

# Monitoring result for PrJSC VKF "Lesya" on site PrJSC VKF "Lesya"

## Monitoring

Monitored Party	: PrJSC VKF "Lesya"
amfori ID	: 804-000063-000
Site	: PrJSC VKF "Lesya"
Site amfori ID	: 804-000063-002
Address	: 3A, Heroyiv Maidanu str., Novograd-Volynsky, Zhytomyr region, Ukraine, 11708 : 11708, Novohrad-Volynskiy : Vinnytska oblast : Ukraine
Monitoring Activity	: amfori Social Audit - Manufacturing
Monitoring Type	: Full Monitoring
Submission Date	: 02/02/2021
Expiration Date	: 19/01/2023

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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

Auditor: Oleg Us, APSCA Membership No. 21703473.

The audited site is PrJSC VKF "Lesya" located in Novograd-Volynsky town, Zhytomyr region of Ukraine.

The company was established in 1996.

The enterprise is manufacturer of apparel.

The factory has capacities to produce about 20500 pcs per week. The factory has does not use any recruitment agencies.

The total headcount the factory was 613 during the audit. All employees on the site and all buildings and premises were included in the audit scope.

The audit has started at 9:00 January 19, 2021. Ms. Tatiana Kondratyuk, Director, Ms. Nataliya Pashkovcka, HR manager, Ms. Valentyna Trostenyuk, Chief accountant, Mr. Pavlo Gorban, H&S manager, Mr. Mykola Maksymenko, Security manager, Ms. Iryna Shcherbakova, Union representative, were present during the opening meeting. The opening meeting was arranged in Ukrainian language. The objective of the BSCI audit, audit workflow, audit plan, involvement of the responsible persons from the company for the audit were clearly explained to the management and the union representative during the opening meeting.

The audit was conducted in transparent and cooperative manner and the company management has shown a positive motivation for improvement actions suggested. The auditor appreciated the positive cooperation, full access to employee interview and full transparency shown during the audit.

The audit has finished at 17:00 January 22, 2021. Ms. Tatiana Kondratyuk, Director, Ms. Nataliya Pashkovcka, HR manager, Ms. Valentyna Trostenyuk, Chief accountant, Mr. Pavlo Gorban, H&S manager, Mr. Mykola Maksymenko, Security manager, Ms. Iryna Shcherbakova, Union representative, were present during the closing meeting. The closing meeting was arranged in Ukrainian language. Before explaining the results of the audits, the auditor appreciated the positive cooperation and transparency of the management and employees for successful flow of the audit.

### #COVID19:

The factory has applied the Covid-19 control measures: only persons who have passed thermometry were allowed to enter on site, ventilating rooms, to keep a 1.5-metre distance, observing hygiene, using mouth and nose covering masks and using disinfectants with an alcohol content of at least 70%.

Masks and disinfectants were freely available in all areas. All significant business partners are made aware of the factory' expectations of safety and social concerning Covid-19.

There were one temporary local employee and 613 permanent local employees, including 7 pregnant workers, 56 workers on maternity leaves and 26 disabled persons. The site did not provide any dormitories to workers.

PA1: The factory has established on overall Social management System, which includes policies for working hours,

remuneration, employment, anti-discrimination, anti-harassment, health & safety, environment and anti-corruption. Ms. Tatiana Kondratyuk, Director, took overall responsibility on developing social procedures in line with the amfori BSCI values and she was the person in charge of developing social procedures in line with the amfori BSCI values and principles. This is communicated to the workers on training and posted on notice boards. The suppliers acknowledged that they follow the BSCI Code of Conduct and Terms of Implementation in writing. The workforce is properly organized in order to supply to the customers.

PA2: The factory involves workers and their representatives in order to provide information exchange on workplace issues. There is satisfactory evidence that factory defines long-term goals for protecting workers in line with demands of BSCI CoC. There is evidence (information log) that factory informs workers about their rights and responsibilities. Factory educates (provides training for managers, workers and workers representatives) of how to implement good practices in the business processes. Grievance mechanism for employees of the factory is established (suggestion box, journal log, responsible person) and is working.

