المنشأة مُنظمة بشكل عام بما يلبي متطلبات أوامر التسليم والعقود. ومع ذلك، لوحظ أن متوسط ساعات العمل الإضافي بلغ 8 ساعات أسبوعياً خلال ثلاثة أشهر مُختارة لعدد 7 من أصل 20 عاملاً تم أخذهم كعينة. وكانت الأشهر المُختارة هي: نوفمبر 2025، أغسطس 2025، وأبريل 2025. وعلى الرغم من أن هذا المستوى من العمل الإضافي لا يُعتبر في الوقت الحالي مشكلة منهجية جسيمة، إلا أن تكراره تم تسجيله كنقطة ملاحظة amfori BSCI وفقاً لمتطلبات مدونة قواعد السلوك الخاصة بنظام وقد عزت إدارة المنشأة هذه الساعات الإضافية إلى احتياجات عاجلة لبعض العملاء.

PA 2: Workers Involvement and Protection

Site: Site 1 | Site amfori ID: 818-000038-001

Question: 2.5 Is there satisfactory evidence that the auditee has established, or participates in, an effective operational-level grievance mechanism for individuals and communities?

ENGLISH

LOCAL LANGUAGE

Finding

It was observed through management interviews, documentation checks, and worker interviews that the facility does not have an effective operational-level grievance mechanism for communities, which is required under the amfori BSCI framework. This question is marked as partially compliant, as the facility has internal grievance procedures that enable workers to raise concerns through an open-door policy, grievance boxes, and discussions with the workers' representative. Facility management justified this finding by stating that they were not aware of the requirement to establish and record community-level grievance cases.

تمت ملاحظة من خلال مقابلات الإدارة، ومراجعة الوثائق، ومقابلات العمال أن المنشأة لا تمتلك آلية فعالة لتلقي الشكاوى على المستوى amfori BSCI. التشغيلي للمجتمع المحلي، وهو ما يخالف متطلبات وقد تم تقييم هذا البند كامتثال جزئي، حيث تتوفر لدى المنشأة إجراءات داخلية لتلقي شكاوى العمال من خلال سياسة الباب المفتوح، وصناديق الشكاوى، والمناقشة مع ممثل العمال. وقد بررت إدارة المنشأة هذا الأمر بعدم معرفتها بمتطلبات إنشاء وتوثيق آليات الشكاوى الخاصة بالمجتمع المحلي.

PA 5: Fair Remuneration

Site: Site 1 | Site amfori ID: 818-000038-001

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

Through management interviews, document checks, and worker interviews, it was found that the facility management does not calculate the basic living wage (BLW). The facility pays a minimum salary of EGP 8,000 for 10 out of 20 sampled workers, which is higher than the legal minimum wage of EGP 7,000.

However, the basic living wage calculated by GLWC is EGP 12,448, meaning that the workers receive less than the calculated living wage.

This situation is not in line with amfori BSCI requirements. Therefore, this question is marked "No", as the management is not aware of the BLW calculation and the wages paid are lower than the GLWC living wage.

لوحظ من خلال مقابلات مع الإدارة، ومراجعة الوثائق، ومقابلات مع العمال، أن إدارة المنشأة لا تحسب الحد الأدنى للأجور المعيشية، وأنها تدفع راتباً أدنى قدره 8000 جنيه مصري لعشرة عمال من أصل عشرين عاملاً تم اختيارهم عشوائياً، وهو ما يتجاوز الحد الأدنى للأجور القانوني (7000 جنيه مصري)، بينما يبلغ الحد الأدنى للأجور المعيشية المحسوب من قبل المجلس العالمي للأجور المعيشية 12448 جنيهاً مصرياً. وهذا يخالف متطلبات مبادرة الأمن الاجتماعي في أفريقيا تم وضع علامة "لا" على هذا السؤال لأن إدارة المنشأة غير (BSCI) مطلعة على حساب الحد الأدنى للأجور المعيشية، وتدفع أجوراً أقل من الحد الأدنى للأجور المعيشية المحسوب من قبل المجلس العالمي للأجور المعيشية، ولأن العمال العشرة تم توظيفهم حديثاً.

Finding

The facility explained that the 10 workers are newly hired, and management was not aware of this requirement before the audit.

PA 6: Decent Working Hours

Site: Site 1 | Site amfori ID: 818-000038-001

Question: 6.2 CRUCIAL: Is there satisfactory evidence that the auditee request of overtime is in line with the requirements of the amfori BSCI Code of Conduct?

