

Monitoring result for ALTUTEX INTERNATIONAL on site ALTUTEX INTERNATIONAL

Monitoring

Monitored Party : ALTUTEX INTERNATIONAL
amfori ID : 788-000130-000
Site : ALTUTEX INTERNATIONAL
Site amfori ID : 788-000130-001
Address : RUE MENZEL KAMEL 8070 KORBA NABEUL TUNISIE
: 8070, KORBA
: Nabeul
: Tunisia
Monitoring Activity : amfori Social Audit - Manufacturing
Monitoring Type : Full Monitoring
Monitoring Partner : TUV Rheinland
Monitoring Start Date : 12/12/2022
Closing Meeting : 14/12/2022
Finished Date :
Submission Date : 17/03/2023
Expiration Date : 17/03/2025

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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	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

Altutex International is a private textile company founded in 2007. It produces daywear. The company operates in an owned four-story building. It is located in a residential neighborhood in Korba city, Governorate of Nabeul. The occupied area is 1000 square meters per floor except for the basement which has about 200 square meters, used for accessories storage. The ground-floor hosts the administration offices, the fabric storage, the cutting, the embroidery and final QC operations, the second floor is used for assembling and finishing operations and the sales department. The third floor hosts the changing room and the refectory.

The business license Number 1022773T is valid for 99 years starting from October 2007. It corresponds to the auditee's actual situation (company name, address and activity). The production activities are Incoming inspections, cutting, preparation, embroidery, sewing, finishing, ironing quality control and packing. The supplier uses process subcontractors for sewing, washing, dyeing, printing and decoration activities.

The audit was conducted on behalf of TUV Rheinland by Ameni Tanaben APSCA status; RA registration number 21703356. Mrs Nadia Khammessi, ASCA 21703680, employee at TUV Rheinland Maghreb, attended the audit as auditor under full monitoring. Opening meeting started on December 12, 2022 at 08:35 am after a quick facility tour upon arrival. It was conducted in the presence of Mr. Housseem Khemir- CEO, Mrs Hana Ben Hmida, in charge of QHSE management and Amfori Code implementation, Mrs Rimel Khemir as HR officer and one worker representative. The auditor explained the purpose and the process of the audit and provided an overview of Amfori BSCI program. Confidentiality of the information and importance of the transparency were highlighted.

Access was fully allowed to the premises and documentation. Objective evidence was collected through onsite observation, documentation review and interviews with workers and management. The management was cooperative and open to any discussion and remarks. No discrepancy was noted between the number of worker provided prior to the audit and the number found on the audit day (314). A sample of 25 workers was selected for interviews: 6 were done individually and 4 group interviews due to production constraints.

Activity trend reached a peak in March, April, October and November 2022. Time sheets, payroll records and production records of last 12 months were available. Records of the months November 2022 (Recent month) March 2022 peak period) and July 2022 (random period) were selected for review out of the last 12 pay period. A management system for social and environmental performance is implemented. Policies and procedures on social performance, human rights, ethics and protection of the environment were established. Training and monitoring activities have been conducted in these subjects. The management team is following up the performance of the system through monthly KPI review, monitoring activities and internal audits. Working conditions are good. Finding were noted in PA 7 related to meetings of health and safety committee and in PA 2 on the lack of efficiency of trainings.

Photos related to dormitory and chemicals are not applicable. The following documents are not available: calculation of financial and personnel resources for CSR compliance, company AES Financial balance sheet and production capacity planning. The following document are not applicable: Government waivers, Contractor license/permit, Agency labor contract, authorization to make exception on working hours, list of production process outsourced to prison, qualification of workers working on dangerous equipment, records related to chemical management and Environmental Licenses. The closing meeting was held at 17:00 on December 14, 2022. It was conducted in the presence of the same attendees of the opening meeting. The auditor presented the audit findings, explained about the audit score and the outcomes. She explained the use of the remediation plan. The producer's management agree to all findings and expressed their commitment to continuous improvement. The meeting ended at 17:25 and the auditor left the facility at 17:30.

Site Details

Site : ALTUTEX INTERNATIONAL
Site amfori ID : 788-000130-001

GICS Classification

Sector	: Consumer Discretionary	Industry	: Textiles, Apparel & Luxury Goods
Industry Group	: Consumer Durables & Apparel	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	301 Workers
Legal minimum wage in local currency	459 Monthly
Lowest wage paid for regular work at the site	559 Monthly
Calculated living wage in local currency	695 Monthly
Total sample	25 Workers

Other Metrics

Male workers	44 Workers
Female workers	257 Workers
Permanent workers - Male	3 Workers
Permanent workers - Female	27 Workers
Temporary workers - Male	30 Workers
Temporary workers - Female	178 Workers
Seasonal workers - Male	0 Workers
Seasonal workers - Female	0 Workers
Management - Male	2 Workers
Management - Female	6 Workers
Apprentices - Male	11 Workers
Apprentices - Female	55 Workers
Workers on probation - Male	0 Workers
Workers on probation - Female	2 Workers
Workers with night shift - Male	0 Workers
Workers with night shift - Female	0 Workers
Workers with disabilities - Male	2 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	46 Workers
Workers hired directly - Female	268 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	32 Workers
Workers under CBA - Female	203 Workers
Pregnant workers	1 Workers
Workers on parental leave - Male	0 Workers
Workers on parental leave - Female	2 Workers
Minimum wage agreed on CBA in local currency	559 Monthly
Sample - Male	6 Workers
Sample - Female	19 Workers

Findings

PA1: Social Management System

Although policies and procedures have been implemented in the areas of HR, health & safety and environment management, KPI are not maintained in order to monitor the significant aspects and implement needed corrective actions in timely manner.

Bien que des politiques et des procédures aient été mises en œuvre dans les domaines de la gestion des ressources humaines, de la santé et de la sécurité et de l'environnement, les KPI ne sont pas maintenus afin de surveiller les aspects importants et de mettre en œuvre les actions correctives nécessaires en temps opportun.

PA 2: Workers Involvement and Protection

Training provided to workers and workers representatives were not found efficient. Interviewed workers did not have full understanding of responsible practices in business operations and social performance practices. Amfori BSCI requirement 2.4

La formation dispensée aux travailleurs et aux représentants des travailleurs n'a pas été jugée efficace. Les travailleurs interrogés n'avaient pas une compréhension complète des pratiques responsables dans les opérations commerciales et des pratiques de performance sociale. Exigence 2.4 Amfori BSCI

PA 7: Occupational Health and Safety

Although applicable health and safety regulations have been identified, findings were raised against the compliance to local law.

Bien que les réglementations applicables en matière de santé et de sécurité aient été identifiées, des conclusions ont été émises concernant la conformité à la législation locale.

Health and safety committee meetings are not conducted every 2 months as per law. The last meetings dated in March 18, June 6 and October 17, 2022. Decree n°95-30 of January 9th 1995, article 33: The health and safety committee meets once at least every two months and when the advisory committee requests. It meets also on the occasion of major work accident.

Les réunions du comité de santé et de sécurité n'ont pas lieu tous les 2 mois conformément à la loi. Les dernières réunions dataient des 18 mars, 6 juin et 17 octobre 2022. Décret n°95-30 du 9 janvier 1995, article 33 : Le comité d'hygiène et de sécurité se réunit une fois au moins tous les deux mois et à la demande du comité consultatif. Il se réunit également à l'occasion d'accident de travail majeur.