PA3: Factory respects the right of workers to form trade union.

There was Primary trade union organisation of PrJSC VKF "Lesya" and a Collective Bargaining Agreement in place.

The Collective Bargaining Agreement covered all employees. Union representative was elected in the democratic election process (the protocol of elections was presented to auditor). All interviewed workers had stated that they are free to choose to form, belong to, or not belong to a union or other similar workers' organisation.

PA4: Auditee takes steps to avoid discrimination in the workplace – correspondent policy was established and communicated to the workers. Workers are provided the right to raise complaints (suggestion box is in place) in case they find discrimination on the workplace. Employees are protected from harassment or disciplinary measures on grounds of discrimination.

PA5: Wages are over the legal minimum wage and living wage too and were on time by bank transfer on Wednesday of each week, and paid on-time always. There were no any illegal deductions and all legally, required benefits (annual leave, pregnancy leave, paternity leave, sick leave) were paid.

PA6: Production records, pay stubs, payrolls, and attendance logs of 26 interviewed workers were checked from August 2020 (high), October 2020 (low) and December 2020 (last current). The factory has electronic time recording system and time in and out data were provided from the electronic system for all workers during this audit. According to the law, the working schedule is 40 hours per week, five days a week and 8 hours per day. Overtime was found in 17 of 26 selected samples (8 hours a week maximum), it was properly compensated (200% of standard rate).

PA7: The factory has assessed the risks and it has established Health & Safety instructions which controls operations (cutting of textile, pressing, sewing, loading) from safety point of view. There was no accident in the factory in the last 12 months. The overall working and safety conditions were adequate in the facility. All of the employees were trained against H&S, fire safety and BSCI Code of Conduct during hiring and annually. The necessary PPEs were provided for free to the workers. There is an assigned person responsible for Health & Safety. The first aid kit was available and fully stocked. The employees have access to the town medical first aid system and there were one nurse and 16th trained first aiders on the site. The canteen, locker rooms and sanitary facilities were clean and appropriate, potable water is provided (bottled) and inspection report is available. Aisles were kept free and emergency evacuation doors were unlocked and unblocked. Evacuation plans were posted in visible places. Last evacuation drill was in July 2021.

Acids, alkalies, solvents or other hazardous chemicals were not stored or used on the site.

PA8: There is satisfactory evidence that factory does not engage child labour directly or indirectly (it is mentioned in CBA, politics of the company and in the procedure on hire – person needs to provide passport in order to be hired and the passport itself is given only when age 18 is reached (age-verification is a part of the recruitment process). Correspondent policies and procedures are established and communicated in writing in order to protect children from any kind of exploitation. In case in case children are found to be working correspondent remedial policies are set up.

PA9: Factory ensures that young persons (younger 18) do not work at night and are protected against hard conditions of work. No young workers such as school participants was detected in the factory. Mechanisms to prevent, identify and mitigate harm to young workers were established on the factory – young workers are allowed only light working operations (according to local law) and young workers have to be properly trained on Health and S

Site Details

Site : PrJSC VKF "Lesya"  
Site amfori ID : 804-000063-002

GICS Classification

Sector	: Industrials	Industry	: Construction & Engineering
Industry Group	: Capital Goods	Sub Industry	: Construction & Engineering

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

## Metrics

### Key Metrics

Total workforce	<b>613</b> Workers
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### Other Metrics

Permanent workers - Male	<b>49</b> Workers
Permanent workers - Female	<b>563</b> Workers
Temporary workers - Female	<b>1</b> Workers
Management - Male	<b>2</b> Workers
Management - Female	<b>22</b> Workers
Apprentices - Female	<b>32</b> Workers
Workers with night shift - Male	<b>4</b> Workers
Workers with disabilities - Male	<b>3</b> Workers
Workers with disabilities - Female	<b>23</b> Workers
Unionised workers - Male	<b>5</b> Workers
Unionised workers - Female	<b>130</b> Workers
Pregnant workers	<b>7</b> Workers
Workers on parental leave - Female	<b>56</b> Workers

**Findings**

No findings