ENGLISH

LOCAL LANGUAGE

Finding

Observation:

Based on document reviews and interviews with workers and management, it was noted that an average of 8 hours of overtime per week was observed in three sampled months for 7 out of 20 sampled workers. The sampled months were November 2025, August 2025, and April 2025. Although this overtime is not currently considered a severe systemic issue, its repeated occurrence has been noted as a point of observation in line with the BSCI Code of Conduct (CoC). The overtime hours are within the local legal limits and were performed voluntarily. Facility management attributed the additional hours to urgent business requirements from certain clients.

ملاحظة:

بناءً على مراجعة الوثائق وإجراء مقابلات مع العمال والإدارة، لوحظ أن متوسط ساعات العمل الإضافي بلغ 8 ساعات أسبوعياً خلال ثلاثة أشهر مختارة، وذلك لسبعة عمال من أصل عشرين عاملاً شملتهم العينة. وشملت هذه الأشهر نوفمبر وأغسطس وأبريل 2025. مع أن هذا العمل الإضافي لا يُعد حالياً مشكلة هيكلية خطيرة، إلا أن تكراره يُعد نقطة جديرة بالملاحظة تماشياً مع مدونة قواعد السلوك الخاصة بمبادرة وتجدر الإشارة إلى أن ساعات (BSCI) الامتثال الاجتماعي للأعمال العمل الإضافي تقع ضمن الحدود القانونية المحلية، وقد تم العمل بها طواعية.

PA 7: Occupational Health and Safety

Site: Site 1 | Site amfori ID: 818-000038-001

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?

ENGLISH

LOCAL LANGUAGE

Finding

During management interviews, documentation review, site tours, and worker interviews, it was observed that the facility partially observes occupational health and safety regulations applicable to its activities. These include an unsafe electrical panel in the facility entrance, the washing facility in the sewing

خلال مقابلات الإدارة، ومراجعة الوثائق، والجولات الميدانية، ومقابلات العمال، لوحظ أن المنشأة تلتزم جزئياً بلوائح الصحة والسلامة المهنية المطبقة على أنشطتها. وتشمل هذه المخالفات وجود لوحة كهربائية غير آمنة عند مدخل المنشأة، وعدم تجهيز غرفة الغسيل في قسم الخياطة بالصابون والمناديل الورقية ومجفف الأيدي، وغياب لافتة نقطة التجمع، وعدم وجود منطقة مخصصة

Finding	
section not being equipped with soap, tissues, or a hand dryer, the absence of an assembly point sign, and the absence of a designated, clean area for workers to store or eat food. These issues are not in full compliance with the amfori BSCI Performance Area 7 (7.13, 7.16, 7.21, 7.22)– Occupational Health and Safety, which requires facilities to identify, control, and continuously improve workplace health and safety conditions. They also represent partial violations of the Egyptian Labour Law No. 14 of 2025, including: Article (247) – requiring safe operation of the electrical installations. Article (251) - requiring a safe and effective evacuation system across the facility. Article (250) – requiring adequate washing and cleaning facilities with soap and drying materials. As the facility complies with most other legal health and safety requirements but has gaps in welfare and housekeeping practices, the question is marked as Partially Compliant. Facility management acknowledged the findings and committed to addressing the observed issues through improved supervision, regular maintenance, and allocation of a proper dining area to achieve full compliance.	ونظيفة للعمال لتخزين الطعام أو تناوله. لا تتوافق هذه المخالفات تمامًا مع معيار الأداء رقم 7 (7.13، 7.16، 7.21، 7.22) الخاص بالصحة والسلامة المهنية في مبادرة الاستدامة التابعة لمنظمة (BSCI) البيولوجية للشركات الصغيرة والمتوسطة والذي يُلزم المنشآت بتحديد ظروف الصحة والسلامة المهنية، amfori والتحكم بها وتحسينها باستمرار. كما تُمثل هذه المخالفات انتهاكات جزئية لقانون العمل المصري رقم 14 لسنة 2025، بما في ذلك: المادة (247) التي تنص على ضرورة التشغيل الآمن للتركيبات الكهربائية. المادة (251) التي تنص على ضرورة وجود نظام إخلاء آمن وفعال في جميع أنحاء المنشأة. المادة (250) - تتطلب توفير مرافق غسل وتنظيف مناسبة بالصابون ومواد التجفيف. بما أن المنشأة تستوفي معظم متطلبات الصحة والسلامة القانونية الأخرى، إلا أنها تعاني من بعض الثغرات في ممارسات الرعاية والنظافة، فقد تم تصنيف السؤال على أنه "متوافق جزئيًا". أقرت إدارة المنشأة بالنجاح والتزمت بمعالجة المشكلات الملحوظة من خلال تحسين الإشراف والصيانة الدورية وتخصيص منطقة طعام مناسبة لتحقيق الامتثال الكامل.

Question: 7.13 Is there satisfactory evidence that the auditee makes sure a competent person periodically checks the electrical installations and equipment?

ENGLISH	LOCAL LANGUAGE
Finding	
It was observed through site tours, management interviews, and documentation checks that one electrical panel located at the factory entrance was found open and in an unsafe condition. This condition indicates a lack of effective periodic inspection, preventive maintenance, and adequate supervision by the electrical maintenance team, resulting in failure to consistently ensure electrical safety controls across all facility areas. This is against Article (247) of the Egyptian Labour Law No. 14 of 2025, which mandate ensurance of electrical safety. The question is marked as Partially Compliant as the other panels in a different area were safely closed.	لوحظ من خلال الجولات الميدانية ومقابلات الإدارة ومراجعة الوثائق وجود لوحة كهربائية واحدة في مدخل المصنع مفتوحة وفي حالة غير آمنة. يُخالف هذا المادة (274) من قانون العمل المصري رقم 14 لسنة 2025، التي تنص على ضمان السلامة الكهربائية. تم تصنيف المسألة على أنها مُمتثلة جزئيًا، حيث تم إغلاق اللوحات الأخرى في منطقة أخرى بشكل آمن. أقرت الإدارة بهذا الاكتشاف والتزمت بالإغلاق الآمن الفوري لجميع اللوحات الكهربائية، وبررت ذلك بنقص الإشراف.

Finding	
Management acknowledged the finding and committed to immediately safe closing of all electrical panels and justified the finding due to a lack of supervision.	

Question: 7.16 Is there satisfactory evidence that the auditee ensures evacuations plans meet legal requirements and that these plans are posted in relevant places so workers can see and understand them?

ENGLISH	LOCAL LANGUAGE
Finding	
During management interviews, documentation review, site tours, and worker interviews, it was observed that the assembly point sign is missed, which is against Egyptian Labour Law No. 14 of 2025, Article 251, which mandates employers to provide a firefighting and evacuation system according to local legal requirements. However, other emergency and evacuation signs are in place; the question is marked as Partial. Facility management attributed the non-compliance to missing the sign due to winter conditions.	خلال مقابلات الإدارة، ومراجعة الوثائق، والجولات الميدانية، ومقابلات العمال، لوحظ عدم وجود لافتة نقطة التجمع، وهو ما يُخالف المادة 251 من قانون العمل المصري رقم 14 لسنة 2025، التي تُلزم أصحاب العمل بتوفير نظام إطفاء حريق وإخلاء وفقاً للمتطلبات القانونية المحلية. مع ذلك، توجد لافتات طوارئ وإخلاء أخرى؛ لذا صُنّف السؤال بأنه "جزئي". وعزت إدارة المنشأة عدم الامتثال إلى عدم وجود اللافتة بسبب ظروف الشتاء.

Question: 7.19 Is there satisfactory evidence that the auditee has emergency procedures, in writing, to deal with cases of trauma or serious illness?

ENGLISH	LOCAL LANGUAGE
Finding	
During management interviews, documentation review, site tours, and worker interviews, it was observed that the facility does not have written emergency procedures in place to address cases of trauma or serious illness. This is not in compliance with amfori BSCI requirements, which mandate the establishment of documented procedures to safeguard workers' health and safety in emergencies. However, as written procedures for emergency response in case of fire were available, the question is marked as NO. Facility management attributed the non-compliance to the lack of formalization of existing practices.	خلال مقابلات الإدارة، ومراجعة الوثائق، والجولات الميدانية، ومقابلات العمال، لوحظ أن المنشأة لا تملك إجراءات طوارئ مكتوبة للتعامل مع حالات الإصابات أو الأمراض الخطيرة. وهذا يُخالف متطلبات مبادرة amfori، التابعة لمنظمة (BSCI) الأمن الحيوي للشركات بوضع إجراءات موثقة لحماية صحة وسلامة العمال في حالات الطوارئ. ومع ذلك، ونظرًا لوجود إجراءات مكتوبة للاستجابة للطوارئ في حالة نشوب حريق، فقد صُنّف السؤال على أنه "جزئي". وعزت إدارة المنشأة عدم الامتثال إلى عدم وجود إجراءات رسمية للممارسات القائمة.

Question: 7.21 Is there satisfactory evidence that the auditee provides workers with access to an appropriate, clean area for storing food, eating and/or cooking?

ENGLISH	LOCAL LANGUAGE
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Finding

During management interviews, documentation review, site tours, and worker interviews, it was observed that the facility does not provide workers with access to an appropriate, clean, and designated area for storing or eating food, which is against amfori BSCI code of conduct requirements. As there was no designated eating or food storage area available for workers, the question is marked as No. Facility management attributed the non-compliance to space limitations and the absence of a dedicated area planned for this purpose.

خلال مقابلات الإدارة، ومراجعة الوثائق، والجولات الميدانية، ومقابلات العمال، لوحظ أن المنشأة لا توفر للعمال منطقة مناسبة ونظيفة ومخصصة لتخزين الطعام أو تناوله، وهو ما يخالف متطلبات مدونة (BSCI) قواعد السلوك الخاصة بمبادرة الأمن الغذائي العالمي.

ولعدم وجود منطقة مخصصة لتناول الطعام أو تخزينه، تم تصنيف السؤال بـ "لا". وعزت إدارة المنشأة عدم الامتثال إلى ضيق المساحة وعدم وجود منطقة مخصصة لهذا الغرض.

Question: 7.22 Is there satisfactory evidence that the auditee provides workers with clean washing facilities, changing rooms and toilets that are also respectful of local customs?

ENGLISH

LOCAL LANGUAGE

Finding

During management interviews, documentation review, site tours, and worker interviews, it was observed that the washing facility located in the sewing section was not equipped with soap, tissues, or a hand dryer, which is against Egyptian Labour Law No. 14 of 2025, Article (250), which mandates employers to provide adequate washing and cleaning facilities, including soap and appropriate drying materials or devices, to ensure workers' personal hygiene and health protection.

As this issue was identified in one washing facility within the weaving section, the question is marked as Partially Compliant. Facility management attributed the non-compliance to insufficient maintenance and a delay in replenishing hygiene supplies.

خلال مقابلات الإدارة، ومراجعة الوثائق، والجولات الميدانية، ومقابلات العمال، لوحظ أن مرفق الغسيل في قسم الخياطة لم يكن مزودًا بالصابون أو المناديل أو مجفف الأيدي، وهو ما يخالف قانون العمل المصري رقم 14 لسنة 2025، المادة (250)، التي تلزم أصحاب العمل بتوفير مرافق غسيل وتنظيف كافية، تشمل الصابون ومواد أو أجهزة تجفيف مناسبة، لضمان النظافة الشخصية للعمال وحماية صحتهم.

ولأن هذه المشكلة وجدت في مرفق غسيل واحد فقط ضمن قسم النسيج، فقد صُنّف السؤال على أنه مُمتثل جزئيًا. وعزت إدارة المرفق عدم الامتثال إلى عدم كفاية الصيانة وتأخر إعادة تزويد مستلزمات النظافة.

PA 12: Protection of the Environment

Site: Site 1 | Site amfori ID: 818-000038-001

Question: 12.2 Is there satisfactory evidence that the auditee has procedures in place to ensure integration of local environmental law into the business model?

ENGLISH

LOCAL LANGUAGE

Finding

It was observed through management interviews,

لوحظ من خلال مقابلات مع الإدارة، ومراجعة الوثائق، ومقابلات مع

Finding

documentation checks, and workers' interviews that the facility has no documented procedures to ensure local environmental law integration into the business model. This is against amfori BSCI requirements. This question is marked partially as the facility has internal environmental procedures that overlook integration with local law. The management justified the finding that they were not aware of these requirements, and until the audit day, there had been no business model requiring integration with local law.

العمال، أن المنشأة لا تملك إجراءات موثقة لضمان دمج القانون البيئي المحلي في نموذج أعمالها. وهذا يخالف متطلبات مبادرة الامتثال البيئي وقد تم تقييم هذا السؤال. amfori التابعة لمنظمة (BSCI) المستدامة جزئياً نظراً لوجود إجراءات بيئية داخلية لدى المنشأة تتجاهل دمج القانون المحلي. وبررت الإدارة هذا الاستنتاج بأنها لم تكن على دراية بهذه المتطلبات، وأنه حتى يوم التدقيق، لم يكن هناك نموذج أعمال يتطلب دمج القانون المحلي.